

RESEAEU EUROPEEN DES VILLES ET REGIONS DE L'ECONOMIE
SOCIALE AISBL

GENDER EQUALITY PLAN

INTRODUCTION

The European Network of Cities and Regions for the Social Economy AISBL is an international non-profit making association under the Belgian law, bringing together local and regional public authorities and social economy actors in order to create stable partnerships, common policies for sustainable local development and to fight for social inclusion.

The AISBL pursues its objectives through policy action, but also through the direct and indirect conduction of R&D and pedagogic activities.

The association acts mainly through its members, coordinated, for the pursuit of common objectives, by a Board of Directors and a Presidency Bureau, supported by a Secretariat. For the pursuit of specific actions, the AISBL recruits experts or establishes partnership with third-non member organisation holding specialised competences in the relevant fields.

The principle and values guiding the action of the AISBL, as stated in its Charter, includes to “apply gender equality, promote diversity through inclusion, fight against any kind of discrimination, racism and precarious conditions”. Such principles are mainly a commitment the members of the AISBL commit to while signing the Charter. Nevertheless, they equally apply to the activities of the association.

The REVES Charter is an ethical code to which both the members and the AISBL as such commit.

Respecting the legislative and regulations in place both in Belgium and the European Union upholding human rights and protecting against discrimination, REVES strives to implement standards aimed at ensuring equality in everyday operations within the association.

The present Gender Equality Plan is developed to foster further efforts in ensuring the quality of delivering support to all beneficiaries based on an equal, open and diverse working and learning environment.

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The objective of this document is to consistently support the process of building and consolidating REVES's organizational culture related to gender equality. It responds to the findings from the relevant legislative of EU institutions such as European Commission, European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions such as Gender Equality Strategy 2020-2025" (respectively: COM(2020) 628 final of 30 September 2020 and COM(2020) 152 final of 5 March 2020). It also implements the eligibility principle adopted under the Horizon Europe programmes (Article 7 of the Regulation (EU) 2021/69 of the European Parliament and of the Council of 28 April 2021 establishing Horizon Europe - the Framework Programme for Research and Innovation, OJEU L 170/69).

After a detailed analysis of relevant REVES's documents, especially the Code of Conduct and the Strategic Plan 2000-2022, the Plan has been developed by the REVES Presidency Bureau.

FIGURES (2022)

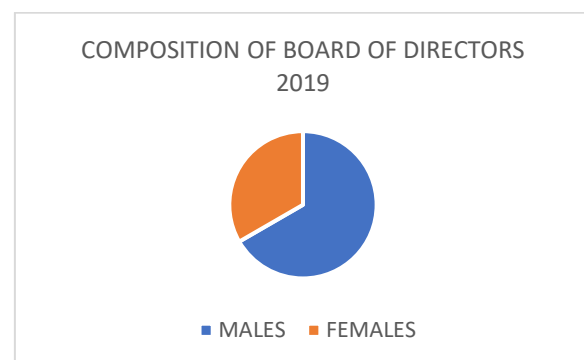
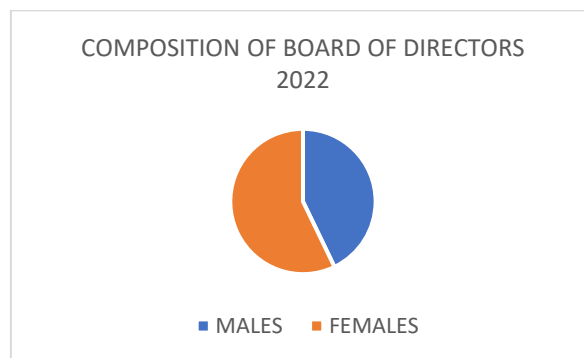
the management of the AISBL is divided between a Board of Directors, consisting of representatives of the members (moral persons), and a Presidency Bureau, consisting of one or more co-Presidents and the Secretary General.

