

Gender equality plan

Regional Centre for Information and Scientific Development Ltd.

As our mission is supporting international innovative scientific development throughout Hungary, in the European Union and worldwide, we stand out for our inside development too, and use as many devices as we can to create and sustain a humane, incentive environment for our co-workers. That's why gender equality isn't just a word for us, rather than a principle, and basic as a part of promoting equal opportunities.

Gender equality deserves attention on the international stage, for continuing to decrease the general inequalities.

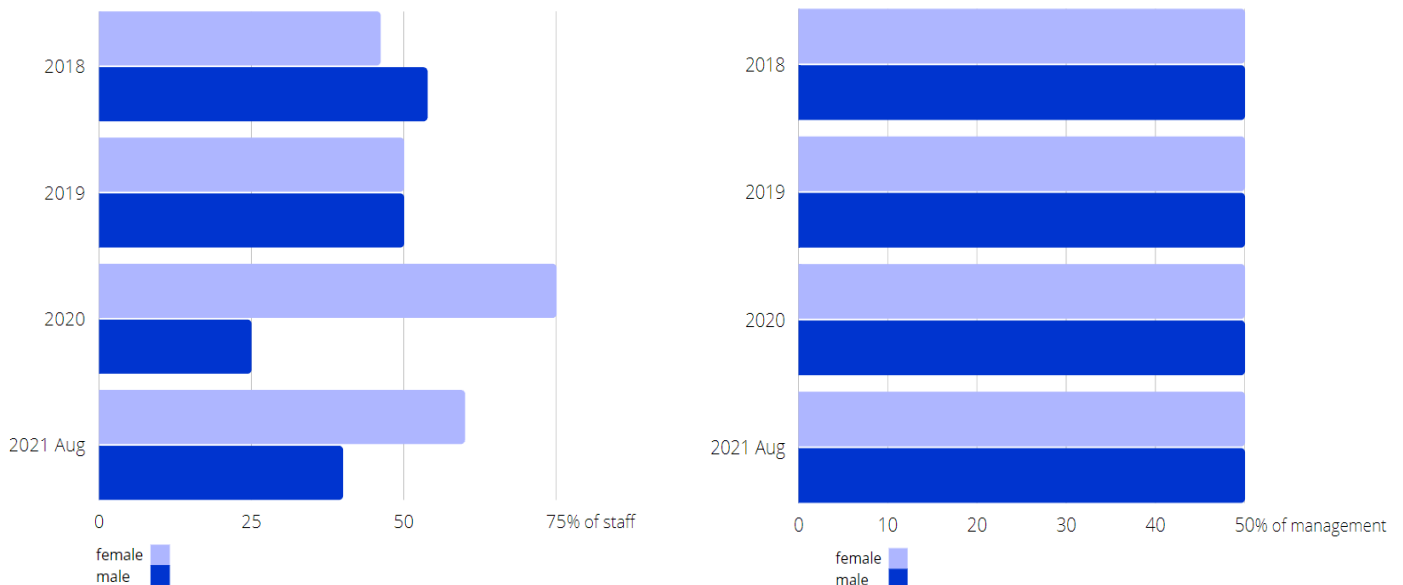
Context:

As a Budapest located SME, our company provides information and consultancy to Hungarian higher education institutes, research and enterprise professionals, also to enterprises, local governments, their institutions and non-governmental organizations through the adequate transfer of the accumulated knowledge. The development of innovative SMEs is one of the substantial elements for the future development and growth in Europe. The current dynamics in business and market requirements are changing; success depends more and more on the fast production and conversion of knowledge into innovation and the flexibility of the actors. We provide a forum, where several organisations from different sectors can meet and exchange views for preparing themselves for single or joint research and development projects.

Due to the constant demand of technological and scientific development, the local economic environment has no effect on our gender equality needs.

Institutional characteristics:

Our company was established in June, 2011, by three natural persons. As the firm participated in more and more projects, the office expanded, and started to employ more international experts, managers and advisors. The tendency of gender rate in management and staff became naturally equal in the last 4 years.



As an SME, our company can pay more attention to each of our colleagues. Consequently the creation of a balanced and healthy atmosphere for us is not just a goal, but a present characteristic of our image. The social system in our company lets privacy, but also a forum of dialogues for sorting out issues for employees.

RCISD's size results that regardless of the title there is always an option for interchanging during completing tasks. The connections between employees are respectful, light and correct vica versa between every level of the hierarchy, and always stay professional, when a task recommends it. Gender can't mean an impact of a change of it.

Our company is centralised in one place, where mostly every workmate does it's job. For transparency every employee gets relevant information about every project. The short number of management and staff members cause availability and easy access to each other.

