

# Royal Museums of Art and History

## Gender Equality Plan

### **Introduction**

In accordance with the provisions of the Belgian law of 12 January 2007 aimed at monitoring the application of the resolutions of the World Conference on Women held in Beijing in September 1995 and the integration of the gender dimension into all policies (Gender Mainstreaming Act), as well as the provisions of the European Commission's Horizon Europe framework programme, the Royal Museums of Art and History, which fall under the competence of the Federal Science Policy, recognise the need for a Gender Equality Plan or Gender Equality Plan (GEP). The Royal Museums of Art and History also recognise that the GEP is an eligibility criterion for any participation in the Horizon Europe programme.

The Royal Museums of Art and History, represented by the General Director a.i., support this Gender Equality Plan and undertake to further implement it according to the rules described in this document.

The GEP of the Royal Museums of Art and History is based on the scheme laid down by the European Commission and elaborates the 4 mandatory requirements ("building blocks") for a GG/GEP, as well as the 5 recommended thematic areas. The GEP builds on the work started during the 2014-2019 legislature by the Gender Mainstreaming Network, established in October 2016, consisting of representatives of the 10 FWIs and Belspo (acronym for the administration responsible for monitoring the said FWIs), and follows a series of commitments by the same actors.

Combining its curative, prospective and preventive functions, the GEP is also bound by the provisions of the anti-discrimination law of 10 May 2007, in particular the "gender law" (11 protected criteria). Within this framework, any form of direct discrimination is not only prohibited but also punishable under civil and criminal law. This plan therefore aims to combine the preventive approach of the Gender Mainstreaming Act and the curative approach of the Anti-Discrimination Act, and will ensure that specific actions are taken, i.e. exclusively targeting women, to achieve de facto gender equality.

## 1. Dissemination and engagement

The gender dimension developed in this GG/GEP is in line with political commitments, as set out

- in the [Gender Mainstreaming Act](#) of 12 January 2007, and in the Royal Decree of 26 January 2010 taken in application of the Act,
- in the [2019 federal coalition agreement](#),
- in the [policy statement of 2 November 2020](#) by the Secretary of State in charge of Science Policy, Thomas Dermine (Chamber, Doc 55 1610/16),
- in the policy statement of 30 November 2021 by the State Secretary in charge of Science Policy, Thomas Dermine,
- in the [Federal Plan Gender Mainstreaming](#) approved by the Council of Ministers on 11 June 2021,
- in the [2016-2018 management agreement](#) of the POD Science Policy,
- in the [strategic plan 2022-2024 of the Federal Science Policy Office](#),
- in the operational plan 2023-2024
- in the Charter for Inclusive Panels signed by the Secretary of State and the Chairman of the Executive Committee of the POD Science Policy in 2022.

The intersectional approach is one of the tools used to combat transversal and/or multiple discrimination, notably also in the [Istanbul Convention](#) (in force in the internal legal order of 1 July 2016).

The JEP is publicly available and can be accessed at [www.KMKG-MRAH.be](http://www.KMKG-MRAH.be).

*Action 1.1. Create a webpage on the Royal Museums of Art and History website and intranet for the JG/GEP and Gender mainstreaming, which is updated regularly.*

*References have been made from the intranet to the extranet maintained by Belspo under "adaptable cross-cutting policies".*

*Action 1.2. With a view to improving dissemination, the GEP, in addition to the intranet, will be distributed to all staff members of the Royal Museums of Art and History via mail.*

## **2. Have specific structures in place**

Since the adoption of the law of 12 January 2007 and the Royal Decree implementing it, the government is legally obliged to incorporate the gender dimension into its structures and actions.

A contact person was appointed within the Royal Museums of Art and History in September 2016, which was reconfirmed in June 2022.

The contact person ensures exchanges between the Royal Museums of Art and History and the Gender Equality-Diversity network within BELSPO.

This contact person is Anne Goffart (a.goffart@kmg-mrah.be).

This contact person is thus the internal referent for these themes; he/she can rely on others to make use of other skills and resources, to make her/his mission realisable.

