



Gender Equality Plan (GEP) for DREVEN

1. Introduction

The European Commission, alongside the European Research Agency (ERA) and taking into account the Gender Equality Strategy 2020-2025, has set out measures to achieve gender equality within the Horizon Europe research framework. Horizon Europe emphasizes gender equality as a fundamental principle, aiming to eliminate gender and socioeconomic inequalities in research and innovation. To qualify for funding, public organizations and research institutes must implement a Gender Equality Plan (GEP).

Draxis Research Ventures (DREVEN) is a non-profit organization fostering the highest level of research and development activities. Our vision is to become the standard and constant source of new and innovative ideas as well as pioneering teams of people, in environmental innovative scientific solutions. Within this scope, we aim to establish and promote gender equality within DREVEN, ensuring an inclusive and diverse working environment that supports and advances equal opportunities for all employees, irrespective of gender.

2. Scope

This Gender Equality Plan (GEP) outlines our comprehensive approach to achieving gender equality, inclusion, and diversity goals, with specific actions and policies to track our progress. We believe that promoting gender equality not only benefits our organization but also contributes to a more equitable and just society. The GEP emphasizes equality as one of the organization's primary responsibilities, aiming to embed equality as a cross-departmental task.

3. Implementation

DREVEN's GEP addresses the thematic areas listed below on a preliminary level, committing to refine the content in future versions:

3.1. Public Document

DREVEN's GEP is a formal document, approved by the organization's administrator and legal representative, and actively communicated within the organization. The document is also publicly available on DREVEN's official website.

3.2. Dedicated resources

DREVEN adopts an inter-departmental approach regarding its GEP formation and implementation, earmarking staff time, especially from the Legal and Human Sources Department, to evaluate available data and applicable practices, and consider areas for improvement. DREVEN also commits to implementing policies and practices that promote gender equality and eliminate gender-based discrimination and biases.

3.3. Data collection and monitoring



DREVEN intends to develop the appropriate gender data analysis procedure, in order to collect and analyze sex-disaggregated data on personnel. In this process, DREVEN adheres to the provisions of the European and national legislation about the protection of natural persons with regard to the processing of personal data and on the free movement of such data.

DREVEN is committed to enhancing the collection and monitoring of the relevant data. All measures taken shall be regularly evaluated and updated constantly in collaboration with relevant DREVEN departments, including Legal and Human Resources.

3.4. Training

DREVEN takes all necessary measures to inform the staff and raise awareness, particularly on gender equality and unconscious gender biases. Using the appropriate means (e.g. printed and electronic material, etc.), we aim to combat gender inequality, ensuring that everyone is aware of the company's policy against discrimination, violence, and harassment in the work environment. The policy includes procedures regarding incidents of discrimination, violence and harassment, informing the staff on where to turn to in the event of such incidents. DREVEN trains its executives to recognize discrimination, violence and harassment at work and provides the required support to staff and their partners. The organization encourages its employees and any third party associated with it in any way to report incidents of discrimination, violence and harassment in the workplace that they happen to witness.

3.5. Work-life balance and organizational culture

Effective and thoughtfully planned workload management that promotes work-life balance is essential for achieving gender equality within our organization. This is particularly important because women often face greater childcare and household responsibilities, making it challenging for them to meet overtime demands and potentially hindering their professional advancement. At DREVEN, we prioritize agility and flexibility in our working practices. We accommodate our staff's personal needs by offering remote work options and adaptable schedules, fostering both connectivity and a supportive work environment. We uphold the European and national legislation regarding parental leave, adopting and disseminating relevant policies, to ensure our staff is adequately informed on their parental rights and benefits as employees.

3.6. Gender balance in leadership and decision-making

DREVEN aims to achieve gender balance in leadership and decision-making roles and promote transparency in decision-making processes. To this purpose, we set targets for gender representation in leadership positions, to ensure equal participation of all genders in decision-making committees and boards. These targets have already begun to materialize; for instance, four out of the six in total natural persons in our Administrative Board are female, and we also appoint a large number of women in key roles in the projects we develop. DREVEN also arranges for its employees' participation in leadership training and development programs with a focus on women and underrepresented genders.

3.7. Gender equality in recruitment and career progression



We are committed to building a balanced team and providing equal hiring opportunities for both women and men. Our job descriptions are also crafted to be gender-neutral, encouraging applications from all qualified individuals. We have developed a recruitment policy, outlining the precise steps of selection of human resources that the company and those involved in the process should follow, defining the qualifications and describing how to define the duties/responsibilities of the company's jobs. Our policy emphasizes on selecting the candidate most appropriate for the position, based on the requirements for the job and the candidate's typical qualifications and experience. We focus particularly on personality, academic background, and professional skills as the main criteria for candidate selection.

Furthermore, all financial and managerial benefits offered to employees are based on the organization's professional milestones, i.e. a three-month (1st milestone) and six-month (2nd milestone) employment period, during which the employee undergoes evaluation based solely on their skills and adaptation to the work environment. Within this scope, male and female employees are treated equally and evaluated based on the same criteria.

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

The gender dimension is integrated into all research proposals and projects throughout their entire lifecycle, from the very beginning and establishment of research issues to the execution and dissemination of results. Our objective is to improve the integration of gender elements in research. To this purpose, our senior members train our researchers, to acquaint them with gendered innovation and research methodologies, thereby enhancing their gender-related skills and expertise. The Legal and Human Resources staff are available to support research teams in incorporating the gender dimension into their projects.

3.9. Measures against gender-based violence, including sexual harassment

DREVEN seeks to create a safe and respectful working environment free from gender-based violence and harassment. We have developed and enforce a zero-tolerance policy towards gender-based violence and sexual harassment, as well as similar policies on reporting violations and internally investigating violations. These policies establish clear reporting and support mechanisms for victims of harassment. They are properly disseminated to all employees upon hiring. Pursuant to these policies, we provide training on recognizing, preventing, and responding to harassment.

For DREVEN,

Dimitra Perperidou, legal representative

