

Gender Equality Plan

Version 2.0

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Department of Education, Research and Quality
Department of Personnel & Organisation



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1. Introduction

In this document, we outline how HAS green academy pursues and promotes gender equality, and what ambitions we have on this theme. This version 2.0 constitutes an update of the gender equality plan from 2023. The gender equality plan (GEP) is aligned with the current institutional plan 2024–2027, the broader diversity and inclusion policy (2024), and the social safety policy (2025) of the university of applied sciences. In addition, the plan complies with the guidelines of the European Commission and Horizon Europe.

2. Policy principles

The EU sets the following four mandatory requirements for this document:

1. Public document:

- The GEP is a formal and public document;
- The plan is signed by the management of the institution;
- The plan is available on the institution's website;
- The plan is distributed within the institution.

2. Allocated resources:

- Resources have been allocated to the roles or teams engaged in gender equality;
- Time is made available for others to work on gender equality.

3. Data collection and monitoring:

- Data on the gender or sex of staff and management are available;
- Annual evaluation of and reporting on progress and results.

4. Training and development:

- The entire organisation is involved;
- Addressing gender bias in people and decisions;
- Joint action on specific topics.

In addition, the EU recommends the following themes:

- Work-life balance and organisational culture;
- Gender equality in leadership and decision-making;
- Gender equality in recruitment and career development;
- Integrating the gender dimension into the content of education and research;
- Measures against gender-based violence, including sexual harassment.

3. Implementation of the Gender Equality Plan

3.1 Organisation and resources

Everyone must feel safe at HAS green academy. By this we mean that we want to provide a pleasant learning and working environment where everyone can be themselves. Social safety & inclusion belongs to and is for everyone. That is why, in recent years, we have worked on various elements, including the development of a code of conduct and house rules, policies on diversity and inclusion and social safety, as well as arrangements for undesirable behaviour and confidential advisers, the complaints procedure, and the whistleblower procedure. HAS green academy makes resources available for the implementation of the broader diversity and inclusion policy and the social safety policy, including:

- A project leader for diversity and inclusion as a point of contact;
- A point of contact for social safety within HR (Human Resources);
- A steering group for social safety and inclusion. The steering group for social safety and inclusion discusses the overall progress and alignment of the diversity and inclusion and social safety policy plans four times a year;
- The broader diversity and inclusion policy, of which the GEP forms part, is evaluated and revised in writing once a year.

3.2 Gender equality in numbers

HAS green academy strives for a balanced male-female distribution within the total workforce, and in particular within management, directorate, and Executive Board positions. Suitability and quality are decisive in this regard and take precedence over gender selection. Data on the gender distribution within the staff are published annually in the annual reports, publicly accessible via the [HAS website](#).

3.3 Institutions and culture

HAS green academy strives for an organisational culture with attention to a good work-life balance. Within this, all staff continue to develop and are given equal opportunities throughout their careers within our organisation. Attention to physical and mental health is inextricably linked to this. HAS has made agreements and put arrangements in place to make this possible, subdivided into various themes:

Leave

Staff may make use of a variety of leave arrangements that suit their needs and stage of life:

- Maternity leave, for a total period of 16 weeks. Within this leave, the employee determines in consultation how much leave is taken before and after the birth;
- Partner birth leave, whereby the partner is entitled to 1 working week of paid birth leave;
- Supplementary partner birth leave, whereby the partner may request 5 weeks of additional leave. This leave is unpaid; the partner receives a benefit of 70% of the daily wage. With effect from the collective labour agreement for universities of applied sciences 2023–2024, this benefit is supplemented to 100% of the daily salary, capped at the statutory (maximum) daily wage;
- Parental leave, whereby an employee is entitled to 13 working weeks of partially paid parental leave (75% of salary) and 13 working weeks of unpaid parental leave;
- Sustainable employability (DI-uren). With a full-time appointment, an employee is granted 45 hours (pro rata for part-time), which can be used in consultation with the line manager to continue performing work well, healthily and with enjoyment, and to maintain a good work-life balance. Employees who have reached the state pension age minus ten years and have worked five consecutive years in higher professional education are entitled to 45 additional hours (pro rata);
- Reduction of working hours for senior staff (WS-regeling), from the moment an employee reaches the state pension age minus 10 years. Under this scheme, an employee may reduce their working hours by a maximum of 20% of the annual workload over a period of no more than 5 years;

- Additional reduction of working hours (with effect from the collective labour agreement for universities of applied sciences 2023–2024): in addition to the above-mentioned reduction of working hours, an employee may choose to further reduce their working hours by a maximum of 20% for a period of no more than five years. This reduction of working hours is unpaid. However, pension accrual is maintained on the basis of the original employment size and premium distribution. This additional reduction of working hours may be taken prior to, simultaneously with, following, or independently of the reduction of working hours with personal contribution. The employee must remain available for a minimum of 0.4 FTE;
- Unpaid leave.

At this moment, no agreements have yet been made regarding, for example, transition leave. In relevant cases, the employee concerned may make arrangements about this in consultation with their line manager. The HR department can provide advice in this regard.

