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## Gender Equality Plan (GEP)

PRAC Bergs & Issa Partnership Co.

Effective Date: 28 April 2026

Last Updated: []

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### 1. Introduction

This Gender Equality Plan (GEP) outlines the commitment of PRAC to promote gender equality, equal treatment, and a safe, inclusive working environment. Although the organization consists of two partners, the plan aligns with the principles and requirements of the European Union's Gender Equality Plan framework, including Horizon Europe guidelines. The GEP is reviewed annually and made publicly available.

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### 2. Governance and Responsibility

- Both partners share responsibility for implementing and monitoring this GEP.
  - One partner is appointed annually as the GEP Coordinator, responsible for documentation, data collection, and reporting.
  - Updates to the GEP are published on the partnership's public communication channels.
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### 3. Work–Life Balance and Organizational Culture

The partnership promotes a respectful, inclusive, and flexible working culture. Measures include:

- Flexible working hours and remote-work options.
  - Accommodation of caregiving responsibilities for either partner.
  - Equitable distribution of administrative and organizational tasks.
  - A zero-tolerance policy for discrimination, harassment, or gender-based misconduct.
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### 4. Gender Balance in Leadership and Decision-Making

- Leadership responsibilities are shared equally between the two partners.
- Decision-making processes are transparent and documented.
- When engaging external experts, subcontractors, or collaborators, the partnership strives for gender-balanced representation whenever feasible.

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## **5. Gender Equality in Recruitment and Career Development**

If recruitment or collaboration opportunities arise, the partnership commits to:

- Using gender-neutral language in all calls and communications.
- Applying transparent, merit-based selection criteria.
- Ensuring equal access to training, conferences, publication opportunities, and project leadership roles.
- Conducting annual career development discussions to ensure equal opportunities for growth.

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## **6. Integration of Gender in Research Content**

The partnership ensures that research activities reflect gender-sensitive practices. This includes:

- Assessing whether gender is a relevant analytical variable in each project.
- Reviewing datasets, models, and methodologies for potential gender bias.
- Highlighting gender-related findings in publications and presentations when relevant.

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## **7. Prevention of Harassment and Gender-Based Violence**

The partnership maintains a safe and respectful work environment through:

- A strict zero-tolerance policy for harassment or discriminatory behavior.
- Immediate response to concerns, including the option to involve an independent external mediator.
- Annual reflection on communication practices and workplace climate.

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## **8. Pay Equity and Resource Allocation**

The partnership ensures:

- Equal pay for equal work through transparent revenue-sharing and project-allocation rules.
  - Equal access to research resources, software, data, and funding opportunities.
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## **9. Monitoring and Reporting**

Once per year, the partnership reviews internal data related to:

- Workload distribution
- Income and resource allocation
- Project leadership roles
- Participation in training and conferences
- Integration of gender in research outputs

Findings are documented in an internal GEP Review Report. Corrective actions are agreed upon jointly and implemented in the following year.

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## **10. Training and Capacity Building**

- Each partner commits to participating in at least one gender-equality or gender-sensitive research training every two years.
  - New collaborators receive a briefing on this GEP and the partnership's expectations.
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## **11. Review Cycle**

This Gender Equality Plan is reviewed annually and updated as needed to reflect organizational changes, new EU requirements, and insights from monitoring activities.

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