

Gender Equality Plan

2024-2026



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INTRODUCTION

Our strategy on gender equality originates from our actions and work since its incorporation in 2018 and focuses on equality in the workplace and revolves around our objective:



"To create, through our day-to-day actions, a gender-responsive culture that understands gender equality as a core value"

This ***Gender Equality Plan (GEP)*** spells out the plan of the organisation to achieve this goal, its scope and the strategic objectives we want to achieve over the next three years. It is intended to be a living document that will be updated regularly to accommodate new actions and developments.

STATEMENT

The promotion of **gender equality** and **equal opportunities** has been an important topic for **RFSAT Limited** since its incorporation in 2018, guaranteeing a gender balance both at the organisational level and within the activities promoted. Indeed, gender considerations are crucial both to **RFSAT Limited** vision and to achievement of its mission.

We consider equality to be '*part of the day job*' and an essential part of building a fair and sustainable future for the social economy.

Currently, around **40%** of our staff, **50%** of the management and **50%** of our board of directors are women.

To progress gender equality further we aim to continue to challenge the beliefs and attitudes that are undermining progress.

We are dedicated to expand our focus on workplace flexibility and intend to be more innovative in how we overcome the barriers that gender diverse individuals face.

This **equality plan** acknowledges that "*gender equality is about non-discrimination and the protection of fundamental human rights*".

With that in mind, we also recognise that gender is non-binary and that various gender identities apart from men and women exist, including LGBTI+, and that people with many of these gender identities face systematic discrimination and violence.

RFSAT Limited stands in support of equal rights and fair treatment of all members of the LGBTI+ community.

*United Nations – [Goal 5: Achieve gender equality and empower all women and girls](#)

STRATEGIC CONTEXT

RFSAT Limited Network is an ecosystem of ecosystems supporting the social and solidarity economy worldwide, covering several European countries through various national and international membership organisations, support networks and funded research projects, associating several organisations and large number of workers.

RFSAT Limited takes a leading role in recognising and valuing the diversity of its staff based on language, cultural background, gender, age, religion, geographical region, sexual orientation, functional disability and socio-economic situation.

This role is positively associated with the organisational situation given the **age diversity** of employees ranging from 20 to 60 years, variety of **cultural backgrounds** present, and three-quarters of its workers being **women**. The organisation's performance in relation to gender equality, in particular, **significant achievement** with women being well represented in senior leadership, in management and in certain disciplines.

This may be explained by the fact that the cooperative model offers a **favourable environment for all workers**, in particular women, enabling them to work and be very present at work, but also by the fact that social economy and social entrepreneurship are often promoted as models for tackling inequality, promoting social inclusion and cohesion.

For many years, **RFSAT Limited** has been committed to fight against gender-based violence. Together with the members of its network and in partnership with other important European players, RFSAT Limited regularly promotes project initiatives to promote and preserve the physical, emotional health, safety and well-being of employees.

In 2024, **RFSAT Limited** joined both the [CEASE network](#), the first network created to support victims of GBV, and the [European Alliance](#) that enlarges the fight against sexual harassment at the workplace.

RFSAT Limited is dedicated to making an additional effort to achieve a gender- equal company culture, by taking the measures necessary to develop working conditions and a culture in which female, as well as male workers, feel they are welcome, have job satisfaction and experience the organisation as a caring and fair employer.

Despite the long-lasting engagement on this topic, organisational data and consultation with members and staff show that actions to empower women and arrive at a clearer definition of inclusive workplace culture are still needed.

Furthermore, **RFSAT Limited Network** takes a clear stance when it comes to quotas and targets, as is elaborated further in this action plan. At the same time, it is important to work on company culture. A quantitative target is of no use without a simultaneous change in mentality. Therefore, this gender action plan will be joined in the future by a detailed implementation plan.

This gender equality plan suggests the development of specific interventions for areas in need of more practical and strategic approaches, in order to ensure the empowerment of gender diverse individuals as a step **towards gender equality**.

OBJECTIVE

The primary objective of this Gender Equality Plan (GEP) is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices.

In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the social economy through research, project design, and programmes that pay due attention to gender differences in labour market participation, and actively promote equality between gender diverse individuals.

RSFAT Limited aims to proactively hold itself up as an example for its Network of Collaborators to promote organisational changes in other social economy enterprises, federations and support networks.

SCOPE

This Plan applies to all work throughout the whole Organization.

An Equality Officer (EO) has been appointed to oversee implementation of the Gender Equality Plan (GEP).

Effective implementation of the plan will require commitment from all staff and organizational support for activities to advance the knowledge and skills of staff to enable efficient gender mainstreaming in their areas of work.

The equality officer will monitor and report on the progress of implementation to the executive team and will provide an annual report to all RFSAT staff.

The equality officer will also set up mechanisms for building capacity among the staff, information, training, and technical support needed to assure the plan's implementation.

Accountability and Responsibility

01 Ratification

The GEP is ratified at the executive level (board of directors and president) and the equality officer is responsible for ensuring that it is communicated to all staff members

02 Communication

The equality officer has the further responsibility to ensure that employees are aware of the gender equality plan and to initiate corrective action when discrimination is observed or reported.

