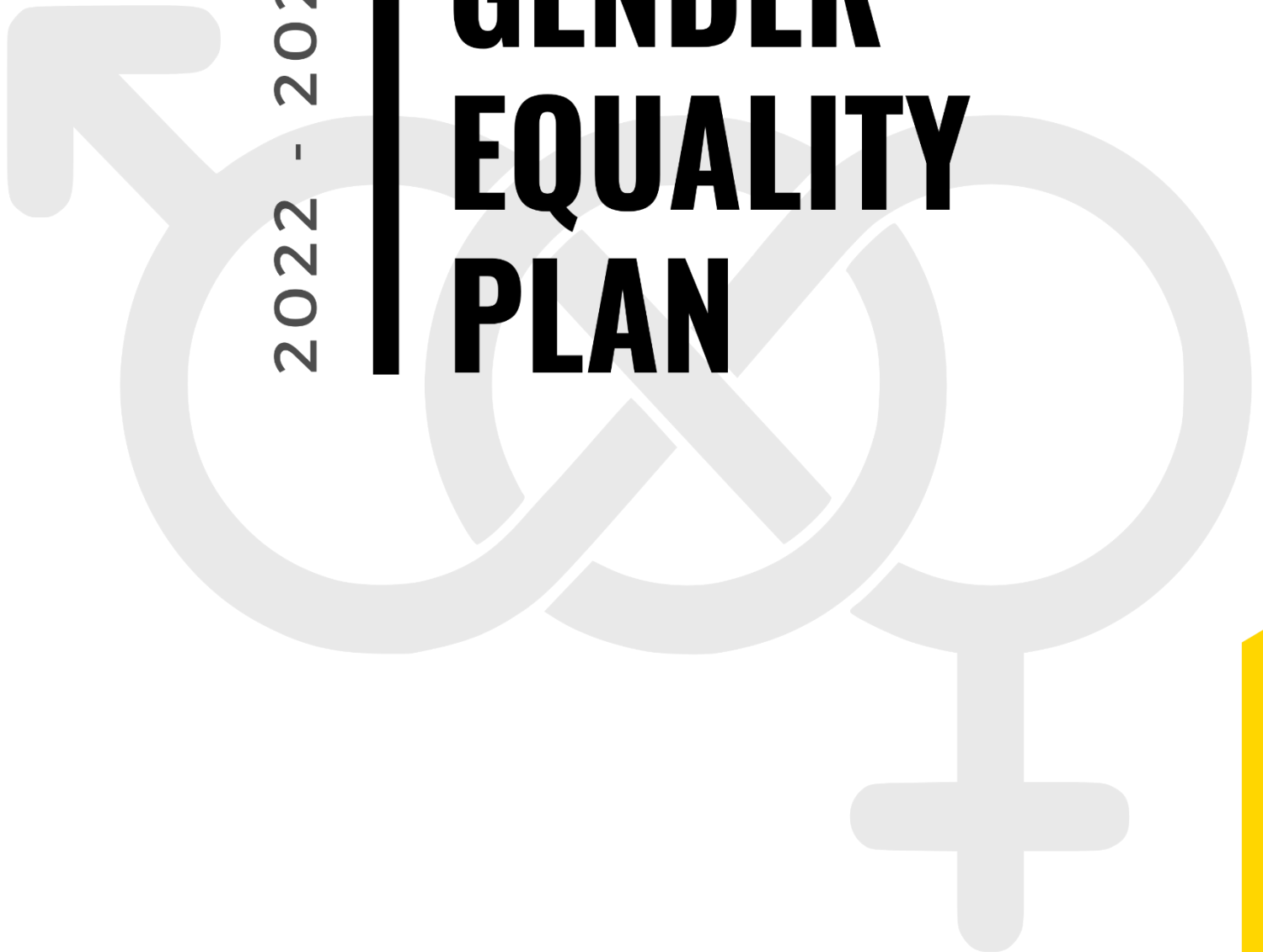




IANUS
TECHNOLOGIES

2022 - 2025

**GENDER
EQUALITY
PLAN**



INTRODUCTION

Ianus Technologies Ltd, as an SME company that participates in European Commission funding projects, acknowledges the gender-related challenges researchers face, as well as the gains of concrete actions with respect to the importance of gender equality in research and innovation (R&I) and fully adopts the priorities set by the European Research Area, and in particular ERA Priority 4 on Gender Equality and Gender Mainstreaming in Research,¹ as well as the HORIZON 2020 regulations, and in particular Article 162 which explicitly mentions the importance of gender equality in R&I.