Working environment

As HAS, we aim to create a pleasant, healthy and safe working environment for staff. We do this in the following ways:

- On site, we ensure well-equipped workplaces, a pleasant climate and a smoke-free environment.
- For the set-up of a home working environment, an employee is entitled to a desk chair, an additional monitor and a keyboard.
- The working hours arrangement, the working-from-home policy and the agreements on availability provide staff with clarity on what is expected of them (and also at which times nothing is expected of them).
- A rest and nursing room is available in the building (at both locations).
- Various facilities and provisions are available that can be requested on the basis of need, such as computer glasses, safety glasses or UV-protective clothing.
- First aiders are present in the building.
- A Risk Inventory and Evaluation is carried out periodically, and follow-up actions are agreed upon and implemented on that basis.

Health

Attention is paid to physical and mental health, including through corporate fitness. As a member of HAS staff, you can take out a sports membership at a contracted facility of Bedrijfsfitness Nederland (4,000 locations). You will then

receive an employer contribution of €10 per month. There is also a cycle scheme and the use of Workrave to prevent RSI complaints. In addition, there is a preventive consultation with the occupational health physician, where both physical and mental health can be discussed. Furthermore, HAS works with employee welfare services and various external coaches. Through Mirro, staff can make use of online self-care modules. Staff can also make use of the Vital Forest, a relaxation space with a massage chair specially designed for recharging. The building is accessible to wheelchair users and assistance dogs.

Should a situation arise that is not covered by HAS arrangements and/or the collective labour agreement, the employee concerned can reach specific agreements in consultation with HR and the line manager.

3.4 Current situation and development

As part of the broader diversity and inclusion policy, the following steps have been taken in the area of gender equality:

- Introduction of gender-neutral toilets;
- Establishment of the Queer community (for both students and staff);
- Implementation of gender-neutral language and communication in internal and external documents;
- Training for lecturers and support staff on inclusivity in the broadest sense of the word, of which gender equality also forms part.

In addition, HAS green academy is preparing for the implementation of the EU Pay Transparency Directive, which was adopted on 10 May 2023. This directive requires employers to promote equal pay for equal work and must be transposed into national legislation by 7 June 2026 at the latest. HAS green academy will develop appropriate policies that align with this national legislation. The reporting obligation arising from this legislation will be taken up by the HR and F&R (Finance & Reporting) departments.

In the area of recruitment and selection, we already apply a number of transparent principles: for vacancies, we communicate the salary band associated with the position in advance, we no longer ask applicants about their previous salary, and we make salary comparisons with current employees performing similar work, in the same age group, on the basis of years of experience and years of service, entirely independent of gender, religion or background.

With regard to objective and gender-neutral criteria for remuneration and career development, HAS green academy has a generic job classification system, which clearly sets out when a higher salary scale applies and what tasks and responsibilities are associated with it. Deviations from the standard annual salary increase must be substantiated, and the salary steps upon promotion are laid down in the collective labour agreement.

3.5 Monitoring and evaluation

The following approach is used to monitor and evaluate measures in the area of gender equality:

- The Department of Education, Research and Quality takes on the role of process facilitator with regard to the theme of diversity & inclusion, of which the GEP forms part. The HR Department takes on the role of process facilitator with regard to the broader theme of Social Safety.
- The diversity and inclusion policy, of which the GEP forms part, is monitored, evaluated and revised in writing once a year. Feedback is provided to the deputy directorate, directorate and Executive Board once a year.
- The themes of social safety and inclusion are monitored and evaluated through the employee satisfaction survey and the risk inventory and evaluation (for staff). Social safety is also addressed in the annual consultations with confidential advisers and the complaints committee. Furthermore, the personal experience of social safety is integrated into the In Dialogue conversation (between staff and line managers). In the annual reports, managers and directors reflect on the composition of their teams. Social safety and inclusion are also incorporated into student surveys, such as the National Student Survey.

Annex 1: Overview of European Commission requirements

Mandatory elements	Gender Equality Plan
Public document	
The gender equality plan is a formal and public document.	The plan has been formally approved and is a public document.
The plan has been signed by the management of the institution.	The plan has been signed by the Executive Board.
The plan is available on the institution's website.	The plan is available on the HAS website.
The plan is distributed within the institution.	The plan has been communicated within the institution via the intranet.
Allocated resources	
Resources have been allocated to the roles or teams engaged in gender equality.	See section 3.1.
Time is made available for others to work on gender equality.	See section 3.1.
Data collection and monitoring	
Data on the gender or sex of staff and management are available.	See section 3.2. See annual reports via the HAS website .
Annual evaluation of and reporting on progress and results.	See section 3.4.
Training and development	
The entire organisation is involved.	The entire organisation is involved in working towards a socially safe and inclusive organisational culture through the broader policy plans on Diversity & Inclusion and Social Safety.
Joint action on specific topics.	Through the Social Safety & Inclusion steering group, there is broadly shared responsibility, distributed across the various clusters and layers within the organisation.