

Coruja Janota –
Gender Equality Plan (GEP)

Introduction

Coruja Janota is committed to promoting gender equality, diversity, and inclusivity across all its activities. This Gender Equality Plan follows the European Commission's framework and ensures compliance with eligibility requirements for EU projects.

Objectives

- Guarantee equal opportunities for all genders in recruitment, progression, and leadership.
- Build a respectful, safe, and inclusive organisational culture.
- Integrate gender perspectives into projects and partnerships.

Key Measures

1. Work-Life Balance and Culture – flexible working arrangements and respect for family responsibilities.
2. Leadership and Decision-Making – strive for gender balance in boards and committees; transparent criteria for appointments.
3. Recruitment and Career Progression – gender-neutral job postings, balanced shortlists, equal access to training.
4. Research and Projects – integrate gender perspectives where relevant; report sex-disaggregated data.
5. Prevention of Harassment – zero-tolerance policy; confidential reporting channels; regular awareness sessions.

Implementation

- Appointment of a Gender Equality Officer.
- Allocation of resources for awareness and monitoring activities.

Monitoring and Reporting

- Annual collection and publication of gender-disaggregated data.
- Yearly progress report shared internally and on the Coruja Janota website.

Public Access

This Gender Equality Plan is published on www.corujajanota.eu and is accessible to all partners and stakeholders.

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