

ELPA

European Liver
Patients' Association

GENDER EQUALITY PLAN

European Liver Patients' Association

2023-2026





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INTRODUCTION

European Liver Patients' Association (**ELPA**) is a non-profit organization that advocates for the interests of liver patients in Europe. ELPA raises awareness about liver diseases, supports patients, and advocates for policies that improve liver health. Today, ELPA members represent 32 associations from 25 countries. Members are coordinated by the ELPA Office Team based in Brussels, Belgium.

ELPA's vision is based on equality, respect for diversity, commitment, and transparency. All these values are strongly linked to gender equality, which ELPA aims to promote inside the association and through extensive cooperation with ELPA's partners and stakeholders.

ELPA's **Gender Equality Plan** involves promoting equal opportunities, work-life balance, flexible policies, partnership and advocacy, facilitating communication and transparency inside association and with ELPA's partners. By championing gender equality, ELPA contributes to building more just, inclusive, and resilient NGO community that benefit everyone.





MISSION AND VALUES

Promoting gender equality within **ELPA** is crucial for a multitude of reasons, spanning social, economic, and ethical considerations.

- **Ethical Imperative:** Promoting gender equality is an ethical imperative that upholds the principles of fairness, justice, and respect for the dignity of every individual. Gender equality is a fundamental human right. It ensures that individuals of all genders have equal opportunities, freedoms, and protections under the law.
- **Economic Development:** Gender equality is linked to economic development. When women and men have equal access to employment, and economic opportunities, it can contribute to increased productivity and economic growth of the entire community.
- **Social Justice:** Promoting gender equality is an essential step toward achieving social justice. It seeks to eliminate discrimination and biases based on gender, fostering a more inclusive and equitable NGO Community.
- **Innovation and Creativity:** Diverse perspectives, including those related to gender, contribute to innovation and creativity. Ensuring that all voices are heard and valued fosters a more dynamic and innovative working community.
- **Community Resilience:** Communities that prioritize gender equality tend to be more resilient in the face of challenges. Equal participation and representation help communities adapt and thrive.

GOALS FOR GENDER EQUALITY



Promote Equal Opportunities :

Ensuring equal access to employment, eliminate gender-based discrimination in hiring, promotion, and professional development



Promote Work-Life Balance :

Adapting to women's specific needs at work and promote flexible working hours according to employee needs



Adopt Inclusive Practices and Communication :

Ensuring organizational policies that promote diversity, inclusion, and equal opportunities within ELPA. Prevent any gender disparities within the organization

Promoting Open-Dialogue and Intersectional Strategies



Collaboration and Advocacy:

Developing a solid partnership with other organisations/partners on the gender equality topics and and promoting Advocacy Initiatives for Gender Equality



Continuous Improvement:

Reviewing past achievements and adapting to the needs of the association, partners and NGO Community

INITIATIVES AND STRATEGIES

Promote Equal Opportunities :

- Recruitment and Promotion Policies
 - Equal Pay and Transparency
- Zero-Tolerance Policy for Gender-Based Discrimination and Harassment
- Inclusion in Orientation for New Employees

Promote Work-Life Balance

- Implementation of Flexible Working Arrangements
- Parental Leave and Childcare Support
- Opportunities for teleworking

Inclusive Practices and Communication

- Internal and External Awareness Campaigns
 - Open Dialogue within association and
- Analysis of Current Gender Composition and identification of Gender Disparities
- Collaboration between association staff and Members on gender related topics
- Intersectional approach against any type of discrimination at work

Collaboration and Advocacy

- Collaboration with Other NGOs, Government, and Private Sectors
- Advocacy Initiatives for Gender Equality

Continuous Improvement

- Feedback Loops for Continuous Adaptation
 - Regular Review Mechanisms
 - Integration of Lessons Learned

COMMITMENT AND FUTURE OUTLOOK

ELPA's Gender Equality Plan reflects a forward-looking and comprehensive strategy that not only acknowledges the importance of gender equality but also takes concrete steps to implement and monitor these principles. By fostering a workplace and community environment that values diversity and inclusion, ELPA's Plan aims to outline a comprehensive framework that encompasses various dimensions.

Gender Equality Plan's commitment extends beyond rhetoric, with concrete measures addressing issues such as equal pay, career advancement opportunities, and work-life balance. By incorporating flexible work arrangements and policies, **ELPA** acknowledges the diverse needs of its workforce.

Furthermore, **ELPA** extends its commitment beyond internal practices, actively engaging with the NGO community and stakeholders to contribute to broader societal efforts. This holistic approach recognizes the interconnectedness of gender equality with overall social well-being.

Future gender equality plans are likely to adopt an intersectional approach, recognizing and addressing the overlapping dimensions of discrimination, such as race, ethnicity, sexual orientation, and socioeconomic status.

It's also important to recognize that the success of gender equality plans will depend on sustained efforts from NGO Community/governments and stakeholders working collaboratively to create a more equitable and inclusive society.



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