



## Gender Equality Plan (GEP) v2.1

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## **1. Purpose of the Plan**

This Gender Equality Plan (GEP) outlines ENHA's commitment to gender equality, equal treatment, anti-discrimination, and an inclusive working environment. It also ensures compliance with Horizon Europe.

## **2. Scope**

This GEP applies to all ENHA staff, Board members, consultants, and individuals representing ENHA in EU projects, events, and policy activities.

## **3. Responsibilities and Resources**

ENHA assigns responsibilities and resources to ensure proper implementation of this GEP:

- The Executive Director coordinates implementation.
- The ENHA Board oversees annual progress.
- Administrative/Programme staff assist with monitoring, data collection, and documentation.

Human and financial resources are allocated as needed. Evidence can be provided upon request, including:

- Board meeting minutes referencing GEP implementation;
- Documents relating to engagement of external gender expertise;
- Contracted services for training or gender support;
- Budget items for training or consultancy.

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

ENHA collects gender-disaggregated data annually on:

- Staff and Board composition;
- Speakers and expert contributors;
- Applicants and shortlisted candidates;
- Participants in public events and project activities.

Monitoring summaries and evaluation reports can be provided if requested.

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

ENHA supports work–life balance through flexible working arrangements, reasonable scheduling of meetings, and support for parental and care responsibilities. ENHA promotes an inclusive and respectful culture.

## **6. Gender Equality in Recruitment and Career Progression**

Recruitment is based on transparent, unbiased processes. Job descriptions use inclusive language, balanced shortlists are encouraged where feasible, and selection decisions are based solely on skills and experience. Equal access to training and development is ensured.

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

ENHA seeks balanced representation in its Board, working groups, advisory structures, and events. Where balance cannot be achieved due to external constraints, ENHA documents the reason and works to improve.

## **8. Awareness Raising and Training**

ENHA provides awareness-raising activities and training for all staff and decision makers. Training includes unconscious gender bias, inclusive behaviour, and the gender dimension in research and policy. Evidence of implementation can be provided, such as training plans, agendas, expert contracts, and attendance lists.

## **9. Integration of the Gender Dimension in Research and Policy Content**

ENHA encourages the inclusion of sex and gender analysis in research and policy work, particularly in nutrition, disease-related malnutrition, and patient-centred care.

## **10. Measures Against Gender-Based Violence, Including Sexual Harassment**

ENHA has a zero-tolerance policy for harassment and gender-based violence. A confidential reporting channel is available through the Executive Director or Board Chair. ENHA applies a Code of Conduct for all events.

## **11. Communication**

This GEP will be published on the ENHA website, and updates will be included in annual reports. Relevant documents and training proof can be provided upon request.

Signed: 24 November 2025

A handwritten signature in black ink, appearing to read 'Olle Ljungqvist', with a stylized flourish at the end.

Olle Ljungqvist

Chair of the European Nutrition for Health Alliance