

GENDER EQUALITY - VIEW APPROACH AND PLAN

GEP Mission Statement:

“Research Seed actively endorses a diverse workforce environment with a focus on improving the gender balance by establishing a platform that promotes inclusivity and professional development”

Overview:

Gender equality for Research Seed is a strategic priority. Research Seed is an SME that embraces diversity of views and perspectives. We strive for an inclusive working environment, in which staff at all levels can develop their personal and professional paths. Such environment ensures that our skills and talent can be fully utilised. In our company, openness and cooperation are central, and diversity, inclusiveness and equality are a prerequisite. We want to be among the leading SMEs in compliance and make a valuable contribution to society. In the upcoming years we will expand our policies in this field, showcase examples and become a responsible leader when it comes to restoring the gender balance, notably in SMEs that provide valuable services that contribute to the public benefit and the society.

Gender Equality Plan

In drawing up this plan, we are using an interdisciplinary approach to gender equality. This first set of measures is focusing on improving career development and promote equal opportunities.

1.1 Career development and coaching

Research Seed supports opportunities to stimulate professional and personal development and prepares and supports their employees for performing managerial and organisational responsibilities.

1.2 Recruitment

We have set gender targets for staff members until 2030. Research Seed promotes women in leadership positions and a deliberate effort is made to achieve a balanced gender distribution. The proportion of women by job level will be periodically measured. The top management actively promotes the importance of gender diversity and demonstrably steers towards achieving gender diversity.

1.3 Setting gender neutral employment targets for the future

We seek to 'transform' unequal gender relations in employment, and by 2030 we aim to have a maximum of 60% of any gender in any function and at any level.

Our goals are:

- use gender-sensitive language
- provide equal access to and utilisation of services
- involve everyone in decision making
- ensure that equal treatment is integrated into steering processes

1.4 Equal pay analysis

For Research Seed it is important that men and women are equally rewarded for equal work. Every three years we will undertake analysis of the salary data and ensure that there are no salary gender gaps.

1.5 Media

We acknowledge the importance that women staff play and we strive to give them a voice in

the dissemination of their showcases to the wider public. For this reason, we will monitor the media appearances (print, radio, television) of our staff.

1.6 Social safety

We are an organisation that welcomes the opportunity to learn from its mistakes aiming to become a socially safe workplace, supporting employees to optimise their contribution to the organisation as a whole. Social safety requires continuous attention and will constantly remain a topic under development. We encourage our staff to speak up and express concerns about undesirable behavior, irregularities and for anything that does not comply with our key values in relation to equality diversity and inclusion.

1.7 Conditions of employment

An employee is entitled to a total leave of 16 weeks for pregnancy and childbirth with option for flexible pregnancy leave. The employment contract can be extended with the amount of maternity leave taken at the request of the employee. We also aim to be” and grant holidays (whether paid or unpaid) and facilitate requests for leave for any commitment even at a short notice.

1.8 Fixing the knowledge

We expect to create a community that respects, appreciates, and fosters diversity, and an inclusive working environment that helps all staff to take ownership of their development and helps them to shape their own personalised development path.

1.9 Diversity and Inclusion

Diversity and inclusivity mean innovation. Research Seed aims to facilitate collaborative projects among employees and organise activities for professional and personal development; work actively to increase the awareness of opportunities for women in different projects and markets, fostering contacts with partner organisations.

1.10 Transparency and equal opportunities in career policy procedures

Research Seed aims to conduct ethically responsible and professional appointment and evaluation practices for all staff members and apply “best practices” in the proactive assessment and selection of candidates, setting principles that will define minimum standards that are to serve as the benchmark for conscientious actions.

Monitoring

In the monitoring phase, the process and progress will be regularly measured and evaluated. The findings will be used to adjust and improve any policies principles and interventions aiming to achieve optimum results.

- Collect information about numbers and percentages of women in the industry
- Perform employee satisfaction review
- Monitor Social Safety issues by registration of reports
- Discuss the topic of gender equality twice a year in the executive board entailing action plans for reaching the gender targets, recruitment and retention of women talent, analyses of possible gender gaps in starting position, promotions and career progression

Communication

The Gender Equality Plan will be published internally and externally on the website and it will be shared with all staff in internal communications.

Signature



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