

EOS GENDER EQUALITY PLAN

The Gender Equality Plan (GEP) of the EOS Srl is a policy document covering the next years with which EOS aims to implement actions and projects to reduce gender inequalities and to enhance diversity with regard, for example, to age, culture, physical ability, sexual orientation, multilingualism, etc. At a time when many of the certainties and paradigms of our society have been shaken to the core, we appreciate the importance of an inclusive community that is not only free from discrimination but is also able and willing to do more - in other words, a community perceiving differences as an ethical value and a valuable resource that can yield positive benefits.

In this perspective, and as part of the scientific and industrial community, the EOS GEP represents our duty to offer a different path free from prejudice and stereotypes, a path embracing the freedom of people and appreciating their individuality and originality. We have to move away from preconceived formulas and towards a society that values talent and does not view reality through lenses that transform differences into frontiers and divisions, a society in which nobody is left behind. We begin from our community even if micro with the awareness that by doing so we may succeed also in exporting best practices, new interpretive styles, and impactful ideas for modernisation worldwide. For this reason, rather than simply reflecting the uncritical acceptance of a European requirement, this GEP is our enthusiastic response to the call of the Research and Innovation Directorate-General of the European Commission which envisages the requirement for all institutions to have a GEP if they wish to access research funding within the framework of the next Horizon Europe programme. EOS GEP is a document that publicly acknowledges the goals of gender equality and intersectionality, which are fundamental and shared values of the European community. The planning and design actions in this document intend, on the one hand, to give continuity and coherence to policies already being pursued by EOS and, on the other hand, explore goals and actions able to overcome the obstacles that still exist to gender equality and enhance diversity based on the experience of recent years. The GEP will be implemented the next years (2022-2027), while, in future years, it will be necessary to align this document with the EOS structure and personnel number, EOS Strategic Plan, taking into due consideration the analysis of the context given each year in the Gender Equality Report.

The process of drafting this EOS GEP, which is entailed various stages:

- analysis of the company context based on the data.
- acquisition of support from the senior administrative bodies.
- identification of people active in the field of gender equality and intersectionality who have participated in drafting the document and contributed to the creation of a sense of co-responsibility of the choices made.
- formulation of goals and tasks to be developed and implemented in a sustainable way over the duration of GEP.
- provision for specific resources, both human and financial, to be used to implement the actions.
- provision of indicators for the monitoring of the implementation and progress of the GEP in the future.

The structure of the GEP is in line with the five minimum areas indicated by the Commission which are broken down into different objectives. The first area concerning work-life balance, organisational culture and combatting stereotypes seeks to achieve a balance between work, parenting and/or care-taking activities, the reinforcement of a shared culture of equal opportunities and of the value of inclusion, and aims to combat gender stereotypes, giving support also to under-represented communities. The second area pursues gender balance in senior positions and in decision-making bodies, promoting the amendment of regulations and the implementation of measures to support gender balance in the main bodies and structures, as well as in the organisation and staging of scientific events. The third area pursues gender equality in recruitment and career progression, promoting gender equality in the assessment and selection committees. The fourth area focuses on gender and intersectionality in research, teaching and third mission activities. The fifth area focuses on combatting gender-based violence and sexual and moral harassment through preventive actions and initiatives to raise awareness. Training, which entails the creation of events and courses open to all members of the company covers all five areas. 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 relate to the United Nation's SDG Agenda 2030.

It must be clear that the GEP is not a project aimed only at women or that benefits a restricted part of the institution that created it. It is instead a plan based on the value of equal democracy which calls on all those who participate in university life and who want to see it evolve and modernize. Like any planning document that is produced in a broad community that is enriched by its inherent diversity, it sets high and ambitious goals and is sustained by the aspirations of those who will work to implement it.

AREA 1) WORK-LIFE BALANCE, ORGANISATIONAL CULTURE, AND COMBATTING STEREOTYPES

Goal 1: Promoting a better work-life balance by reconciling the demands of working and private lives of EOS employees and partners.

Action	Gradual extension of remote working to organisational contexts, depending on the training provided and skills gained.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	1 week of EOS management every three years
Indicators and targets	Total number of annual remote-working projects. Target 2023: 1 project/year Target 2024: 2 projects/year Target 2026: 4 projects/year
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 9 Industry, Innovation, and Infrastructure. SDG 11 Sustainable Cities and Communities.

