



GENDER EQUALITY PLAN

2022 - 2026

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INTRODUCTION

SYXIS VSI



European Innovation Hub
for testing sustainable pathways

SYXIS is a Lithuanian Research Organization, with a strong expertise in European funded projects.

SYXIS is aggregating the expertise of many different professionals with experience in writing and managing projects as FP6, FP7, H2020 and HE.

In particular, the expertise brought by SYXIS personnel are on three different pillars:

- Digitalization,
- Sustainability
- Networking.

In details, the main competences are about

- Proposals Writing,
- Digital Solutions,
- Digital Platforms,
- Digital Twins,
- IOT,
- Circular Economy,
- Information management in Circular Economy,
- Collaboration methodologies,
- Networking,
- Community Building,
- Open Innovation and Co-Creation.

SYXIS collaborates with partners and externals through collaborative activities as interactive trainings, learning by doing, facilitating co-creation workshops, with the objective to share competences and know-how.

We are a network of companies (SMEs) that share technological and manufacturing instruments and knowledge to develop further into European projects and commercial projects.

SYXIS has strong expertise in innovation:

- more than 30 European projects among his actual associates
- more than 400 organizations in his network
- more than 90 innovation cases

SYXIS' members are interested in cooperating, collaborating, co-creating, and offering their products and services to other organizations.

Our focus is to carry out EU proposals and projects in an efficient and result oriented way:

- Trusted and long term partners
- Focus on use cases that are core for the end users
- Focus on technologies core for technical providers

SYXIS is born with the aim to acquire EU projects that can be executed successfully achieving results to enable synergic SMEs growth.

EUROPEAN CONTEXT



In the last years at European level the focus has been on all activities that promote and support gender equality in all its forms.

Gender equality is a fundamental right according to the Charter of Fundamental Rights of the European Union¹ and it must be protected and encouraged.

However, none of the Member States has achieved gender equality. In the 2021 EU Gender Equality Index² The member states obtained 68 points out of 100.

Therefore the gender difference is still present, especially in the world of work where the gap between pay, care, career is still large.

The achievement of gender equality and the emancipation of all women and girls is one of the 17 Sustainable Development Goals (SDGs)³ that the states are committed to achieving by 2030. In particular, objective 5 of the 2030 Agenda for Sustainable Development, unanimously adopted by the 193 UN member countries in Resolution 70/1 of 15 September 2015, aims to eliminate all forms of discrimination and violence for all women, of all ages, as well as the elimination of practices such as early or forced marriages and genital mutilation.

The Objective aims to gender equality in rights and access to economic, natural and technological resources, as well as at the full and efficient participation of women in equal leadership opportunities at all political and economic decision-making levels.

In the 2021 EU Gender Equality Index developed by European Institute for Gender Equality (EIGE) Lithuania scored 58.4 out of 100, below the EU average of 68.

The European Union establishes a Strategy for Gender Equality 2020-2025⁴ with the aim of building a Europe that protects and guarantee gender equality and condemns all forms of violence and discrimination.

Also the new Horizon Europe 2021 – 2027 Research and Innovation Funding Programme aligns with these objectives and require the candidate institution to have a Gender Equality Plan.

¹ CHARTER OF FUNDAMENTAL RIGHTS OF THE EUROPEAN UNION - declared in 2000, and came into force in December 2009 along with the Treaty of Lisbon.

² 2021 EU Gender Equality Index developed by European Institute for Gender Equality (EIGE)

³ <https://sdgs.un.org/goals> - adopted by all United Nations Member States in 2015

⁴ https://ec.europa.eu/commission/presscorner/detail/ro/qanda_20_357

Concrete measures and objectives must address certain areas, representing areas typically included in GEP:

1. Life/work balance and organisational culture;
2. Gender balance in leadership and decision-making;
3. Gender equality in recruitment and career progression;
4. Integrating the gender dimension into research and teaching context;
5. Measures against gender-based violence, including sexual harassment.

SYXIS GEP STRUCTURE

The Plan is a tool that improves the working climate and spreads respect and equality.

In accordance with the required criteria, the GEP shall have the following characteristics:

- publication: a formal document published on the institution's website and signed by the top management;
- dedicated resources: commitment of resources and expertise in gender equality to implement the plan;
- data collection and monitoring: sex and/or gender disaggregated data on personnel and annual reporting based on indicators;
- training: awareness-raising/training on gender equality and unconscious gender biases for staff and decision-makers.

