



## GENDER EQUALITY PLAN

### Our commitment

The Research Center of the Slovak Foreign Policy Association (RC SFPFA) is dedicated to fostering a workplace culture that prioritizes gender equality, diversity, and inclusion. As a small organization, we understand the importance of creating a working environment that respects and values the unique contributions of all employees. This Gender Equality Plan (GEP) outlines our commitment and roadmap to achieving a more inclusive and equitable workplace.

RC SFPFA is committed to promoting gender equality as a fundamental value within our organization. We believe that a diverse and inclusive workplace not only enhances our organizational culture but also improves our research, advocacy, and the execution of our projects. Through this plan, we aim to implement strategic actions to ensure gender equality is embedded in all aspects of our operations, from recruitment and professional development to decision-making processes and organizational culture.

This Gender Equality Plan 2026–2028 builds upon the implementation and experience gained through RC SFPFA's previous Gender Equality Plan 2024–2026 and reflects the organization's continued commitment to strengthening gender equality, diversity and inclusion across all areas of its activities.

### Objectives

The objectives of the RC SFPFA Gender Equality Plan 2026–2028 are to:

1. Enhance awareness and understanding of gender equality, diversity, and inclusion among all staff.
2. Promote a healthy work-life balance for all employees.
3. Achieve gender balance in leadership positions and decision-making processes.
4. Foster gender equality in recruitment, retention, and career advancement.
5. Integrate gender perspectives into SFPFA's research, events, and publications.
6. Establish measures to prevent and address gender-based violence and harassment.
7. Regularly monitor and evaluate the progress of gender equality initiatives.

## Implementation Roadmap

### Phase 1: Preparation and Assessment (January–March 2026)

- Conduct an initial assessment of current gender equality, diversity, and inclusion practices within RC SFPA.
- Identify key areas for improvement and set baseline metrics for monitoring progress.

### Phase 2: Action Plan Development (April–June 2026)

- Develop targeted strategies and actions for each objective, assigning clear responsibilities and deadlines.
- Ensure the involvement of all employees in the development process to foster ownership and commitment.

### Phase 3: Implementation (July 2026–December 2028)

- Roll out the planned actions, with regular check-ins to ensure adherence to timelines and objectives.
- Provide ongoing training and development opportunities focused on diversity, inclusion, and gender equality.

### Phase 4: Monitoring and Evaluation (Throughout the Plan and Final Review in December 2028)

- Implement a continuous monitoring process to assess progress against objectives.
- Conduct a comprehensive review at the end of the plan period to evaluate successes, challenges, and areas for future improvement.

## Key Actions

### 1. Awareness and training

- Organize annual diversity and inclusion workshops for all staff.
- Implement a series of lunch-and-learn sessions on gender equality and unconscious bias.

### 2. Work-life balance

- Keep supporting flexible working hours and the possibility of remote work to accommodate different needs.
- Schedule regular team-building activities to support mental health and team cohesion.

### 3. Leadership and decision-making

- Aim for gender parity in leadership roles and decision-making bodies within SFPA.
- Encourage female employees to take on leadership roles through mentorship and leadership training.

### 4. Recruitment and career progression

- Utilize inclusive language in job postings to attract a diverse pool of candidates.
- Implement a transparent promotion process that emphasizes merit and potential, ensuring equal opportunities for all.

### 5. Research and events

- Ensure that gender perspectives are integrated into all research projects and event panels.
- Strive for gender balance among speakers and participants in all SFPA-hosted events.

### 6. Prevention of gender-based violence

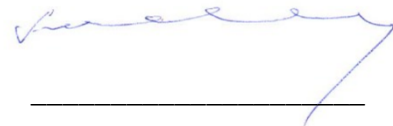
- Develop and communicate a clear policy on preventing and addressing sexual harassment and other forms of gender-based violence.
- Establish a confidential reporting and support mechanism for all staff.

## 7. Monitoring and evaluation

- Appoint a Gender Equality Officer to oversee the implementation and progress of the Gender Equality Plan.
- RC SFPA commits adequate human and organizational resources for the implementation of the Gender Equality Plan, including designated staff responsibilities, coordination capacity and internal monitoring support necessary for the effective implementation of the Plan.
- RC SFPA will annually collect and monitor sex-disaggregated data concerning personnel composition, recruitment, career progression, leadership positions, participation in decision-making structures and participation in training activities. Annual internal reviews will assess progress against the objectives and indicators of the Gender Equality Plan.
- Conduct annual surveys to gather feedback on the workplace environment and the effectiveness of the Gender Equality Plan.

Through the implementation of this Gender Equality Plan, we aim to not only meet but exceed our goals for gender equality within our organization. We recognize that achieving gender equality is an ongoing process, and we are dedicated to continuously improving our practices and policies to support this important objective.

Approved by:



Tomáš Strážay  
director RC SFPA