

# **Gender Equality Plan for Alis Grave Nil**

## **Executive Summary**

Alis Grave Nil is committed to promoting gender equality and diversity in its operations. This Gender Equality Plan outlines the company's strategy for achieving a more balanced and inclusive workforce, with at least 40% women employees in the future. The plan is based on the guidance provided by Horizon Europe, the European Union's framework program for research and innovation.

## **Current Situation**

Alis Grave Nil currently does not have any employees but draws on a pool of consultants for various projects. The male to female ratio of consultants varies considerably from one project to another, with some projects achieving a 1:1 ratio and others having significantly more male consultants. Alis Grave Nil aims to establish a permanent workforce with a more balanced gender representation, aiming for at least 60% men and 40% women employees.

## **Objectives**

The primary objectives of Alis Grave Nil's Gender Equality Plan are:

1. To attract and retain more women consultants and employees.
2. To create a more inclusive and supportive work environment for all employees.
3. To ensure that women have equal opportunities for career advancement.
4. To contribute to a more gender-balanced research and innovation sector.

## **Strategies**

Alis Grave Nil will implement a number of strategies to achieve its gender equality objectives, including:

1. Targeted recruitment and outreach: Alis Grave Nil will actively seek out and recruit women consultants and employees. This will involve reaching out to women's networks, universities, and other organisations that promote gender equality in science and technology.
2. Promoting flexible working arrangements: Alis Grave Nil will offer flexible working arrangements, such as remote working and flexible hours, to make it easier for women to combine work with family and personal commitments.

3. Enhancing diversity and inclusion training: Alis Grave Nil will provide training to all employees on unconscious bias and diversity and inclusion. This training will help employees understand the importance of gender equality and how to create a more inclusive work environment.
4. Supporting women's professional development: Alis Grave Nil will provide mentoring and sponsorship opportunities for women employees and will support them in taking on leadership roles.
5. Data collection, monitoring and evaluating progress: Alis Grave Nil will collect data on gender equality and annually review its progress on gender equality and will make adjustments to its strategies as needed. Publication of the data will be made also on annual data, unless the data contains private or sensitive information, or publication is prohibited under the law.

## **Timeline**

Alis Grave Nil will implement its Gender Equality Plan over the next three years. The company will set specific targets for each year and will track its progress against these targets.

## **Budget**

Alis Grave Nil will allocate a budget to support its Gender Equality Plan. This budget will be used to fund targeted recruitment and outreach efforts, training, and support for women employees.

## **Communication and Engagement**

Alis Grave Nil will communicate its Gender Equality Plan to all employees and will involve them in the implementation of the plan. The company will also engage with external stakeholders, such as research funders, policymakers, and civil society organisations, to promote gender equality in the research and innovation sector.

## **Conclusion**

Alis Grave Nil is committed to creating a more gender-equal and diverse workplace. The company's Gender Equality Plan provides a roadmap for achieving this goal. Alis Grave Nil is confident that by implementing the plan, it will create a more inclusive and successful organisation.

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