

## Gender equality plan

The goal of Praxis is to achieve gender equality in the management and development of the organization and to prevent gender discrimination. The plan here fixes the situation of gender equality in the organization in the fall of 2022 and outlines the needs.

The current state of affairs in the organization is characterized by the following indicators of gender equality:

- Praxis employs 31 people with an employment contract, 80% of whom are women and 20% are men.
- The management team consists of 6 people, of whom 67% are women and 33% are men; The program managers are all women.
- In wage policy, grades are established that depend not on gender, but on experience, education and skills. Salaries are public within the organization, which contributes to reducing gaps through awareness.
- Efforts are also being made to avoid large pay gaps between tiers.
- Members of the management team have the same salary regardless of position (program manager v board member).
- There is a gender equality and equal opportunities programme, i.e. expertise is constantly present inside the organization.

To achieve the goal of Praxis:

- Promises to analyze employee salaries by gender in 2023.
- Complies with the requirement of equal treatment in recruitment.
- Introduces the principles of equality to new employees and trainees.
- Avoids the formation of a pay gap in remuneration, increases the salary of those on parental leave and in military or alternative service, together with others.
- Supports work-life balance arrangements: flexible working hours, the possibility of teleworking, paid free time also for personal affairs, various paid holidays.
- Allows part-time affordable work for those on maternity or parental leave.
- Monitors gender sensitivity in the content of their work (analyses, SVP) as well as in public communication (incl. language use, illustrations), avoids recreating stereotypes.
- Strives to ensure that women and men are as equal as possible among the speakers at the events.
- If necessary, compiles more detailed instructions and trainings to prevent or solve problems, including gender-based and sexual harassment.
- Collects weekly data on employee satisfaction.
- Collects and analyzes at least once a year data on the situation and, if necessary, prepares additional activities.

Discussed by the team and approved the management in November 2022.

Based on: <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-search>