*Action 2.1. Have a network of Gender Equality Diversity Liaison Officers to ensure the follow-up and proper application of both the GG/GEP and the Minister's commitments on gender mainstreaming and equal opportunities within the Royal Museums of Art and History to ensure the coherent approach (good governance).*

*Action 2.2. Fulfil the representation of the Royal Museums of Art and History within the BELSPO Gender Equality Diversity Network.*

## **3. Data collection and follow-up**

The personnel department of the Royal Museums of Art and History provides personnel data broken down by gender (cf. BELSPO's P&O), with a view to future monitoring by qualification and by job level (administrative and scientific careers, contractual and statutory staff, etc.). As a federal administration, the Royal Museums of Art and History is bound by language legislation which takes precedence (because "of public order"), but at the same time efforts are made to ensure that the distribution of functions is as gender-neutral as possible.

*Action 3.1. If necessary in consultation with BOSA (FPS Policy and Support), add gender information to the personnel database managed by PersoPoint.*

*Action 3.2. Collect anonymised data disaggregated by sex and gender from all staff members and analyse them, taking into account the General Data Protection Regulation (GDPR) (aggregated data). This action and analysis will be carried out by the human resources department of the Royal Museums of Art and History.*

*Action 3.3. Make gender-specific data, updated annually by the human resources department, available to all staff members on the intranet, taking into account the AVG.*

*Action 3.4 Distribute the conclusions of the analyses regarding the gender equality of the Royal Museums of Art and History's staff by level, career type (administrative/scientific), status (contractual/statutory), work regime (part-time or full-time), age group annually and include them in the Royal Museums of Art and History's annual report. These conclusions are also submitted by the human resources department to the basic consultation committee. From 2023, they will be included in the annual report on the social responsibility of the organisation of the Science Policy POD.*

#### **4. Awareness and training actions**

Gender awareness is an essential dimension for understanding and correcting discrimination, stereotypes and other prejudices that can weigh on the working environment and have a negative impact on women's careers.

The supervisory body BELSPO organises several awareness-raising events every year by addressing targeted audiences within BELSPO and FWI staff: training days for contact persons and for all or part of the staff within the hierarchical lines, meetings with experts, cultural events, calls for projects, etc. The main thing is to encourage interaction and exchanges between participants in a caring learning environment that is mostly mixed (non-mixed training to allow women to express themselves more freely are a possibility). The aim of this change in corporate culture is to build an inclusive organisation.

It also aims to sensitise the teams who set up public activities in the Royal Museums of Art and History, or who in their daily activities are confronted with gender stereotypes and negative gender clichés that encourage or reinforce gender attribution.

*Action 4.1. Royal Museums of Art and History staff training proposals on the prevention of indirect discrimination, and on the prohibition of direct discrimination as a result of gender equality and equal opportunities. The latter allows positive action, especially in favour of women.*

*Action 4.2. Inform the staff of the Royal Museums of Art and History about general, targeted or thematic events organised by BELSPO or FPS BOSA and encourage them to participate in these events to reinforce an open vision, free of negative clichés and stereotypes.*

*Action 4.3. Ensure that the gender dimension is integrated into external communication (website, social media, newsletter, etc.) and public outreach. It is recommended to use special anniversaries or other days (e.g. International Day for the Elimination of Violence against Women, International Women's Rights Day, etc.) for a concerted communication. The communication officer will ensure coordination.*

## **5. Work-life balance**

The personnel department of the Royal Museums of Art and History has data on part-time work, parental leave, teleworking, etc., and more generally on working time arrangements broken down by gender.

As a federal scientific institution, the Royal Museums of Art and History is bound by a legal framework. This legal basis forms the basis for the Royal Museums of Art and History's work on the organization of staff working time.

In this regard, the Royal Museums of Art and History ensures, in particular, the application of Article 1 of the Law of 22 July 1993 "containing certain measures on civil service matters" which establishes the "de-connection right", and of the Circular of 20 December 2021 specifying its application.

This legal framework always and everywhere applies the principle of equality and any employee, regardless of gender, can invoke it. The Royal Museums of Art and History undertakes to disseminate this information to staff. A balance between private and professional life for staff will always be sought, especially to take into account single-parent families, newly composed families or families with co-parenting.

*Action 5.1. Publish the aggregated and synthetic data on working time adjustments for staff of the Royal Museums of Art and History on the intranet annually, in compliance with the AVG. These aggregated data are collected and transmitted by the Royal Museums of Art and History's human resources department and are also submitted by this department to the basic consultation committee.*

*Action 5.2. Identify any imbalance in the working time arrangements of the staff of the Royal Museums of Art and History, determine its cause and, if possible, make proposals to correct it (provide reasonable timetables that take into account the situation of parents). This action is carried out by the human resources department and the prevention adviser of the Royal Museums of Art and History.*

## **6. Greater gender balance in scientific decision-making positions**

The Royal Museums of Art and History makes a permanent focus on a balanced gender distribution in decision-making positions (from middle to senior cadres).