Within the framework of the above, IANUS as a Gender Equality Innovating Institution understands the benefits of gender equality in R&I and is committed to working towards scientific excellence and supports the positive correlation between gender equality and research quality. With the present document, IANUS seeks to address gender inequalities and imbalances in R&I through developing and implementing a context-specific Gender Equality Plan (GEP), formalizing a set of actions aiming at the long-term institutional transformation. The actions to be taken concern the period between 2022-2025 and have been prioritized to reflect IANUS's institutional context, based on the Gender Equality Audit conducted by its personnel. Recognizing the gaps identified by the Audit, the results were used to design a self-adaptive self-tailored GEP. The implementation of the GEP is an ongoing process that aims in a institutional and culture change towards a more inclusive working environment.

The GEP has been developed as part of IANUS and should be understood as the 1st Gender Equality Plan of the company, which is committed to start a long-term gender equality strategy in an attempt to promote gender equality beyond its organizational context and needs.

PRIORITY FIELDS

The Gender Equality Plan (GEP) of IANUS is a policy document covering the next three years with which the company 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, the GEP represents an effective tool for addressing the negative effects of the pandemic that, as several recent studies show, is significantly affecting women and risks reversing the positive trends of recent years.

IANUS indicates three main areas of interest for achieving gender equality in Research and Innovation: human resource management, decision-making, and integration of gender dimensions in research content.



■ Decision-Making ■ HR Management ■ Research Content

It is important to note that the use of a comprehensive cyclical approach is central to the idea of gender equality, as institutional change is defined as a three-dimensional construct and all areas are interrelated, interconnected, and mutually reinforcing.

For the full realization of gender equality in R&I, both a bottom-up and a top-down approach are necessary. The former indicates the support individual researches receive to redress any gender imbalances and the latter indicates the support of structural change towards gender equality.

MAIN OBJECTIVES

All three focus areas are of equal importance to IANUS and can be viewed as priority fields, even though it is impossible to deal with all three areas comprehensively. The overall objective of the Gender Equality Plan 2022-2025 is to build institutional capacity to facilitate cultural change that goes beyond the formal adoption of a GEP.

IANUS further aims at removing any existing gender inequalities and mitigating perceived factors that limit equal participation and advancement of women by setting the following interim objectives:

- Promoting a gender-inclusive organizational culture and eliminating unconscious gender biases in all aspects of human resource management: recruitment, retention, career progression, work-life balance, care and family life;
- Creating awareness among the decision-making body to influence and ensure gender-sensitive internal processes and procedures;
- Instigating the integration of sex and/or gender dimension into R&I content to increase excellence in research;
- Working systematically to address gender challenges within the scope of the company by taking transversal measures.

The above objectives are considered to be relatively achievable to implement, as the company grasps momentum with the organizational transformation already taking place, and of high impact as results will be concrete and visible early on in the institutional transformation process.

The present Gender Equality Plan addresses all programs, activities and functions that fall under the remit of the company.

KEY PRIORITIES

IANUS TECHNOLOGIES aspires to formulate an inclusive non-discriminatory HR Policy covering recruitment, retention, career progression, work-life balance and care and family life. IANUS includes, within its competences, the definition, coordination and implementation of management policies for individuals within the scope of Diversity and Inclusion, in order to ensure the principle of equality of opportunities in the following areas:

- Recruitment and selection: IANUS is committed to recruiting and selecting through valuing, in an equal manner, the skills, aspirations, needs and responsibilities of women and men;
- Training and knowledge sharing within IANUS: IANUS is committed to encouraging women and men, equally, to learn throughout their lives and to make full use of their skills and knowledge;
- Personal and professional development: IANUS is committed to developing or facilitating internal tools for skills development, to promote the participation in crosscutting projects or internal mobility, encouraging women and men, equally, to invest in their personal and professional development;
- Pay and social benefits: In its salary policy, IANUS is committed to ensuring compliance with the principle of “equal pay for equal work” among employees of both genders and based on merit;
- Career Management: In promotion and career advancement processes, IANUS is committed to equal recognition of the skills of all employees (qualifications, training and professional experience), regardless of gender.

