

<Organisation
logo>

November 2025

Gender Equality Plan

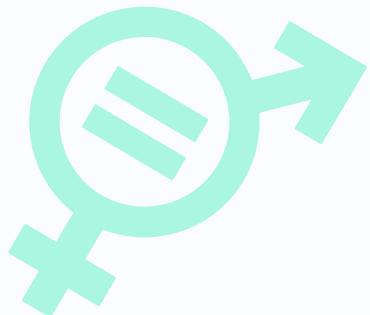


Prepared by:

<Organisation Name>

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Table of Contents



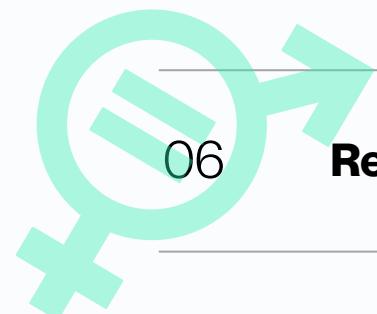
01 **Introduction**

02 **Legislative Framework**

03 **Principles**

04 **Implementation Strategies**

06 **References**



Introduction

Page 01

<Describe your organisation in 1 paragraph.>

<Present your organisation's approach to gender balance and diversity in 1 paragraph. Below is an example>

21c is a well-established and reputable company with a proven fifteen-year track record of delivering expert support for diverse EU research and innovation projects. Our woman-led team of dedicated professionals brings extensive expertise in English-language communication, EU project management, scientific translation, the creation of scientific materials, and the writing of web and academic publications.

Founded and led by a woman, 21c embodies the values of gender equality and inclusive leadership, ensuring that diversity is reflected at all levels of the organization. We value diversity in background, culture, and language, and we are committed to fostering an inclusive environment where every individual can thrive.

We provide equal opportunities for all, regardless of gender, age, religion, geographical origin, socio-economic background, sexual orientation, or disability. Our approach ensures that fairness, respect, and inclusivity remain central to our organizational culture and to the projects we support.

Legislative Framework

Page 02



This GEP was created based on European* as well as **UK** national legislation:

The European Commission's Gender Equality Strategy 2020-2025 - aims to build a gender-equal Europe. It focuses on ending gender-based violence, closing gender gaps in the labour market and decision-making, and promoting pay transparency.

The European Pact for Gender Equality - reaffirms the EU's commitment to promoting gender equality across all member states. It calls for action to close gender gaps in employment, pay, and decision-making, and to combat gender-based violence. The Pact encourages mainstreaming gender equality in all EU policies and national strategies.

<The Equality Act 2010 is for the UK. Similarly, include any other country-specific information> - **Equality Act 2010** - protects individuals from unfair treatment regarding sex, gender reassignment, race, disability, age, religion or belief, sexual orientation, marriage and civil partnership, and pregnancy and maternity. The Act prohibits direct and indirect discrimination, harassment, and victimisation in employment, education, and public services.

*The European and country specific references are included in page 6.

Principles

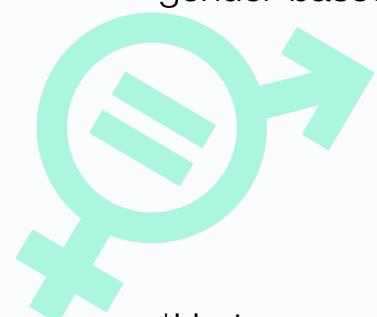
Page 03

<Include the name of the organisation> Gender Equality Plan (GEP) is built on the Horizon Europe GEP*, which means that it meets the below four mandatory process-related requirements:



- **Public document** - the GEP is endorsed by management and integrated into the organisation's website, and modus operandi.
- **Dedicated resources** - there is a dedicated person inside the organisation with expertise in the GEP.
- **Data collection and monitoring** - collect and publish annual sex/gender-disaggregated data to guide GEP goals, indicators, and progress.
- **Training** - organise internal awareness-raising and training actions on gender equality.

The organisation also considers the following recommended areas: work-life balance and organisational culture, gender balance in leadership and decision-making, gender equality in recruitment and career progression, integration of the gender dimension into research and measures against gender-based violence, including sexual harassment.



