

Proof of compliance with the funding criterion "Gender Equality Plan (GEP)" for funding by Horizon Europe

ESEIA is committed to equality and equal opportunities for all genders and, accordingly, to the elimination of structural inequalities. With this collective document, **ESEIA proves that it meets and can demonstrate objectives and measures for the promotion of gender equality in accordance to the Gender Equality Plan (GEP) required for Horizon Europe.**

The four mandatory and four recommended requirements defined for the GEP are fulfilled as outlined below.

Mandatory Requirements

(a) Publication on website:

1. **Advancement of Women:** ESEIA aims at employing an equal number of men and women and ensures that resources and tasks are shared equally. The plan also stipulates that women with equal qualifications are to be given preference until a share of at least 50 % of women is achieved.
2. **Affirmative Action:** ESEIA has measures in place - to promote diversity, equal opportunities and the work-life balance and - to counteract discrimination in terms of gender, sexual orientation, religion, ethnic background, physical and psychological disabilities and age as well as sexual harassment.
3. **Development of staff:** training measures are agreed once per year following personnel review meetings.
4. **Current measures and indicators** are stipulated in the yearly ESEIA Work Programme and Budget.

(b) Dedicated resources: commitment of human resources and gender expertise

ESEIA funds the ESEIA Working Group Education and Training which oversees the implementation of the ESEIA GEP:

1. Data collection and monitoring by the ESEIA Working Group Education and Training (sex/gender disaggregated data on staff and students and professionals participating in ESEIA training events, annual reporting based on indicators)
2. Training (awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers): designed by ESEIA Working Group Education and Training

Recommended requirements:

1. **Work-life balance and organizational culture:** ESEIA continually strives to improve the work-life balance of her staff by offering parental leave and care for relatives including sick children.

2. **Gender balance in leadership and decision-making:** ESEIA aims at achieving a 50 percent women's quota for the General Assembly and the Governing Council as well as ESEIA Working Groups.
3. **Gender equality in recruitment and career progression:** The ESEIA Working Group for Education and Training is involved in the recruitment process to assure that no one is discriminated during the selection procedure in terms of gender, race, religion/belief, age, or sexual orientation. In addition, wherever women are underrepresented, they are given preference if they are equally qualified as their male counterparts.
4. **Integration of the gender dimension into research and innovation, and teaching content:** The integration of diversity into the main ESEIA areas of activity was integrated into the **ESEIA Strategy 2023**. Gender- and diversity-competent actions, teaching, research and management is thus becoming part of the ESEIA culture.

ESEIA Top Management, namely the **undersigned members of the ESEIA Governing Council** confirm that the above outlined objectives, measures and indicators meet the requirements of a Gender Equality Plan for Horizon Europe:



Harald Kainz, President of ESEIA, TU Graz, AT

Teresa Ponce de *Leão*, Vice-President and Record Keeper, LNEG, PT

Brian Norton, Vice-President and Treasurer, Tyndall IERC, IE

Josef Furlinger, Vice-President, AT

Spomenka Kobe, Vice-President, JSI, SI

Costas Papanicolas, Vice-President, Cyprus Institute, CYI

Markku Huhtinen, Vice-President, Savonia UAS, FI

Monika Lichtinghagen-Wirths, Vice-President, BAV, DE