

GENDER EQUALITY PLAN

2025-2027

Slow Tech Institute, z.s.

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1. Introduction and Commitment

Slow Tech Institute, z.s. is a non-profit organization providing digital wellbeing education to schools across the Czech Republic. We work with external educators to deliver preventive programmes about technology use, cyberbullying, and digital health.

We are committed to gender equality in our organization and in the technology education sector. This Gender Equality Plan (GEP) fulfils the mandatory requirements for Horizon Europe participation and demonstrates our dedication to:

- Equal opportunities and fair treatment regardless of gender
- Gender balance in our team and decision-making
- Gender-sensitive educational content
- Zero tolerance for discrimination and harassment
- Work-life balance for all team members

This plan is developed in accordance with European Commission requirements and Czech anti-discrimination law (Act No. 198/2009 Coll.).

We commit the following resources to GEP implementation:

Human Resources:

- GEP Coordinator: Mgr. Michaela Slussareff, PhD. (10% time allocation)
- All team members: participation in annual training and activities
- External gender equality expert: consultation as needed (estimated 20 hours/year)

Financial Resources (estimated annual budget):

- Training programmes: 20,000 CZK/year
- External expertise/consultation: 6,000 CZK/year
- Material review and development: 5,000 CZK/year
- Total committed: 31,000 CZK/year

Gender Equality Expertise:

- Access to gender equality experts through Czech networks and EU partnerships
- Collaboration with gender equality organizations for training and guidance

We collect and monitor sex/gender-disaggregated data on:

- Team composition by gender (all roles and levels)
- Recruitment: applications and selection rates by gender
- Compensation by gender (to monitor pay gap)
- Training participation by gender
- Work-life balance measures usage by gender
- Programme participants (students, teachers, parents) by gender

Annual Reporting:

- Annual GEP progress report with indicators (published on website)
- Gender-disaggregated data analysis
- Progress assessment against targets

Mandatory annual training for all staff and decision-makers:

Training Topics (all groups):

- Gender equality principles and legal framework
- Unconscious gender biases (mandatory for all)
- Prevention of harassment and discrimination
- Gender-sensitive communication and content creation

Target Groups:

- All staff members: annual 2-hour training minimum
- Decision-makers (statutory representative and project leaders): annual 4-hour training minimum
- Annual refresher training thereafter
- Documentation: attendance records, training materials, certificates
- Target: 100% participation rate

3. Action Plan (2025-2027)

Area	Actions	Timeline
Work-Life Balance	Flexible working hours, remote work, parental leave policy	Q2 2025 & ongoing
Gender Balance	Aim for 40-60% balance in team; gender-balanced recruitment panels	By 2027
Fair Recruitment & Pay	Gender-neutral job posts; equal pay (0% gap); transparent compensation	Immediate & maintained
Gender-Sensitive Content	Review materials for stereotypes; diverse role models; address gender-specific digital risks	By end 2025
Safe Environment	Anti-harassment policy (zero tolerance); confidential reporting; awareness training	Q2 2025

4. Key Performance Indicators

Indicator	Target
Gender balance in team	40-60%
Gender pay gap	0%
Training participation (staff & decision-makers)	100% annually
Educational materials reviewed for gender bias	100% by 2025
Harassment/discrimination incidents	0 (zero tolerance)
Annual GEP progress report published	Yes (on website)

GEP Coordinator: Mgr. Michaela Slussareff, PhD. (Statutory Representative) oversees implementation with support from all team members.

Annual Review Process:

- Collect and analyze sex/gender-disaggregated data
- Assess progress against all indicators
- Prepare and publish annual progress report (on website)
- Adjust actions as needed

Full GEP Update: A comprehensive review will be conducted in 2027 to develop GEP 2028-2030.

Transparency: This GEP and all annual progress reports are published on our website and shared with stakeholders. Data is collected in compliance with GDPR.

Slow Tech Institute, z.s. hereby declares that this Gender Equality Plan:

- Is a public document, signed by top management and published on our website
- Commits dedicated human and financial resources for implementation
- Includes systematic data collection, monitoring, and annual reporting
- Provides mandatory training on gender equality and unconscious bias for all staff and decision-makers

Mgr. Michaela Slussareff, PhD.

Statutory Representative

Slow Tech Institute, z.s.

April 2025