



GENDER EQUALITY PLAN (GEP) for Entelos Institute

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1. Introduction

At the heart of Entelos' vision is the unwavering commitment to fostering gender equality. Rooted in principles universally upheld by bodies like the European Union, we recognize the significance of integrating gender perspectives across every dimension of our activities. The EU's Gender Equality Strategy for 2020-2025¹ serves as a pivotal reference, emphasizing the eradication of gender disparities and socio-economic imbalances stemming from diverse factors such as ethnicity, nationality, religion, and more, including within research and innovation fields. Furthermore, the global pursuit of the United Nations' Sustainable Development Goals underscores the indispensability of addressing gender inequalities for a universally inclusive economic landscape.

The EU's core research and innovation program, Horizon Europe², offers a robust framework which informs and supports Entelos' approach to gender equality in three crucial ways:

1. **Gender Equality Plan (GEP) Implementation:** For Entelos, adopting a GEP is not just a formality but a prerequisite, echoing Horizon Europe's mandate for specific legal entities in EU regions and associated nations.
2. **Incorporation of Gender Dimension:** Entelos is unwavering in its commitment to embedding gender perspectives into its research and innovation endeavors. This commitment is aligned with Horizon Europe's stipulations unless a topic explicitly states otherwise.
3. **Promotion of Gender Balance:** Entelos aspires for parity in all its operations, mirroring Horizon Europe's ambition of achieving a 50% female representation in boards, evaluation committees, and expert groups. Furthermore, gender balance within research contingents becomes a deciding factor when proposals are similarly scored.

In tandem with globally recognized standards, particularly those promoted by the European Commission, Entelos envisions its GEP as a dynamic blueprint, encompassing:

- **Impact Assessments:** Thoroughly examining processes and practices to pinpoint gender biases.
- **Strategic Corrections:** Unveiling and executing novel strategies to rectify identified biases.
- **Progress Tracking:** Establishing concrete targets and routinely measuring advancements using precise indicators.

¹ Full document available in English: A Union of Equality: Gender Equality Strategy 2020- 2025 https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

² Horizon Europe: European Union's key research and innovation funding programme until 2027 (for more information: https://research-and-innovation.ec.europa.eu/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe_en)



With this framework, Entelos is not just aligning with global standards but also reinforcing its dedication to creating an inclusive, forward-looking research environment³.

2. Situation and Structure at Entelos Institute

In 2023, underscoring its unwavering commitment to foster an environment of respect, equality, and diversity, Entelos instituted the Committee for Inclusivity, Equality, and Diversity (CIED). This committee is dedicated to promoting inclusivity, diversity, and equality within Entelos while working relentlessly to eradicate all forms of discrimination. The envisioned future for Entelos, under the guidance of CIED, is one where every individual, irrespective of their diverse identities, feels valued and supported in both their professional journey and personal growth. The CIED is anticipated to be the nexus for Entelos on all matters related to these principles and is expected to spearhead the creation and refinement of processes that champion these ideals.

Entelos firmly believes that its strength lies in its diverse community. With this understanding, the institute has been proactive in cultivating an environment where everyone can work and learn on an equal footing. Every member of the Entelos community is not just entitled to respect but also bears the responsibility to treat others with respect. This mutual understanding ensures the institution's values of fairness and equality are always at the forefront. Diversity, as Entelos recognizes, fuels creativity and elevates the quality of research, operations, and other institutional endeavors.

Entelos unequivocally condemns any form of harassment or sexual harassment, recognizing them as manifestations of power abuse and gender discrimination. The institute's stance on this matter is one of zero tolerance, understanding the gravity of its implications on promoting genuine equality in both employment and education. To safeguard these principles, the establishment and enhancement of mechanisms to address any deviations is paramount.

Given the vast spectrum of individual backgrounds in terms of gender identity, sexual orientation, religion, nationality, age, marital status, language, health status, physical ability, and socio-economic origins, Entelos has crafted policies that champion equal opportunities and mutual respect. Several tools and practices have been developed by the institute to adeptly manage and celebrate this diversity.