Action	Dissemination of Guidelines concerning the right to disconnect and better planning of meetings and work activities.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	
Indicators and targets	Training with structure managers by December 2022.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 9 Industry, Innovation and Infrastructure. SDG 11 Sustainable Cities and Communities.

Goal 2: Supporting the balance between work and parenting and/or care-taking activities.

Action	Roll-out of measures aimed at EOS staff to provide fixed term substitute workers to cover for staff members who are on on-going and full parental leave.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	
Indicators and targets	Roll-out of measures for technical-administrative staff: June 2023.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality.

Action	Organisation of annual cultural or sport event in Milano and/or in the surrounding area for EOS staff and their families.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	500€/year, activity to be started by July 2024
Indicators and targets	Number of participants each year. Satisfaction level: at least 70% of the participants.
Relation to SDG Agenda 2030	SDG 4 Quality Education. SDG 5 Gender Equality. SDG 11 Sustainable Cities and Communities. SDG 17 Partnerships for the Goals.

Goal 3: Reinforcing a shared culture of equal opportunities and the value of inclusion in EOS.

Action	Draft the EOS Gender Equality Report every three years in English.
Responsibility	Sole Administrator
Direct and Indirect Addressees	EOS staff and partners
Human and Financial resources	1 week of EOS management every three years
Indicators and targets	Approval of the Gender Equality Report by EOS management. Online publication of the document in English.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities.

Action	Adoption of a gender-fair language through the organisation of training events on the procedures and strategies for applying the gender visibility and adoption of guidelines for EOS communications. Adapting the company documents (Regulations, Guidelines, ...) to the EOS gender visibility Guidelines.
Responsibility	Sole Administrator
Direct and Indirect Addressees	EOS staff and partners
Human and Financial resources	1 week of EOS management every three years
Indicators and targets	Developing a training event on the procedures and strategies for applying the gender visibility Guidelines for institutional communications by June 2023. Completion of the review of current communications, General Administration forms, and other documents and communications of the EOS by June 2024.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities.

Goal 4: Combatting gender stereotypes, enhancing diversity, and supporting under-represented communities.

Action	Creation of videos in English (with subtitles) aimed at all EOS staff, suppliers, and customers that intend to remove gender bias in the choice of EOS strategies and activities. This video shall be distributed through different channels including social media.
Responsibility	Sole Administrator
Direct and Indirect Addressees	EOS staff and partners
Human and Financial resources	500€ per video
Indicators and targets	Number of videos produced by 2026: at least one every three years. Number of video views: at least 100 views for each of the first video; at least 100 views for the second video.
Relation to SDG Agenda 2030	SDG 4 Quality Education. SDG 5 Gender Equality. SDG 8 Decent Work and Economic Growth. SDG 9 Industry, Innovation, and Infrastructure. SDG 10 Reduced Inequalities.

AREA 2) GENDER BALANCE IN MANAGEMENT AND IN DECISION-MAKING POSITIONS

Goal 1: Promotion of frameworks and measures to support gender balance in management of EOS.

Action	Proposal to add to the BP of EOS a provision on the need to guarantee gender balance in boards, committees, and other bodies of EOS.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	
Indicators and targets	Analysis and Amendment of EOS BP by 2024
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 16 Peace, Justice and Strong Institutions.

Goal 2: Promoting gender equality in EOS events and in their dissemination and visibility.

Action	Dissemination and monitoring of the promotion of equal opportunities and gender balance in events and of EOS.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	
Indicators and targets	Communication campaign by June 2024. Triennial monitoring of compliance with guidelines for events organized or participated by EOS.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 17 Partnerships for the Goals.

AREA 3) GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

Goal 1: Promoting measures to support gender balance in recruitment.

Action	Promote gender balance for the recruitment of EOS staff. Combat gender stereotypes in assessment and selection procedures through: <ul style="list-style-type: none"> • Triennial monitoring of compliance with the provision of the gender balance in staff selection. The monitoring report shall be submitted to the management EOS.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	
Indicators and targets	Monitoring of the staff selection in terms of gender from 2024. Triennial online publication of gender balance percentages from 2024.
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 16 Peace, Justice, and Strong Institutions.

