



## **Eco Ruralis internal organization plan for Gender Equality** **EN**

The Gender Equality Standards, according to the guidelines of the Horizon Europe Gender Equality Plans (EU 2021 doi:10.2777/876509) will be implemented internally through the following measures:

Gender balance is ensured by the 50% threshold allocated to women in the representation structure of the association as well as at the level of employees. Both in the hiring process and in the process of electing leaders as well as in decision-making at all levels, ensuring gender equality is one of the main criteria applied and represents a constant concern.

The internal detailed data of the employed personnel, relevant to the gender equality assessment, is kept in the archive of the association and is updated at regular intervals (annually).

Raising awareness on this topic takes place through internal discussions as well as by encouraging employees and association representatives to take courses on the importance of gender balance.

Employees' work-life balance will be protected, taking into account individual situations.

Within the association there is a contact person for advice on the prevention and resolution of gender-based violence, including sexual harassment.

*Szocs Boruss Miklos Attila*  
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