

Gender Equality Plan for the European Institute for Participatory Media

Introduction

The European Institute for Participatory Media (EIPCM) is committed to promoting gender equality and eliminating discrimination on the basis of gender within the organization. This Gender Equality Plan (GEP) outlines the steps that the EIPCM will take to ensure equal opportunities and treatment for all employees, regardless of their gender.

Objectives

The primary objectives of this GEP are:

- To promote gender equality and eliminate discrimination on the basis of gender within the organization
- To ensure that all employees have equal opportunities for career development, training, and professional growth
- To foster a culture of inclusivity, respect, and diversity within the organization
- To increase the representation of women in leadership positions within the EIPCM
- To establish a framework for monitoring and evaluating the progress of the GEP

Action Plan

Leadership and Governance

EIPCM is committed to promoting gender equality and eliminating discrimination on the basis of gender in all aspects of the organization. The following actions will be taken to support this objective:

- The management board will meet at least once a year with the Gender Equality Officer to oversee the implementation of the GEP
- Ensure that the Team are representative of gender diversity
- Regularly review and update the GEP in consultation with staff and the board

Recruitment and Selection

EIPCM is committed to ensuring that all job vacancies are advertised in a way that attracts a diverse range of applicants and that the selection process is fair and transparent. The following actions will be taken to support this objective:

- Ensure that job advertisements are gender-neutral and avoid gender-stereotyping
- Include in all recruitment communications and marketing materials a statement about gender equality
- Establish a diverse recruitment panel for each vacancy
- Provide training and support to recruitment panel members to ensure that they are aware of unconscious bias and the importance of diversity in the recruitment process

Career Development and Training

EIPCM is committed to ensuring that all employees have equal opportunities for career development and training, regardless of their gender. The following actions will be taken to support this objective:

- Provide training and development opportunities for all staff, including leadership development programs for women
- Establish a mentoring program for women to support their career development
- Ensure that performance appraisals are conducted fairly and transparently, and that opportunities for career development are based on merit

Work-Life Balance

EIPCM recognizes the importance of work-life balance for all employees, regardless of their gender. The following actions will be taken to support this objective:

- Establish flexible working arrangements, such as telecommuting, and flexible hours, where possible
- Promote a culture of respect for work-life balance among all staff
- Provide access to parental leave and other family-friendly policies to support employees with caring responsibilities

Integration of the Gender Dimension into Research and Teaching Content

EIPCM is committed to integrating the gender dimension into its research and teaching activities, in order to promote a more nuanced understanding of gender issues and contribute to gender equality. The following actions will be taken to support this objective:

- Provide training and support for researchers to integrate the gender dimension into their work
- Encourage research projects and teaching content that address gender issues, including gender stereotypes, or women's empowerment
- Ensure that research projects and teaching content are inclusive and accessible to everyone

Measures Against Gender-Based Violence, including Sexual Harassment

EIPCM is committed to preventing and addressing gender-based violence, including sexual harassment, within the organization. The following actions will be taken to support this objective:

- Develop and implement a policy on preventing and addressing gender-based violence, including sexual harassment, in the workplace
- Provide training and support for staff to prevent and address gender-based violence, including sexual harassment, in the workplace
- Take appropriate measures to address incidents of gender-based violence, in a timely and effective manner, including providing support and resources for victims and taking disciplinary action against perpetrators where appropriate

Data Collection, Monitoring and Evaluation

EIPCM is committed to monitoring and evaluating the progress of the GEP to ensure that it is achieving its objectives. The following actions will be taken to support this objective:

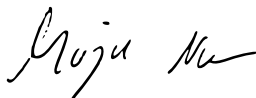
Establish a system for collecting and analyzing gender-disaggregated data on staff recruitment, selection, career development, and work-life balance

- Regularly review and update the GEP in consultation with staff, stakeholders, and partners
- Report on progress towards the objectives of the GEP in the organization's regular report

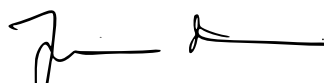
Conclusion

This Gender Equality Plan outlines the steps that the EIPCM will take to promote gender equality and eliminate discrimination on the basis of gender within the organization. By implementing this plan, the EIPCM is committed to creating an inclusive and respectful workplace

Signatures



Dr. Maja Novak
- Gender Equality Officer -



Dr. Jasminko Novak
- Managing Chairman -