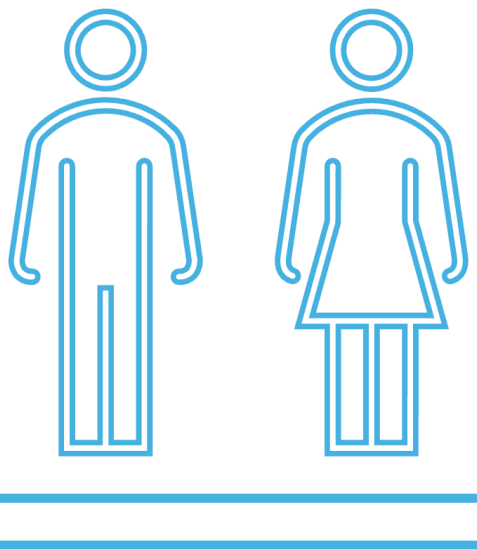


LAKE AND PEATLAND RESEARCH CENTER

GENDER EQUALITY PLAN (GEP)



Lake and Peatland Research Center
2024

Introduction

The Lake and Peatland Research Center (EPCENTRS) is committed to promoting gender equality within its organization. This Gender Equality Plan (GEP) outlines the strategies, actions, and measures to ensure gender balance, prevent discrimination, and foster an inclusive work environment. This plan is in alignment with the Horizon Europe guidelines on gender equality in research and innovation.

Objectives

1. **Ensure Equal Opportunities:** Guarantee equal opportunities for all employees regardless of gender.
2. **Promote Work-Life Balance:** Support policies that enable a healthy work-life balance for all staff.
3. **Prevent Gender-Based Discrimination and Harassment:** Implement strict measures against discrimination and harassment.
4. **Enhance Career Development:** Provide equal opportunities for professional growth and development.

Mandatory Process-Related Requirements

1. **Publication and Official Endorsement**
Action: Publish the GEP on the institution's website, signed by top management.
Measure: GEP published and endorsed by senior leadership, visible on the website.
2. **Dedicated Resources**
Action: Allocate dedicated resources and expertise to implement the GEP.
Measure: Establishment of a Gender Equality Committee with specified roles and budget.
3. **Data Collection and Monitoring**
Action: Collect sex/gender-disaggregated data on personnel with annual reporting.
Measure: Annual gender equality reports with detailed analysis of collected data.

4. Training

Action: Provide ongoing gender equality and unconscious bias training for all employees.

Measure: Training completion rates and feedback from participants.

Recommended Content-Related Areas

1. Work-Life Balance and Organizational Culture

Action: Promote flexible working arrangements and parental leave policies.

Measure: Employee satisfaction surveys focusing on work-life balance.

Action: Support initiatives that recognize and value contributions from all genders.

Measure: Visibility of women in key organizational roles and public communications.

2. Gender Balance in Leadership and Decision-Making

Action: Ensure gender balance in leadership positions and decision-making bodies.

Measure: Gender composition of management and board members.

Action: Establish mentorship programs to support women's career progression.

Measure: Number of mentorship pairs and feedback on program effectiveness.

3. Gender Equality in Recruitment and Career Progression

Action: Implement gender-neutral recruitment practices and ensure diverse hiring panels.

Measure: Gender balance in shortlisted candidates and final hires.

Action: Develop clear, transparent criteria for promotions and career advancements.

Measure: Track and report promotion rates by gender.

4. Integration of the Gender Dimension into Research and Teaching Content

Action: Include gender analysis in research projects and teaching materials.

Measure: Number of research projects and courses incorporating gender analysis.

5. Measures Against Gender-Based Violence and Sexual Harassment

Action: Implement a zero-tolerance policy towards gender-based violence and harassment.

Measure: Number of reported cases and resolution outcomes.

Action: Provide a confidential reporting mechanism and support services.

Measure: Accessibility and utilization of reporting and support services.

Implementation and Review

- **Implementation Team:** A dedicated Gender Equality Committee will oversee the implementation of the GEP.
- **Timeline:** The plan will be implemented over a three-year period with specific milestones and deadlines.
- **Review and Evaluation:** The GEP will be reviewed annually to assess progress and make necessary adjustments. A comprehensive evaluation will be conducted at the end of the three-year period.

Conclusion

The Lake and Peatland Research Center is committed to fostering a work environment that values diversity, promotes equality, and ensures that all employees can thrive. This Gender Equality Plan is a step towards achieving these goals and building a more inclusive organization.

For more information, please visit [Lake and Peatland Research Center](#).



Chairman of the Board

Ilze Ozola

30.07.2024