



Gender Equality Plan (GEP) for the Scientific Center of Innovative Research (SCIR), 2020–2025

1. Purpose and scope

This Gender Equality Plan covers 2020–2025 and sets Scientific Center of Innovative Research (SCIR) commitments and measures to advance gender equality, prevent discrimination, and ensure a safe and fair environment across research, publishing, conferences, and online learning. The Plan applies to SCIR personnel and affiliated contributors, and it sets expectations for communities engaging with SCIR as authors, editors, reviewers, speakers, participants, instructors, and learners across SCIR's digital platforms. The Plan is implemented consistently across the corporate website and SCIR's specialized platforms for journals, monographs, conferences, and learning, reflecting the organization's platform based operating model.

2. European policy framework relevant to 2020–2025

The 2020–2025 period is aligned with the European Commission's policy direction established by the EU Gender Equality Strategy 2020–2025, which emphasizes concrete progress and mainstreaming of gender equality. In parallel, Horizon Europe introduced a stronger institutional change approach in research and innovation. From 2022 onward, the existence of a Gender Equality Plan became an eligibility requirement for certain categories of organizations in the Horizon Europe context, with minimum process requirements focusing on public availability, dedicated resources and expertise, monitoring through disaggregated data, and training and awareness raising. Within this policy environment, SCIR treats this Plan as a governance and quality instrument that supports responsible practice, partner compatibility, and transparent operations in international and digital settings.

3. Core commitments and guiding principles

SCIR commits to non discrimination and equal opportunities in recruitment, role allocation, editorial decision making, event governance, and learning provision. The Plan prioritizes procedural fairness because publishing workflows, peer review, conference selection, and learning interactions shape professional visibility, reputation, and access to



opportunities. SCIR commits to evidence based management through annual monitoring using aggregated indicators and corrective actions where disparities or risks are identified, while respecting applicable data protection requirements. The 2020–2025 cycle also recognizes the increased relevance of safe online interaction and predictable incident response, given the expansion of remote conferences and online learning formats during this period.

4. Minimum process requirements and SCIR implementation model

SCIR implements the minimum process requirements commonly used in the Horizon Europe context through a proportionate model suited to an internationally networked, platform based organization. Public availability is ensured by publishing this document as a formal policy and by referencing it from relevant policy areas across SCIR platforms where stakeholder interaction occurs. Dedicated resources and gender expertise are ensured through allocated coordination time, defined responsibilities, and targeted technical adjustments to workflows and forms, rather than a high overhead administrative structure. Data collection and monitoring are implemented through aggregated indicators derived from platform roles and registration data, used for trend analysis and procedural improvement rather than individual profiling. Training and awareness raising are implemented through short mandatory modules for decision shaping roles, including leadership, editors, programme committee members, moderators, and instructors, with emphasis on unconscious bias, fair assessment, and respectful interaction.

5. Governance, responsibilities, and contact point

Implementation is coordinated by a designated GEP Coordinator supported by a small working group representing publishing, conferences, and learning. The Coordinator is responsible for annual planning, data aggregation, training coordination, and public reporting. A contact point for safe environment concerns is established to receive reports related to harassment, discrimination, or inappropriate conduct, applying confidentiality principles and clear escalation pathways. The governance model is designed to be lightweight and operational, focusing on stable procedures and consistent platform level implementation.



6. Priority areas and actions, 2020–2025

SCIR structures actions around five priority areas that reflect the thematic framing used in European practice, while adapting measures to SCIR's profile as a publisher and learning provider.

6.1 Work life balance and organizational culture

SCIR supports flexible work organization compatible with international collaboration and defines transparent criteria for distributing workload across research, publishing, conference organization, and learning delivery. The aim is to reduce gendered patterns of overload and invisible labor through explicit role descriptions, rotation practices, and predictable timelines for recurring tasks.

