



Gender equality statement of commitment:

With this letter, KEHSIA's President Silvia Anastasia states that the association has adopted a Gender Equality Plan. The plan aims to further enhance gender equality within the association, in accordance with the Luxembourgish legal framework and the Gender Equality Strategy promoted by the European Commission.

The Gender Equality Plan formalises the efforts that we have carried on since the foundation of our association. It represents a step-up of these efforts in a better-structured strategy that can be measured and monitored over time. We will periodically update the plan as we progress toward our gender equality goals.

KEHSIA pursues the following objectives:

- Promoting a gender equality culture among the association's partners, incoming trainees and network organizations;
- Promoting a gender-sensitive approach in the development of gender sensitive project's design;
- Promoting a gender sensitive approach in the recruitment and career development of the association's trainees;
- Promoting integration of work with family and personal life

To ensure the effective implementation of the gender strategy, we pledge to leverage our human resources and professional expertise.

Europe is moving through a historical transition that requires the involvement of everyone. There is no room for inequalities. With our continued efforts, we believe we contribute to a gender-equal society built upon diversity and inclusion.

Bertrange, 01/06/2024

The President of KEHSIA asbl

Silvia Anastasia