

Gender Equality Plan - SUMMARY

September 30, 2021

Know-Center has an excellent track record in gender mainstreaming. The Center's vision, mission, strategy and work plan are fully consistent with the EU policy on equal opportunities. All aspects of Know-Center's research program are either gender-neutral or include affirmative action to encourage and support the participation of women. However, gender-related issues still exist, particularly in the technology sector. To address these challenges and in line with the European Commission Gender Equality Strategy for 2020-2025, Know-Center has developed a Gender Equality Plan (GEP) with the ultimate goal of increasing the percentage of women in all organizational units, at all hierarchical levels and in all functions in which women are under-represented. The summary of the GEP is presented below, and its full text is available to all Know-Center's employees on the intranet.

The GEP describes the objectives, timeline and actions related to gender equality with a focus on work-life balance and organizational culture (e.g., part-time work, maternity/paternity leave), gender balance in leadership and decision-making (e.g., females in leadership positions), gender equality in recruitment and career progression recruitment (e.g., female job applicants and new hires), integration of the gender dimension into research and teaching content (e.g., training), and measures against gender-based violence including sexual harassment (e.g., zero tolerance company policy). Based on an evaluation of current employee statistics, Know-Center has set 11 targets and developed a 20-step action plan for 2021-2022. Thereafter, the relevant data will be collected and assessed by Human Resources on an annual basis. The evaluation results and new targets will be presented in annual meetings with the Senior Management and made available to the employees on the intranet. Know-Center's Human Resources, Marketing and Management (Directors, Research Area Managers, Team Leads) will ensure the GEP's implementation and monitoring. Their tasks and responsibilities are clearly defined in the GEP. Yet achieving gender equality is a joint effort of the entire Know-Center. In that context, the Center offers its team a gender and diversity competence training, which is especially relevant for employees in leading positions.

Know-Center is committed to equal opportunities for all of its employees regardless of their gender and has zero tolerance to any form of gender discrimination and gender-based violence. The GEP is an excellent tool for assessing and monitoring the existing situation and creating an action plan for the future.