The current composition of the Board of Directors is as follows:

| MALES | FEMALES |
|-------|---------|
| 6 | 8 |

The evolution in the composition of the board between 2019 and 2022 appears as follows (the board has a 3 years-mandate):

| | MALES | FEMALES |
|------|-------|---------|
| 2019 | 8 | 6 |
| 2022 | 6 | 8 |



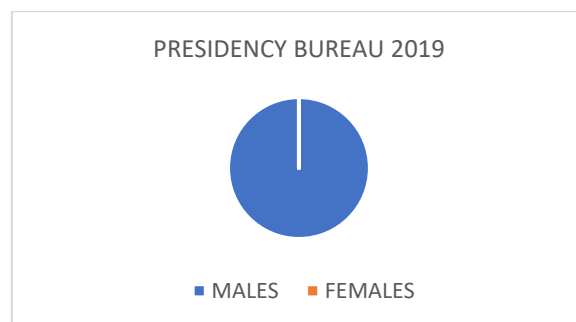
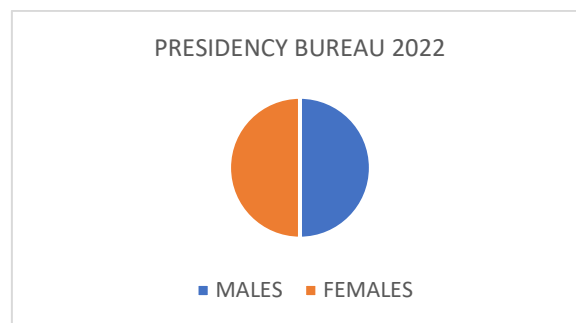
Concerning the Presidency Bureau, the composition in 2022 appears as follows

| | MALES | FEMALES |
|-----------|-------|---------|
| PRESIDENT | | 1 |

| | | |
|-------------------|---|--|
| SECRETARY GENERAL | 1 | |
|-------------------|---|--|

The evolution in the composition of the Presidency bureau between 2019 and 2022 appears as follows (the bureau has a 3 years-mandate):

| | MALES | FEMALES |
|------|-------|---------|
| 2019 | 2 | 0 |
| 2022 | 1 | 1 |



The Board of Directors and Presidency Bureau are supported by a secretariat composed of persons under direct employment contract, persons under stable collaboration contracts and external experts.

The composition of the team in 2022 appears as follows:

| | MALES | FEMALES |
|-------------------------|-------|---------|
| DIRECTION | 1 | |
| POLICY/ADMINISTRATION | | 1 |
| RESEARCH STAFF (A2) | | 1 |
| ACCOUNTANCY STAFF (EXT) | | 1 |

The evolution in the composition between 2019 and 2022 appears as follows:

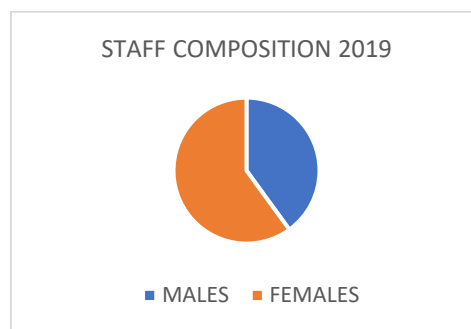
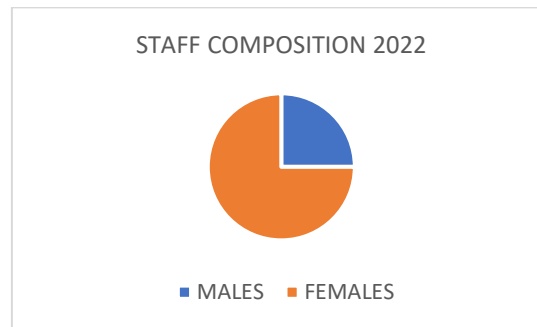
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| | MALES | | FEMALES | |
|-------------------------|-------|------|---------|------|
| | 2019 | 2022 | 2019 | 2022 |
| DIRECTION | 1 | 1 | | |
| POLICY/ADMINISTRATION | | | 2 | 1 |
| RESEARCH STAFF (A2) | | | 1 | 1 |
| ACCOUNTANCY STAFF (EXT) | 1 | | | 1 |



THE GEP TEAM

Given the profile of the AISBL, and the limited number of HR directly involved in the operations, a GEP team was not created as a self-standing one.

