

## **GENDER EQUALITY PLAN 2021 - 2025**

For the organization **ERA grupa d.o.o.**, Andrije Hebranga 1, Vinkovci

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Three strategic areas of gender equality / 20 objectives and indicators

### **A. Gender Equality in Decision-Making Processes and Systems - Institutional Culture of Gender Equality**

### **B. Empowering gender equality in career development - Gender equality in scientific and artistic advancement and research**

### **C. Improving the quality of life and work - Harmonization of personal life and business commitments**

Strategic documents, national, European and global, as well as policies and monitoring criteria:

1. ILO Convention against Violence and Harassment in the World of Work
2. National Plan of the Republic of Croatia for Combating Discrimination for the period from 2017 to 2022
3. National Development Strategy of the Republic of Croatia until 2030
4. EU - Gender Equality Strategy 2020 - 2025
5. Council of Europe - Gender Equality Strategy 2018 - 2023
6. European Institute for Gender Equality (Beijing Platform for Action, Gender Equality Index)
7. Horizon Europe Program
8. Global Gender Gap Report (World Economic Forum)

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### **A. Gender Equality in Decision-Making Processes and Systems**

#### **Objective 1**

Build an organizational culture of gender equality and inclusive practices

#### **Success indicators**

Continuous progress or maintenance of a favorable state of gender equality in all areas of the Organization's work.

#### **How is the objective achieved?**

Establishment of a Gender Equality Committee immediately after the adoption of this Plan.

Regular (every 6 months) collection of gender-classified quantitative and qualitative data.

Preparation of annual reports and annual action plans based on data analysis.

Application of gender-sensitive language, visual representations and communication in documents of the Organization.

Improving public communication inside and outside the Organization with the aim of promoting gender equality and inclusive practices (websites, social networks, etc.).

Introduction of continuing education for managers at various levels of management related to policies and the implementation of the Gender Equality Plan.

#### **Implementation of measures and the responsibility for their implementation**

The measures are implemented by the Gender Equality Committee established during the adoption of this Plan.

The Committee has a responsibility to the owner of the Organization for the implementation of the Plan.

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### **Objective 2**

Develop a system of employment and promotion sensitive to gender equality

### **Success indicators**

Establishment of equal gender representation in all departments of the Organization where possible and at all levels of employment.

### **How is the objective achieved?**

Respect for gender diversity in the appointment of committee members.

Development of instructions on respecting gender representation in appointment, employment and promotion procedures.

Introduction of the practice of signing awareness of the principles of gender equality for members of committees and heads of individual departments.

Observation of the implementation of the employment and promotion process through data analysis and proposing action plans for further improvement of gender inequality elimination procedures.

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### **Objective 3**

Eliminate gender-based stereotypes, prejudices and practices that promote gender inequality.

### **Success indicators**

Equal gender representation in all departments of the Organization wherever possible and feasible due to the specifics and requirements of the tasks.

### **How is the objective achieved?**

Promotion of good practices and "role-model" principles for women by presenting women's outstanding work for the Organization.

Improvement of the representation of women in management positions and maintaining the situation in which the so-called "Glass ceiling" no longer exists.

Possibility of attending educational programs or workshops, for all employees, with the aim of increasing the visibility of examples of good practice, strengthening and raising the self-confidence of gender underrepresented groups and developing negotiation and management skills that can improve gender equality.

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### **Objective 4**

Increase employee satisfaction with gender equality in the Organization.

### **Success indicators**

An increase in satisfaction with the state of gender equality in the Organization based on real improvements and education on gender equality awareness.

### **How is the objective achieved?**

Introduction of surveys related to satisfaction with the state and practices of gender equality in the Organization with regular meetings (every 4 months) of the entire team at which the observed progress is discussed and certain activities for improvement are proposed.

A year-round open call to propose new policies to the Gender Equality Committee or to improve existing gender equality practices in the Organization.

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### **B. Empowering gender equality in career development - Gender equality in scientific and artistic advancement and research**

#### **Objective 1**

Increase gender equality in support of scientific and artistic work, research and creativity

#### **Success indicators**

An increase in the number of women whose products are taken into account in prototyping and marketing - this primarily applies to external collaborators, designers who are not employees of the Organization.

An increase in the number of women whose creative ideas are realized in exhibitions, fairs and other events in which the Organization participates either as an exhibitor or co-organizer.

