



NATE

Nők a Tudományban Egyesület
Association of Hungarian Women in Science

Gender Equality Plan

2024-2026

NŐK A TUDOMÁNYBAN EGYESÜLET

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INTRODUCTION

The Association of Hungarian Women in Science – Nők a Tudományban Egyesület - (hereafter NaTE) is a non-profit, non-governmental organization established for supporting girls and women in science and technology. One of its main activities is promoting STEM and CS among girls who are underrepresented in these fields of education and - as a consequence - in the related professions and careers. NaTE was established in 2008 and since then it has grown into a country-wide network of professionals working in STEM fields or social sciences, both women and men, who are committed to the gender balance in academia, technology, research & development and innovation. Although originally the association was engaged in issues related to female scientists and PhD students, the target group of our activities was shifted to future scientists and engineers in the past few years. Our current programs are mostly dealing with high school girls, however we are running programs for active scientists, as well. Recognizing the importance of cross-sectoral cooperation to achieve real impact, the association is proactive in building networks with other non-profit organizations and actively seeks new opportunities of collaboration with tech companies and the stakeholders of education. We are implementing several activities - job shadowing programs, career days - in cooperation with business enterprises like ABB, Accenture, Arm, Audi, Becton Dickinson, BlackRock, Cambridge Mobile Telematics, Caterpillar, Cetin, Citi, Cloudera, Coca-Cola, Colas, Coloplast, DXC, Erste Bank, evopro, GE, Google, Grundfos, Hydro, Jabil, Janssen, Joyson, Knorr Bremse, KPMG, Kyndryl, LEGO, Magyar Telekom, McKinsey Digital, memoQ, Mercedes, MOL, Morgan Stanley, Nokia, pwc, Procter & Gamble, Richter Gedeon, Robert Bosch, Rolls-Royce, SAP, Schneider Electric, Silicon Laboratories, Strabag, SuperCharge, Yettel.

Equal treatment and non-discrimination is a fundamental human right that the Association of Hungarian Women in Science (NaTE) wishes to nurture and put into practice at the highest possible level and to the benefit of all members of the organisation and its members. Our overarching goal is to build a society that provides equal opportunities and resources to all, with no regard to gender or socioeconomic status.

In order to fulfil these aims NaTE is willing to take part in the "making" of social innovation, both at the national and international level, by focusing on actions which -help filling the gap between science and society, -contribute to develop a supportive environment where each girl and boy has the possibility to choose a rewarding, fulfilling career in accordance with her or his talent, -foster the establishment of a diversified and balanced research and development society/community.

NaTE closely adheres to the recommendations of the European Institute of Gender Equality's Gender Equality in Academia and Research, the so-called *GEAR tool*, as well as the *Horizon Europe Guidance on Gender Equality Plans (GEPs)* in laying down the primary building blocks of the Gender Equality Plan.

Gender Equality Plan for 2024-2026 follows the seven thematic priority areas set up in earlier GEP, in which NaTE shall focus its attention on further development. These key priority areas are the following:

- 1) Gender balance in leadership and decision-making
- 2) Gender equality in recruitment, career progression, and retention
- 3) Work-life balance and caring duties
- 4) Organisational culture, awareness-raising on gender biases, stereotypes, and sexism.
- 5) Integration of the gender dimension into research content
- 6) Measures against gender-based violence, including sexual harassment
- 7) Structures for the institutionalisation of Gender Equality

We aim to engage and invite the active participation of all staff and members to successfully implement the actions and measures included in our Gender Equality Plan.

1) Gender balance in leadership and decision-making, as well as among members of the association

NaTE's organisational structure comprises 2 employees, a presidential board of 3 persons, and a network of 152 members of the association. Dominantly, all staff and network members are women.

Objective	Actions	Timeline		
		2024	2025	2026
1) To continue Identifying the barriers to attracting men to the NGO staff and members of the association	Discuss the topic of the attractiveness of and potential barriers for men for participating in the association's work during NaTE's events.	✓	✓	✓
2) Mapping how a man could be involved as board member	Compiling a list of potential candidates	✓		
3) Increase the gender balance among members of NaTE by 5% by the end of 2026	Social media posts to reach out to potential male engineers who could participate in the work of NaTE.	✓	✓	✓
	Motivate the members of the association to engage more men into NaTE's work	✓	✓	✓
	Monitoring the recruitment and selection processes to guarantee that male candidates are also identified for both staff and board positions.	✓	✓	✓

2) Gender equality in recruitment, career progression, and retention

NaTE has to review the process for newcomers entering the organisation and moving across the different levels of the organisational ladder. Additionally, the career progression of the staff also needs to be investigated.