6.2 Gender balance in leadership and decision making

SCIR promotes balanced representation in visible and decision shaping roles across editorial leadership, volume editors, conference programme committees, chairs and moderators, and learning roles. In 2020–2025 SCIR applies a procedural approach rather than rigid quotas, using transparent selection criteria, rotation, and outreach to reduce persistent under representation, while maintaining discipline specific competence requirements.

6.3 Equality in recruitment and career development

SCIR applies gender neutral wording and transparent selection criteria in recruitment and role assignment processes, documents decisions, and introduces mentoring opportunities for early career contributors where feasible. The aim is to reduce structural barriers to participation and progression in both internal roles and community roles that influence academic visibility and reputation.

6.4 Gender dimension in research, publishing, and teaching content

SCIR promotes the integration of the gender dimension into research and learning content when scientifically relevant. Implementation in 2020–2025 uses a gradual approach supported by author and editor guidance, reviewer prompts, and course design recommendations that encourage appropriate consideration of sex and gender where it strengthens methodological quality and interpretation, while respecting disciplinary differences.



6.5 Zero tolerance for harassment and gender based violence

SCIR applies a zero tolerance approach to discrimination, harassment, and gender based violence, including sexual harassment, across its activities. Particular emphasis is placed on conferences and learning environments due to higher interaction intensity in digital settings, supported by codes of conduct, reporting channels, and response procedures that protect confidentiality and prevent retaliation.

7. Implementation pathway by year, 2020–2025

SCIR applies a transition logic across this cycle, moving from foundational commitments to consolidated, reportable procedures aligned with the evolving Horizon Europe environment. In 2020 SCIR adopts a non discrimination statement, maps platform specific risks, and introduces basic rules for respectful online interaction in conferences and learning contexts. In 2021 SCIR designs cross platform monitoring and a training outline, prepares the public Plan, and clarifies roles and responsibilities for implementation in anticipation of strengthened European expectations. In 2022 SCIR formalizes the minimum process requirements through public publication of the Plan, baseline aggregated indicators, and the first training cycle for leadership, editors, programme committees, moderators, and instructors, complemented by platform level policy references. In 2023 SCIR embeds safeguards for fair assessment in publishing workflows and strengthens codes of conduct and reporting pathways for conferences and online learning. In 2024 SCIR consolidates procedures, improves data quality and internal review routines, and publishes an annual public summary with corrective actions integrated into SCIR reporting practice. In 2025 SCIR completes an end of cycle evaluation and updates targets and procedures for the next planning period, reflecting lessons learned and the concluding phase of the EU Gender Equality Strategy 2020–2025.

8. Monitoring, indicators, and public reporting

SCIR monitors progress annually using a compact set of aggregated indicators suitable for a small, platform based organization. Indicators include gender balance in key roles and committees, training coverage for decision shaping roles, participation patterns in conferences and learning activities, and selected procedural indicators where appropriate, such as aggregated editorial workflow timing. Monitoring prioritizes trend observation and procedural review rather than individual level analysis.



SCIR publishes an annual public summary that includes headline indicators, implemented actions, identified gaps, and an action list for the following year, ensuring transparency while protecting personal data.

9. Publication, review, and contact

This Gender Equality Plan is published as a public policy document and reviewed annually through the monitoring cycle. The Plan may be updated to reflect changes in European policy guidance, organizational structure, or platform workflows.

References:

1. European Commission. (2020). A Union of Equality: Gender Equality Strategy 2020–2025. Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions.
2. European Commission. (2021). Horizon Europe Programme Guide. European Commission.
3. European Commission. (2021). Gender equality plans in Horizon Europe. European Commission guidance document.
4. European Parliament and the Council of the European Union. (2021). Regulation (EU) 2021/695 of the European Parliament and of the Council of 28 April 2021 establishing Horizon Europe, the Framework Programme for Research and Innovation, and laying down its rules for participation and dissemination. Official Journal of the European Union.
5. European Commission. (2022). Horizon Europe Work Programme 2021–2022: General Annexes. European Commission.