

# Gender Equality Plan

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Centrum Współpracy Międzynarodowej GERMANITAS

Date of issue: April 2025

Period covered: 2025–2027

Approved by: The Board of the Foundation

## 1. Organisational Commitment

GERMANITAS is committed to promoting gender equality across all aspects of its operations, both internally and through its projects. As a non-profit foundation focused on international cooperation, education, cultural exchange, and social inclusion, GERMANITAS recognizes that gender equality is essential for building just and effective communities.

Our Statute (§6 and §8) explicitly states the Foundation's commitment to equal rights for women and men, anti-discrimination, and ethical, inclusive employment practices. Our activities—especially those supporting migrant women, youth, and vulnerable groups—actively advance these goals.

## 2. Public Document and Dissemination

This Gender Equality Plan is:

- Published on the Foundation's website: <https://germanitas.pl>
- Shared with all staff and partners via internal communication channels
- Updated and reviewed every two years

## 3. Dedicated Resources

The Foundation's management has designated a Gender Equality Focal Point from among its senior staff, responsible for:

- Monitoring implementation of this GEP
- Coordinating training and awareness-raising
- Reporting on progress annually

The focal point is supported by project managers trained in gender-responsive approaches through Erasmus+, IOM, and other international collaborations.

#### **4. Data Collection and Monitoring**

GERMANITAS systematically collects sex-disaggregated data across:

- Staff recruitment and contracts
- Participation in training, events, and education programs
- Beneficiaries of funded projects

For example, in the 2024–2025 RCI project, 86% of participants were women, and over 170 children were supported through gender-sensitive services such as child care and flexible learning formats.

All data are stored securely and used for internal evaluation and public reporting, including gender impact statements in project evaluations.

#### **5. Training and Capacity Building**

GERMANITAS commits to:

- Providing annual gender awareness training to all employees, volunteers, and project staff
- Including gender-sensitive practices in training modules for beneficiaries
- Preventing gender-based violence and harassment through strict internal procedures and PSEA policy implementation

#### **6. Work–Life Balance and Organisational Culture**

The Foundation ensures:

- Flexible working hours and hybrid work options
- Support for staff with parenting or caregiving responsibilities
- Respectful and inclusive language in all communication
- Commitment to equal pay for equal work regardless of gender

A Child-Friendly Space (CFS), introduced in multiple projects, exemplifies our commitment to removing gender-related barriers for women.

#### **7. Gender Equality in Leadership and Decision-Making**

As outlined in the Statute:

- The Governing Board and Foundation Council both reflect a gender-balanced composition
- Recruitment for leadership positions promotes merit-based and inclusive selection
- Project teams are composed with gender diversity in mind

#### **8. Addressing Gender-Based Violence**

GERMANITAS:

- Enforces a zero-tolerance policy toward sexual harassment and hate speech

- Ensures access to complaint mechanisms and psychological support
- Offers guidance and mediation when needed

## **9. Intersectionality and Vulnerable Groups**

In addition to gender, GERMANITAS integrates a broader intersectional approach, focusing on:

- Migrant women and children
- Older women
- Single mothers
- Women with disabilities
- Gender minorities (where data allows)

Activities like language courses, professional development, and social events are designed to reduce multiple forms of exclusion.

## **10. Review and Continuous Improvement**

- The GEP is reviewed every two years
- Annual internal reports assess progress on gender targets
- External evaluations (e.g., through IOM or Erasmus+ audits) provide additional insights

## **Contact for GEP**

Gender Equality Focal Point  
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