ACTIONS TO SUPPORT GENDER EQUALITY

OBJECTIVE	MEASURES	RESPONSIBLE BODY	TIMEFRAME
LEADERSHIP & DECISION MAKING	1. Seek equality expertise for managerial positions	Senior Manager, HR, Gender Equality Board	August 2022
Creation of structures to support gender equality	2. Establishment of Gender Equality Board		July 2022
	3. Monitor the application of the Gender plan		July 2022- July 2025
Oversight of organizational processes in relation to gender	4. Equality, diversity and inclusion principles embedded into to governance and Strategic Planning		July 2022
RECRUITMENT, SELECTION PROCEDURES & CAREER PROGRESSION	1. Ensure transparency and gender sensitivity in selection processes especially when considering senior/leadership positions;	Senior Manager, HR, Gender Equality Board	July 2022- July 2025
Career advancement interventions for female professional, managerial and support staff	2. Provide training on gender-sensitive recruitment procedures.		July 2022- July 2025
Gender proof recruitment selection	3. Offering attractive packages for highly skilled females		July 2022- July 2025
Monitor pay gaps	4. Develop career progression paths, also within ranks		September 2022
Attract female applicants in senior posts	5. Develop and adopt gender-sensitive recruitment guidelines.		July 2022

Generate effective management practices; raising awareness and building gender competence of key decision-makers by targeted briefing that will create the conditions to align core activities of IANUS to gender equality when promoting R&I excellence – link equality with quality.	6. Gender mainstreaming of all written documents of IANUS; Providing unconscious bias training for recruiters, reviewing the language used in advertisements and being aware of language biases in recommendation letters		July 2022- July 2025
	7. Ensure equal pay for equal work		July 2022- July 2025
	8. Ensure the link between equality and quality		July 2022- July 2025
WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE	1. Flexible working models (part time/remote working etc)	Senior Manager, HR, Gender Equality Board	July 2022- July 2025
Structures for supporting staff members with caring responsibilities	2. Encouragement of men to take parental leaves		July 2022- July 2025
Promote integration of work with family and personal life	3. Develop comprehensive care policy for employees: → Develop guidelines for accommodating flexible and distance work both for academic and administrative staff with care responsibilities. → Review, align with the Cypriot context and make more equitable the available scheme supporting employees with childcare duties.		August 2022
Creation of guidelines for work life balance	4. Supporting women returning from maternity leave		July 2022- July 2025
GENDER DIMENSION INTO RESEARCH	1. Organization of a Network of Scientists to exchange experiences, develop knowledge and capacity building and know-how for gender equality when designing new programs.	Senior Manager, HR, Gender Equality Board	August 2022 - July 2023

Instigating the integration of sex and / or gender dimension into R&I content to increase excellence in research.	2. Include a gender-sensitive statement in all Calls and Programs, to encourage more women to apply as Coordinators. i.e. "IANUS encourages women to submit proposals as Coordinators".		July 2022- July 2025
	3. Ensure gender-balanced formation of research teams by explicitly mentioning in all Calls that "Research teams should be as far as possible gender-balanced".		July 2022- July 2025
Gender monitoring in research processes	4. Raise awareness and competence for applicants to identify whether or not a gender analysis is necessary by providing specific guidance and training sessions on sex/gender in research content.		July 2022- July 2025
	5. Introduce a special section in order for applicants to indicate if and how sex/gender analysis was integrated in the research proposal and if not, to outline why it was not relevant to the proposed research.		July 2022- July 2025
Women hired in research positions	6. Promoting women in open posts for research projects		July 2022- July 2025
Women career development	7. Facilitating access to funding, computer time, enabling research group set up		July 2022- July 2025
	8. Gender-sensitive data collection, access and processing in the R&I activities		July 2022- July 2025
GENDER EQUALITY IN EVENTS, ACTIVITIES	1. Monitoring participation M/F in the Institute's events/campaigns/info days		Senior Manager, HR, Gender Equality Board
Participation of balanced number of men/women in events/ hackathons/ courses/ business days etc	2. Appoint women in leading positions of research and communication activities	September 2022	
	3. Make visible women and their contribution to the results and success of the organization in the website/ center screens/ local press.	July 2022- July 2025	
Visibility of women in the activities of the Institute	4. Participation of women in events targeting female access to R & I	July 2022- July 2025	
	5. Create a Gender Equity in Events Policy.	January 2023	

