


Gender Equality Plan



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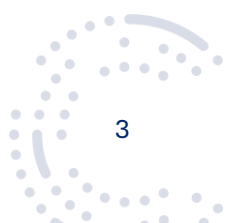
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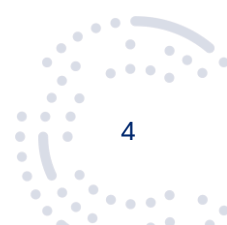
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Version control

Version	Date	Changes
1.0	October 2022	First version of the GEP
1.1	January 2024	<ul style="list-style-type: none">- Update number of employees by December 31st 2023. Paragraph 4.1.- Date of plenary session was added on which the results of the meeting of the director and the employees' counsel were presented. Paragraph 4.2.
1.2	March 2025	<ul style="list-style-type: none">- Update number of employees by December 31st 2024. Paragraph 4.1.- Adjusting lay-out to new corporate identity.
1.3	March 2025	<ul style="list-style-type: none">- adjusting and improving some English language formulations





Summary

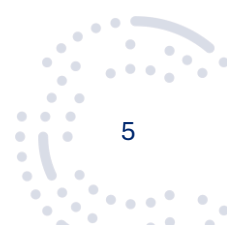
Centerdata is a diverse organization with an open culture where differences between people are appreciated. Women and men alike feel welcome and are equally represented at all levels, including management.

This Gender Equality Plan (GEP) focuses on five areas: work-life balance, gender equality in leadership, gender equality in recruitment, integration of the gender dimension in research, and measures to counter gender-based violence.

To enhance work satisfaction and career opportunities, Centerdata maintains a strong focus on work-life balance. About one-third of the workers is a young parent (female and male). Working part-time, taking parental leave and the possibility of working from home are stimulated and are commonly used.

Centerdata is aware that there might be differences in recruitment and career development opportunities for women and men. By monitoring recruitment results, participating in training activities, and by monitoring career development in general, Centerdata creates equal opportunities for women and men.

This GEP will be evaluated annually at a meeting between the director and the employee council. Relevant items will furthermore be measured through an employee satisfaction survey.





1 Introduction

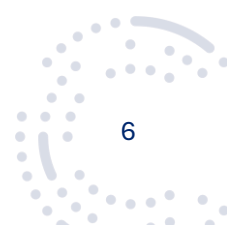
Centerdata is a medium-sized independent research institute based in Tilburg, the Netherlands. Answering research questions in the field of people and society has been its mission since the establishment in 1996. Centerdata's core values are at the heart of all activities: scientific, socially relevant and innovative.

Centerdata has an open, affirmative culture and welcomes employees from all backgrounds. The institute is committed to ensuring that every employee has equal opportunities to contribute and that talents are recognized, appreciated and utilized. After all, in an inclusive organization full use is made of the diverse talents and abilities of employees. Everyone is given their due, regardless of stage of life, gender, origin, culture, religion, or disability. Everyone is respected. There is no room for transgressive behavior, such as discrimination, racism, sexual intimidation or bullying.

Centerdata's GEP aims to continue and promote gender equality and to support a permanent process of improving gender equality, for the benefit of the entire organization. It encourages self-reflection and leadership and an ongoing review of processes and practices.

In this GEP, the focus areas are outlined in Chapter 2. Chapter 3 describes the resources for implementing the GEP, and Chapter 4 focuses on monitoring and reporting on the GEP.

This plan is published on Centerdata's website and handed to every new employee as part of their introduction to Centerdata.





2 Focus areas

2.1 Work-life balance and attention for organizational culture

To promote a healthy work-life balance that gives women, men and young parents in general equal opportunities, Centerdata applies these rules:

- parttime work gives the same career opportunities as fulltime work.
- young parents are stimulated to take parental leave (paid as well as non-paid) and are offered the opportunity for a flexible take-up of parental leave.
- information on regulations to protect pregnant employees and young mothers, including the right to take extra breaks for recuperation and to breastfeed the baby, is actively provided for pregnant employees and young mothers.
- working from home for part of the working time is facilitated.
- a healthy work-life balance is a subject explicitly addressed in the yearly evaluation interviews that are held with each individual employee.

2.2 Gender equality in leadership and decision-making

Centerdata is aware of the importance of diverse leadership. Women and men are equally represented in Centerdata's management at all levels, including project managers, division heads, management team and the supervisory board.

