Web2Learn

Gender Equality Plan

https://web2learn.eu/

Introduction

Web2learn has initiated the work of creating a Gender Equality Plan (GEP) in 2021. It enters into force by January 1st, 2022.

Our company shares the sense of urgency in achieving gender balance in research and innovation activities. This is key to bringing about the innovations needed to solve the complex challenges facing our society. Our GEP also fulfils the requirements set out in the Horizon Europe work programme of the European Commission1. More importantly, it fosters continuous improvements in our organisation that will help us deliver world-leading innovations and research results.

Web2Learn is subject to the Greek Equality and Anti-discrimination Law which requires all employers to work in an active, targeted, and systematic way to promote equality and prevent discrimination in the workplace (Law4443/2016). This Law describes the duties of organisations to conduct equality promotion and discrimination prevention activities and to report on this annually. Web2Learn's GEP accommodates the national legal requirements as well as the requirements from the Horizon Europe work programme.

The GEP of Web2Learn will not be a static document to be reported on annually, but a dynamic and useful set of guidelines and tools that will make gender equality work a natural part of our regular management, research, and innovation activities.

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[1] European Commission (2021)*Horizon Europe Guidanceon Gender Equality Plans.*Directorate-General forResearch and Innovation.

Current issues based on data analysis

In 2021 Web2Learn committed to:

- Implementing a plan and providing ongoing monitoring and reporting on equality, diversity and inclusion to the organisation
- Ensuring that a Gender Equality Plan is governed by the CEO
- Providing equality training for all staff

In 2021 Web2Learn performed an analysis of gender equality in the organisation and identified the following potential issues:

- A lack of information on gender issues in our working environment
- A lack of available information on individuals who identify as non-binary
- A lack of information on the availability and uptake of training opportunities by staff at the organisation
- A gender pay gap of 10% within the organisation not including the CEO

Key areas

The five areas that are covered and addressed via concrete measures and targets figure below. Objectives per area are followed by concrete actions (→).

1.Gender in leadership and decision making

Objective: Achieve gender balance in Web2Learn leadership

→ Develop and support leadership capacity for women.

Objective: Mainstream gender in decision-making processes

→ Mainstream gender in all academic and administrative decision-making processes.

Objective: monitor the structural Integration of Gender Equality

→ Assess institutional policies on gender on a yearly basis

→ Run employee surveys/statistics and regularly update gathered data (collection and publication of disaggregated data on the sex and/or gender of personnel)

2.Gender in recruitment, retention and career progression

Objective: Improve the situation of the (mostly feminine) administrative sector

→ Develop career progression paths, also within ranks.

Objective: increase transparency in recruitment, retention and career progression

→ Clearly communicate those to employees through our internal communication system and publicly on the website.

Objective: no pay gap

→ Define transparent, meaningful ranks with correspondent salary scales.

Objective: Make all phases of recruitment gender-sensitive

→ Improve the gender balance of shortlisted candidates.

→ Develop and adopt gender-sensitive recruitment guidelines.

3. Work-life balance and organisational culture

Objective: ensure reasonable working hours and flexitime

→ Flexible working options available to all

→ Compensation policies that promote work-life balance

Objective: Recognize and accommodate employees with care-related responsibilities (including childcare and care for other dependents (e.g. people with disabilities, elderly relatives);

→ Develop guidelines for accommodating flexible and distance work for staff with care responsibilities.

4. Integration of the gender dimension into research and teaching content

Objective: Improve the presence of gender components in curricula and research

→ Make available and endorse internationally recognized guidelines for improving gender diversity in curricula and research projects, across different disciplines.

5. Measures against gender-based violence including sexual harassment.

Objective: establish a culture of zero tolerance toward sexual harassment and violence
→ Incorporate info-sessions in all on-boarding processes (students and employees).
Objective: set up an institutional policy on sexual harassment and other forms of gender-based violence.
→ Refine and update institutional policies on sexual harassment and other forms of gender-based violence.

Future goals

•Perform a consultation with all staff of existing procedures to deal with issues relating to the work environment, particularly in relation to gender and gender equality and adopt new procedures where necessary.
•Encourage a gender balance in leadership and decision-making including providing leadership training and mentoring to staff in lower levels of the organisation.
•Develop a plan to ensure uptake of and adherence to gender equality at Web2Learn based on action points identified in the GEP upon which progress can be measured.
•Ensure gender equality in recruitment and career progression including regular unconscious bias training for managers, inclusive language for job vacancies, fair and consistent decision-making processes for recruitment both internally (promotions/development) and externally.
•Align Web2Learn's equal opportunities monitoring and annual employee survey with the data needed to monitor gender equality.
•Implement data collection methods for data gaps that cannot be filled through equal opportunities monitoring and annual employee surveys.

Acknowledgments

Web2Learn would like to thank SINTEF and EarthWatch for sharing good practices in GEP embedded in organisational culture. Our company's GEP is also inspired by one delivered by the Central European University.

Signature by the legal representative

Katerina Zourou, Ph.D.

Gender Equality Plan, 2021-2022