



BELGIAN ITALIAN
CHAMBER OF
COMMERCE

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GENDER EQUALITY PLAN 2023-2028

"Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance."

Kofi Annan

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Gender Equality Plan for the Belgian-Italian Chamber of Commerce

1. Introduction

The Gender Equality Plan (GEP) is a strategic framework that demonstrates the Belgian-Italian Chamber of Commerce's (CCBI) unwavering commitment to promoting gender equality within its organizational structure. The GEP envisions a workplace that embraces diversity, equal opportunities, and a culture of inclusion. This document outlines the comprehensive commitments and actions that the CCBI will undertake to drive institutional and cultural changes in pursuit of gender equality.

2. Fundamental elements

2.1 Public Document

Transparency is at the core of our commitment to gender equality. The CCBI will ensure that the GEP is easily accessible to all stakeholders by publishing it as a public document on the official CCBI website. This step will encourage accountability and facilitate ongoing dialogue about our gender equality initiatives.

2.2 Dedicated Resources

To drive meaningful change, the CCBI will allocate dedicated resources and create a Gender Equality responsible. This responsible person will work collaboratively with the departments to oversee the implementation of the GEP, ensuring that each action is executed effectively and efficiently.

2.3 Data Collection and Monitoring

A robust data collection and monitoring system will be established to track progress and identify areas that require attention. The CCBI will regularly assess key gender-related metrics such as pay equity, representation in leadership positions, and employee satisfaction. By collecting data, we will be equipped to make informed decisions and adapt strategies as necessary.

2.4 Training Education is a powerful tool for change

The CCBI is committed to raising awareness about gender equality issues and fostering a respectful and inclusive work environment. To achieve this, awareness programs will be held to sensitize the staff to this thematic and consequently address unconscious bias, challenge gender stereotypes, and promote respectful interactions among all employees.

3. Further Thematic Areas

3.1 Balance Between Work and Private Life

Recognizing the importance of work-life balance, the CCBI will keep developing policies that accommodate the diverse needs of its employees. Flexible work arrangements, parental leave options, and support for caregiving responsibilities are guaranteed to ensure that everyone can effectively manage their professional and personal commitments.

Balance between work and private life

- Working remotely is facilitated through mutually agreed-upon arrangements between managers and employees for specific time periods.
- Our working hours are designed to be flexible and accommodating, taking into consideration school schedules for children and traffic conditions.

- We actively strive to schedule meetings within regular working hours, avoiding the need for engagements outside the standard timeframe.
- Encouraging a healthy work-life balance, promoting 'disconnect time' . We emphasize that individuals need not feel obligated to check emails around the clock. Team leaders are advised to communicate to their teams that responses to emails sent beyond normal working hours are not expected immediately

3.2 Gender Balance in Leadership and Decision-Making

The CCBI acknowledges the significance of gender diversity in leadership roles. Through targeted efforts, such as mentoring programs, leadership development initiatives, and unbiased recruitment practices, we actively promote and cultivate a gender-balanced representation at all levels of decision-making.

3.3 Gender Balance in Recruitment and Career Development

Equal opportunities begin with fair recruitment practices. The CCBI critically assesses its recruitment procedures to eliminate biases, encourage a diverse pool of candidates, and ensure that all employees have equitable access to career advancement and development opportunities.

Current initiatives - gender balance in recruitment and career development:

Recruitment

- All ads consist of a clear description of the job purpose, key responsibilities, desired qualifications, skills and knowledge, relevant experience and other aspects that are needed to be able to fulfill the position successfully.

- The job description and the required profile of the candidates are written in a gender-neutral and inviting language.
- We strive for gender balance in all selection panels.
- We engage in active scouting and contacting potential female candidates for vacant positions.

Career development

- We widely advertise our training and development opportunities.
- Salary scales are gender neutral and totally transparent.
- The CCBI wishes to increase the visibility of women by ensuring gender balance in career talks, CCBI conferences and CCBI news.

3.4 Gender Dimension in Research

The CCBI recognizes the value of research in shaping policy and practice. We actively encourage research projects that explore gender-related issues in the business landscape. By supporting research that analyzes gender disparities, economic impacts of gender equality, and best practices for fostering diversity and inclusion, we contribute to informed decision-making.

3.5 Gender-Related Harassment

Creating a safe and respectful workplace is paramount. The CCBI implements a zero-tolerance policy against gender-related harassment. Clear reporting mechanisms, comprehensive training, and ongoing awareness campaigns will be put in place to prevent and address any form of harassment.

The CCBI will uphold a zero-tolerance policy for discriminatory behavior such as harassment and bullying and therefore developed a policy that is aimed at everybody, regardless of gender, gender identity, nationality, ethnical background, age, religious and political beliefs, and position in the organization. This means that all forms of (sexual) harassment and micro aggressions will never be tolerated. Not looking the other way when confronted with unacceptable behavior towards colleagues is an important weapon in our struggle against this behavior. Therefore, CCBI confirm its commitment in promoting an active communication in order to enable everybody to come forward and to speak up, or at least do something when victimized or when witnessing any kind of unacceptable behavior. The CCBI ensure its commitment in providing a just and positive workplace, guaranteeing principles of safety, transparency and inclusivity.

4. Implementation Timeline

The Gender Equality Plan will be implemented over a span of 5 years, with regular progress reports published to demonstrate our advancements, challenges, and ongoing efforts. By reviewing our strategies and adapting them in response to emerging trends, we ensure that our commitment to gender equality remains relevant and effective.

5. Conclusion

In embracing this comprehensive Gender Equality Plan, the Belgian-Italian Chamber of Commerce affirms its dedication to fostering an inclusive workplace where everyone, regardless of gender, can thrive. By championing gender equality, we pave the way for a stronger, more resilient organization that values diversity and recognizes the collective power of all its members.

Managing Director:

Giorgio De Bin

Handwritten signature in black ink, appearing to be 'G. De Bin'.