**ANNEX 4A: GENDER EQUALITY DECLARATION**

European Forest Institute Grant Process

G-06-2023

Characterization of European forest disturbances

**Instructions**

1. To be filled out **separately** by all the participants (including the coordinator) listed in section A.2. of Annex 1 (Application form part A)
2. You may not change any part of the declaration.
3. Insert the following where indicated in light green
	* Project name and acronym
	* Full name and function of the person signing
	* Official name of the organisation
4. Tick Yes or No as applicable in the green boxes
5. Insert the following where indicated in light green
	* Date
	* Signature
6. These instructions may be deleted in the submitted pdf document. This annex 4A must be submitted together with Annex 1, 3 and 4.

**Declaration on Gender Equality Plan or similar strategic document**

The undersigned,

|  |
| --- |
| [full name and function of the person signing] |

representing

|  |
| --- |
| [official name of the organisation] |

(hereinafter referred to as “Participant”)

HEREBY DECLARES AND ENSURES THAT (please mark X to indicate Yes or No below)

|  |  |  |
| --- | --- | --- |
| Participant is a Public body, Public research organisation, Public higher education establishment, Private research organisation, or Private higher education establishment | Yes | No |
|  |  |

If you have indicated Yes above, please mark X to indicate Yes or No below:

|  |  |  |
| --- | --- | --- |
| Participant has a (i) Gender Equality Plan, or (ii) another strategic document such as a development plan or an inclusion or diversity strategy, covering the elements listed below?* publication: a formal document published on the Participant’s website and signed by the top management;
* dedicated resources: commitment of resources and expertise in gender equality to implement the plan;
* data collection and monitoring: sex and/or gender disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators;
* training: awareness-raising/training on gender equality and unconscious gender biases for staff and decision-makers.
* content-wise, recommended areas to be covered and addressed via concrete measures and targets are:
	+ work-life balance and organisational culture;
	+ gender balance in leadership and decision-making;
	+ gender equality in recruitment and career progression;
	+ integration of the gender dimension into research and teaching content; measures against gender-based violence, including sexual harassment.
 | Yes | No |
|  |  |
|  |  |

If requested by EFI, I will provide evidence of what has been stated above.

Date: \_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Representative authorised to sign on behalf of the Participant