³ European Institute for Gender Equality (2016). Gender Equality in Academia and Research; GEAR Tool, Luxembourg; Publications Office of the European Union, Available: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>



Above all, Entelos is devoted to sustaining an environment where every individual's dignity is upheld. In this light, the institute adheres to the following tenets:

- All members of Entelos, both researchers and employees, are bound by the institute's inclusivity and anti-discrimination directives.
- Potential employees approaching Entelos can expect to be treated with the utmost respect and dignity.
- Any form of harassment, be it sexual or otherwise, along with bullying, is strictly forbidden and will face stringent repercussions.

3. The Entelos Gender Equality Plan (GEP)

The Entelos GEP, detailed herein, is an official document endorsed by Entelos' Primary Decision-making Committee and disseminated throughout the institution. This GEP signifies Entelos' dedication to gender equality by setting definitive objectives, delineating precise measures, and adopting particular policies to realize them. It is pertinent to mention that the European Union designates the following as essential process-related criteria:

- **Public GEP:** An official document available on the institution's website, backed by senior management.
- **Dedicated resources:** Pledging both human resources and gender-specific expertise for its implementation.
- **Data collection and monitoring:** Gender-specific data regarding personnel and students, complemented by yearly reports grounded in indicators.
- **Training:** Offering training to enhance awareness about gender equality and address unspoken gender biases, targeting staff and those in decision-making roles.

With the aforementioned process-related standards in mind, and influenced by an initial assessment of gender equality data (this includes Entelos' hiring protocols, progression policies, gender-related statistics, etc.) gathered by Entelos research teams, the Entelos Gender Equality Plan is structured around the ensuing five pillars:

1. Advocating and upholding an organizational culture emphasizing equal opportunities for all.
2. Infusing principles and methods of equal opportunities in the processes of recruitment, professional growth, promotions, and progressions.
3. Championing and assuring equal involvement and representation within the Entelos community and its decision-making panels.
4. Integrating a gender-centric approach in educational, research, and operational frameworks.



5. Endeavoring to mold an institution devoid of sexism, harassment, and gender-based aggression.

In congruence with these pillars, specific strategic aims are carved out, aligning with Entelos' mission, vision, and core values, and in harmony with the stipulations of the UN Sustainable Development Goals (SDGs), alongside pertinent EU regulations. Subsequent to this, distinct measures are suggested for adoption and execution by the designated committees and entities within Entelos, as pinpointed in the GEP.


The prevailing GEP's overarching aim aligns with the guidelines set forth by the European Institute for Gender Equality (EIGE), seeking to “uncover and put into motion innovative techniques to foster a shift in culture and champion equal opportunities within Institutes and Research Centers”.⁴ It's imperative to acknowledge that all terms pertaining to gender in this GEP adhere to EIGE's “Gender Equality Glossary and Thesaurus”.⁵

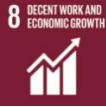
The GEP was approved by the Directors on 19th of February 2023.


⁴ European Institute for Gender Equality (2016). Gender Equality in Academia and Research; GEAR Tool, Luxembourg: Publications Office of the European Union, Available: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear>

⁵ European Institute for Gender Equality (EIGE) website: “Gender Equality Glossary and Thesaurus” webpage, Available: <https://eige.europa.eu/thesaurus/browse>



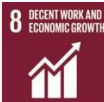
Axis 1. Advancing and Sustaining an Organizational Culture with Equal Opportunities for All at Entelos




