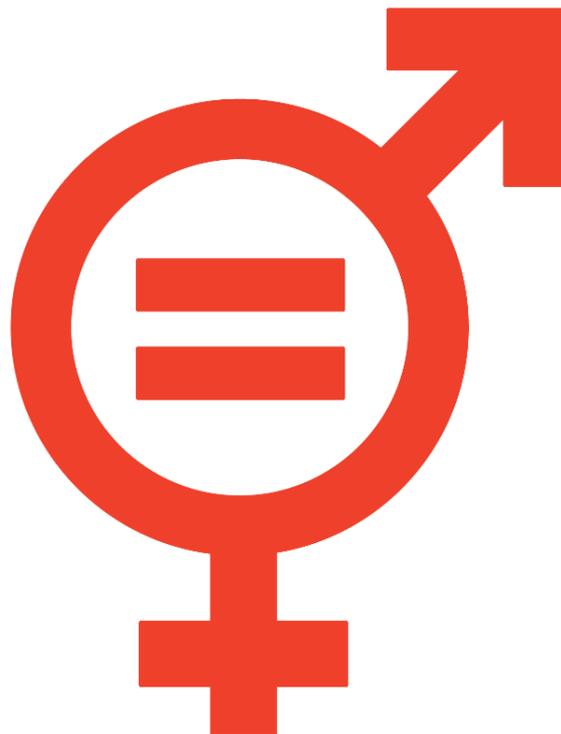




GENDER EQUALITY PLAN



ECO-UNION



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Background: this document has been inspired by examples and guidances from other organizations (Bruegel) and european guidelines ([European Institute for Gender Equality](#) and [Horizon Europe guidance on gender equality plans](#))



1. Introduction

eco-union is a sustainability-driven **Think and Do Tank** registered as a non-profit association under Spanish law. It was created in Barcelona in 2005 with the purpose to provide independent, action-oriented, science-based and high-quality analysis for European, Mediterranean, national or local policy makers on key environmental, economic and social issues.

Being a citizens-oriented organisation striving for innovation and independence, we value diversity of views, from a gender, cultural, geographic, generational, socio-economic or sectoral perspective. Since its creation, **eco-union** values and promotes gender balance in its organization and activities.

eco-union adopts this **Gender Equality Plan (GEP)**, with the purpose of providing guidance and practical steps on current and future commitments. It is disseminated *internally*, for all staff members involved in the planning, steering, and monitoring of activities and *externally*, on our website.

For an effective monitoring and implementation effort, the GEP is aligned with our organizational operations, activities and institutional structure:

- [Recruitment & Retainment](#)
- [Research and Publications](#)
- [Events and Convening](#)
- [Governance](#)
- [Work-life balance](#)
- [Communication](#)

2. Focus area

2.1. Recruitment & Retainment

eco-union hiring decisions are based on merit and qualification of the applicant for the job. We aim for gender-balanced shortlists of applicants, taking into account constraints from the pool of applications. We guarantee fair and unbiased assessments of the merits of each candidate. **eco-union** is currently gender-balanced in its staff (50% men, 50% women).

2.2. Projects and Publications

eco-union staff are encouraged to include a gender lens into their projects, taking into account the role and inclusion of women to advance the transition towards sustainability. We also aim to maintain a gender-balance when creating a project team, whenever possible.



2.3. Events and Convening

Diversity of approaches and opinions on the topic discussed is essential for the success of our events and activities. We therefore look for gender diversity of speakers and moderators, aiming, whenever possible, to a gender balance between participants.

2.4. Governance

Positions of leadership hold the ultimate responsibility for driving change within an organization. Since its creation **eco-union** has maintained a gender-balance board composition (2 men, 2 women).

2.5. Work-life balance

Since its creation **eco-union** has promoted flexibility and adaptability to guarantee a good work-life balance for all staff members. It offers the possibility for the workers to choose the distribution of their working time within the day or the week. It also proposes hybrid work, balancing remote and office-based activities.

2.6. Communication

Language plays an essential role in shaping how people perceive the world and build cultural and social understanding in society. **eco-union** commit to write reports and communication material using gender-sensitive language¹ to promote gender equality, break down gender stereotypes and barriers and change social and cultural attitudes.

3. Accountability, implementation and Complains

In order to ensure monitoring and accountability, **eco-union** will detail in its annual report on gender-balance in its organization, activities and events. It will also update the plan every two years to increase its ambition. Ultimately the board and its president is responsible for the right implementation of the GEP.

In case of any complaints or comments regarding our Gender-balance policy or practices, you can send an email to info@ecounion.eu that is received by several staff and board members from diverse positions and gender.

¹ <https://euagenda.eu/publications/inclusive-communication-gender-sensitive-inclusive-and-accessible-language>