

Horizon Europe: Gender Equality Plan

24 December 2021

The new European funding programme Horizon Europe brings some changes and new requirements. One of which, is for all public bodies to have a Gender Equality Plan in place by 1 January 2022.

Gender Equality Plan

This also applies to ICHEC Brussels Management School. In terms of gender equality, our school is currently involved in a policy of co-construction with the different schools of the Wallonia-Brussels Federation, in order to have a common and relevant reference tool for all.

Thanks to this common framework currently being prepared, the Haute Ecole "ICHEC-ECAM-ISFSC" will be able to appropriate institutionally the principles and dimensions of gender equality plan and thus define its own actions, in the different areas provided for by this common policy. Our desire is to raise awareness among the various services and actors concerned (staff members and students) and to allow them to become involved through the same co-construction mechanism as that of the common plan developed between the Hautes Ecoles. We want everyone to be made responsible for the gender dimension and for our action plan to become the concern of everyone on a daily basis, while ensuring that it is regularly evaluated and adapted as necessary.

For the time being, our attention to gender equality is reflected in our human resources management policy, since we are committed to both balance and openness with regard to the different genders. As an example: as of December 31, 2021, the institution has 197 female staff members and 160 male staff members. Job offers and communications are formally addressed to both women and men, but also to people who do not belong to either gender and who fall under the "X" gender.

The same principle is applied to the students who attend our institution: in addition to welcoming all genders and communicating equally with all genders, our institution has an inclusive service that works, as its name indicates, for the inclusion of all, including people of different genders.

Horizon Europe requirements

In addition to staff and students, our Gender Equality Plan will cover the areas of research, education and the working environment. For these five areas, existing policies will be brought in line with the expectations of Horizon Europe. The new Gender Equality Plan will be made publicly available on the website once available.

Brigitte Chanoine

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