

# Gender Equality Plan

Provinsje Fryslân (Province of Fryslân)



The European Commission values gender equality and has been implementing measures to promote this. President of the European Commission, Ursula von der Leyen has committed to making the EU a gender equal union. The European Commission's 2020-2025 gender equality strategy applies an intersectional approach and mainstreaming through policy to reduce gender inequality. One of the measures is the requirement for organisations applying for Horizon Europe funding, to have a public gender equality plan.

Provinsje Fryslân is committed to working towards a diverse and gender equal organisation. This commitment and dedication is rooted in article one of the Dutch constitution, which is displayed in the entrance of the provincial house of Provinsje Fryslân.

*"All persons in the Netherlands shall be treated equally in equal circumstances. Discrimination on the grounds of religion, belief, political opinion, race or sex or on any other grounds whatsoever shall not be permitted."*

## 1. Public document

We have the commitment and support of the board of directors of Provinsje Fryslân to work towards a more gender-equal Provinsje Fryslân.

## 2. Dedicated Resources

Provinsje Fryslân provides structural and financial support to tackle diversity and gender equality. Gender equality issues are being tackled with an intersectional approach and directly involve all levels of the organisation through the human resource strategy of the province. The whole of the organisation is able to influence the human resource strategy through staff queries and feedback moments.

In addition to this staff are encouraged to share views and issues relating to diversity and gender equality with their managers or confidential counsellors, who can then raise them with the board of directors.

### 3. Legal Framework

The Dutch national government has put a number legal requirements in place that aim to promote work-life balance and gender equality. Provinsje Fryslân is by law required to implement and promote these for all of their staff. These include, but are not limited to:

- Maternity, paternity and parental leave;
- Adoption and foster care leave;
- Minimum days annual leave for all staff; and
- Gender neutral recruitment practices.

### 3. Work-life balance and organisational culture

Provinsje Fryslân recognises that organisational culture and work-life balance are key components for establishing an environment where both men and women can thrive, and have equal opportunities in building a fulfilling career. Provinsje Fryslân has implemented a number of measures to promote a positive organisational culture and work-life balance. Some of these measures are:

- Gender-sensitive communication;
- Home working provisions for all office-based staff;
- Flexible and parttime working arrangements for all staff; and
- The vitality policy allows any employee to take leave according to personal goals and requirements;

### 4. Measures & Targets: Gender balance in leadership and decision-making

Provinsje Fryslân strives to be a gender-balanced organisation, where its employees have equal access to and a balanced participation in leadership and other decision-making roles.

Currently the board of directors is split 50/50 between men and women.

Overall the organisation consists of 53% men and 47% women. General management is made up by 67% men and 33% women. Provinsje Fryslân strives to make the gender balance of general management more equal.

### 5. Gender equality in recruitment and career progression

Staff at Provinsje Fryslân have a say in who gets to build our future societies. Therefore we find it important that our governance environment is free of gender bias.

In 2010 a charter, Talent to the Top, has been signed to promote the share of women in leadership positions within Provinsje Fryslân (Talent naar de top). One of the results of the charter is that the board of directors now has an equal share of men and women.

The province is working on offering training for all recruiting staff to reduce biases in the recruitment process.

## 6. Measures & Targets: Against gender-based violence including sexual harassment.

At Provinsje Fryslân we strive to cultivate an organisation that operates fundamentally on the grounds of mutual respect between all its employees. Consequently, gender-based, or any other, violence is not tolerated within our organisation. Dedicated structures have been set up to tackle this problem, these include:

- Policies around integrity and safe working practices;
- Confidential Counsellors;
- An external social worker;
- An external organisation for investigation when misconduct is suspected;
- All staff have to provide a certificate of conduct; and
- An occupational physician.

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Signature: 

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