



## Farm Europe - Gender Equality Plan 2022 - 2025

*Farm Europe is a multicultural think tank that aims to stimulate thinking on rural economies. In a European Union with 27 Member States, we are convinced that networking and the confrontation of ideas can generate and offer decision-makers ambitious, innovative, forward-looking political alternatives. Together with our Partners and Members we share the belief that we all have a responsibility in being active players in the European project, designing and promoting forward looking ideas.*

Today, the advancement of gender equality is today a major goal in the Member States & the EU Institutions. Following this spirit, and in order to guarantee the principles of equality between women and men and equal pay for equal work, Farm Europe's Gender Equality Strategy presents the main objectives and indicators for the 2022 – 2025 plan period. It is the commitment to provide an inclusive work environment based on the principle of equal employment opportunity for all its employees irrespective of [gender](#).

Much like fair treatment and compensation at the workplace or maintaining a work-life balance, gender equality, diversity and inclusion are essential. Farm Europe believes that a diverse work force represents a key enabler to better respond to the upcoming challenges of the 21<sup>st</sup> century.

With the publication of this document, Farm Europe intends to take a commitment to an organizational culture that further embraces and incorporates gender equality and gender considerations. Farm Europe's management ensures that there are no elements in policies or plans in place that discriminate against one on the basis of gender.

This document is published and available on the website of Farm Europe, and signed by the President of Farm Europe, representing the top management. It has been prepared after providing an opportunity for input and feedback from the workforce of Farm Europe, by holding a dedicated meeting on the question of gender equality, and the formulation of the Gender Equality Strategy. Participants had the chance to express their opinion about the subject on the spot or at a later stage as well.

The timeframe of the Gender Equality Strategy applies for 3 years, from 2022 until 2025, with an annual systematic monitoring and periodic review of progress.

Should any member of Farm Europe's workforce face any form of gender-based discrimination and inequality, which cannot be dealt with internally, and wish to contact an independent body, the [Institute for the equality of women and men](#) represents the autonomous federal public institution in Belgium responsible for guaranteeing and promoting gender equality.

## **The main objectives for the 2022 - 2025 plan period**

### **1) Monitor the status of Farm Europe's gender equality**

Monitoring and evaluation of equality will be integrated into Farm Europe's management, governance, planning, evaluation, targets and resource allocation to contribute to decision-making and providing an inclusive work environment. Farm Europe will systematically compile comparable aggregated data – without revealing personal data – on the state of human resources and staff, including the implementation of equality, on an annual basis.

The indicators for evaluation to be monitored will include the following:

- Number and age distribution of women and men working for Farm Europe
- Gender breakdown by staff group; by type of employment relationship (permanent/temporary); and of applicants and new hires

The indicators and their tracking charts shall be published on the internal file storage system, accessible for all workforce members to see. Additionally, the implementation of equality is monitored through an annual staff survey, which shall convey the general opinion of the women and men working for Farm Europe concerning the situation of gender equality. Farm Europe's management (President & Secretary-General) shall discuss the results of this survey, and can propose concrete follow-up measures.

### **2) Propose concrete measures to promote Farm Europe's Gender Equality Plan**

Based on the annual monitoring and evaluation exercise, concrete measures shall be promoted to accomplish the objectives of Farm Europe's Gender Equality Plan. Dedicated resources for this may include convening a specific meeting on Farm Europe's Gender Equality Plan, and on receiving individual feedback from workforce individuals.

### **3) To organize awareness raising amongst the workforce of Farm Europe concerning the subject of promoting equality and equal opportunities work**

Farm Europe believes in lifelong learning, hence it will provide the opportunity to receive further educative material on gender equality in practice by making available and distributing the mentioned material at the workplace.

As one of the initiatives to raise awareness and integrate the gender dimension into the scope of the working program of Farm Europe, Farm Europe takes the commitment to reflect in on the intersections between agricultural and gender policies (f.e.: gender mainstreaming in agriculture, situation of female farmers etc.) and integrate them into its work.

Signatures:



Yves Madre, President of Farm Europe, Bruxelles, 2022 May