

Gender Equality Plan Centerdata



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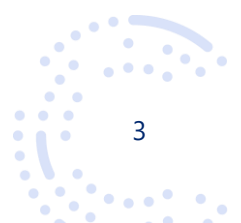
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Summary

Centerdata is a diverse organization with an open culture where differences between people are appreciated. At Centerdata women and men feel welcome and are equally represented at all levels, including management.

This Gender Equality Plan focuses on five areas: work-life balance, gender equality in leadership, gender equality in recruitment, integration of the gender dimension in research, and measures to counter gender-based violence.

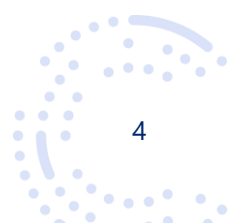
To enhance work satisfaction and career opportunities, Centerdata maintains a strong focus on work-life balance. About one-third of the workers at Centerdata is a young parent (female and male). Working part-time, taking parental leave and the possibility of working from home are stimulated and commonly used.

In recruitment and career development, Centerdata is aware of the differences in opportunities for women and men. Centerdata creates equal opportunities for women and men by monitoring recruitment results and participation in training activities, and by monitoring career development in general.

This Gender Equality Plan (GEP) will be evaluated annually at a meeting between the director and the employee council. Relevant items will furthermore be measured by means of an employee satisfaction survey.

In the year 2023, two training activities have been planned to further implement this GEP:

- extra training for the confidential counsellor;
- an online awareness training for staff members involved in recruitment.





1 Introduction

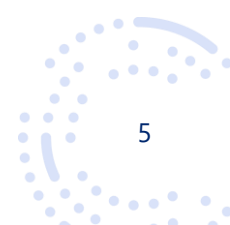
Centerdata is a medium-sized independent research institute based in Tilburg, the Netherlands. Answering research questions in the field of people and society has been Centerdata's mission since its establishment in 1996. Centerdata's core values are at the heart of all activities: scientific, innovative, and socially relevant.

Centerdata has an open, affirmative culture and welcomes employees from all backgrounds. Centerdata is committed to ensuring that every individual has equal opportunities to contribute and that talents are recognized, appreciated and utilized. An inclusive organization makes full use of the diverse talents and abilities of employees. In an inclusive environment, everyone is given their due, regardless of stage of life, gender, origin, culture, religion, or disability. Everyone is respected. There is no room for transgressive behavior, such as discrimination, racism, sexual intimidation or bullying.

Centerdata's Gender Equality Plan (GEP) aims to continue and promote gender equality and to support a permanent process of improving gender equality, for the benefit of the entire organization. It encourages self-reflection by employees and leadership and an ongoing review of processes and practices.

In this GEP, the focus areas are outlined in Chapter 2. Chapter 3 describes the resources to implement the GEP at Centerdata, and Chapter 4 focuses on the monitoring and reporting on the GEP.

This plan is published on Centerdata's website and handed to every new employee as part of their introduction to Centerdata.





2 Focus areas

2.1 Work-life balance and attention for organizational culture

To promote a healthy work-life balance that gives women, men and young parents in general equal opportunities, Centerdata applies these rules:

- At Centerdata, parttime work gives the same career opportunities as fulltime work.
- Centerdata stimulates young parents to take parental leave (paid as well as non-paid) and offers the opportunity for a flexible take-up of parental leave.
- For pregnant employees and young mothers, information on regulations to protect pregnant employees and young mothers, including the right to take extra breaks for recuperation and to breastfeed the baby, is actively provided.
- Centerdata facilitates working from home for part of the working time.
- A healthy work-life balance is a subject explicitly addressed in the yearly evaluation interviews that are held with all employees.

2.2 Gender equality in leadership and decision-making

Centerdata is aware of the importance of diverse leadership. Women and men are equally represented in Centerdata's management at all levels, including project managers, division heads, Management Team and the Supervisory Board.

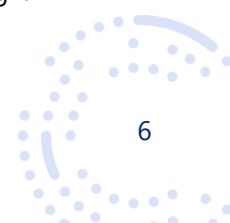
2.3 Gender equality in recruitment and career development

To promote equal opportunities to work at Centerdata, the following guidelines are implemented:

- During the recruitment process, an awareness of the different ways in which women and men can present themselves is present and considered very relevant;
- This awareness is also maintained in the process of career development;
- Centerdata stimulates training and development for all employees' and managers monitor this for all employees without distinguishing between women and men;
- All employees who are involved in the recruitment process will be offered an online awareness training on gender equality.