PUBBLICATION

On the website will be published a statement certifying that the company is equipped with an GEP for which specific resources are dedicated and collected the necessary data.

DEDICATED RESOURCES

In the annual planning a dedicated resource is designated that will spend part of its time specifically for the drafting and monitoring of the following Plan.

DATA COLLECTION

The HR team collects personnel data and shares it with the resource dedicated to drafting and monitoring the Plan.

The data are processed and collected, also through appropriate indicators, in the annual report.

Every year, on the basis of the Report drawn up, the data are collected and analyzed and the GEP is evaluated.

If necessary, the contents of the Plan shall be reviewed annually or supplemented.

TRAINING

During the year, if necessary, training sessions can be organised to raise staff awareness of equality issues.

Information material is shared with all employees to raise awareness of gender equality.

Where it is considered necessary, specific actions may be established.

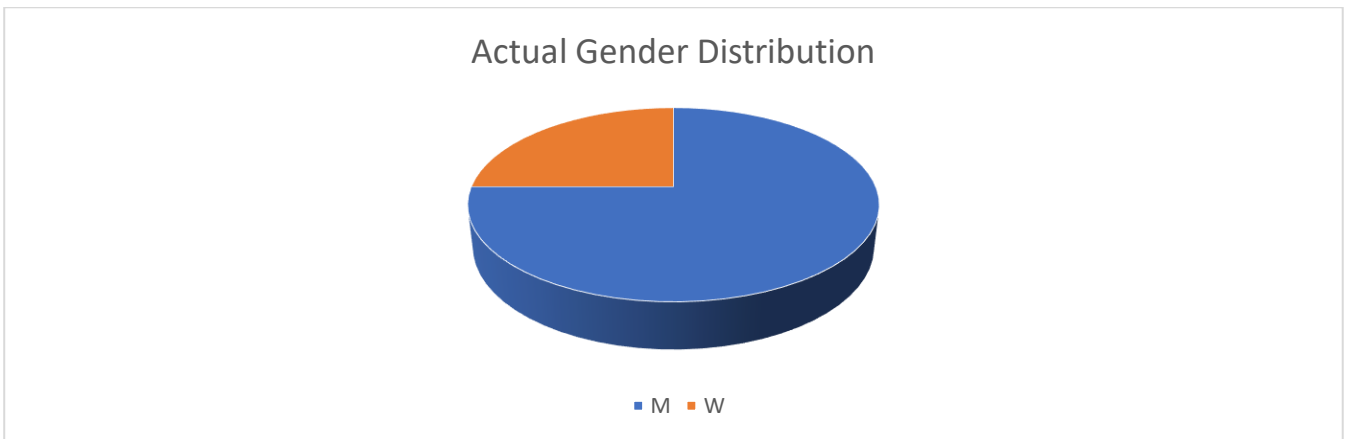
PERSONNEL

At the time of the survey the company is a start-up at the beginning of its activity. The staff consists of 4 employees who collaborate with the company as collaborators under direct contract (75% men - 25% women).

Two appointments are planned by the end of the year and, in line with the objectives of Gender Equality, the forecast is to employ two women who will take care of following the starting projects.

There is currently a significant gap between men and women in society, which, however, is expected to be narrowed in subsequent years by new recruitment.

In 2023, an increase in the number of employees is expected, with a commitment to keeping gender presence as balanced as possible.



CONTENT AREAS

In order to be in line with the European approach and to be able to minimise all forms of discrimination and inequality, it is necessary to plan and define the actions that society intends to take.

Alongside spending plans and budgets, strategic actions and managerial decisions, it is necessary to integrate the concept of gender equality in order to ensure equal treatment for all employees under the same conditions and to combat all forms of discrimination.

To achieve this it is necessary to radically change the common thinking and consider not only a standard situation but consider every possible need of employees based on gender differences, but also religious, ethnic or related to disability and sexual orientation.

It is understood that society is not made up of standard individuals but of people with different needs and everyone must have the same opportunities.

Especially the figure of women in the world of work has always played a secondary role and has always been considered less efficient and less competent than the male figure. To date this reasoning is no longer acceptable.

Every woman must have the same opportunities as a man, the same opportunity to advance in her career, the same benefits and the same economic treatment for the same position.

Especially in the field of research, inclusiveness is a fundamental element and becomes an added value. The mixing of different experiences and knowledge, different points of view and perspectives encourages and stimulates innovation.

