



GENDER EQUALITY PLAN

Version March 2023

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1 Introduction

GN5 requires that all NREs maintain a Gender Equality Plan with a minimum of 4 building blocks:

- Publication: formal document published on the institution's website and approved by the top management
- Dedicated resources: commitment of human resources and gender expertise to implement it.
- Data collection and monitoring: sex/gender disaggregated data on personnel and annual reporting based on indicators.
- Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.

This document establishes the GEP for IUCC.

2 Plan of action: mandatory requirements

The plan of action, based on the **four mandatory requirements** (building blocks,) is explained below.
Public document

This Gender Equality Plan is public and was published in August 2022 on our website under the tab "about".

In addition, the Gender Equality Plan has also been published and communicated within our organisation. It was also communicated to all employees in August 2022.

Action 2.1.1.

Keep the Gender Equality Plan up-to-date with new information or initiatives concerning the gender policy within IUCC.

Action 2.1.2.

Make these changes known to the outside world by publishing the most recent version on our website.

Action 2.1.3.

Communicate these changes also internally, in order to inform the staff about the ongoing actions and initiatives on gender equality. This also contributes to creating awareness within our organisation about this topic.

2.1 Dedicated resources

Within IUCC, a person has been appointed to be Gender Equality Supervisor [GES]. This person is responsible for the follow-up of the GEP, the communication and the implementation of the actions within IUCC.

The GES designated by IUCC is Hadas Lichtenstein Zinner (hadasz@iucc.ac.il)

Action 2.2.1.

Follow up the progress of the GEP and the actions within IUCC.

2.2 Data collection and monitoring

IUCC has gender-disaggregated personnel data at its disposal. In addition to the breakdown of statistics by gender and in order to get an idea of the respective situation of women and men in a given area, 'gender statistics' will be determined. These are data broken down by gender that are analysed to examine prejudices or differences between men and women in a given area.

Within the framework of its personnel policy, IUCC, is first and foremost bound by the laws of Israel against gender discrimination. Nevertheless, special attention will be paid when assigning positions to be filled, in accordance with gender equality through by executing the actions listed below.

Action 2.3.1.

Determine the gender parameters to be followed, disaggregate personnel data and collect and analyse them by gender.

Action 2.3.2

In this analysis, identify imbalances, examine their origins and formulate proposals to correct them.

Action 2.3.3.

Annually disseminate internally and externally the conclusions of the IUCC gender equality analyses.

2.3 Training and capacity building

The implementation of measures to raise awareness on gender issues among IUCC staff and visitors is essential for understanding and correcting discrimination, stereotypes and other prejudices that may plague the working environment.

Action 2.4.1.

Organise regular events, general or focused on specific staff categories or themes, to reinforce an open vision, free of clichés and stereotypes.

Action 2.4.2.

Encourage our staff to participate in initiatives that focus on gender diversity, and encourage them to share their knowledge with the rest of our staff afterwards.

Action 2.4.3.

Offer training to staff (including decision-makers) on the prevention of discrimination, gender equality and equal opportunities, and diversity.

3 Plan of action: content areas

In addition to the four mandatory requirements, four **content areas** that have been put forward by the European Commission are also discussed below. For each thematic area, the corresponding actions from IUCC can be found. The fifth thematic area "integrating the gender dimension in research and teaching content" is not applicable to us due to the nature of our activities and will therefore not be further elaborated in our GEP.

3.1 Work-life balance and organisational culture

The work-life balance is one of the most important pillars at IUCC. There are flexible working hours, teleworking is strongly accepted for one day a week and a full-time employee receives at least 22 days of paid leave.

Action 3.1.1.

Ensure the work-life balance of our employees through various prevention and well-being actions.

3.2 Gender balance in leadership and decision-making

IUCC should reflect on perceived imbalances in **managerial positions**. Similarly, when appointing managers and other positions, respecting a gender balance remains an issue of concern and special attention is paid to it.

Action 3.2.1.

Identify gender imbalances in decision-making positions, determine their origin and propose ways to correct them.

3.3 Gender equality in recruitment¹, career progression and use of contractual employees

The recruitment of administrative and technical staff at IUCC complies with national legislation.

¹ The term 'recruitment' corresponds to the entry into service in the contractual framework.

3.4 (Preventive) measures with regard to psychosocial risks

The thematic area "Measures against gender based violence, including sexual harassment" has been extended to "(Preventive) measures with regard to psychosocial risks", because we work in a preventive way as well as with follow-up actions and because we want to outline below the broader framework of our prevention, with focus on the aspect of gender.

Action 3.4.1.

IUCC takes the necessary (preventive) measures to protect its employees against violence, harassment and unwanted sexual behaviour at work.

Action 3.4.2.

Set up communication and awareness-raising campaigns on these aspects.

Action 3.4.3.

Conducting surveys on mental well-being on a regular basis in order to keep a finger on the pulse of our employees and to take the necessary actions on that basis.