Objective	Actions	Timeline		
		2024	2025	2026
1) To increase the attractiveness of becoming a staff/board/NaTE members for both genders	Apply gender-sensitive messages for recruiting both female and male staff/board/members.	✓	✓	✓
2) To increase the retention rate of staff/board/NaTE members	Carry out interviews with staff and board to explore how NaTE could foster equal treatment, work-life balance, and career progress.	✓		
	Assess how the new system of communication among staff/board/NaTE members reached its goal.		✓	
	Tailor the new system of communication among staff/board/NaTE members if needed			✓
3) To monitor the HR system for non-discrimination	To monitor the gender balance of recruitment and selection committees	✓	✓	✓
	40% of the under-represented sex participates in committees involved in recruitment	✓	✓	✓

3) ⁺ Work-life balance and caring duties

NaTE has a commitment to support the reconciliation of work and family commitments. We strive to understand how the organisation could improve its family-friendly policies and thus decrease barriers to career progress.

Objective	Actions	Timeline		
		2024	2025	2026
1) Further increase the satisfaction of employees with work-life balance	<p>To monitor how flexible working practices work among staff:</p> <p>To monitor how flexible working practices work among staff:</p> <ul style="list-style-type: none"> - Flexible work options, including flexitime and distance working or home office in those cases where this is possible. - Opportunity to leave work in case of emergency situations. - Extra days off for employees with young children below 14 years or with caring responsibilities. - Family-friendly office where employees could bring their children in case the child could not attend a kindergarten or primary school. - Examine the performance management system how it affects employees with young children. 	✓	✓	
	Based on monitoring, start to assess the needs for further flexible working practices or their tailoring.			✓
2) Assess how new work-life balance practices work among staff work	Interviews with staff members			✓
	Discussions of experiences among board members about the effects of new work-life balance practices			✓
3) Maintain the relationship with employees on parental leave	Invite employees to workplace events and training during parental leave.	✓	✓	✓

4) Organisational culture, awareness-raising on gender biases, stereotypes, and sexism.

NaTE has a commitment to nurturing an organisational culture in which gender equality is perceived as a positive value. We strive to raise awareness against gender biases, negative gender-related stereotypes, and sexism and fight against barriers that might hinder gender equality in the organisation.

Objective	Actions	Timeline		
		2024	2025	2026
To nurture an organisational culture in which gender equality is perceived as a positive value.	To continue to provide training on unconscious biases for staff/board/Nate members	✓	✓	✓
	Further communicate the Gender Equality Plan internally and explain the importance of the document	✓		
	Continuously introduce those events and projects of the association which particularly aim to raise awareness against <ul style="list-style-type: none"> - gender biases - negative gender-related stereotypes - sexism 	✓	✓	✓
	Continuously introduce to NaTE staff and members those events and projects of the association which particularly fights against gender inequality	✓	✓	✓

5. Integration of the gender dimension into research content

NaTE has a commitment to finding ways how, in line with the European Research Area objectives, the gender dimension in the content of research performed could be enhanced.

Objective	Actions	Timeline		
		2024	2025	2026
1) To continue to integrate the gender dimension into the research performed by NaTE.	To provide assistance for NaTE staff on how to include the gender dimension into research plans and how to apply them in research and teaching.	✓	✓	✓
	Monitor that research plans and ongoing projects by NaTE include the gender dimension.	✓	✓	✓
	Training for members on how the gender dimension can be integrated into teaching and research.		✓	
2) Communication about gender dimension in research and teaching content	Informing members of NaTE on how the gender dimension was integrated into teaching and research contents in projects lead by the association.		✓	✓

6. Measures against gender-based violence, including sexual harassment

NaTE has a commitment to implement effective measures against gender-based violence, in particular sexual harassment. We strive to implement a 0 tolerance policy on sexual harassment and provide a safe working environment to all members of the community by reinforcing complaint mechanisms.

Objective	Actions	Timeline		
		2024	2025	2026
1) Raise awareness about sexual harassment	Presentation on new insights into gender-based violence and sexual harassment for staff/board/members		✓	
2) Introduce effective complaint and reporting mechanism on sexual harassment	Monitoring the mechanism how all organisation members can report instances of sexual harassment.	✓	✓	✓
	Provide advice and information on support available to victims or witnesses of sexual harassment	✓	✓	✓
	Continuously introduce NaTE staff and members those events and projects of the association which particularly fights against gender-based violence	✓	✓	✓

7. Structures for the institutionalisation of Gender Equality

NaTE commits to creating a sustainable infrastructure for Gender Equality. We strive to increase the transparency of our policies, allocate necessary resources, assign accountability for various tasks, and monitor progress on different indicators of Gender Equality.

Objective	Actions	Timeline		
		2024	2025	2026
1) Create a sustainable infrastructure for Gender Equality	Communicate internally that the association has a Gender Equality Officer	✓	✓	
	Monitor the progress of the Gender Equality Plan on a yearly basis	✓	✓	✓
	Publish a Gender Equality Report bi-yearly		✓	
	Monitoring grievance procedures for gender equality and discrimination	✓	✓	✓
	Provide training on gender equality and non-discrimination for those involved in recruitment and promotion decisions.		✓	
	Monitoring the work of the advisory committee for members on gender equality and discrimination.	✓	✓	✓