The function is indeed part of the attributions of the Board of Directors, that has the role of directing and supervising the pursuit of the AISBL objectives as stated in the REVES Charter (see introduction), inside the organisation.

The Board of Directors meets at least twice per year and receives the report from the President (who is legally responsible for HR) and from the Secretary General (who is legally responsible for organisation of the work inside the AISBL). The members of the staff are invited to assist in the meetings of the board, that has the capacity to address direct questions to them in order to check the concrete application of the Association's principles and values.

KEY AREAS, OBJECTIVES AND ACTIONS OF THE GEP

The GEP is the public document through which the Direction of the AISBL designs and communicates its policies and objectives in terms of active pursuit of gender equality and inclusion.

Given the dimension of the association, the implementation of it is allocated to the Presidency Bureau and the Secretariat, under the supervision of the Board of Directors.

A report will be included in the annual activity report of the AISBL as from 2024, and focus on the following areas and actions:

| | |
|---|---|
| <p>Management and decision-making</p> | <p>1.1. Maintaining of the achieved balance in the decision-making organs and procedures. Indeed, although the power to appoint representatives to the decision-making organs (Board of Directors) pertains to the Members, the AISBL will continue carrying out sensibilisation and awareness raising activities towards them, underlining the importance to take into consideration the gender equality matter while making their nominations.</p> <p>1.2. defining a code of procedures of the electoral committee (appointed every three years for the renewal of the board) to help checking the respect of gender equality and, in case, propose members to review their nominations.</p> <p>1.3. Monitoring the actual balanced participation in the decision-making process</p> |
| <p>Safe and friendly place to work</p> | <p>2.1. Improvement of gender equality approach in management culture</p> <p>2.2. Support improvement measures for work-life balance for all the HR involved in the operations.</p> <p>2.3 Extension of the guarantees for staff under stable employment contract to collaborators (permanent or occasional) and interns.</p> |
| <p>Communicating with a gender-balanced perspective</p> | <p>3.1. Revision of the language used in both official documents and internal communications in order to avoid in any way offending gender sensibilities, also by reproducing gender stereotypes.</p> |

| | |
|--|---|
| | <p>3.2. re-launch the results of studies on gender perspectives carried out during previous years (re-issue).</p> <p>3.3 Define a decalogue for neutral and respectful of diversity communication scheme.</p> |
|--|---|

- OPERATIONAL PLAN

| Actions | 2022 | 2023 | 2024 | Associated resources |
|---|------|------|------|----------------------|
| 1.1. Maintaining of the achieved balance in the decision-making organs and procedures. Indeed, although the power to appoint representatives to the decision-making organs (board of directors) pertains to the Members, the AISBL will continue carrying out sensibilisation and awareness raising activities towards them, underlining the importance to take into consideration the gender equality matter while making their nominations. | | | | 5 dd/ETP |
| 1.2. defining a code of | | | | 5 dd/ETP |

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| | | | | |
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| procedures of the electoral committee (appointed every three years for the renewal of the board) to help checking the respect of gender equality and, in case, propose members to review their nominations. | | | | |
| 1.3 Monitoring the actual balanced participation in the decision-making process | | | | 5 dd/ETP |
| 2.1. Improvement of gender equality approach in management culture | | | | 10 dd/ETP |
| 2.2. Support improvement measures for work-life balance for all the HR involved in the operations | | | | 4 dd/ETP |
| 2.3 Extension of the guarantees for staff under stable employment contract to collaborators (permanent or | | | | 5 dd/ETP |

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| | | | | |
|---|--|--|--|-----------|
| occasional) and interns. | | | | |
| 3.1. Revision of the language used in both official documents and internal communications in order to avoid in any way offending gender sensibilities, also by reproducing gender stereotypes. real or perceived stigmatisation | | | | 5 dd/ETP |
| 3.2. re-launch the results of studies on gender perspectives carried out during previous years (re-issue) | | | | 20 dd/ETP |
| 3.3 Define a decalogue for neutral and respectful of diversity communication scheme | | | | 15 dd/ETP |

The President of REVES

The secretary General of REVES

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