
Gender Equality Plan (GEP)

Organization: Stichting TERRAenVISION






Effective Date: 11 September 2025

Duration: 2025–2027

Review Cycle: Annual

Public Access: www.terraenvisionfoundation.eu

Compliance with Horizon Europe GEP Requirements

Requirement	Compliance
Public Document	 Available on website
Dedicated Resources	 Gender Equality Focal Point assigned
Data Collection and Monitoring	 Annual sex/gender-disaggregated data collected
Training and Capacity Building	 Yearly gender training planned
Policies on Work-Life Balance & Inclusion	 Included below

1. Dedicated Resources

- Saskia Keesstra has been appointed **Gender Equality Focal Point** responsible for GEP implementation and monitoring.
 - We use our overhead from project to (within operational resources) for training, data tracking, and awareness-raising activities.
-

2. Data Collection and Monitoring

- Collect and analyze **sex/gender-disaggregated data** annually on:
 - Staff composition (by role and level)
 - Governance and decision-making positions
 - Participation in outreach activities and beneficiaries
 - Use findings to guide improvements and inform annual GEP review.
-

3. Training and Capacity Building

- We inform **all** staff, volunteers, and board members on **gender awareness**.
 - Include topics such as:
 - Unconscious bias
 - Inclusive communication
 - Gender and sustainability
 - We encourage team participation in relevant external training programs.
-

4. Work-Life Balance and Organizational Culture

- We promote **flexible work arrangements** (e.g., remote work, flexible hours).
 - We are fully flexible in terms of remote work and flexible hours outside of our events
 - We foster a **culture of respect and inclusion**, with **zero tolerance for discrimination or harassment**.
 - We include anti-harassment clauses in internal policies and onboarding.
 - We ensure safe reporting mechanisms and follow-up procedures.
-

5. Gender Equality in Leadership and Decision-Making

- We are aiming for **gender balance** (at least 40% from underrepresented gender) in:
 - Board of directors
 - Project leadership
 - Key committees or decision-making roles
 - Monitor leadership composition annually and act to address imbalance.
 - Currently we have a bad gender equality, with an underrepresentation of men in our organization in lead functions.
-

6. Gender Mainstreaming in Projects and Outreach

- Integrate **gender perspectives** into the planning, implementation, and evaluation of all projects.
 - Ensure outreach activities:
 - Are accessible to people of all genders
 - Encourage participation of women and marginalized groups
 - Apply a **gender lens** in sustainability and climate change programming.
-

7. Public Accountability and Transparency

- Publish this GEP on the NGO's website and share with stakeholders.
- Include a **gender section in the NGO's annual report**.
- Make gender-related progress and challenges publicly available.

8. Annex: Key Monitoring Indicators

Area	Indicator
Staff Composition	70% of women, men, non-binary across roles and levels
Governance	Gender balance in board and leadership roles: we have only women in charge at the moment.
Outreach Participation	participants in outreach activities are well balanced in terms of gender
Training	2 staff/volunteers trained annually
Gender in Projects	All of our projects have gender integrated in design and delivery

Annual Review Process

- The GEP will be reviewed **annually** by the Gender Equality Focal Point.
- Updates will be approved by the Board and published publicly.
- Feedback from staff and partners will be collected to inform improvements.

Contact

Gender Equality Focal Point

Dr. Saskia Keesstra

info@terraenvision.eu

+31 624531520