*Action 6.1. Identify unequal representation of gender in decision-making positions and make recommendations to correct it. This action and analysis will be carried out by the human resources department of the Royal Museums of Art and History, and the results of the analysis will be sent by this department to the relevant supervisory authority (BELSPO, SELOR, etc.) so that it can make the changes that are within its remit. The Royal Museums of Art and History does take positive actions to correct these imbalances.*

*Action 6.2. Taking into account HR's quantitative analysis, encourage the candidature and recruitment of more diverse profiles in decision-making positions through an intersectional inclusive approach.*

## **7. Gender equality in recruitment and career development**

As with the previous two points, the Royal Museums of Art and History, as a FWI, is bound by a legal framework.

BELSPO is certified (by the FPS BOSA/SELOR) to compose selection juries and acts jointly with the Royal Museums of Art and History in scientific, administrative and technical selections. That certification includes diversity and discrimination training for the human resources department. Recruitment is done through SELOR, in compliance with language legislation. BELSPO also applies a gender policy dimension in recruitment.

The Royal Museums of Art and History should strive for a gender balance among the members forming the scientific juries when selecting scientific staff.

*Action 7.1. Encourage a balanced gender composition of the scientific juries by broadening the selection criteria (e.g. at other levels) and by providing a formal justification for the composition of the jury in the selection report. Members' attention is also systematically drawn to the importance of gender mainstreaming (in particular to avoid gender bias).*

## **8. Integration of the gender dimension in research projects**

The gender dimension is explicitly present in BELSPO's multi-annual programme of research and project funding. This ranges from strict balance in advisory committees to integration of the gender dimension in proposals and their evaluation. Special attention was also paid to the composition of the expert panels for which gender-based reading instruments are in preparation.

*Action 8.1. Ensure that the members of juries of the Royal Museums of Art and History are aware of the gender dimension in the selection procedures and integrate it in each step. .*

## **9. Measures against gender-based harassment or other forms of transgressive behaviour**

All federal administrations and institutions are obliged to comply with a legal framework that addresses harassment (defined by the law as "welfare") in all its forms, regardless of who the victim or harasser is. Nevertheless, taking into account the Istanbul Convention, the Royal Museums of Art and History are aware that women are more often victims of sexual harassment at work. Attention to organisational culture is therefore necessary, and

employment regulations must clearly remove any element that may affect the mental and physical balance of its employees (as well as transgender people).

The Royal Museums of Art and History, like the other FWIs, have appointed confidential counsellors, who have undergone prior training and also mandatory annual refresher training in collaboration with EMPREVA, the central cell of the joint internal service for prevention and protection at work of the federal civil service in Belgium.

Confidential counsellors, training and in-service training are monitored (through the prevention adviser) by EMPREVA.

EMPREVA's actions extend beyond what is related to harassment and take into account the employee's overall well-being.

All work on psychosocial risks (including harassment) must be double reported, on the one hand by the internal occupational prevention and protection service and on the other by the external prevention and protection service (Cohezio). The annual reports are available and contain general statistics on cases handled by the confidential counsellors.

In addition to Empreva and Cohezio being privileged partners, benefit can be derived from the participation of bodies with experience in the field, e.g. for organizing events or setting up a prevention campaign. Account will also be taken of the types of reports of gender-based discrimination collected by the Institute for Gender Equality (IGVM).

*Action 9.1. Hang posters with essential information in high-traffic areas in all sites of the Royal Museums of Art and History to maintain awareness. This action is implemented by the prevention advisor of the Royal Museums of Art and History.*

*Action 9.2. Use specific occasions (e.g. International Day for the Elimination of Violence against Women) to raise staff awareness (initiated by BELSPO's Gender Equality Diversity Network).*

*Action 9.3. Share via e-mails and on the intranet essential information on harassment in all its forms, including gender harassment, to maintain awareness of this problem. This action will be implemented by the prevention adviser of the Royal Museums of Art and History.*

*Action 9.4. When a complaint of harassment based on gender or other transgressive behaviour is declared admissible, the employer ensures a safe working environment for the victim, for the employees who have defended the protected person or testified in their favour, both formally and informally, and the necessary psychosocial framing in consultation with the victim, the confidential counsellor, the prevention advisor and EMPREVA.*