



## Gender Equality Plan

### Introduction

This Gender Equality Plan (GEP) is rooted in the fundamental principles of fairness, justice, and the recognition that diversity and inclusion are essential components of a thriving and successful organisation, being a crucial step toward fostering a more inclusive and equitable workplace. By promoting gender equality, the Transylvania Trust Foundation aims to eliminate discrimination and create an environment where all individuals, regardless of gender, have equal opportunities to contribute, succeed and advance.

Aligning with global trends and societal expectations for organisations to actively contribute to creating a more equitable and inclusive world, the Transylvania Trust Foundation, throughout its activities, aims to promote Fairness and Equal Opportunities, ensuring that all employees, irrespective of their gender, ethnicity or age, have equal access to opportunities, resources, and career advancement. Equality of opportunity represents a core value of the Transylvania Trust, and gender balance is a critical component to ensure fair access and equity for its staff involved in professional activities and cooperation with other organisations. By promoting Fairness and Equal Opportunities, the Foundation recognises that diverse and inclusive workplaces foster innovation, creativity and better problem-solving, ultimately contributing to the overall success and competitiveness of the Foundation, as well as that the Foundation has a role to play in promoting social responsibility and contributing to broader societal efforts to address gender disparities.

In summary, this GEP is a strategic initiative driven by the Transylvania Trust Foundation's commitment to creating a workplace that values diversity, fosters inclusion, and upholds the principles of fairness and equal opportunity for all employees.

### Background

Transylvania Trust is a registered charity, set up by conservation professionals and volunteers in 1996. Its principal aim is to conserve and promote Transylvania's rich and diverse built heritage, as well as to encourage society to be receptive towards the built environment.

In achieving its principal aim, Transylvania Trust is involved in actions that contribute to the protection of the built environment in general, as well as the values related to cultural heritage, being active in the field of data recording, inventory, survey, building restoration, maintenance, training, and also scientific research, including contributing to the formation of the mentality of the civil society in order to appropriate, support and promote heritage values through various activities and programmes. At the same time, the Foundation carries out intercultural and interethnic activities and promotes intercultural dialogue through its activities, organises creative camps, workshops for artists in residence, festivals, camps and restoration and specialisation courses in the field of built and cultural heritage, as well as other events that support the awareness of the general public of the values of built and cultural heritage.



Throughout the years, the Transylvania Trust Foundation has been involved in different European projects, cooperating with various organisations and institutions from several European countries, both large and small, from the public and private sphere, as well as educational and academic institutions.

### Purpose of the GEP

The primary goals of this GEP encompass creating a workplace that is balanced, inclusive, and free from gender-based discrimination. These goals are interconnected and contribute to fostering a culture of fairness and equal opportunity for all employees. The plan serves as a roadmap to address gender-based disparities, promote positive cultural change, and ultimately contribute to the overall success and sustainability of the Transylvania Trust.

Primary Goals:

1. **Create a More Balanced Work Environment:** aiming for gender balance ensures that diverse perspectives are considered, enhances creativity, and contributes to a more dynamic and innovative work environment.
2. **Promote Equal Opportunities:** equal opportunities contribute to a merit-based system that recognises and rewards talent, skills, and dedication, fostering a culture of fairness and inclusivity.
3. **Foster Inclusive Organisational Culture:** inclusive cultures foster collaboration, employee engagement, and a sense of belonging, contributing to increased productivity and overall employee satisfaction.
4. **Eliminate Gender-Based Discrimination:** by eliminating discrimination, the Foundation aims to create a safe and respectful workplace where every employee can thrive without fear of prejudice or unequal treatment.
5. **Ensure Fair and Unbiased Recruitment and Promotion Practices:** fair and unbiased practices contribute to building a diverse workforce and demonstrate the Foundation's commitment to meritocracy.
6. **Enhance Education and Awareness:** by increasing awareness, the Foundation aims to create a more informed and empathetic workforce, reducing stereotypes and biases.