Strengthening gender equality and providing opportunities for education / strengthening the capacity of employees related to professional knowledge (business negotiation, learning new programs for drawing, designing, etc.)

#### **How is the objective achieved?**

Development of action plans for the promotion of gender equality in cooperation with women designers.

Development of action plans for the improvement of gender equality in the segment of education and capacity building through specific knowledge.

Inclusion of elements of maternity and parental leave and maternity in work evaluation procedures in order to prevent the emergence of the "wall of motherhood".

Respect for gender diversity when appointing employees who will participate in trainings and seminars that the Organization procures in order to strengthen human capacities.

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### **Objective 2**

Increase the representation of women in the field of technical design and production preparation.

### **Success indicators**

Improvement of equal gender representation in the Departments of Technology and Production Preparation.

### **How is the objective achieved?**

Detecting and analyzing the reasons for gender underrepresentation of women and removing obstacles to greater inclusion of women in areas where they are underrepresented.

Conducting motivational activities to popularize, recognize, support and promote the representation of women in areas where they are traditionally underrepresented.

Conducting education and motivating students (Faculty of Forestry, Design Studies, etc.) in areas where women are underrepresented within the Department of Technological Processes (product design and technical drafting) and production preparation.

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### **Objective 3**

Increase the representation of men in the field of interior design and work with customers in retail spaces or trade fairs.

### **Success indicators**

Improving gender equality in Design and Retail Departments.

### **How is the objective achieved?**

Detecting and analyzing the reasons for gender underrepresentation of men and removing obstacles to greater inclusion of women in areas where they are underrepresented.

Conducting motivational activities to popularize, recognize, support and promote the representation of men in areas where they are traditionally underrepresented.

Conducting education and motivating students in areas where men are underrepresented within the Design Department and the Retail Department (including work in furniture salons and fairs).

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### **C. Improving the quality of life and work - Harmonization of personal life and business commitments**

#### **Objective 1**

Reduce income disparities between women and men.

#### **Success indicators**

An increase in gender equality in the gender-based income gap.

#### **How is the objective achieved?**

Analyzing data on gender equality of wages and incomes and drawing conclusions on the state of gender equality.

Development of an action plan to increase gender equality for equal work.

Improving the practice of transparent and gender-equal provision of paid additional work and additional income with the aim of reducing "invisible work".

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#### **Objective 2**

Ensure that the Organization is a "safe place" free from sexual harassment and discrimination.

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### **Success indicators**

Povećanje dobrih praksi njegovanja otvorene riječi i reduciranje slučajeva spolnog i rodnog uznemiravanja i diskriminacije.

### **How is the objective achieved?**

Adoption of special policies / communications related to zero tolerance towards all forms of gender or sexual harassment.

Creation of educational material and programs aimed at raising awareness of prejudice and preventing sexist and hate speech.

Development of annual action plans and awareness programs against gender-based violence.

### **Implementation of measures and the responsibility for their implementation**

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### **Objective 3**

Provide support for diversity and inclusion practices regardless of gender orientation or identification.

### **Success indicators**

Development of new policies and practices to strengthen gender diversity and inclusion.

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### **How is the objective achieved?**

Adoption of a special policy related to zero tolerance towards all forms of gender or sexual harassment.

Creation of a system of empowerment and support for employees regardless of gender orientation.

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### **Objective 4**

Develop a work environment that enables employees to harmonize business and life obligations and responsibilities.

### **Success indicators**

An increase in the employee satisfaction index of working environment conditions.

### **How is the objective achieved?**

Incorporation of the gender equality dimension into policies and regular monitoring by human resources officers.

Development of guidelines for better planning of meeting dates with the aim of harmonizing business and work obligations with private obligations and responsibilities.

Introduction of flexible working hours and flexible working conditions wherever possible.

Continuous development and implementation of practices that neutralize the consequences on mental health caused by repetitive work and stress in the workplace. These practices

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are, for example, personal development and education, mobility, empowerment programs, organization and offers of physical activities and the like.

Improving communication practices and teamwork, e.g. introducing regular meetings of all employees with the aim of empowering, developing constructive interpersonal relationships and articulating common interests that improve the quality of work.

Introduction of two-way evaluations of employees and managers with the aim of a fast and efficient detection of difficulties in work.

### **Implementation of measures and the responsibility for their implementation**

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Drago Veselčić, CEO

Zagreb, 10 May 2021