As our slogan says: smart, flexible and innovative, we promote and confess flexibility, as an essential way of practice. Most of our employees are family men and women, and our trainees are university students, ergo all of us promote and gain advantages from that policy. On the other hand, we believe that profession and punctuality cannot exist without a balanced and complete lifestyle.

We significantly support teleworking and home office, in particular the COVID pandemics and parenting for every employee, regardless of their gender, because we confess that parenting can't mean a barrier or a hold back factor for a career. In case of disease and injury of the employees' children, there is always an option to continue work at home.

In Hungary, where the basic attitude to work sometimes turns against the balanced family life with over-timing, our policy refers to treating this circumstance, and providing the chance for realising demure existence.

Our company isn't affected by the national tendency of gender equality in the work environment: in 2019 Hungary with a score of 51.9 on a 100-point scale, Hungary ranks 27th in the gender equality indicator. The employment rate (aged 20-64) is 67% for women and 82% for men.¹

We would like to lead the way and become an example in normalizing gender equality in our nation. For that reason, at the end of the year 2021 we will submit our gender equality plan to NaTE ([Association of Hungarian Women in Science](#)) for checking and advising.

Result, and demand:

As our working environment shows, RCISD absolutely realizes equal rights and opportunities for its employees, regardless of their gender. There is equality in decision making practice; the salaries depend on profession and added value. There is high trust between co-workers and leaders, because equality is a natural, basic value for our company's founders.

Our most important demand is to maintain the tendency of gender equality with annual surveys, private presentation and sensitizing lectures for the members of our company, and permanent opportunity for discussing disagreement with an independent third person. For ensuring the value of gender equality among the employees, on stage of the entering process will be the acceptance of the company's Gender Equality Plan.

¹ EIGE research: Gender equality Indicator for 2019: Hungary

Action plan:

Data collection and monitoring: sex/gender disaggregated data on personnel and students and annual reporting based on indicators:

For implementing constant monitoring of the gender equality rates in our company, we will ask [NaTE](#) (Association of Hungarian Women in Science) to annually measure the rate of gender among staff, trainees, and management.

The survey will also expand to the employee's general satisfaction with their opportunities and work environment. This act is for defining the last year's condition and helping to suggest and complete the acts of keeping up our friendly and incentive circumstances.

The responsibility of the survey's fulfilment belongs to the management, and they are obligated to ask the research organisation until the end of January, every year.

The survey expands gender equality measurement among decision making practices, general gender judgement, gender balance in leadership and decision-making and in gender equality in recruitment and career progression.

Training: Awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers.

As we claimed above, among the employees, and management gender equality is a natural need of circumstances. However, for keeping up and developing our social network awareness is a key and essential factor.

For that reason, RCISD's management will order annual training sessions for dealing and discussing problems that may arise. These problems should be discovered by the annual survey of NaTE.

After the results of the annual survey, the research company (NaTE) and the management hold a meeting to discuss and determine the most important needs for creating the thematic of the training. By the end of each March the research company should hold the awareness training for the whole enterprise (for the management, staff and also for trainees).

The results of the annual survey can be well known by the staff and trainees, depending on the management's decision.

Minimum areas to be covered and addressed via concrete measures and targets:

The points above are goals and needs that are defined in order to keep gender equality in our company. These targets and practices are monitored by the accredited organisation NaTE, and all of these principles oblige the management at decision making not to face gender equality.

Work-life balance and organisational culture:

As our policy declared and our practices showed, our main task is to maintain the choice of having a balanced lifestyle, regardless of living alone or with family. We continue highly promoting teleworking and home office in case of daisies, injury of employees' children, or in other cases of inconvenience.

Gender balance in leadership and decision-making:

As our history proves, this phenomenon has always been a standard in our company. The management consisted of a man and a woman from the existence of the company, and between them there was equivalence and mutual respect at decision making. We will work to sustain that condition.

Gender equality in recruitment and career progression:

In international research and developing fields our strategy is providing professional and reliable service to our partners. Therefore in recruiting and mobility in our hierarchy system these objectives are negligible. We search for co-workers who reach a higher quality of human labour force, and we don't care about the gender, the ethnicity and the abilities of these people.

Integration of the gender dimension into research and teaching content:

Integrating the gender dimension in research content involves mainstreaming sex and gender analysis throughout all stages of research process that can be connected to our surveyed projects. We rarely do research on topics that can be connected to that issue, but we will integrate and represent gender dimension in the project as needed.

Measures against gender-based violence including sexual harassment:

Since the foundation of the company 10 years ago, no gender-based violence has occurred. Nevertheless, the co-workers are encouraged to report any kind of irregular case or illegal behaviour they consider inappropriate. The privacy of the victims will be ensured, the suspected case will be settled with utmost care.

In case of any arisen and unsolvable conflict we will contact the Office of the Commissioner for Fundamental Rights.²

² <http://www.ajbh.hu/en/web/ajbh-en/>