These primary goals collectively contribute to the overall vision of the Gender Equality Plan, which is to establish a workplace that values diversity, provides equal opportunities for all employees, and actively works to eliminate gender-based discrimination in all its forms.

### Principles and Actions

#### 1. Work-Life Balance and Organisational Culture

Transylvania Trust Foundation actively promotes flexibility in terms of working hours and conditions, and open communication as well as employee feedback is encouraged both in terms of working hours, as well as regarding organisational culture. Remote work is an option for the employees, facilitating their daily lives and the balance between work and family. Thus, women working at the Foundation are confident about fulfilling their personal and professional objectives, since the right balance between their personal and work lives is set. Such flexibility is an essential factor to their evolution as women and professional leaders. The Foundation's culture and values encourages diversity and inclusion along the lines of



gender, ethnicity and age, thus eliminating all career barriers for its employees and fostering an inclusive culture that values and celebrates the diversity within the group.

## 2. Gender Balance in Leadership and Decision-Making

The role of women in leadership and decision making at Transylvania Trust is key at both organisational and project level. The Board of Directors of the Foundation is composed of 5 male and 3 female professionals, while the President and Chief Executive Officer of the Foundation are both female, which enable a gender-balanced decision-making process for all critical decisions regarding the Foundation's running, activities, as well as core goals and values. Moreover, this confirms the organisation's belief in the ability of women to freely unlock their career prospects and become leaders, thus building on their confidence.

## 3. Gender Equality in Recruitment and Career Progression

As a rule, the Transylvania Trust Foundation applies blind recruitment practices for ensuring gender equality in all recruitment processes. According to studies, women, on average, may be more inclined to apply for jobs where they meet most or all of the listed qualifications, in contrast to men. For this reason, for any recruitment process, the job criteria are designed to make the posting accessible and attractive to both sexes. The job postings of the Foundation are always inclusive, removing gender-coded language, while during the interview process, the questions are identical for male and female applicants.

By offering transparency and trust in its recruitment, promotion and appraisal mechanisms, the Foundation creates a secure and equal environment for all. When employees feel secure, confident, and inspired, they maintain focus on their priorities and can unlock their full potential, thus experience professional development. This is facilitated by providing support for career progression to all employees, irrespective of gender, ethnicity or age.

## 4. Integration of the Gender Dimension into Research and Teaching Content

As part of its activities, the Transylvania Trust Foundation works in an international and intercultural environment, especially in terms of the European projects it implements, which may include research and teaching components. A significant number of Project Management roles are filled by women, who hold responsibility for decision-making throughout the entire development and management of these projects. In terms of their implementation, a focus is set on practices and methodologies that are gender inclusive and non-discriminatory, by using various tools to address sex, gender and equality issues and align with a gendered and inclusive approach to innovation.

During educational activities, there are no segregation practices in terms of sex or gender, and the educational materials and resources are gender-neutral, designed to be free from gender bias or stereotypes, ensuring that they are inclusive and respectful of all genders. These materials aim to present information and examples in a way that does not reinforce traditional gender roles or expectations, with the aim of creating a learning environment that is welcoming and affirming for individuals of any gender identity, promoting equality and diversity in education.



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

The Transylvania Trust Foundation is committed to creating a safe and harassment-free workplace for all employees, regardless of their gender, thus behaviours such as gender-based violence or harassment will not be accepted or overlooked. Transylvania Trust Foundation has put in place protocols for reporting, accountability, and fair conflict resolution, which creates a trusting workplace. In case of such an incident, employees are informed that complaints will be treated swiftly, with confidentiality and discretion.

## Conclusion

The Transylvania Trust Foundation is deeply committed to gender equality, emphasising the creation of an inclusive and diverse workplace. To fulfil this commitment, steps are being taken across all aspects of operations, including hiring, promotions, and organisational culture. The Foundation actively works to eliminate gender bias and stereotypes, fostering a culture that values the unique contributions of every individual. By championing gender equality, the Foundation seeks not only to promote social justice but also to create an environment where diverse voices are heard, talents are recognised, and innovation thrives.

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