



innowo
INSTYTUT INNOWACJI I ODPOWIEDZIALNEGO ROZWOJU

Gender Equality Plan

2023-2030



Director of the Board

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Institute of Innovation and Responsible Development

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INNOWO INSTYTUT INNOWACJI I ODPOWIEDZIALNEGO ROZWOJU
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Content

Introduction	3
Statement and diagnosis	5
Objective and scope	6
Key focus areas.....	7
Action plan.....	8
Legal aspects.....	9





Introduction

The Institute of Innovation and Responsible Development (Innowo), is a non-governmental organization, a THINK to DO TANK operating in the field of supporting innovation development and the implementation of systemic changes for sustainable socio-economic development. Innowo collaborates with various stakeholders, such as scientists, government administration, decision-makers, businesses, and NGO environments, to initiate joint actions aimed at improving society and environmental conditions. We combine multidisciplinary expertise with experience working with local government, government representatives, and the international community, allowing us to achieve a broader perspective and conduct effective, coordinated actions.

The aim of the Foundation is to carry out socially useful activities in the field of public tasks for the economic and social development, including entrepreneurial development, promotion, innovation, environmental protection, health protection and promotion, employment and vocational activation, science, including student education.

Detailed Goals of the Foundation include:

- Research and development activity, especially in supporting innovation development and promoting sustainable production and consumption;
- Identification and support for the implementation of systemic changes contributing to the socio-economic development of Poland;
- Building a platform for cooperation and dialogue between various stakeholders such as public administration, business, and scientists;
- Actions for health protection and improving patient conditions;
- Improving access of Polish society to innovative solutions in the field of medicine and pharmacy;
- Environmental protection actions – both educational activities raising public awareness and supporting attitude change, and innovative solutions and processes implementation;
- Education in the field of economic and social issues;
- Business activities in the field of consulting, market research, conducting training and workshops, and export support;
- **Human capital development with particular emphasis on equalizing opportunities, combating social exclusion, and supporting gender equality actions.**

Gender equality has been inscribed into the Innowo Institute Statue form its incorporation. It is essential for Innowo to promote gender equality, diversity and inclusion in Poland as well in Europe. However to do so Innowo must start from within and assure proper gender equality policies are implemented in its organization as well. Therefore, the hereby document – Gender Equality Plan (GEP) is a strategic document that publicly acknowledges the goals of gender equality and intersectionality, calling for concrete objectives and specific priorities to be pursued, paving the way for their implementation. The document can also be considered as a diversity & inclusion strategy.

With this GEP which will cover the next 7 years, Innowo wants to raise self-awareness of gender equality issues, and of unconscious biases, lining up with the





priority of the European Commission to improve gender equality within R&I organisations. Diversity in regards of age, culture, physical ability, sexual orientation, and multilingualism, is encourage within our team and promoted towards the stakeholders we partner with.

The objectives and implementation status of the GEP will be assessed yearly and reviewed accordingly. The structure of the plan is in line with the five minimum areas indicated by the European Commission¹ which are broken down into different objectives. The present GEP, embrace these areas.

The GEP is a general plan based on the value of equal democracy which calls on all those who participated and contributed, to sets high and ambitious goals and is sustained by the aspirations of those who will work to implement it.

¹ European Comission (2022): Horizon Europe Guidance on Gender Equality Plans





Statement and diagnosis

The promotion of gender equality and equal opportunities has been an important topic for Innowo since the beginning, guaranteeing a gender balance both at the organisational level and within the activities promoted. Indeed, gender considerations are crucial both to Innowo's vision and to the achievement of its mission.

We consider equality to be 'part of the day job' and an essential part of building a fair and sustainable future for the social economy. Currently, around 80% of our staff, 66% of our board of directors are women.