<i>Key Areas</i>	<i>Strategic Objectives</i>	<i>Measures</i>	<i>Responsible Body</i>	<i>Global Sustainable Development Goals (SDGs) (ILO & UN)</i>
1.1. Institutional Culture	Recognize, measure, and enhance awareness of potential gender inequalities and sexism within the Entelos culture	<ul style="list-style-type: none"> Conduct a comprehensive survey, gathering both quantitative and qualitative gender-specific data from all Entelos employees (gender mainstreaming) 	CIED	 <p>10.2 By 2030, empower and promote the social, economic, and political inclusion of all, regardless of various factors. 10.4 Encourage and implement more egalitarian policies.</p>
		<ul style="list-style-type: none"> Analyze this data in a consolidated Gender Report, proposing enhancement measures 	CIED	
		<ul style="list-style-type: none"> Dissemination of data findings among Entelos stakeholders and decision-makers 	CIED	
		Strengthen the commitment to equality within Entelos	<ul style="list-style-type: none"> Sync policies in the GEP with the UN Sustainable Development Goals (SDGs) and the EU Legislation 	Executive Committee, CIED
		<ul style="list-style-type: none"> Based on survey results, suggest necessary modifications to Entelos' policies and 	CIED	

	strategic objectives to fully embrace the GEP		
	<ul style="list-style-type: none"> • Regularly monitor the application of the GEP's actions and strategies 	CIED	
	<ul style="list-style-type: none"> • Advocate for the sharing of Entelos' gender equality best practices both internally and externally 	CIED	
	<ul style="list-style-type: none"> • Allocate necessary resources from the budget to ensure the implementation and longevity of the GEP actions and for strengthening the CIED's role in oversight 	Finance Department, Administration	
	<ul style="list-style-type: none"> • Formulate and introduce a gender-sensitive linguistic policy ensuring inclusivity in all official Entelos communications (e.g., emails, social media, official documents, etc.) 	CIED	
	<ul style="list-style-type: none"> • Highlight excellence by incorporating gender equality into central Entelos operations 	Executive Committee, CIED	
Enhance and uphold work-life equilibrium for all employees	<ul style="list-style-type: none"> • Assess employee feedback regarding work-life balance to recognize current challenges and 	CIED	 <p>8.8 Safeguard labor rights and provide safe work</p>


introduce remedial measures		environments for all, especially vulnerable groups.
<ul style="list-style-type: none"> • Develop and offer support services that augment the quality of work-life, such as extended childcare hours, support for family members with special needs, etc. 	Executive Committee	
<ul style="list-style-type: none"> • Create policies that facilitate a balance between work, personal, and family life (e.g., flexible hours, remote work opportunities) 	Executive Committee	 <p>10.4 Push for policies that aim for increased equality.</p>
<ul style="list-style-type: none"> • Ensure external service providers to Entelos (e.g., cleaning, security) adhere to the standards set in the GEP 	Executive Committee	
<ul style="list-style-type: none"> • Enable flexible academic arrangements for situations involving parenthood and pregnancy 	Executive Committee	
<ul style="list-style-type: none"> • Gather and forward anonymous gender-based statistical data to the CIED and the Gender Equality Action Group 	Executive Committee, All Entelos Departments	

Axis 2. Embedding Equal Opportunities Principles in Hiring, Career Growth, and Promotions at Entelos



<i>Key Areas</i>	<i>Strategic Objectives</i>	<i>Measures</i>	<i>Responsible Body</i>	<i>Global Sustainable Development Goals (SDGs) (ILO & UN)</i>
2.1. <i>Recruitment</i>	Adopt practices ensuring gender representation in hiring	<ul style="list-style-type: none"> • Ensure transparency and gender consideration in all recruitment stages 	CIED	 <p>5.1 Eliminate all discrimination forms against women and girls.</p>
		<ul style="list-style-type: none"> • Use inclusive language in all job listings to draw a diverse candidate pool 	CIED	
		<ul style="list-style-type: none"> • Advocate for regulations ensuring gender balance in all hiring committees 	CIED	5.5 Promote equal opportunities for women in leadership and decision-making.
		<ul style="list-style-type: none"> • Confirm that Entelos' hiring criteria and methods are free from any form of discrimination 	CIED	<p>5.C Promote gender equality through effective policies.</p>  <p>16.6 Enhance transparent institutions. 16.7 Ensure inclusive decision-making.</p>
2.2. <i>Promotions & Career Growth</i>	Boost promotion policies supporting gender equality	<ul style="list-style-type: none"> • Identify and address barriers to equal career opportunities 	CIED	 <p>8.5 Achieve equal employment opportunities for all by 2030.</p>

