

## GENDER EQUALITY PLAN

(approved at the Board of Directors meeting on 1 April 2021)

### **INTRODUCTION**

The European Centre for the Development of Democracy (ECDD) is strongly committed to monitoring and analysing extremism and radicalisation and minority rights in today's world. The ECDD promotes national programmes in the field of minority rights and countering radicalisation. All ECDD actors and partners work together to identify and address the causes of minority discrimination and radicalisation in society. ECDD strives to create a professional environment in which staff actively promote gender equality and women's empowerment in all aspects of institutional processes and programme work. The organisation is committed to moving towards gender parity, enhancing women's meaningful and equal participation in programme delivery at all levels and working towards a safe, inclusive and respectful work environment for all staff, contractors and partners whose work contributes to a world free of discrimination.

Gender roles, norms and different forms of gender inequalities, along with other factors such as age, race, ethnicity, linguistic affiliation, socio-economic background, disability, religion and caste, are powerful determinants that influence prejudice in the population. In order to monitor xenophobia, radicalism, extremism as well as minority rights, ERDC is tasked to identify and address gender-specific barriers to monitoring, analysis of tolerance in society as well as other circumstances related to various issues in contemporary society such as the coronavirus pandemic, and to strengthen gender equality. ECDD is confident that organisations that ensure gender equality achieve better results and outcomes.

ECDD places gender equality at the heart of all its programmes, strives to ensure the equal participation of women and men, to achieve positive change for all people and to improve the quality of programmes and the sustainability of results achieved. The Plan is intended to provide guidance on gender mainstreaming for staff and programme managers as well as partners. The Gender Equality Plan outlines ECDD's approaches to addressing gender issues in its programme activities, work culture, organisational and management structures and systems. The aim of the Plan is to change the practice of gender mainstreaming in various aspects of ECDD's work and to deepen and disseminate knowledge and good practices at all levels.

This Plan is designed to reinforce the work done by ECDD staff and contractors. It is also a useful source of information on the ECDD's approach to its priority gender issues for the organisation's partners.

### **PURPOSE.**

The purpose of this Plan is to enable ECDD to ensure that gender is effectively mainstreamed into its activities when implementing its programmes.

The target audience for this Plan includes:

- ECDD staff and contractors around the world;
- ECDD partners from among researchers, experts, donors, UN agencies, NGOs/civil society organisations and other cooperation partners;

- representatives of minorities, including different genders, adults and children, if they are subjects of research or participants in ECDD projects.

## **OBJECTIVES.**

The objectives of this Plan are to

- promote gender mainstreaming in various aspects of ECDD's programme activities and interventions;
- Assist governments and societies to address gender-related obstacles and to empower human rights, especially minority rights and children's rights, especially during the COVID-19 pandemic when the post-pandemic syndrome of lockdowns, distance learning, etc., is emerging;
- Increase women's meaningful participation in research programmes related to minority rights and tolerance issues in society in order to advance gender equality in research programmes;
- Create an institutional culture and environment that promotes gender equality.

## **GENDER EQUALITY RULES IN THE WORK OF THE EMB**

### *1. Recognising and promoting gender equality*

In all of the Organization's projects, together with our partners, we recognise, respect and promote the rights and principles of equality between women and men and combat gender-based obstacles and discrimination. This should be tested in all bodies, at all levels and for all categories.

### *2. anti-discrimination*

We commit ourselves to combating the many differences allegedly based on gender, ethnic and social origin, language, religion or belief, opinion, disability, age or sexual orientation in order to specifically promote equality between women and men.

### *3. The question of each person's place in the organisation*

We voluntarily undertake to question the respective place of men and women in our organisation, which articulates a set of norms, charters, rituals, rules and behaviour, often marked by the stamp of gender stereotypes.

We aim to raise awareness and/or educate our team members, our organisation, to identify and transform mentalities, attitudes and stereotypical or even sexist behaviour.

### *4. Encouraging criticism of stereotypes*

We commit ourselves to combat stereotypes and prevent, to the extent possible, prejudices, practices, expressions and images based on the idea of superiority or inferiority of either sex or on stereotyped female or male roles. We are committed to raising awareness of the counterproductive role of gender stereotypes in achieving equality between women and men.

### *5. Training and awareness-raising for staff on their rights and responsibilities*

We encourage staff in all categories to participate in gender equality awareness and training activities. In addition, we are committed to informing relevant staff as well as component and service management about everyone's rights and responsibilities regarding maternity or paternity leave, parental leave and part-time work rights. In this way we will ensure that staff careers are not penalised due to maternity (and other situations: single parent families, children with disabilities, etc.

## *6. Protecting our employees*

We take note of the fact that information on the rights of victims of harassment and the assistance they can receive should be widely disseminated to staff, component management and services and in general be vigilant about situations that may lead to violence.

## *7. Programme activities.*

ECDD's programme activities consist of studies related to the analysis of xenophobia, extremism, radicalism and the situation of minorities in individual countries, as well as individual projects related to contemporary contemporary issues (e.g. the coronavirus pandemic) and their impact on the lives of particular social groups.

In the first case, gender will be taken into account in the analysis of xenophobic, radical and extremist manifestations, for example, when considering attacks on minority representatives, not only the number of identified gender-based attacks should be considered, but also the use of comparative analysis in identifying attacks on individual genders in the commission of other crimes. In addition, gender will be taken into account when analysing the activities of extremist and terrorist groups related to recruitment into militant groups, for example for suicide bombings, as well as recruitment into so-called "support groups", exclusively women to send them to "hot spots", etc.

In the second case, the risks posed to women and girls by certain events are necessarily the subject of analysis. For example, special attention is paid to the risks to which these social groups are exposed as a result of post-pandemic syndrome, when those in lockdown and distance learning begin to spend more time at home and are often victims of, for example, domestic violence. It should also be considered that women are also particularly affected by loss of employment as a result of lockdown.

## *8. Helping other governments and societies around the world to achieve gender equality.*

The ECDD's country study usually concludes with conclusions and expert recommendations aimed at overcoming minority inequalities. The Gender Equality Plan envisages that recommendations concerning gender equality and the protection of women's rights will always be included in the list of recommendations in the future.