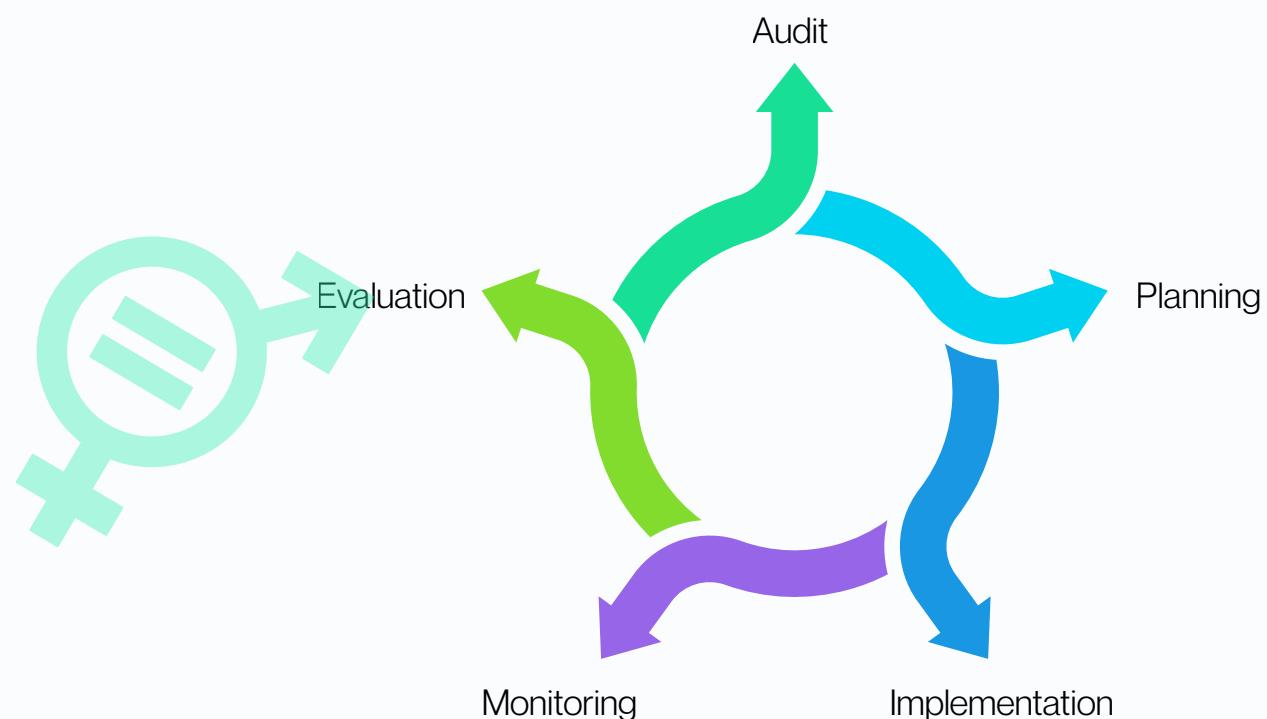
*Horizon Europe Guidance on Gender Equality Plans, <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en>

Implementation Strategies



<Include the name of the organisation> sees the GEP as a live document which requires ongoing interaction. The plan consists of four phases:

- **Audit** (2 months) - collect gender-disregarded data and assess
Include the name of the organisation>'s practices to uncover gender gaps and their underlying causes.
- **Planning** (2 months) - define clear objectives and targets for the GEP, supported by a structured action plan.
- **Implementation** (2 years and 8 months) - implement the activities.
- **Monitoring and Evaluation** (3 years) - analyse the implementation reports, provide feedback and make improvements where necessary.



Audit

<Include the name of your organisation> will establish a baseline by collecting and analysing gender-disaggregated data on staff to identify inequalities and their root causes. This includes reviewing internal policies and practices—such as recruitment, promotion, and pay structures—to uncover potential biases. The findings will inform the GEP objectives, and evaluation framework.

Planning & Implementation

<Objectives and Action Plan are organisations specific>

Objective 1 - Ensure and sustain gender balance in the team

Action Plan - Ensure no gender falls below 40% of team composition.

Objective 2 - Foster inclusion

Action Plan - Deliver inclusion initiatives - at least 2 annually - with 80% staff participation.

Objective 3 - Advance equality through regular training

Action Plan - Offer regular training - at least 2 annually - on respectful workplace behaviour and gender sensitivity.

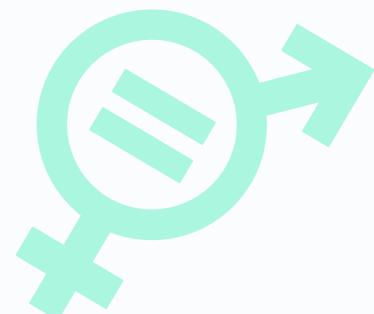
Monitoring & Evaluation

The implementation of GEP will be overseen by the dedicated person on gender issues. An annual report, produced each December, will cover progress on gender equality and the effectiveness of measures to prevent gender-based violence. The GEP will be updated promptly if needed to reflect new challenges or priorities.

References

Page 06

- Horizon Europe Guidance on Gender Equality Plans,
<https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en>
- EC's Gender Equality Strategy 2020-2025,
https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en
- The European Pact for Gender Equality,
https://commission.europa.eu/topics/equality-and-inclusion/actions-gender-equality_en
- <The Equality Act 2010 is for the UK. Similarly, include any other country-specific information> Equality Act 2010,
<https://www.gov.uk/guidance/equality-act-2010-guidance>



Questions? Contact us.



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