2.3. Training & Education	Overcome challenges to ensure equal opportunities across all career stages	<ul style="list-style-type: none"> • Ensure transparency and gender sensitivity in all promotion and career development processes 	CIED	
		<ul style="list-style-type: none"> • Advocate for regulations ensuring gender balance in all promotion committees 	CIED	 <p>16.6 Foster transparent institutions.</p>
	Address challenges ensuring equal study opportunities	<ul style="list-style-type: none"> • Implement strategies addressing gender disparities in training programs, considering the unique needs of learners 	CIED	 <p>4.5 Eliminate gender imbalances in education by 2030.</p>
		<ul style="list-style-type: none"> • Tackle gender-related challenges in advanced training through mentoring 	CIED	 <p>5.1 Eradicate all discrimination forms against women and girls.</p>
		<ul style="list-style-type: none"> • Establish mentorship structures for underrepresented genders in specific training areas 	CIED	5.C Implement strong gender equality policies.
	<ul style="list-style-type: none"> • Support underrepresented genders in certain areas (e.g., women in STEM) by highlighting role models 	CIED		

Axis 3. Encouraging and Ensuring Equal Participation and Representation in the Entelos Community and Decision-Making Entities

<i>Key Areas</i>	<i>Strategic Objectives</i>	<i>Measures</i>	<i>Responsible Body</i>	<i>Global Sustainable Development Goals (SDGs) (ILO & UN)</i>
3.1. <i>Leadership</i>	Advocate for balanced gender representation in decision-making entities	<ul style="list-style-type: none"> • Champion excellence by ensuring gender-balanced representation in leadership bodies 	Entelos Executive Board, Management Teams	 <p>5.1 Eliminate all forms of discrimination against women and girls. 5.5 Ensure women's full participation in leadership and decision-making. 5.C Implement robust policies promoting gender equality.</p>
		<ul style="list-style-type: none"> • Strengthen the balanced representation of genders in leadership roles 	Entelos Executive Board, Management Teams	
		<ul style="list-style-type: none"> • Enhance understanding and recognition of significant gender-related obstacles to leadership roles 	Entelos Executive Board, Management Teams	
3.2. <i>Employee Community</i>	Advance the participation of women in community engagements	<ul style="list-style-type: none"> • Infuse a gender perspective and promote an equal presence of genders in employee activities, leadership, and committees 	CIED	


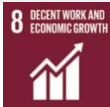
Axis 4. Integrating Gender Perspective in Product Development, Training, and Research

<i>Key Areas</i>	<i>Strategic Objectives</i>	<i>Measures</i>	<i>Responsible Body</i>	<i>Global Sustainable Development Goals (SDGs) (ILO & UN)</i>
<i>4.1. Training and Development</i>	Promote gender diversity perspectives in training and product development	<ul style="list-style-type: none"> • Offer guidelines, workshops, and training sessions on how to incorporate gender perspectives in product design, training modules, activities, and methodologies 	CIED	 <p>4.5 By 2030, eradicate gender disparities in training and ensure access for all, especially the vulnerable, to skill development and continuous learning opportunities</p>
		<ul style="list-style-type: none"> • Advocate for activities and training programs that address gender equality and diversity 	CIED	
		<ul style="list-style-type: none"> • Foster and recognize the integration of gender perspectives in project and product developments 	Product Development Departments	
<i>4.2. Research and Development</i>	Advocate for gender diversity in research initiatives	<ul style="list-style-type: none"> • Promote gender diversity within research teams in alignment with international charters and ethical guidelines 	R&D Sector, CIED	 <p>10.2 By 2030, foster social, economic, and political inclusivity of everyone, without discrimination</p>
		<ul style="list-style-type: none"> • Encourage the successful integration of gender perspectives in research in line with 	CIED, R&D Sector	10.3 Ensure equal opportunities, diminish inequalities, eradicate