To progress gender equality further we must also continue to challenge the beliefs and attitudes that are undermining progress. We must expand our focus on workplace flexibility and be more innovative in how we overcome the barriers that gender diverse individuals face. This equality plan acknowledges that "gender equality is about non-discrimination and the protection of fundamental human rights". With that in mind, we also recognise that gender is non-binary and that various gender identities apart from men and women exist, including LGBTI+, and that people with many of these gender identities face systematic discrimination and violence. Innowo stands in support of equal rights and fair treatment of all members of the LGBTI+ community.





Objectives

The primary objective of this GEP is to serve as a tool and framework for enhancing gender equality in the workplace and to enable the integration of gender into organisational practices. In parallel, this GEP also aims to contribute to the achievement of gender equality in the development of the social economy through research, project design, and programmes that pay due attention to gender differences in labour market participation, and actively promote equality between gender diverse individuals. Innowo aims to proactively hold itself up as an example to promote organisational changes in other social economy enterprises, federations and support networks.





Key focus areas

The equality plan identifies five areas for focused attention that will enable strategic and sustainable change at Innowo. The plan will help us, over the next 7 years, to navigate and accelerate the gender equality journey that Innowo must take in order to improve its performance. These key focus areas are:

- Work-life balance
- Gender balance in leadership and decision- making
- Gender equality in recruitment and career progress
- Integrating gender equality culture into Innowo's policy
- Prevention of sexual harassment





Action plan

The following table shows the timetable for the implementation of the proposed measures. Their execution will be reviewed and monitored actively, to make sure the gender action plan is implemented effectively and on time.

Objective	Actions	Timeline							
		2023	2024	2025	2026	2027	2028	2029	2030
1. Work-life balance	Part-time teleworking policy for all employees	X	X	X	X	X	X	X	X
	Additional teleworking option when in immediate need		X	X	X	X	X	X	X
	Overtime work only possible 10 days in a year for each employee, with hours worked overtime to decrease working time on prearranged days.	X	X	X	X	X	X	X	X
	Other possible measures (support for workload management; advice and support on work-life balance)			X	X	X	X	X	X
2. Gender balance in leadership and decision-making	Monitoring and putting in place measures to safeguard gender balance on Innowo's Board	X	X	X	X	X	X	X	X
	Review procedures for selection/appointment of staff to gender balance			X					
	Ensuring gender balance through monitoring and identifying correcting actions when needed				X	X	X	X	X
3. Gender equality in recruitment and career progress	Encourage the equal participation of internal promotion processes		X	X	X	X	X	X	X
	Upload the Gender Equality Plan on Innowo's website and make it public	X							
	Encouraging and providing support to women employees to be part of external public events.		X	X	X	X	X	X	X
4. Integrating gender equality culture into Innowo's policy	Mainstreaming gender (women, trans/non-binary gender) in new projects, and activities, as well as by and organizing/participating in events with gender-balanced speakers.		X	X	X	X	X	X	X
5. Prevention of sexual harassment	Implementation of a training and capacity building				X			X	
	Integrate anti-sexual harassment training courses to raise awareness of this issue, including unconscious/language gender biases			X			X		





Legal aspects

The foundations of the Gender Equality Plan for Innowo are based on guidelines contained in national and EU documents, such as:

1. Konstytucja Rzeczypospolitej Polskiej z dnia 2 kwietnia 1997 r., (Dz. U. z 1997 r. Nr 78, poz. 483 z późn. zm.)
2. Ustawa z dnia 26 czerwca 1974 r. Kodeks pracy (t.j. Dz. U. z 2020 r., poz. 1320 z późn. zm.).
3. Directive 76/207/EEC on equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions (as amended in 2002);
4. Directive 75/117/EEC on the application of the principle of equal pay for men and women;
5. European Commission Communication on Strengthening the European Research Area (2012) (Directive 2006/54/EC);
6. The Anti-discrimination Standard (2016) opined by the President of the General Council for Science and Higher Education;
7. The Third EU Gender Action Plan (GAP III) – An ambitious programme for gender equality and women’s empowerment in the EU’s external action;
8. EU Strategy for Gender Equality 2020– 2025; 7. European Charter for Researchers.

