



GENDER EQUALITY PLAN



SCENOR is dedicated to building an inclusive space where everyone, regardless of gender, can excel. This Gender Equality Plan outlines our commitment to nurturing a workplace and educational environment that upholds gender equality through specific actions, accountability, and the provision of necessary resources.



Objectives

The key objectives of this Gender Equality Plan are:

- To promote a gender-balanced workforce at all levels of the organisation.
- To ensure equal opportunities for professional development, career progression, and leadership positions.
- To foster an inclusive organisational culture that values diversity and equality.
- To prevent and address gender-based discrimination, harassment, and violence.
- To enhance work-life balance and support for employees with caregiving responsibilities.

Dedicated Resources

1. SCENOR has designated a Gender Equality Officer (GEO), to oversee the implementation of the Plan.
 2. The GEO works with external gender experts and stakeholders to ensure the adoption of best practices.
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Data Collection and Monitoring

1. SCENOR collects sex/gender-specific data on employees and beneficiaries, covering recruitment, retention, promotions, and participation in decision-making bodies.
 2. Key performance indicators will be established to monitor progress towards gender equality objectives.
 3. An annual Gender Equality Report, highlighting data trends, achievements, and areas needing improvement, will be elaborated.
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Training and Awareness

1. Mandatory training on gender equality and unconscious bias is provided to all staff, and management.
 2. Regular workshops and seminars are organised to deepen understanding and commitment to gender equality principles.
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Key Areas of Focus

SCENOR's Gender Equality Plan targets the following areas with specific measures and goals:

- 1. Work-Life Balance and Organisational Culture:** Flexible work arrangements will be implemented to support work-life balance for all staff. Family-friendly policies, such as parental leave, will be introduced to assist employees with caregiving responsibilities. A respectful and inclusive culture will be cultivated through continuous dialogue, feedback mechanisms, and clear communication of SCENOR's equality commitment.
- 2. Gender Balance in Leadership and Decision-Making:** Targets will be set to achieve gender parity in leadership roles and decision-making bodies by 2027. Mentorship and leadership development programs will be introduced to empower women and underrepresented genders. Decision-making processes will be regularly reviewed to ensure diverse perspectives are included.
- 3. Gender Equality in Recruitment and Career Progression:** Job advertisements and outreach materials will use gender-neutral language. Transparent recruitment and promotion procedures will be established to address gender biases. Career development initiatives, including training, coaching, and networking opportunities, will be created to support women and underrepresented genders.
- 4. Integration of Gender in Research and Teaching:** Gender analysis and perspectives will be promoted across all research and teaching activities. Educators and researchers will be provided with training and resources to adopt gender-sensitive approaches in their work. The impact of gender-integrated content on SCENOR's educational programs will be monitored and evaluated.
- 5. Measures Against Gender-Based Violence and Harassment:** A zero-tolerance policy against gender-based violence and harassment will be enforced in the workplace and educational settings. Confidential reporting mechanisms and support services for victims will be established. Training sessions on preventing and addressing gender-based violence will be conducted regularly, emphasizing collective responsibility to maintain a safe environment.

Accountability and Review

1. The Gender Equality Plan is reviewed annually to assess progress and revise objectives as necessary.
2. Feedback from staff and other stakeholders will be actively sought to inform the review process.

This Gender Equality Plan represents SCENOR's ongoing commitment to advancing gender equality within our organisation and the wider community. We are dedicated to fostering an inclusive environment where everyone can succeed, free from bias and discrimination.