2.3 Gender equality in recruitment and career development

To promote equal opportunities to work at Centerdata, the following guidelines are implemented:

- Centerdata is aware of the different ways in which women and men can present themselves during the recruitment process and this is considered very relevant.
- This awareness is also maintained in the process of career development.
- Training and development for all employees is stimulated. Managers monitor this for all employees without distinguishing between women and men.

2.4 Integrating the gender dimension in research and education themes

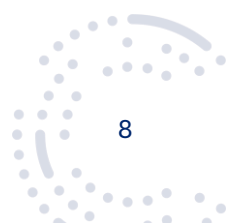
Centerdata is a research institute where data are collected, analyzed and disseminated for the academic community, government and private sector to support and contribute to scientific, social and policy-relevant research. Furthermore, Centerdata develops models and draws up forecasts with a view to building a better future. In all these activities, especially in data collection and analysis, the gender dimension is relevant. The expertise of Centerdata employees contributes to non-biased data, and this subject is often discussed with the clients to make them aware of biases in e.g. questionnaires and research design.





2.5 Measures to counter gender-based violence, including sexual harassment

In the legal Risk Inventory and Evaluation (RI&E) that Centerdata has carried out, harassment in general is recognized as a risk and this is tackled in the Action Plan on Risks. Employees who encounter harassment can call on Centerdata's confidential counsellor. The confidential counsellor is specifically trained to handle such issues.





3 Resources

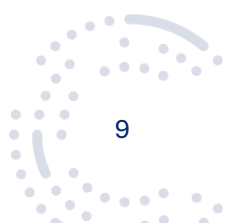
The resources to implement the Gender Equality policy at Centerdata are invested in different positions.

The HR manager dedicates 0.2 FTE to work-life balance policy, gender equality policy and safe working conditions, including training.

The confidential counsellor dedicates approximately 0.05 FTE to the prevention and handling of any kind of harassment.

The office manager dedicates 0.1 FTE to implementing and monitoring work-life balance policies, such as all forms of parental leave.

The work-life balance policy and gender equality policy are furthermore embedded in the day-to-day activities of the Centerdata management, including the standard performance appraisals with all employees.





4 Monitoring and reporting

4.1 Employees

Centerdata has a strong tradition of employing women and of encouraging gender equality, also to the benefit of the organization. This is reflected in the equal representation of women and men in its staff.

At the 31st of December 2024, Centerdata had 50 employees, of whom 26 female and 24 male. In the 2022 baseline year, Centerdata had 48 employees including management, of whom 24 are female and 24 are male.

The management level (director, management team and substitute heads of department), consists of 4 female and 3 male team members at the end of 2024.

Of the 19 people employed at the senior level (senior research and IT development positions, including substitute heads of department who also work as a senior for a significant part of their time), 11 are female and 8 are male.

The supervisory board consists of 3 female and 3 male members.

4.2 Reporting

Monitoring through employee satisfaction survey

Every 5 years, Centerdata measures employee satisfaction using a standardized survey, conducted by an external agency. This survey examines several elements of the GEP focus areas (see Chapter 2), such as work-life balance and measures to counter gender-based violence. The 2021 survey showed that Centerdata has a healthy and inclusive working atmosphere (see Table 4.1).

Table 4.1 Results employee satisfaction survey Centerdata 2021, compared with reference group

Item	Focus area (section 2.1-2.5)	Score Centerdata 2021	Score reference group 2021
Enjoys the work	general	93%	86%
Has a good relationship with the direct manager	2.5	95%	90%
No or hardly any unpleasant encounters with the direct manager	2.5	100%	98%
Pleasant atmosphere between employee and colleagues	2.5	100%	96%
No or hardly any unpleasant encounters with colleagues	2.5	100%	99%
The organization takes good care of its employees	2.1	86%	57%
Can adjust working hours to situation in private life	2.1	90%	63%



Item	Focus area (section 2.1-2.5)	Score Centerdata 2021	Score reference group 2021
Can easily combine work with private life	2.1	83%	-

In order to monitor the situation, the same items will be measured again in the next employee satisfaction survey (scheduled in 2026). Centerdata will then also enable a breakdown by gender, which has not been possible so far.

Yearly monitoring

The GEP is monitored yearly in a meeting between the director and the employee council. The results of the monitoring will be presented at a plenary session for all of Centerdata's employees.





5 Commitment

Centerdata's senior leadership takes full responsibility for the implementation of the commitments set out in this Gender Equality Plan.

Place: Tilburg, the Netherlands

Date: 31 March 2025

Signature:

Prof. dr. Marcel Das, director Centerdata

