

## **1. Introduction**

The present Gender Equality Plan (GEP) has been developed by the organization [Minoan Energy Community of Citizens SCE] as part of its strategy to promote gender equality, ensure a non-discriminatory working environment, and enhance the participation of all genders in all activities of the organization. The GEP serves as a key tool for achieving institutional changes and creating conditions of equal opportunities.

## **2. Core Principles & Commitment**

Our organization is committed to:

- The full integration of the principle of gender equality in all its procedures, policies, and practices.
- The prevention of discrimination based on gender, gender identity, or sexual orientation.
- Encouraging work-life balance for all staff members.
- The regular collection and analysis of gender-disaggregated data.

## **3. Areas of Intervention**

The plan focuses on the following key areas:

### **3.1 Gender Balance in Staff**

- Collection of gender-disaggregated statistical data.
- Monitoring the gender ratio in leadership and decision-making positions.
- Actions to enhance the presence of underrepresented genders.

### **3.2 Work Environment and Culture**

- Establishment of a zero-tolerance policy on sexual harassment and discrimination.
- Awareness-raising and training activities on equality and diversity.

### **3.3 Integration of Gender Dimension in Research and Innovation**

- Encouragement of the integration of gender analysis in the design of research projects.
- Training seminars for researchers on the gender dimension in science.

### **3.4 Work-Life Balance**

- Flexible working hours, parental leave, and support measures.
- Childcare facilities and services (where feasible).

### **3.5 Strategic Management and Monitoring**

- Appointment of a Gender Equality Officer.
- Creation of a Gender Equality Committee to monitor the implementation of the GEP.
- Annual review and update of the Plan.

## **4. Data and Transparency**

The organization is committed to:

- Collecting annual gender data for all personnel.
- Publishing the key findings and progress of the GEP.
- Ensuring the GEP is publicly accessible through the organization's website.

## **5. Duration – Updates**

This plan covers the period [2025–2030] and will be reviewed annually to remain relevant and effective.