Goal 2: Promoting measures to support gender balance in recruitment.

Action	Feasibility study on a criterion to reduce gender inequalities. The criterion shall be used when allocating points for R&D internal investment.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	
Indicators and targets	
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 10 Reduced Inequalities. SDG 16 Peace, Justice and Strong Institutions.

AREA 4) INCORPORATION OF THE GENDER DIMENSION INTO EOS ACTIVITIES

Goal 1: Incorporating the gender dimension into research, innovation, and other EOS processes.

Action	Addition to the EOS internal database of a field where staff can indicate whether gender or other diversity aspects characterise their work (e.g., as indicated by the key words entered in the main fields following the established practices of international databases). Monitoring the number of projects and activities for which the personnel has declared the inclusion of the gender and/or diversity variable and provision of the relative aggregate data.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	1 week every three years of EOS management
Indicators and targets	Improvement of EOS database. Every three years mapping of active projects that include the gender dimension.
Relation to SDG Agenda 2030	SDG 5 Gender Equality.

Action	Production and dissemination of informative materials related to the incorporation of the sex/gender dimension into EOS procedures. Organisation of at least one training event every three years aimed at staff. Trainers shall provide guidance and education on the incorporation of the sex/gender variables into EOS processes.
Responsibility	Sole Administrator
Direct and Indirect Addresses	EOS staff and partners
Human and Financial resources	
Indicators and targets	Organisation of at least one training event every three years (from 2024). Production and dissemination of informative materials on the incorporation of the sex/gender dimension into research methodologies and processes (by 2024).
Relation to SDG Agenda 2030	SDG 5 Gender Equality. SDG 9 Industry, Innovation, and Infrastructure.

AREA 5) COMBATTING GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT.

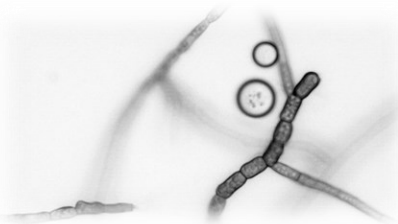
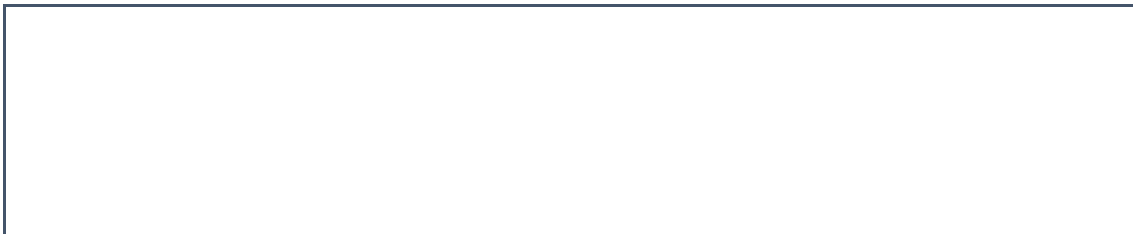
Goal 1: Promoting actions to raise awareness of the issues related to the various forms of gender-based violence.

Action	In collaboration with the anti-violence centres, women's shelters and any other stakeholders in the community, organisation of at least one seminar every three years for EOS staff aimed at raising awareness of the issues relating to gender-based violence, gender identity, and harassment and of how to address them. Creation of flyers/leaflets containing information on violence-related issues and a list of useful telephone numbers/email addresses to contact in the event of suffering or witnessing violence.
Responsibility	Sole Administrator
Direct and Indirect Addressees	EOS staff and partners
Human and Financial resources	100 Euro for the flyers
Indicators and targets	Creation of an initiative on the issues relating to gender-based violence, gender identity and harassment and of how to address them from 2024 every three years. Creation of flyers/leaflets by June 2024.
Relation to SDG Agenda 2030	SDG 3 Good Health and Well-Being. SDG 5 Gender Equality. SDG 16 Peace, Justice, and Strong Institutions. SDG 17 Partnerships for the Goals.

Visit EOS website for further information

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