

# LEARN ABROAD TO DO BETTER AT HOME FOR GENDER EQUALITY

## LAB4GE COMMITMENT PAPER

### INTRODUCTION

The LAB4GE Commitment Paper comes to life because of the extensive work resulting from the Erasmus+ project "Learn Abroad to do Better at home for Gender Equality" (for more information refer to the attached Annex).

Gender equality is understood as "the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development" (UN Women, Gender Equality Glossary).

Due to the work undertaken in this project, the partners recognize the importance of adopting a gender lens in the everyday work life of organisations. Hence, they envisioned the creation of a commitment paper, which outlines a code of conduct that takes into consideration the different challenges that men and women face in the workplace, with a focus on women and girls, as they are more prone to experience inequalities, such as being affected by their specific gender roles as women (e.g., those of being a caretaker, expectant mother or mother), etc.

This commitment paper addresses particular issues and discriminations that women and other minorities may experience during their work-life and aims to provide the means to an improved work-environment and contribute towards efforts for reaching gender equality.

### CODE OF CONDUCT

In order to consolidate our work towards the fight against Gender Inequality, **(name of the company)** located in **(address, country)** commit to following the below-described **code of conduct** and we take responsibility for creating a work environment and adopting work practices that contribute to the enforcement of gender equality.

First of all, we would like to state that we understand values as the deep convictions of human beings that guide their ways and behaviour. They are always related to attitudes and these in turn to behaviours. In the context of our work, values are necessary principles to guide our actions, decisions and perspectives.

For us, responsibility is an inextricable part of working towards gender equality. Being responsible with accountability is difficult, because it requires constant challenge, questioning and rejecting the power and privileges granted. Nonetheless, we firmly believe that being responsible opens opportunities for growth and critical reflection. After such reflection, we foresee the following practices and strategies to be adopted: **No discrimination**. No member of **xxxx** will discriminate on the basis of nationality, race, ethnicity, color, religion, **gender**, age, language, disabilities, sexual orientation, socio-economic status, marital status. Members who exhibit these negative behaviors will be questioned and held accountable for their actions.

**1. Zero-tolerance to discrimination in the office**

Discrimination on the basis of nationality, race, ethnicity, colour, religion, gender, age, language, disabilities, sexual orientation, socio-economic status, marital status will not be tolerated in the workplace. Discrimination, however, cannot be looked as a static problem, as there is not only one category at a time that might play a role for such problematic to happen. Therefore, discrimination will be regarded as having many layers that should be tackled together: adopting an intersectional approach <sup>1</sup> to discrimination will be done by regarding gender together with the categories of race, color, disabilities, religion, social class, etc. By doing so, equality between genders and other minorities will be better achieved.

**2. Equal opportunities for recruitment and leadership**

We commit to the task of diversifying the company's talent when possible, so that gender diversity and inclusion are regarded as important elements during recruitment processes and advancement opportunities within the organization. By doing so, we seek to get rid of any gender-biases we might possess, which are still prevalent in our societies. At the same time, we also intend to avoid treating diversity as a box to check, as it would not help to our cause of going forward towards gender equality.

**3. Dismantling sexual harassment**

We will not tolerate harassment or threats of any kind - that includes verbal, physical, psychological, sexual or visual that makes other people feel unsafe. Organizationally, this implies treating others (women, children, LGBTQI+ persons, disabled persons etc.) as equals in the workplace.

Sexual harassment in any form will not be acceptable in the workplace or in any facilities related to it. Moreover, the organization can consider the establishment of violence and harassment prevention programs, if desired.

We must also include gender micro-aggressions within this category: micro-assaults, micro-insults, and micro-invalidations attempting against any person. Although such micro-aggressions might appear to be innocent, they can exercise significant negative effects in the targets' well-being, and thus should be avoided. Finally, we must ensure that all employees, both men and women, are protected from retaliation if complains about harassment towards their person were to happen.

**4. Work-family balance**

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<sup>1</sup> Intersectionality: the complex, cumulative way in which the effects of multiple forms of discrimination (such as racism, sexism, and classism) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups (Intersectionality, Merriam-Webster Dictionary)

We commit to the prevention on discrimination against pregnant women in the workplace. Moreover, any discrimination due to pregnancy (or future pregnancy) and/or marriage (or prospects of marriage) will not be abided.

The organization will try to provide its workers with flexible working arrangements, if needed, so that a good balance between work-family is possible and does not prevent individuals of having both at the same time.

5. **Gender pay gap**

We recognize the importance of addressing the existing gender pay gap in our country. Therefore, we commit to the statement of "equal work - equal pay". Providing a salary according to individual skills and competences regardless of their gender.

6. **Gender inclusion strategies**

We seek to implement different strategies that promote gender equality beyond our working spaces. Therefore, adopting a gender mainstreaming strategy will be encouraged.

By gender mainstreaming, we understand it as "a strategy for implementing greater equality for women and girls in relation to men and boys. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality" (UN Women, Gender Equality Glossary).

Adopting a gender conscious language in the workplace with the usage of gender-neutral pronouns and gender-neutral words will be considered as a gender mainstreaming strategy to be applied.

Moreover, we foresee the usage of gender empowering imaginary in our social media, so that we can try to influence other organizations' stance regarding the topic by showing how we actively work on promoting and supporting gender equality.

This policy shall be available publicly and will be communicated to all our stakeholders and interested parties.

Name: (signature and stamp)

Date and place:

## ANNEX

### Context, communications, and stakeholders

LAB4GE is a project funded under the ERASMUS+ programme with reference number 2020-1-HU01-KA204-078745. The purpose of the project is to fight against gender inequality.

To contribute to gender equality the project aims are:

1. To transfer best practices to counteract gender inequity among adult women;
2. To learn best methodologies, methods and tools to empower women entrepreneurship;
3. To raise the level of awareness of gender inequality among adults of vulnerable groups such as Romani women, disabled persons, LGBTQI+ persons, migrants, refugees, and the elderly etc.;
4. To strengthen alliances at the regional, national, and European level with entities that fight to counteract gender inequality and to empower women entrepreneurs.

The partners in the project are as follows:

- Coordinator: Anthropolis Anthropology  
Közhasznú Egyesület (Hungary)

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- Partner: Associazione Sud (Italy),



- Partner: SC International Internships srl (Romania),



- Partner: Asfar CIC (UK),



- Partner: I-Box Create S.L. (Spain),



- Partner: InterCollege APS (Denmark)