international funding standards and the "More for More" approach	discriminatory practices, and endorse legislation and actions towards this end
• Endorse alternative funding for projects that incorporate a gender perspective	CIED, R&D Sector

Axis 5. Advancing an Organization Free from Sexism, Harassment, and Gender Violence

<i>Key Areas</i>	<i>Strategic Objectives</i>	<i>Measures</i>	<i>Responsible Body</i>	<i>Global Sustainable Development Goals (SDGs) (ILO & UN)</i>
5.1. <i>Harassment</i>	Advance policies and actions against sexual harassment and gender-based violence	<ul style="list-style-type: none"> Survey the current state by evaluating reported incidents and carrying out confidential studies to pinpoint them 	CIED	 16.1 Substantially diminish all forms of violence and associated fatalities universally
		<ul style="list-style-type: none"> Elevate consciousness to avert and address sexist and gender-related violent situations across all organizational activities 	CIED	16.3 Advocate for the rule of law both domestically and globally and guarantee equal justice accessibility for everyone
		<ul style="list-style-type: none"> Disseminate prevailing codes of conduct, policies, procedures, and resources on gender violence prevention (e.g., Company Code of Conduct, Equal Opportunity and Anti-discrimination Policies, Harassment Guidelines, Grievance Handling Procedures) 	CIED	16.B Support and implement non-biased legislations and strategies for sustainable progress
		<ul style="list-style-type: none"> Forge an environment that emboldens organization members to report any incidents of gender-related violence 	CIED	 8.8 Safeguard labor rights and champion secure

<p>5.2. <i>Gender-based Violence</i></p>	<p>Offer assistance to gender violence survivors within the organization</p>	<ul style="list-style-type: none"> • Deliver psychological/emotional aid to survivors of gender-based violence • Design systems to mitigate and tackle gender-related violence employing a comprehensive strategy 	<p>CIED</p> <p>CIED</p>	<p>workspaces for all employees, especially those in vulnerable positions such as female migrants</p>
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4. Further Steps for Implementing Gender Equality in a Research Environment: Entelos Research Centre

Coordination & Oversight: The Committee for Inclusivity, Equality, and Diversity (CIED) at Entelos, will steer the deployment of the Gender Equality Plan (GEP) within the research environment.

Monitoring & Reporting:

- Entelos's CIED will conduct annual evaluations assessing the strides made in enacting the GEP's initiatives within the research context.
- An Annual Research Gender Equality Digest will be disseminated, spotlighting breakthroughs and pinpointing areas needing further attention.
- The scrutiny of the GEP's execution in the research landscape will amalgamate both data-driven (quantitative) and experiential (qualitative) insights, ensuring a comprehensive grasp of its resonance and ramifications.

Evaluation & Review:

- Yearly summits will be convened under the aegis of the CIED to gauge the actual impact of the instituted measures within the research frameworks and protocols.
- Feedback from researchers, collaborators, and stakeholders will be paramount in recalibrating and fine-tuning the agenda, paving the way for enhancements or potential introduction of avant-garde measures.

Planning Ahead: The next milestone encompasses curating a meticulous action blueprint tailored for the research realm, underpinned by a timeline that echoes the strategic ambitions and initiatives exclusive to the Entelos Research Centre.

Documentation: Every facet of the Gender Equality Plan's entrenchment within the research milieu will be systematically chronicled. This archival diligence ensures that when Entelos undertakes the periodic reassessment of the GEP, the institution is armed with insights to perpetually amplify its commitment to gender equality in research.