

Strategic Framework for Gender Equality Policy at GDACZ for 2023-2026

Introduction

Equality is one of the main values of GDACZ. Gender equality is seen as an integral part of the application of equality in the life of the Association and in all of its activities.

We recognize the equal value of all people, and therefore commit ourselves to promoting equality and preventing any form of discrimination in all of the activities at the organization. The Association applies a policy of zero tolerance to sexual harassment and discrimination. Therefore, we reject sexism, racism, xenophobia, as well as other approaches and practices aimed at disadvantaging female individuals and male individuals or groups on grounds of sex, gender, religion or belief, race, nationality, or ethnic group, disability, age, sexual orientation, marital and family status, skin colour, language, political or other thought, national or social origin, property or other status. Recognizing and removing the processes and structures that create and maintain inequality are considered to be an essential part of the Association activity in this respect.

Gender equality means that women and men have equal opportunities, rights and responsibilities in all the areas of life. This implies an even distribution of responsibility, power and influence, equal opportunities for economic independence, and equal conditions and prerequisites for work, careers, and development opportunities. It also means equal access to education and opportunities to develop personal ambitions, interests, and talents. Gender equality also creates the conditions for reconciliation of private, family, and working life and makes any gender-based or sexual harassment impossible.

GDACZ promotes gender equality as both an employer and a trade association and strives to create an atmosphere of respect for diversity. The Association operates in such a way as to enable every female individual and every male individual to develop on the basis of their personal capabilities, irrespective of differences based on any discriminatory reason.

Equality and the ensuing accessibility and equal access enhance and develop a diverse community. We are convinced that recognizing the fact that we are all equal in our diversity contributes to the creation of trust that is crucial to maintaining this Association as an entity based on the cooperation of free, autonomous, critically minded, creative human beings.

GDACZ is committed to promoting gender equality in all aspects of its operations.

LEGAL GROUNDS

In applying and enforcing its gender equality policy, GDACZ departs from legal safeguards to the protection of human rights, equality and non-discrimination on grounds of sex and gender as defined by the THE CHARTER OF FUNDAMENTAL RIGHTS AND FREEDOM as part of the constitutional order of the Czech Republic as well as international and European standards.

ASSESSMENT AND DATA COLLECTION

A thorough assessment of the current gender balance has been initiated within our trade association, including leadership position (Chairman) and staff. The collected data reflects on pay gaps, representation and any reported incidents of gender-based discrimination or harassment.

I OBJECTIVES OF GENDER EQUALITY POLICY AT GDACZ

1. Creating an ethical and fair work environment.
2. Valuing the organizational culture and credibility of the Association both inwards and outwards.
3. Fulfilling the internationally recognized standards of responsible trade associations.
4. Promoting the satisfaction of male and female employees, and increasing their motivation and loyalty.
5. Creating a friendly and respectful internal environment based on respect for fundamental rights and meeting the needs of the persons working at GDACZ.
6. Effective work with human resources and the creative potential of both women and men in equal measure that will prevent the waste of talent and promote equal representation. Resources and opportunities shall be provided for skill development, networking, and professional advancement.

II

Priority areas of gender equality policy at GDACZ

1. Recruitment and promotion efforts shall aim at balanced gender structure at all levels and positions at the Association. Guidelines are to be developed to promote gender-neutral hiring practices (e.g. blind resume screening, diverse interview panels etc.)
2. Salary structure and working conditions.
3. Work and life balance is embedded in the continuous process of looking for ways in which the Association can help create systematic conditions for balancing work and family life introducing good practice in this aspect.
4. Prevention and elimination of any type of harassment by the Association is directed towards the following:
 - A. Ensuring that female and male employees are aware of the process of handling possible cases of discrimination and harassment through training and instruction sessions.
 - B. Organizing regular (once a year) training sessions for the employees related to the recognition and prevention of discriminatory and harassment as well as dealing with cases of harassment. Mandatory training for all staff shall be focused on topics such as unconscious bias, gender sensitivity, and respectful communication including modules that raise awareness about the importance of gender equality in the industry.
 - C. Incorporating gender perspective and gender-sensitive approach aimed at raising the awareness and knowledge of the gender equality issues, awareness of possible negative impact of ignoring gender equality.
 - D. Equal treatment of male and female employees.

III

NEXT STEPS FOR DEVELOPING GENDER EQUALITY POLICY INSTRUMENTS AT GDACZ

1. Developing the gender equality strategy plan.
2. Creating an infrastructure for implementing the gender equality policy and strategic goals for gender equality.
3. Appointing a contact person - Mr. Pavel Barák, Chairman of GDACZ - responsible of the above mentioned agenda.

4. Collaboration with other organizations, NGOs, and governmental bodies working on gender equality initiatives.
5. Regularly review and update the gender equality plan based on feedback, evolving best practices, and changing circumstances. Flexibility is important to ensure the plan remains relevant and effective.

TIME FRAME

Gender equality is an ongoing effort, and the time frame below is just a starting point. GDACZ is committed to regularly assess the plan's effectiveness, solicit feedback from stakeholders, and make necessary adjustments to ensure that the trade association's commitment to gender equality remains strong and impactful.

Phase 1: Initial Stage

1. Data Collection and Assessment

- Gather data on gender representation at all levels of the association.
- Conducting a pay equity analysis.
- Collecting other sex/gender disaggregated data relating to personnel to be reviewed annually
- Identifying any existing policies or practices that need adjustment.

2. Stakeholder Engagement and Awareness

- Engaging with leadership, staff, and members to introduce the gender equality plan and solicit feedback.
- Conduct an anonymous questionnaire survey of all staff.
- Arrange a seminar with a representative of an awareness-raising organization on the basics of the problematic of gender equality and unconscious gender biases for all staff.
- Plan an internal awareness campaign to build support and understanding.

Phase 2: Implementation and Rollout (12-18 months, ongoing)

3. Policy and Procedure Development

- Developing or revise policies related to recruitment, hiring, pay equity, harassment prevention, and work-life balance.

4. Training and Education (Ongoing)

- Developing training modules on unconscious bias, gender sensitivity, and respectful communication.
- Conducting training sessions for all staff and members once a year.
- Respond to the outcomes of the anonymous staff survey and address them at least twice a year.

5. Leadership and Representation (Ongoing)

- Implement strategies to achieve gender-balanced representation in leadership roles.
- Establish targets for increasing gender diversity on decision-making positions.

6. Pay Equity and Performance Evaluation

- Conducting pay equity audits and address any identified disparities.

- Revision of performance evaluation and promotion processes to ensure fairness and transparency.

7. Work-Life Balance and Harassment Prevention

- Review possibility of flexible work arrangements and internal policies to implement family friendly measures.
- Plan a campaign to promote a respectful and inclusive workplace culture.

Phase 3: Monitoring and Adjustment

8. Monitoring and Reporting

- Establishing a system to monitor progress on gender equality goals.
- Developing a reporting mechanism to track achievements and challenges.

9. Continuous Improvement

- Continuously review and adjust the gender equality plan based on feedback and results.
- Explore opportunities for collaboration with external partners and organizations.

In Prague on 01.09.2023



Pavel Barák
Chairman