



# GENDER EQUALITY PLAN

Results of the review for 2023

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## 1 Tasks identified under the gender equality plan

The Central European Service for Cross-Border Initiatives (CESCI) adopted its Gender Equality Plan at its annual General Assembly 2022 (25 May 2022). The need to appoint a Gender Equality Officer to coordinate the implementation of the plan was also noted that time. As there were no volunteers to take on the role of the Gender Equality Officer, the Directors decided that one of the Directors would take on part of the role, with the assistance of two colleagues.

In addition to coordination, the rapporteurs are responsible for monitoring and reporting annually to the Directors on the implementation of the Plan, highlighting the progress made so far and any obstacles encountered. The organisation will publish the annual report on its website. If the Gender Equality Plan needs to be amended or supplemented in the meantime, the rapporteurs will draw up a proposal for its amendment.

This document contains an assessment of the second annual progress of the Gender Equality Plan. The report for 2022, which was adopted at the Association's 2023 Annual General Assembly, proposed that one-off actions already completed should no longer be examined separately in future reports. Accordingly, these indicators are no longer included in this document.

## 2 Annual monitoring of the Gender Equality Plan (2023)

This chapter examines the development of the gender equality actions for the period 2021-2027, based on the values of the pre-defined indicators for 2023, and the measures taken concerning these actions.

*Table 1: Colour key for the table summarising the values*

Colouring	Report from
Green	The indicator has achieved its objective.
Blue	While there is improvement/stagnation for this indicator, further improvements could be envisaged.
Yellow	The value of an indicator is essentially influenced by professional criteria.
Grey	The indicator is not relevant due to the minimum number of elements.
Pink	There is a gap for this indicator.

*Table 2: Evolution of indicator values in 2023*

Action	Indicator	Target	Value (2022)	Value (2023)	Current situation (2023)	Evaluation (2023)
1.1 Approaching gender equality in the Board	Proportion of women in the Board	Not specified	25%	25%	In 2023, the gender distribution of board seats has not changed.	Has not changed
1.2. Approaching gender equality in top management in the work organisation	Share of women in top management	33,3%	33,3%	33,3%	The composition of senior management has not changed in 2023.	Has not changed
	Pay gap between female and male senior managers	0%	0%	0%	Female and male senior managers have the same salary in 2023.	Maintains the target
1.3 Approaching gender equality in the workplace	Pay gap between women and men among non-managerial senior and junior workers	0%	0,50%	3,72%	The only difference in pay for non-managerial employees is due to different job roles and responsibilities.	Professional criteria are the key

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Action	Indicator	Target	Value (2022)	Value (2023)	Current situation (2023)	Evaluation (2023)
	Pay gap between non-senior female and male researchers <sup>1</sup>	0%	Improved	Improved	Compared to the year 2022, the wage gap between female and male researchers has decreased significantly.	Professional aspects are decisive
	Proportion of female researchers	Not specified	33,3%	33,3%	The number of employees seconded to the research group has not changed in 2023, so the value of the indicator has not changed.	Has not changed
2.1 Ensuring gender equality in recruitment	Percentage of women among candidates called for interviews	Not specified	Not specified	33,3%	We did not discriminate between applicants on the basis of gender, and in all cases, we decided on the basis of professional criteria.	Professional criteria are the key
	Percentage of women interviewed	Not specified	Not specified	33,3%	The interviews were primarily organised on a professional basis, but where professionally possible, we made sure that at least one female colleague attended the interviews.	Professional criteria are the key
2.2 Ensuring gender equality in career development	Ratio of female to male workers in training	Not specified	Not relevant	Not relevant	None of the workers were newly trained in 2023. One person has continued his/her previously started studies, so the analysis of this indicator is not relevant.	Only 1 person concerned
3.1. Provision of working time and other benefits to achieve work-life balance	The fact of providing flexible working environments	Be insured	Insured	Insured	Flexible working arrangements were guaranteed in 2023.	Secured, but minor refinements needed in terms of work organisation
	Percentage of part-time applications accepted	100%	100%	100%	For the year 2023, all part-time applications have been accepted.	Insured

<sup>1</sup> For data protection reasons, the report does not provide a specific numerical value, only the direction of the trend is indicated.

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Action	Indicator	Target	Value (2022)	Value (2023)	Current situation (2023)	Evaluation (2023)
	Percentage of children receiving one-off financial support	100%	0%	0%	In 2023, the support scheme has not been developed.	Not elaborated.
	Number of employees with individual working time	Not specified	Not specified	Not specified	For the partially affected colleagues, individual working hours were provided by the organisation.	Insured
3.2 Contact with workers on parental leave	Number of family meetings per year	1	(1)	0	In 2023, no family meeting has been announced, but so-called 'CESCI Light' sessions are organised with family workers in mind (e.g. earlier start) and former colleagues are invited to attend.	It did not take place.
4.1 Organisation of sensitivity training	Number of training calendars	1	0	0	No training was organised in 2023.	It has not taken place, and in this form, it is an action to be reviewed and reformed.
4.2 Informing new employees of the organisation	Percentage of new entrants who received information	100%	100%	100%	All new workers arriving in 2023 received the 2022 prospectus.	Insured
4.3 Gender mainstreaming in the organisation's events	Number of female speakers invited to events	Not specified	26,19%	37,78%	In 2023, the organisation of professional events continued to focus on women speakers, which has increased compared to the previous year.	There has been an improvement
	Percentage of women speakers at professional events	Not specified	22,54%	37,78%	In 2023, all invited women speakers accepted the invitation, so the figure also shows increase compared to the previous year.	There has been an improvement
5.1. Developing a gender complaint procedure and rules	Percentage of complaints treated	100%	Not relevant	Not relevant	No complaints were received in 2023.	No complaints received (number of cases = 0).

### 3 Annual monitoring results

Based on the above table, the association has made progress in implementing the measures set out in its Gender Equality Plan in several areas, but further improvements and corrections are still needed in some areas. Overall, the indicators examined:

- for a quarter of the indicators (5 indicators) the values have improved or stagnated, for which, if organisationally and professionally possible, further equal opportunities measures are recommended;
- for a quarter of the indicators (4 indicators), the evolution (either improvement or deterioration) of the values is essentially influenced by professional criteria, and deviation from these criteria would be discriminatory. The maintenance of flexible working arrangements in their current form might be also influenced by professional considerations.
- a fifth (4 indicators) show a clearly positive picture, with values improving, maintaining their target or keeping their commitments;
- one sixth (3 indicators) have not yet achieved their target action, for which the working organisation has further work to do:
  - A scheme to provide one-off financial support to workers at the birth of their child has not been developed for 2023. Although the target period runs until 2027, it is proposed to develop the scheme in 2024. Responsible: directors.
  - No family reunions have been organised for the year 2023. It is proposed to prepare and announce the event in 2024. Responsible: Referees
  - No sensitivity training was organised in 2023. It is advisable to assess the openness of the staff before organising the training. If such an event would be useful, it should be organised. If there is no demand from staff for such training, it is recommended to organise it only if necessary. Responsible: Referees.
- for the tenth (2 indicators), the indicator cannot be interpreted due to the low number of elements.