03 Monitoring

All the while they are on duty, the equality officer has the responsibility to monitor the situation and keep the plan regularly updated to accommodate new actions and developments

04 Data collection

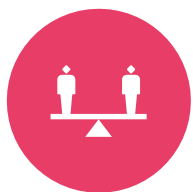
The equality officer is expected to collect data disaggregated by sex and other relevant variables, and to review and reflect on the gender aspects of the respective areas of work. Such action will help ensure the integration of gender considerations in all of RFSAT Limited 's work in different fields.

OUR KEY FOCUS AREAS

The equality plan identifies four areas for focused attention that will enable strategic and sustainable change at RFSAT Limited. The plan will help us, over the next 3 years, to navigate and accelerate the gender equality process that RFSAT Limited must take in order to improve its effectiveness.



01 Organisational culture and easier combination of work-life balance



02 More balanced gender representation in management, recruitment, career progression and events



03 Integrating gender in research and education content



03 Combating sexual and gender-based harassment

In order to achieve its strategic objectives, RFSAT Limited needs to work in several areas that serve as building blocks for the strategy. RFSAT Limited would refer to EIGE's [GEAR Action toolbox](#) for each of the defined interventions on gender equality while taking its specific organisational context and features into account.

1. ORGANISATIONAL CULTURE AND EASIER COMBINATION OF WORK-LIFE BALANCE

Promotion and support of an organisational culture and working environment that is inclusive and fair to all genders, facilitating a flexible workplace which enables staff to balance work and life responsibilities

STRATEGIES

The equality officer will oversee, monitor and promote the implementation of the gender equality strategy and action plan

Promote the organisation's image and reputation as an inclusive organisation that supports and values diversity

Integrate gender inclusion into planning and strategy across the organisation

Undertake a regular review of flexible work and other relevant policies

Diagnosis of the needs of persons coming back to work after parental leave, with respect to support from the organisation

Ensure all staff are aware of the gender equality and related equality policies

Measures of Success

- Incorporate gender equality objectives in RFSAT Limited planning and strategy
- External communication and statements of support for gender equality
- Annual surveys of all staff (including in-house consultants and interns) with a satisfaction score of a minimum of 80% on gender experiences in the workplace: harassment, discrimination, workplace culture and management styles, the results of which are shared with the executive committee
- Carry out consultations and surveys, and publish the results as part of the activities related to the next gender equality plan for RFSAT Limited
- Create family-friendly policies. Provide options and implement flexible working hours and methods

2. MORE BALANCED GENDER REPRESENTATION IN MANAGEMENT, RECRUITMENT, CAREER PROGRESSION AND EVENTS

Equal access to and balanced participation of gender diverse individuals in decision-making structures (formal and informal) and ensuring equal chances to develop and advance their careers

STRATEGIES

Representation of gender diverse individuals in senior positions and in leadership domains

Review the workforce planning process to ensure gender equality objectives are included

Promote key stakeholders', RFSAT Limited members' and decision-makers' engagement with gender equality

Promote gender inclusive and bias-free recruitment, career progression, and evaluation policy

Balanced gender representation at events arranged at and by RFSAT Limited

Measures of Success

- Representation of gender diverse individuals in projects and research activities conducted by RFSAT Limited
- Having a human resources policy to promote equal career opportunities for all genders
- Training and mentorship programmes to help employees to accommodate work demands on their return from parental, maternity, or family related leave
- Inclusion of gender awareness in all job specifications
- Formulation of recommendations with respect to increasing balanced gender representation at events
- Use social media and a range of other media outlets to create a positive image of successful practices and/or key stakeholders in the social economy engaged in gender equality

3. INTEGRATING GENDER IN RESEARCH AND EDUCATION CONTENT

Integrating a gender dimension in ongoing research and education content, and applying it while conceiving new projects and training

STRATEGIES

Promote the inclusion of the sex and gender dimension in research content

Promote diversity in research management

Promoting the integration of a sex and gender perspective in training, education/ teaching curricula

Measures of Success

- Disaggregating research data (articles, reports etc.) by sex and/or gender where relevant
- Considering all genders for language and images in research material and production
- Requiring all applicants for funding to consider sex and gender in their research and application design where relevant
- Providing staff with guides and workshops on the integration of equality and diversity in training programme design, and learning activities as a teaching and learning support
- Providing staff with specific training courses and materials on gender equality
- Communications about training must not be gender-specific “unless the training is specifically designed for a specific gender”

4. COMBATING SEXUAL AND GENDER-BASED HARASSMENT

Preserving and promoting the physical and emotional health, safety and well-being of employees

STRATEGIES

Educating staff about different forms of bias and strategies to combat sexual and gender-based harassment

Working collectively to combat bias and stereotypes

Measures of Success

- Providing staff and decision-makers with specific training courses and materials on combating sexual and gender-based violence, gender equality and unconscious gender biases, i.e. 4 hrs of training per RFSAT Limited staff member per year.
- Measuring performance by how well staff address these issues
- Create reporting mechanisms that allow staff to raise concerns, document, and act on gender balance issues they identify

Organisation Name	Research For Science, Art and Technology (RFSAT) Limited
Chief Executive Officer	Artur Krukowski, PhD
Executive Committee	Artur Krukowski, PhD Emmanouela Vogiatzaki, PhD Pavlos Krukowski
Equality Officer	Emmanouela Vogiatzaki, PhD
Number of employees (employees and in-house consultants)	5
Authorised by	Artur Krukowski, PhD
Date	July 2024
Stamp and signature	