



**U-TUZ-C**  
**Aggregator of Expertise in Civil Protection**

# Gender Equality Plan

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of U-TUZ-C

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This document is officially published on the U-TUZ-C website.

## **1. INSTITUTIONAL COMMITMENT**

U-TUZ-C formally commits to promoting gender equality at all levels of its organization and across all its missions. The general management leads and actively supports this plan. This document is a public commitment to integrate a systemic gender approach into our professional practices, projects, and governance.

## **2. DEDICATED RESOURCES**

Although U-TUZ-C has no permanent staff, we mobilize:

- A designated Gender Equality Focal Point within the coordination team;
- External service providers or gender specialists;
- Coordination time dedicated to plan monitoring.

## **3. DATA COLLECTION AND MONITORING**

We implement a system for collecting and analyzing sex/gender-disaggregated data regarding:

- Contracted experts;
- Partners and governance bodies;

- Participants in awareness activities.

An annual indicator-based report will be produced and published.

#### **4. TRAINING AND AWARENESS**

We will organize:

- Awareness sessions on gender equality and unconscious bias;
- An annual internal session for project managers and decision-makers.

#### **5. KEY AREAS AND CONCRETE OBJECTIVES**

- a. Work-life balance and organizational culture: flexible missions and hours
- b. Gender balance in decision-making: balanced representation in bodies
- c. Recruitment and career development: neutral, transparent criteria; encourage women applicants
- d. Gender mainstreaming in content: gender analysis, gender indicators, women's involvement
- e. Measures against gender-based violence: zero tolerance clause, reporting procedure, gender equality focal point

#### **6. GOVERNANCE & PLAN UPDATE**

The plan is updated every 3 years or in line with legal and regulatory changes. The gender focal point leads this process, including internal consultations.