

HCEMM

Gender Equality Plan

2022-2023



1. INTRODUCTION AND PRINCIPLES OF THE GENDER EQUALITY PLAN

The Hungarian Centre of Excellence for Molecular Medicine (HCEMM) is working on research and development related to healthy ageing. For the administration of the HCEMM program, HCEMM Kft. was incorporated by the Biological Research Centre Szeged (BRC), the Semmelweis University in Budapest and the University of Szeged. The European Molecular Biological Laboratory (EMBL) functions as the advanced partner of HCEMM. In addition to the initial E.U. Teaming Grant that led to the creation of HCEMM, the Centre of Excellence has also received National Laboratory status in Hungary in 2020. The research and development at HCEMM are carried out by research groups and advanced core facilities. The main research and development focus is the development of molecular approaches (diagnostics as well as treatment) for healthy ageing. Three research pillars related to non-infectious ageing-related diseases have been established (Immuno-inflammatory, Metabolic and Cardiovascular Diseases as well as Genomic Instability and Cancer). In addition, a fourth pillar related to infectious diseases (co-morbidities) was established in 2021. The research groups are supported by three ACFs (Functional Cell Biology and Immunology, Single Cell Omics and In-vivo Imaging), which work closely with EMBL. The establishment of the fourth ACF (Scientific Computing) is planned for 2022.

The first Gender Equality Plan of the HCEMM sets the goals for 2021-2023 and expresses its commitment to equality diversity and inclusion.

Five main goals have been formulated which determine the actions of this plan:

- Taking measures to recruit women for leading positions, with a special focus on the scientific leading positions,
- Creating a structural programme in place to facilitate a better work-life balance,
- Setting up a signalling system against gender-based violence,
- Developing a culture of openness towards diversity,
- Integrating gender and diversity into research.

The implementation of the Gender Equality Plan will be executed and monitored by the HCEMM Equality and Diversity Committee (EDC).



Equality and Diversity Committee (EDC)

The members of the EDC are the following:

Position	Role in the EDC
Equality and Diversity Officer	Coordinator, member
HR Manager	Member
Purchase Officer	Member
Research Group Member	Member
Scientific Training Officer (Public Procurement Assistant)	Member
Financial Referent	Member

This Gender Equality Plan applies to all employees of the HCEMM, including all permanent, full-time and part-time employees of the HCEMM Non-Profit Kft. and the HCEMM Director General/CEO. This policy applies to all persons without distinction of rank or protected characteristics. This Gender Equality Plan does not apply to additional employees such as contractors or consultants.

2. GOVERNANCE OF THE HCEMM ON EQUALITY AND DIVERSITY

The Director General/Chief Operating Officer (DG/CEO) has the right of independent representation in the HCEMM.

The Management Team assists the Managing Director in carrying out the tasks in the various areas.

The EDC is going to be in charge of setting up a detailed action plan in their field with identifying the steps to reach the main goals of the first HCEMM Gender Equality Plan and setting up a measuring system to monitor the efficiency of the measures. The EDC is coordinated by the Equality and Diversity Officer of the HCEMM and consists of five people altogether who represent every level and activity of the research institute.

3. DEDICATED RESOURCES

Emphasising the importance of the operation of the EDC, the time needed to implement the Gender Equality Plan is allocated to the members of the committee by their respective supervisors.

The EDC is entitled to identify the steps to reach the main goals of the first HCEMM Gender Equality Plan. Once these steps have been worked out, the allocation of the financial resources needed for implementation will be made, considering the financial possibilities of the research institute

4. TRAINING

The HCEMM has always been committed to training and upskilling its employees. Included in the HCEMM HQ Training Plan, the general awareness-raising and the training on gender equality for staff and decision-makers is essential therefore, the HCEMM will provide training opportunities for all staff on these topics. The general awareness-raising will contribute to maintain the inclusive community at HCEMM.

5. DATA COLLECTION AND MONITORING

The EDC is entitled to collect sex and/or gender disaggregated data on personnel with respect to the data protection regulations in line. The data



collection will serve as a tool for preparing the mandatory reporting that are required for the operation of HCEMM Kft..



6. MISCELLANEOUS

The present Gender Equality Plan shall enter into force on 1st February 2022.

The Gender Balance of the HCEMM is presented in the appendix of the present document.

1st February 2022



APPENDIX 1 – GENDER BALANCE AT THE HCEMM

The Appendix nr. 1 presents the gender balance at the HCEMM as of 1st February 2022, in the certain categories covered by the survey.

HCEMM Director General/Chief Executive Officer (DG/CEO)

The DG/CEO of the HCEMM is male (m).

Management Team

The Management Team consists of 7 female employees and one male employee. The gender balance of the HCEMM Management Team is 87.5% female, 12.5% male.

Headquarters

In the HCEMM Headquarters, 11 employees are female, 3 employees are male. The gender balance in this team is 79% - 21% with female majority.

Advanced Core Facilities (ACF)

There are 3 Advanced Core Facilities at the HCEMM.

2 Heads of ACF are male, 1 Head of ACF is female. The gender balance of the Heads of ACFs are 67% - 33% with male majority.

The gender balance in the ACFs, including the Heads of ACFs and the technicians, is 66% - 44% with male majority (4 female and 5 male employees).

Research Groups

There are 17 double affiliated research groups in the HCEMM. 12 Group Leaders are male, 5 Group Leaders are female. The gender balance of the Group Leaders is 71% - 29% with male majority.

The gender balance in the research groups, including the Group Leaders and the Group Members, is the following: altogether 111 people are working in the Research Groups, 63 females and 48 males. The gender balance in the research groups is 57% - 43% with female majority.