



GENDER EQUALITY PLAN

INTRODUCTION

The Gender Equality Plan (GEP) is a strategic document that publicly acknowledges the goals of gender equality and intersectionality, calling for concrete objectives and specific priorities to be pursued, paving the way for their implementation. The document can also be considered as a diversity & inclusion strategy. With this GEP, which will cover the next 4 years, the Institute of Economics wants to raise self-awareness of gender equality issues and of unconscious biases in R&I organisations, aligning with the priority of the European Commission to improve gender equality within R&I organisations.

Diversity in age, culture, physical ability, sexual orientation, and multilingualism is encouraged within our team and promoted towards the stakeholders we partner with. At a time when many of the paradigms and longstanding assumptions of our society have been called into question by new episodes of racism and negative conservatism, Institute of Economics renews the importance of an open and inclusive community - in other words, a community which is not only free from discrimination but is able and keen not to leave anyone behind.

From this perspective, this Gender Equality Plan wants to be an enthusiastic response to the call of the Research and Innovation Directorate General of the European Commission, which envisages the requirement that all organisations have a GEP if they wish to access research funding within the framework of the Horizon Europe programme.

The GEP will be implemented over four years (2025- 2029). The objectives and implementation status of the GEP will be assessed yearly and reviewed accordingly, considering the analysis of the context given each year in the Gender Equality Report. The plan's structure is in line with the five minimum areas indicated by the European Commission which are broken down into different objectives. The present GEP, embrace these areas:

1. recruitment (with preferential recruitment of under-represented groups), and career progression
2. gender equality in decision-making processes
3. training and development initiatives
4. family-friendly measures aimed at a better work-life balance
5. prevention of harassment

The first area pursues gender equality in recruitment and career progression, promoting gender equality in the assessment and selection committees.

The second area pursues gender balance in senior positions and in decision-making bodies.

The third area focuses on in-company training and seeks to achieve the right breadth and depth of engagement across the organisation (building on existing gender knowledge and expertise, policy and initiatives that may already be underway).

The fourth area concerns work-life balance, (this includes provisions on parental, maternity, childcare and other types of family leave, special working time arrangements, organisation of working time parttime work, job-sharing, etc.)

The fifth area focuses on combatting gender-based violence and sexual and moral harassment through preventive actions and initiatives to raise awareness. Institute of Economics, in defining its GEP, is aware that the latter represents a key requirement to have for every research organisation in Europe and is keen to step up its efforts to put European values into practice.

The specifications are structured by area and set out the objectives, actions, responsibilities, direct and indirect addressees, human and financial resources necessary to implement the plan, monitoring indicators and targets, the time schedule for implementing the actions and how the latter relates to the United Nation's SDG Agenda 2030.

The GEP is a general plan based on the value of equal democracy. It calls on all those who participated and contributed to set high and ambitious goals and is sustained by the aspirations of those who will work to implement it.

GEP OBJECTIVES

The GEP objectives are:

1. Promote gender equality in personnel management, selection, recruitment, and training.
2. Respect the principle of equal opportunities without discrimination based on gender, race, birth, opinion or sexual orientation.

Concrete measures:

1. Improve gender indicators

Through the different measures proposed in this equality plan, the aim is to achieve a significant improvement in the current indicators:

- 1.1 Work-life balance and organizational culture;

- 1.2 Gender balance in leadership and decision-making;
- 1.3 Gender equality in recruitment and career progress;
- 1.4 Integrating gender into research;
- 1.5 Prevention of sexual harassment.

2. Detection of opportunities for improvement

The Institute's staff is primarily female-representative. We look for opportunities to attract male researchers and administrative managers.

3. Prevention of sexual harassment and/or harassment on grounds of sex in the workplace

Sexual and/or gender-based harassment in the workplace is an expression of violence that violates several fundamental rights and that undoubtedly has a highly devastating effect on the physical, psychological, and moral integrity of people, with special attention to women. Harassment in any form and of any member of the Institute (whether internally or externally) is expressly prohibited.