Exposure of women in media and social media.)	6. Design and implement a communication campaign on the topic		March 2023 – May 2023
	7. Dissemination of knowledge and awareness-raising actions regarding the importance of gender equality in R&I at events / info days organized by IANUS– Give visibility to the Gender Equality Plan		March 2023 – May 2023
PROTECTION OF GENDER-BASED VIOLENCE-HARASSEMENT	1. Publication of current plan and future versions on website	Senior Manager, HR, Gender Equality Board	July 2022
Diffusing /publishing current plan	2. Offering a support service for the prevention, detection and report of discrimination and behaviors of harassment or violence based on gender		–
Create event on sensitive topics	3. Devise a more efficient complaint mechanism		Aug-22
	4. Raise awareness about sexual harassment		March 2023 – May 2023
Encourage women to report incidents	5. Develop a comprehensive annual reporting system that will allow continuous monitoring of the operational objectives set to achieve gender equality and include a section on RPF's Annual Report. An evaluation analysis of gender equality measures to be conducted at the end of each GEP period by the CoP and to be discussed by the Director and if necessary decide on changes to the strategy.		March 2023 – May 2023
	6. Provide targeted training activities and workshops on sexual harassment		March 2023 – May 2023

MONITORING AND ASSESSMENT

Funding excellent research is the main concern of IANUS. In order to continue to do so, achieving the GEP objectives is key to generate a gender competent institutional culture among the research community and the company.

IANUS understands the importance of the monitoring and assessment stage as it will indicate whether or not a transformative dynamic is taking place while it is viewed as a self-reflective process. On the one hand, monitoring works as a tool supporting effective action and commitment, which increases legitimacy and creates accountability, and on the other it provides indicators to assess actions in order to enhance knowledge of ongoing changes. IANUS will develop tailored process and outcome indicators in the next phase of the GEP (implementation phase), using both quantitative and qualitative indicators to measure efficiency, effectiveness and impact.

In addition, the Community of Practice (CoP) will further contribute in creating a favorable environment for the effective implementation of the GEP actions. Organization of regular meetings with the CoP will be an important component for discussing, reporting and assessing the progress, main achievements and aspects that can be improved. This will allow the identification of possible problems while acting proactively upon them. The monitoring of the implementation of the GEP is an ongoing process in which we evaluate organisational culture towards gender equity and address issues and review policies and procedures as required.

REGULATORY FRAMEWORK

This GEP legitimates and protects every strategy aiming to achieve gender equality at IANUS. GEP is devised according to national and European laws and aligns with national initiatives and actions focusing on: equality of women and men, rights, discrimination banning, equality treatment, harassment in the workplace, social responsibility of organizations etc. Specific articles, policies, and directives can be found below :

European Union Law

TFEU

Article 157 TFEU states:

1. Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied.
2. For the purpose of this Article, 'pay' means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the worker receives directly or indirectly, in respect of his employment, from his employer.

Equal pay without discrimination based on sex means:

- (a) that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement;
- (b) that pay for work at time rates shall be the same for the same job.
3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure, and after consulting the Economic and Social Committee, shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.
4. With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers."

Chapter of Fundamental Rights of the EU

- Article 21(1) states: “Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited”.
- Article 23 states: “Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex”.

Directives

- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (Text with EEA relevance)
- Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC.
- Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC)
- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions

Cypriot Law

- The Equal Treatment of men and women in Occupational Social Security Plans Law of 2002 (Law 133(I)/2002)
- The Equal Treatment of men and women in employment and vocational training Law (Law 205(I)/2002)
- The Convention for the Revision of the Convention of the Protection of Maternity (Revised) (Ratification) Law of 2004 (Law 54 (III)/2004)
- The Protection of Maternity Law of 1997 (Law 100(I)/1997)