

Gender Equality Plan

Date: 26 of May, 2023

Introduction

At ablute_ we are committed to promoting gender equality in all aspects of our operations. This Gender Equality Plan outlines our vision, objectives, and concrete measures to ensure equal opportunities, inclusivity, and a supportive environment for all employees.

Vision and Objectives

Our vision is to create a workplace where gender equality is embraced and celebrated. The following objectives will guide our efforts:

1. Promote gender balance at all levels of the organization.
2. Create an inclusive and supportive work environment that values diversity and work-life balance.
3. Integrate the gender dimension into research, teaching, and decision-making processes.
4. Prevent and address gender-based violence, including sexual harassment, within our organization.

Building Blocks of the Gender Equality Plan

1. Publication:
 - A formal Gender Equality Plan document has been developed, approved, and signed by top management.
 - This document is available on our organization's website for public access.
2. Dedicated Resources
 - We have allocated specific resources, including human resources and gender expertise, to implement and oversee the Gender Equality Plan.
 - Our designated Gender Equality Task Force will drive the implementation of initiatives and monitor progress.
3. Data Collection and Monitoring
 - We collect and analyze sex/gender-disaggregated data on personnel, ensuring confidentiality and anonymity.
 - An annual reporting mechanism has been established to track progress, identify gaps, and inform decision-making.
4. Training
 - Regular awareness-raising sessions and training programs on gender equality and unconscious gender biases will be provided to all staff members.
 - Decision-makers will receive targeted training to promote gender-sensitive leadership and decision-making.

Areas to be Covered and Addressed

1. Work-life Balance and Organizational Culture:
 - Implement policies and practices that support work-life balance, such as flexible working hours and remote work options.
 - Foster an inclusive and supportive organizational culture that values diversity, respect, and well-being.
2. Gender Balance in Leadership and Decision-making:
 - Set specific targets to achieve gender balance in leadership positions.
 - Implement mentorship programs and leadership development initiatives to support the advancement of women.
3. Gender Equality in Recruitment and Career Progression:
 - Review and revise recruitment processes to ensure fairness, transparency, and equal opportunities.
 - Implement measures to address gender disparities in career progression, such as mentoring, performance evaluations, and career development programs.
4. Integration of the Gender Dimension into Research and Teaching Content:
 - Encourage the integration of the gender dimension into research projects and teaching materials across disciplines.
 - Provide training and resources to support researchers and educators in integrating gender perspectives effectively.
5. Measures against Gender-based Violence, including Sexual Harassment:
 - Develop and enforce a comprehensive policy that explicitly addresses gender-based violence and sexual harassment.
 - Establish reporting mechanisms, support systems, and a zero-tolerance approach to ensure a safe and respectful working environment.

Implementation Plan

We have developed a detailed implementation plan that includes specific actions, responsible parties, timelines, and monitoring mechanisms for each objective and area addressed in this Gender Equality Plan. Regular progress assessments and reviews will be conducted to ensure the plan's effectiveness and adapt it to evolving needs.

Achievements of the Gender Policy

Our commitment to equal opportunities drives us to dismantle barriers and empower individuals of all genders in the tech industry. We are proud to share that these efforts have been **recognized by the European Innovation Council's Woman In Tech program**. Ablute_ has been acknowledged for our initiatives in maintaining gender balance in underrepresented areas. Through targeted recruitment, mentoring programs, and professional development opportunities, we strive to create an inclusive environment where women can thrive and contribute to cutting-edge innovation. This recognition further motivates us to continue our journey towards fostering diversity and inclusivity within the tech community.

Conclusion

At ablute_ we firmly believe that gender equality is not only a moral imperative but also a driver of innovation, growth, and sustainable development.