



European Project

“R&I PEERS - Pilot experiences for improving gender equality in research organisations”

(Grant Agreement number 788171)

Object: **Formal adoption of the Gender Equality Plan (GEP)**

In the framework of the project **R&I PEERS - Piloting experiences for improving gender equality in research organisations** (GA n. 788171), financed by the European Commission under Horizon 2020 programme (Call: Science with and for Society, H2020-SwafS-2017-1)¹, the Cyprus Neuroscience & Technology Institute (CNTI) **has set-up a Gender Equality Plan (GEP).**

The GEP is a fundamental action of the above-mentioned project and a key tool for encouraging the improvement of gender balance in the organisation.

With this letter the Board of Directors of CNTI declares that the GEP (here included as annex) has been approved and will be implemented within the organisation.

Date and Place

29th January 2019, Nicosia

Andreas Shoshilos

Vice President

Cyprus Neuroscience & Technology Institute (CNTI)

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¹ The R&I PEERS project is coordinated by the University of Salerno in partnership with Cyprus Neuroscience and Technology Institute (Cyprus), National Research Council (Italy), Association of the Industrialists of the Province of Salerno (Italy); Centro de Investigación Cooperativa en Nanociencias (Spain), MIGAL Galilee Research Institute, LTD (Israel), Digital Leadership Institute (Belgium), Institute of Culture and Memory Studies (Slovenia), National Agency for Scientific Research Promotion (Tunisia), and the Hellenic Republic Ministry of Interior (Greece).

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Annex: Cyprus Neuroscience & Technology Institute's Gender Equality Plan

GEP Areas	Strategies (Activities)	Direct Target	Indirect Target	Indicators	Person in Charge	Time frame
Work-life balance	18 weeks paid parental leave through which the employer will be allowed to work remotely from home for the whole period of the leave	Researchers, technical and administrative staff		Number of employees making use of this allowance per year and gender	Stella Philippou (Financial Officer)	2019 – 2022
	The organization will pay the remaining 25% of the maternity leave paid by the Social Insurances (75%)	Researchers, technical and administrative staff		Number of employees making use of this allowance per year	Stella Philippou (Financial Officer)	2019 – 2022
	Inclusion of planned measures in CNTI's internal policy documents	Researchers, technical and administrative staff	Other national organisations in affiliation with CNTI	Execution of strategy	Elena Aristodemou (Head of New Media Lab)	February 2019
	Organization of a seminar to inform employees on the newly implemented policies	Researchers, technical and administrative staff		Number of employees attending	Andreas Andreou (Project Coordinator)	March 2019
	Inclusion of relevant information about the implemented policies into the CNTI's website	Researchers, technical and administrative staff	Other national organisations in affiliation with CNTI	Number of visits to this section as opposed to other sections of the website	Andreas Drakos (IT Director)	February 2019
	Person in charge to provide information, help and advice to employees regarding the available policies	Researchers, technical and administrative staff		Number of employees received information per gender	Elena Aristodemou (Head of New Media Lab) and Andreas Andreou (Project Coordinator)	April 2019

	Organization of a yearly workshop to inform employees about the policies on the national and organisational level aimed to improve work-life balance	Researchers, technical and administrative staff		Number of workshops organized and number of employees attending (per gender and per year	Elena Aristodemou (Head of New Media Lab)	2019-2022
	Inclusion of relevant information on national work-life balance related legislation to the CNTT's website	Researchers, technical and administrative staff	Other national organisations in affiliation with CNTT	Execution of strategy	Andreas Andreou (Project Coordinator)	December 2019
	Introduction of the possibility of flexible working hours	Researchers, technical and administrative staff		Number of employees making use of the strategy per gender	Elena Aristodemou (Head of New Media Lab)	2019-2022
	Introduction of the possibility of remote work	Researchers, technical and administrative staff		Number of employees making use of the strategy per gender	Elena Aristodemou (Head of New Media Lab)	2019-2022
Reducing gender gap in decision making bodies	Establishment of an equal participation of the two genders in CNTT's Board by introducing a specific clause in the policy document	Board of Directors, researchers, technical and administrative staff		Composition of the Board for a period of 5 years	Andreas Shoshilos (Member of the Board)	2018 – 2022
	Organization of a yearly workshop on gender bias in decision making bodies	Board of Directors		Number of workshops organized and number of participants attending per gender and per year	Andreas Andreou (Project Coordinator)	2019-2022

Reducing gender gap among researchers	Organization of a Structured Democratic Dialogue (SDD) Workshop on a national level with youth to identify actions to reduce gender gap among young researchers	Policy makers, youth		Report and number of youth attending the SDD	Yiannis Laouris (CEO) & Elena Aristodemou (Head of New Media Lab) & Andreas Andreou (Project Coordinator)	March 2021
Improving use of gender neutral language in organization's documents	Establishment of a procedure for the equal hiring of researchers based on gender	Researchers, technical and administrative staff		Number of researchers of both genders hired	Elena Aristodemou (Head of New Media Lab)	2019-2022
	Review of all CNTT's policy papers	Board of Directors, researchers, technical and administrative staff		Number of papers reviewed and updated to be aligned with a gender neutral language strategy	Andreas Andreou (Project Coordinator)	December 2018 – July 2019
Mentoring	Regular workshops / webinars dedicated to grant and project application writing	Researchers, technical and administrative staff		Number of workshops and number of involved workers (per gender per year)	Elena Aristodemou (Head of New Media Lab)	2019-2022
	Regular workshops / webinars dedicated to academic writing	Researchers, technical and administrative staff		Number of workshops and number of employees involved (per gender per year)	Elena Aristodemou (Head of New Media Lab)	2019-2022
Supporting the career and excellence of female researchers	Organization of a national photo competition portraying "women in science"	Photographers, GE organisations, women working in STEM	Policy makers	Number of photos submitted	Andreas Andreou (Project Coordinator)	January 2021 – July 2021
	Introduction of mechanisms to facilitate leaves for education and research	Researchers, technical and administrative staff		Execution of strategy	Yiannis Laouris (CEO)	July 2019