



Gender Equality Plan for Digital Innovation Hub Trakia (EDIH Trakia)

September 2024

This Gender Equality Plan (GEP) outlines the strategic framework for promoting gender equality within EDIH Trakia. The plan reflects our commitment to fostering an inclusive and equitable environment for all employees, partners, and participants in our programs.

1. Dedicated Resources

EDIH Trakia is committed to ensuring the proper allocation of human resources to support the implementation and monitoring of this Gender Equality Plan. We will:

- Identify a staff member responsible for overseeing gender-related activities and liaising with relevant stakeholders.
- Ensure that gender expertise is available to support gender equality initiatives across the organization.

2. Data Collection and Monitoring

We will collect sex/gender-disaggregated data on personnel and participants within our programs to better understand and address gender disparities. EDIH Trakia commits to:

- Collecting data on gender representation annually.
- Monitoring and evaluating key indicators for gender balance across different areas of the organization.
- Publishing a basic annual report on gender-related data trends and progress.

3. Training

To raise awareness and promote a culture of gender equality, we will:

- Provide basic awareness-raising activities and/or training sessions on gender equality and unconscious biases for staff and decision-makers.
- Offer opportunities for employees to enhance their understanding of gender issues relevant to their roles.



4. Areas to be Addressed

4.1 Work-Life Balance and Organizational Culture

- EDIH Trakia promotes a flexible work environment that considers the diverse needs of its staff, particularly in terms of work-life balance.
- We aim to foster an inclusive culture that values gender equality and diversity in everyday operations.

4.2 Gender Balance in Leadership and Decision-Making

- Efforts will be made to monitor and support gender balance in leadership and decision-making roles within the organization and its projects.
- Gender balance will be considered during internal decision-making processes.

4.3 Gender Equality in Recruitment and Career Progression

- We commit to integrating gender-sensitive practices into recruitment processes.
- Career progression will be based on merit, ensuring equal opportunities for all, regardless of gender.

4.4 Integration of the Gender Dimension into Research and Teaching Content

- EDIH Trakia recognizes the importance of integrating gender perspectives into research and innovation.
- Where appropriate, gender-related issues will be incorporated into program content and research initiatives.

4.5 Measures Against Gender-Based Violence, Including Sexual Harassment

- We maintain a zero-tolerance policy towards gender-based violence and harassment.
- Clear procedures will be established to handle any incidents, ensuring confidentiality and appropriate action when required.

5. Review and Future Development

The GEP will be reviewed annually, in line with the data collected, and adjusted where necessary to reflect the evolving needs of the organization and its stakeholders.

This plan is designed to reflect EDIH Trakia's ongoing commitment to gender equality while ensuring that its implementation aligns with the operational needs of the organization.