2.4 Integrating the gender dimension in research and education themes

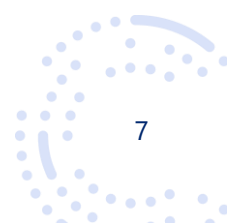
Centerdata is a research institute where data are collected, analyzed and disseminated for the academic community, government and private sector to support and contribute to scientific, social and policy-relevant research. Furthermore, Centerdata develops models and draws up forecasts with a view to building a better future. In all these activities, especially in data collection and analysis, the gender dimension is relevant. The expertise of Centerdata researchers contributes to non-biased data. This subject is often discussed with the clients of Centerdata to make them aware of biases in e.g. questionnaires and research design.





2.5 Measures to counter gender-based violence, including sexual harassment

In the legal Risk Inventory and Evaluation (RI&E) that Centerdata has carried out, harassment in general is recognized as a risk and this is tackled in the Action Plan on Risks. Employees who encounter harassment can call on Centerdata's confidential counsellor. The confidential counsellor is trained to be specifically aware of these issues.





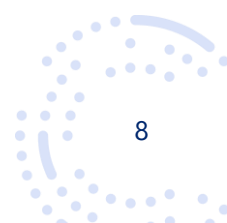
3 Resources

The resources to implement the Gender Equality policy at Centerdata are invested in different positions.

The Manager HR dedicates 0.2 FTE to work-life balance policy, gender equality policy and safe working conditions, including training. The confidential counsellor dedicates approximately 0.05 FTE to preventing harassment of any kind.

The Office manager dedicates 0.1 FTE to implementing and monitoring work-life balance policies, such as all forms of parental leave.

The work-life balance policy and gender equality policy are furthermore embedded in the day-to-day activities of the Centerdata management, including the standard performance appraisals with all employees.





4 Monitoring and reporting

4.1 Employees

Centerdata has a strong tradition of employing women and of encouraging gender equality, also to the benefit of the organization. This is reflected in the equal representation of women and men in Centerdata's staff.

In the 2022 baseline year, Centerdata has 48 employees including management. Exactly 50% of all employees are female (24 female and 24 male).

Also at the management level (director, management team and substitute heads of department), 50% is female (4 female and 4 male).

Of the 18 people employed at the senior level (senior research and IT developers positions, including substitute heads of department who also work as a senior for a significant part of their time), 10 are female and 8 are male.

The Supervisory Board consists of 3 male and 3 female members.

4.2 Reporting

Monitoring through employee satisfaction survey

Every 5 years, Centerdata measures employee satisfaction using a standardized survey, conducted by an external agency. This survey examines several elements of the GEP focus areas (see Chapter 2), such as work-life balance and measures to counter gender-based violence. The 2021 survey showed that Centerdata has a healthy and inclusive working atmosphere (see Table 4.1).

Table 4.1 results Employee satisfaction survey Centerdata 2021, compared with reference group

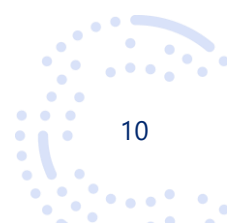
Item	Focus area (section 2.1-2.5)	Score Centerdata 2021	Score reference group 2021
Enjoys the work	general	93%	86%
Has a good relationship with the direct manager	2.5	95%	90%
No or hardly any unpleasant encounters with the direct manager	2.5	100%	98%
Pleasant atmosphere between employee and colleagues	2.5	100%	96%
No or hardly any unpleasant encounters with colleagues	2.5	100%	99%
The organization takes good care of its employees	2.1	86%	57%
Can adjust working hours to situation in private life	2.1	90%	63%
Can easily combine work with private life	2.1	83%	-



In order to monitor the situation, the same items will be measured again in the next employee satisfaction survey (2026). Centerdata will then also enable a breakdown by gender, which has not been possible so far.

Yearly monitoring

The Gender Equality Plan will be monitored yearly in a meeting between the director and the employee council. The results of this meeting will be presented at a plenary session for all of Centerdata's employees.





5 Commitment

Centerdata's senior leadership takes full responsibility for the implementation of the commitments set out in this Gender Equality Plan.

Place: Tilburg, the Netherlands

Date: 31 October 2022

Signature:

Prof. dr. Marcel Das, director Centerdata

