



GENDER EQUALITY PLAN

2023-2025

THE IMPORTANCE OF GENDER EQUALITY

Gender equality is a fundamental human right. Social justice requires that everyone regardless of their age, race, class, religion, disability, sexual orientation and gender have equal rights and opportunities in society in general, including economic resources and decision-making.

Gender equality in research and innovation aims for equal participation and representation of women and men in science and technology. However, it also improves the quality and societal relevance of research and innovation and benefits European society as a whole.

GENDER EQUALITY AT INDIGO ROCK

We are committed to building an inclusive working place and created Gender Equality Plan (GEP) to include our aims towards promoting career-development for all employees to prevent the waste of talents, particularly for women, who more often drop out (or interrupt/abandon) their careers, improving decision-making by addressing gender imbalances to meet new opportunities and stimulate a gender aware culture change. Gender equality plan is a necessary tool to level the playing field and drive the “best” and “brightest” to the top. The Management team at Indigo Rock Marine Research Centre are committed to tackle gender equality through the implementation of GEP which will create a better working environment for all and will attract and retain talents. We believe that explicitly considering different needs of women/men and those who are non- binary is not only going to improve the quality of new knowledge but also enhance the societal relevance and create economic benefits.

1. Gender in leadership and decision making

Objective

1.1 Promote creation of structures / policies to support gender Equality

(a) Actions

- Inform management team to be responsible for auditing, monitoring and ensuring that workplace procedures and practices respect gender equality.

Indicators

- Creation of gender equality plan

Targets

- Management team

Responsibility

- Board & CEO

Timeline

- Year 2022

(b) Actions

- Auditing, monitoring and ensuring that workplace procedures and practices respect gender equality.

Indicators

- Creation of gender equality plan

Targets

- All Employees

Responsibility

- Management Team

Timeline

- Year 2023-2025

(c) Actions

- Annual review of gender policy plan and carrying out revisions to text, communication, images etc.

Indicators

- Gender sensitive language and images used within and outside of organisation documents.

Targets

- All Employees

Responsibility

- Board & CEO & Management Team

Timeline

- Year 2023-2025

Objective

1.2 Mainstream gender in all management and administrative decision- making Processes

Actions

- Review different appointment processes and mitigate any decision-making bias.

Indicators

- Creation of gender equality plan.

Targets

- Management Team

Responsibility

- Board & CEO

Timeline

- Year 2023-2025

2. Gender equality in recruitment, retention and career progression

2.1 Promote gender balance across different departments

(a) Actions

- Identify and put in place measures to improve gender balance across different departments.

Indicators

- Initiatives for raising awareness on gender diversity

Targets

- All Employees

Responsibility

- Management Team

Timeline

- Year 2024-2025

(b) Actions

- Promote measures within and outside of organisation to make women's contribution more visible.

Indicators

- Initiatives for raising awareness on gender diversity.

Targets

- All Employees

Responsibility

- Management Team

Timeline

- Year 2023-2025

(c) Actions

- Share career good practices – role models / mentors for women and men.

Indicators

- Initiatives for raising awareness on gender diversity.

Targets

- All Employees

Responsibility

- Management Team

Timeline

- Year 2023-2025

Objective

2.2 Make all phases of recruitment, retention and career progression gender sensitive

(a) Actions

- Improve the gender balance of shortlisted candidates.

Indicators

- Open position advertising using gender sensitive language.

Targets

- New Recruits

Responsibility

- Management Team and HR

Timeline

Year 2023-2025

(b) Actions

- Carry out gender awareness initiatives by providing training on gender-sensitive recruitment procedures.

Indicators

- Initiatives for raising awareness on gender diversity.

Targets

- Management Team members involved in recruitment process.

Responsibility

- HR

Timeline

Year 2023-2025

3. Work-life balance and organisational culture

Objective

3.1 Promote integration of work with family and personal life

(a) Actions

- Continue offering flexible working arrangements from flexible working hours to part-time and remote work.

Indicators

- Policies on flexible working hours.

Targets

- All Employees

Responsibility

- Board, Management Team and HR

Timeline

Year 2023-2025

3.2 Improve communication of organisation's commitment to be family- friendly workplace

(a) Actions

- Make organisation commitment to family- friendly workplace more explicit in recruitment processes.

Indicators

- Policies on flexible working hours.

Targets

- New Recruits

Responsibility

- Board, Management Team and HR

Timeline

Year 2023-2025

3.3 Improve communication of organisation's commitment to organisational culture.

(a) Actions

- Routine revision of any documents, text, communications, images etc to represent gender balance and diversity within the organisation.

Indicators

- Gender- sensitive language and balance in visual presentation in terms of ethnicity, religion etc.

Targets

- All Employees

Responsibility

- Board, Management Team and HR

Timeline

Year 2023-2025

4. Measures against gender-based violence, including sexual harassment

Objective

4.1 Promote integration of work with family and personal life

(a) Actions

- Devise a more efficient complaint mechanism.

Indicators

- Set up a system for both formal and informal complaints.

Targets

- All Employees

Responsibility

- Management team & HR

Timeline

Year 2023-2025

4.2 Raise awareness about sexual harassment

(a) Actions

- Make organisation commitment to family- friendly workplace more explicit in recruitment processes.

Indicators

- Incorporate information on harassment in Employee handbook.

Targets

- All Employees

Responsibility

- Management Team and HR

Timeline

Year 2023-2025

(b) Actions

- Offer training on gender-based violence, including sexual harassment.

Indicators

- Training / seminars / guidelines on gender-based violence including sexual Harassment.

Targets

- All Employees

Responsibility

- Management Team and HR

Timeline

Year 2023-2025

5. Integration of gender dimension into research

Objective

5.1 Raise awareness about importance of gender balance in research projects

(a) Actions

- Organise training / discussion sessions / guidelines about the importance of a gender balance within organisation research projects.

Indicators

- Training / seminars or guidelines on gender balance.

Targets

- All Employees

Responsibility

- Management team & HR

Timeline

Year 2023-2025