

Gender Equality Plan

1. Introduction

The present **Gender Equality Plan (GEP)** has been developed by the Energy Community of Chalki 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

The Energy Community of Chalki 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 and Members*

The following actions are undertaken:

- 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*

The following actions are undertaken:

- 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*

The following actions are undertaken:

- 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*

The Energy Community of Chalki is committed to provide:

- flexible working hours, parental leave, and support measures;
- childcare facilities and services (where feasible).

3.5 *Strategic Management and Monitoring*

The Energy Community of Chalki is committed to the following:

- 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 Energy Community of Chalki is committed to:

- collect annual gender data for all personnel;
- publish the key findings and progress of the GEP;
- ensure 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.