



**Association of Hungarian Women in  
Science –**

**Nők a Tudományban Egyesület -  
(NaTE)**

**Gender Equality Plan  
2022-2023**

**NŐK A TUDOMÁNYBAN EGYESÜLET**  
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# INTRODUCTION

The Association of Hungarian Women in Science – Nők a Tudományban Egyesület - (hereafter NaTE) is a nonprofit nongovernmental 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 Google, Microsoft, ALCOA, CISCO, Ericsson, Hewlett-Packard, IBM, National Instruments, Prezi, Robert Bosch, Siemens, Morgan Stanley, GE and Telekom.

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.

This first two-year Gender Equality Plan for 2022-2023 sets up seven thematic priority areas 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 first 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	
		2022	2023
1) Identify the barriers to attracting men to the NGO staff and members of the association	Conduct survey including questions on the perception of barriers for male researchers to participate in the work of the association.	X	X
	Discuss the topic of the attractiveness of and potential barriers for men for participating in the organisation and set up some action points for the next two years	X	
2) Increase the gender balance among members of NATE by 10% by the end of 2023	Introduce a new campaign to reach out to potential male engineers who could participate in the work of NATE.		X
	Review recruitment and selection processes and make sure that both female and male candidates are identified for both staff and board positions.		X

## 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	
		2022	2023
1) To increase the attractiveness of becoming a staff/board/NATE members for both genders	Identify gender-sensitive messages for recruiting both female and male staff/board/members.	X	
2) To increase the retention rate of staff/board/NATE members	Conduct a survey including questions of satisfaction and dissatisfaction concerning equal treatment, work-life balance, and career progress.		X
	To introduce a new system of communication among staff/board/NATE members		X
3) To increase the retention rate of staff by 10%	Conduct a survey including questions of satisfaction and dissatisfaction concerning equal treatment, work-life balance, and career progress.	X	X
4) To audit the HR system for non-discrimination	To audit the gender balance of recruitment and selection committees	X	
	40% of the under-represented sex participates in committees involved in recruitment		X

### 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	
		2022	2023
1) To increase the satisfaction of employees with work-life balance by 10%	To examine the opportunities of flexible working practices among staff.	X	
	Provide employees with flexible work options, including flexitime and distance working or home office in those cases where this is possible.	X	
	Provide employees with the opportunity to leave work in case of emergency situations.	X	
	Examine the possibilities to provide extra days off for employees with young children below 14 years or with caring responsibilities.	X	
	Examine the opportunity to create a family-friendly office where employees could bring their children in case the child could not attend a kindergarten or primary school.		X
	Examine the performance management system how it affects employees with young children.		X
To maintain the relationship with employees on parental leave	Invite employees to workplace events and training during parental leave.	X	

#### 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	
		2022	2023
1) To nurture an organisational culture in which gender equality is perceived as a positive value.	Provide training on unconscious biases for staff/board/Nate members		X
	Communicate the Gender Equality Plan internally and explain the importance of the document	X	

## 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	
		2022	2023
1) To integrate the gender dimension into the research performed by NATE and increase it by 10% within five years.	Assess the current projects and those in the last five years in terms of whether they include a gender dimension or not.	X	X
	Organise a workshop for members on how the gender dimension could be integrated to a greater extent in their field.		X
	A new advisory committee will be set up on how to include the gender dimension into research schemes for members		X



## 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	
		2022	2023
1) Raise awareness about sexual harassment	Develop a policy on sexual harassment	X	
	Organise a workshop on sexual harassment for staff/board/members		X
2) Introduce effective complaint and reporting mechanism on sexual harassment	Establish a policy on how all organisation members can report instances of sexual harassment.	X	
	Provide advice and information on support available to victims or witnesses of sexual harassment	X	

## 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	
		2022	2023
1) Create a sustainable infrastructure for Gender Equality	Nominate a Gender Equality Officer	X	
	Monitor the progress of the Gender Equality Plan on a yearly basis	X	X
	Publish a Gender Equality Report bi-yearly		X
	Establish grievance procedures for Gender Equality and discrimination	X	
	Provide training on gender equality and non-discrimination for those involved in recruitment and promotion decisions.		X
	Establish an advisory committee for members on gender Equality and discrimination.		X