Of course equality does not necessarily mean that a company must have equal numbers of men and women in the workforce.

Equality means that everyone is given the same opportunity, that the selection process focuses on skills and competences and not on gender.

Equality occurs when a man and a woman in the same position with the same responsibilities also have the same salary.

It can be said that a company is fair when it allows everyone indiscriminately to make a career and the career depends exclusively on the skills developed and doesn't take into consideration any form of discrimination.

In compliance with these ideas we proceed to analyze the society and its composition in line with how much indicated from the EU commission.

In the survey it is necessary to consider that, being a start-up recently started, the number of employees is minimal and the data at our disposal are reduced because many benefits have not yet been used and many actions have not yet been taken.

With the annual review the data will be updated and during the following years you can have a complete and clear picture of the company situation.

The content-areas take into considerations are:

WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

The company regulations provide some forms of help to enable employees to reconcile private and working life to the best.

Among these benefits we find the possibility to request the working mode in smart working, agreeing through internal agreements with the employees the amount of days during the week for which it will be granted.

It is possible, to come against the needs of an employee who requests it, to agree on a reduction in working time from full-time to part-time.

This can take place indefinitely or for a fixed period of time, depending on the needs of the employee and the needs of the company.

There is also the possibility of hiring directly part-time according to specific needs.

Every employee is entitled to a fixed number of days of leave in case of marriage, birth or illness of a child.

The company will undertake, as far as possible, to accommodate employee requests regarding work in smart working and part time modes.

In addition, it undertakes to include language neutrality in communications, first internal and then external to the company, so as to avoid any form of discrimination.

ACTION	OBJECTIVES	INDICATORS	2022
Neutral language and communication	Neutral language through official messages for internal and external communication	Sample of documents	Not Yet
Smart working	Possibility to request the working mode in smart working	% employees in smart working	100%
		% day of smart working for week	100%
Part-time	Possibility to request a temporary or indefinite part-time reduction	Number of employees part time	Not Yet
Sick leave for children	leave to reconcile private and working life	Hours used during the year	Not Yet
		Number of employee users	Not Yet
Marriage leave	leave to reconcile private and working life	Hours used during the year	Not Yet
		Number of employee users	Not Yet
Parental leave	leave to reconcile private and working life	Hours used during the year	Not Yet
		Number of employee users	Not Yet

GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

At the beginning of its activity the company has a male prevalence in its staff and consequently also in managerial positions and in the work teams that currently consist of a single project.

However, with a view to expanding the workforce for the current project and future projects, the company undertakes to set up homogeneous working groups taking into account the necessary skills.

ACTION	OBJECTIVES	INDICATORS	2022
Woman presence in the apical positions	Create a balance in leadership positions	Number of people with Function Manager profile by gender	M: 1
		Number of people with Project Manager profile by gender	M: 1 W: 1
Gender balance in the project team	Support gender balance in project team formation	% gender presence	Team 1: M 75% - W 25%

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION - INTEGRATING THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTEXT

The company is undertakes to ensuring equal treatment in the selection of personnel.

The selection process is aimed at both sexes.

The recruitment decision is based exclusively on the analysis of the required competences and profiles without considering any element of discrimination.

All employees, when it's necessary, will be offered the opportunity to take training courses.

It is guaranteed that the salary of each employee is not related to gender and not even to any personal condition but only to the experience and skills developed.

All employees have the same opportunities to advance and improve their job

ACTION	OBJECTIVES	INDICATORS	2022
Pursure pay equity among employees	Equality in pay according the job content	Comparison of salaries of staff with the same function	-
Attribution of wage increases and occasional awards	Equal treatment	Number of increases by gender	Not Yet
Female presence among the candidates recruited	Equality in the recruitment process	Number of candidates by gender	Not available yet
Partecipazione a corsi di formazione interni ed esterni	Equality in the training process	Number of training days	Not Yet

MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

All forms of discrimination and violence are condemned.

The goal is to create a safe working environment for all employees.

To date there have been no cases of aggression or violence but there is not even a specific procedure.

The purpose is to implement a specific procedure and to establish a way by which report any case or suspected case of aggression or violence.

ACTION	OBJECTIVES	INDICATORS	2022
Awareness raising about violence and aggression	create a safe working environment for all employees	Report and alerts	-
Predisposition and dissemination of a special Procedure for violence and aggression cases	create a safe working environment for all employees	Predisposition and dissemination to all employees	Not Yet