

syreon

Research Institute

Gender Equality Plan

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Introduction

The European Union is mandated by its Treaties to actively advance equality between women and men across all its endeavors. Gender equality stands as a core principle within the EU, recognized both as a fundamental right and a cornerstone of the European Pillar of Social Rights. The European Commission has undertaken dedicated efforts towards fostering gender equality within the EU through the development and implementation of a strategic plan titled 'Building an EU of Equality' for the period of 2020-2025. This strategy outlines specific policy goals and measures aimed at guiding Member States towards substantial advancements in gender equality by the year 2025.

Syreon Research Institute in Hungary is committed to fostering a workplace environment that promotes gender equality, diversity and inclusion. This Gender Equality Plan outlines our strategies and initiatives to ensure equal opportunities for all employees, regardless of gender and to promote gender balance across all levels of the organization.

Syreon's Management is dedicated to creating, implementing, and promoting an Institutional Gender Equality Plan aligned with the principles of European development policy.

Syreon's Gender Equality Plan is developed in accordance with the following documents:

- Horizon Europe Guide - Gender Equality Plan (GEP)/Horizon Europe Programme - for the development of a Gender Equality Plan
- EU Gender Equality Strategy 2020-2025 - Brussels, 5.3.2020 COM (2020) 152. final
- REGULATION (EU) No 2021/695 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 28 April 2021 establishing Horizon Europe - Framework Programme for Research, Development and Innovation and laying down the rules for its participation and dissemination.

A GEP is a set of commitments and actions that aim to promote gender equality in an organisation through institutional and cultural change. It should contain four mandatory process-related requirements:

1. **Public document:** The GEP must be a formal document published on the institution's website, signed by the top management and actively communicated within the institution. It should demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them.
2. **Dedicated resources:** a GEP must have dedicated resources and expertise in gender equality to implement the plan. Syreon Research Institute should consider what type and volume of resources are required to support an ongoing process of sustainable organisational change.
3. **Data collection and monitoring:** Syreon Research Institute must collect sex/gender disaggregated data on personnel with annual reporting based on indicators. This data should inform the GEP's objectives and targets, indicators and ongoing evaluation of progress.

4. **Training:** The GEP must also include awareness-raising and training actions on gender equality. These activities should engage the whole organisation and be an evidence-based, ongoing and long-term process.

In addition to these four mandatory requirements, there are five recommended thematic areas, and Syreon Research Institute will consider **three** of them when developing the GEP:

1. **Work-life balance and organisational culture:** The Work-life balance and organizational culture aspect of the Gender Equality Plan focuses on promoting a healthy balance between work responsibilities and personal life commitments, as well as cultivating an inclusive and supportive workplace culture. At Syreon Research Institute, this aspect may be considered irrelevant as the institute has already established a flexible work environment even before the COVID-19 pandemic, allowing employees to manage their work schedules effectively. Additionally, the Syreon Research Institute is committed to maintaining an open and inclusive working environment where all employees feel valued and supported in their professional endeavors.
2. **Gender balance in leadership and decision-making:** It is vital for fostering diverse perspectives, which ultimately leads to more effective outcomes in organizations. It also reflects and represents the diverse talents and experiences of the employees, contributing to better decision-making and organizational performance.
3. **Gender equality in recruitment and career progression:** is effectively implemented at Syreon Research Institute, demonstrating an open-minded approach that values merit and talent over gender, fostering an inclusive environment where individuals have equal opportunities to thrive and advance in their careers.
4. **Integration of the gender dimension into research and teaching content:** it involves considering how gender analysis will be incorporated into an organization's research or educational outputs. Syreon Research Institute aims to enhance women's representation in PhD studies as part of its commitment to gender equality and inclusivity in academia.
5. **Measures against gender-based violence, including sexual harassment:** Syreon Research Institute aims to have clear institutional policy on sexual harassment and other forms of gender-based violence in a form of a Guide. The Guide should establish and codify the expected behaviour of employees, outline how members of the organisation can report instances of gender-based violence and how any such instances will be investigated and sanctions applied.

Gender Representation at the Syreon Research Institute: Assessing the Ratio of Men and Women in Employment

These data aims to analyze the current gender distribution among employees within our organization, providing a comprehensive overview of the ratio of men to women across various departments and levels of seniority. By examining these statistics, we can identify

potential areas for improvement and develop strategies to promote gender equality and diversity in our workplace.

	Total number	Women		Men	
		Persons	%	Persons	%
Owners (also researchers)	3	0	0	3	100
Senior Executives	3	1	33	2	66
Intermediate-level Managers (also researchers)	9	3	27	6	63
Total number of Managers	15	4	27	11	73
Researchers without management functions	21	7	33,3	13	66,6
Administrative functions	11	8	72	3	28
Other – project based function	1	0	0	1	100
Total number of employees in January 2024	45	19	42 %	26	58 %

The statistics indicate that there is a relatively small number of women occupying managerial – 26 % - and research positions – 30 % - at the Syreon Research Institute. Based on the data outlined above, aligned with the delineation of objectives and fundamental principles of the GEP, along with the proposed measures to be implemented by the Syreon Research Institute, the main objectives for the 2024-2026 period have been outlined. The primary goals are as follows:

1. Enhance the presence of women in management positions.
2. Increase the representation of women in PhD studies.

1. Enhance the presence of women in management positions:

- Creating transparent and fair promotion pathways involves developing clear criteria and processes for advancement that are based on merit, ensuring that all employees, regardless of gender, have equal opportunities for career progression.
- Encouraging female leadership representation entails actively highlighting and celebrating the achievements of successful female leaders within the organization, showcasing their experiences and contributions to inspire other women aspiring

leadership roles. This could involve mentorship programs, leadership training, and opportunities for visibility and recognition.

- Offer tailored leadership development initiatives aimed at empowering women with the essential skills, knowledge, and self-assurance necessary to excel in managerial positions. These programs encompass a range of topics including effective communication, strategic negotiation, confident decision-making, and adept conflict resolution.
- Create platforms for networking by organizing events, conferences, and workshops that unite women in leadership roles, fostering environments where they can connect, collaborate, and exchange insights and experiences.

2. Increase the representation of women in PhD studies

The Syreon Research Institute can enhance gender diversity among PhD students through a combination of targeted recruitment efforts, support programs and creating an inclusive academic environment. Here are some specific strategies:

Targeted Recruitment:

- Implement targeted outreach efforts to attract a diverse pool of applicants, including women, for PhD programs.
- Collaborate with educational institutions, organizations, and networks that focus on promoting STEM (Science, Technology, Engineering, and Mathematics) fields among women.
- Engage in events, conferences, and workshops encouraging women to pursue advanced degrees aligned with the institute's research focus.

Mentorship and Support Programs:

- Establish mentorship programs pairing female PhD students with experienced researchers within the institute.
- The chance to pursue a Master's degree in health economics from an international university through online classes.
- Guarantee the inclusion of at least one female researcher in each EU project.

CONCLUSION

Syreon Research Institute is dedicated to establishing a gender-inclusive environment where the talents and contributions of all individuals are valued. Through the implementation of this Gender Equality Plan, we aim to enhance gender balance in PhD studies and management positions, ultimately elevating the institute's research excellence and impact. This plan provides a comprehensive framework for promoting gender equality, focusing on specific strategies and initiatives tailored to increase female representation in various roles within the institute. Adjustments and expansions to these strategies can be made based on the institute's specific context and requirements.