



Gender Equality Plan (GEP) for Meriye Europe s.r.o.

Overview

Meriye Europe s.r.o. is committed to fostering an inclusive and equitable environment where all individuals are valued and have equal opportunities to thrive. This Gender Equality Plan (GEP) outlines our commitment and strategic approach to promoting gender equality within our organization, aligning with the eligibility criteria for Horizon Europe funding. As a growing IT delivery company, we recognize that diversity, including gender diversity, is a cornerstone of innovation, creativity, and organizational success.

This GEP is a formal document, publicly available on our website, and endorsed by the top management of Meriye Europe s.r.o. It reflects our dedication to integrating gender equality principles into all aspects of our operations and culture.

Horizon Europe GEP Eligibility Criteria

To comply with the Horizon Europe GEP eligibility criterion, Meriye Europe s.r.o. addresses the following four minimum mandatory process-related requirements and five recommended content-related requirements, as outlined by the European Commission and the European Institute for Gender Equality (EIGE).

Mandatory Checks

1. Public Document

This Gender Equality Plan is a formal document, published on the official website of Meriye Europe s.r.o. (www.meriye.eu). It is signed by the CEO and actively communicated to all employees and stakeholders. Its public availability ensures transparency and accountability in our commitment to gender equality.

2. Dedicated Resources

Meriye Europe s.r.o. commits to allocating sufficient resources and expertise to implement, monitor, and update this GEP effectively. A dedicated Gender Equality Officer (or a designated team member within our small structure) will be responsible for overseeing the GEP's execution, supported by the management team. This includes time allocation for GEP-related activities, access to relevant training, and a budget for initiatives promoting gender equality.

3. Data Collection and Monitoring

We will establish a system for collecting and analyzing sex-disaggregated data related to our personnel. This data will inform our GEP and allow us to monitor progress effectively. Key indicators will include:

1. Recruitment: Number of applicants, shortlisted candidates, and hires by gender for all positions.
2. Career Progression: Promotion rates, access to training, and participation in leadership development programs by gender.
3. Compensation: Analysis of salary differences by gender for equivalent roles.
4. Work-Life Balance: Uptake of flexible working arrangements and parental leave by gender.
5. Representation: Gender balance across different hierarchical levels and roles within the organization.

An annual report on the progress of the GEP, based on these indicators, will be prepared and shared internally.

4. Training

Meriye Europe s.r.o. will implement awareness-raising and training activities on gender equality for all employees. This includes:



1. **General Awareness Training:** Regular sessions for all staff on the importance of gender equality, unconscious bias, and inclusive workplace practices.
2. **Unconscious Bias Training:** Specific training for staff involved in recruitment, promotion, and decision-making processes to mitigate unconscious biases.
3. **Anti-Harassment Training:** Training on preventing and addressing gender-based violence and sexual harassment in the workplace.

Compliance to the GEP requirements

1. Work-Life Balance and Organizational Culture

We recognize the importance of a healthy work-life balance for all employees. Meriye Europe s.r.o. will promote a supportive and inclusive organizational culture through:

1. **Flexible Working Arrangements:** Offering flexible working hours, remote work options, and part-time opportunities where feasible, to support employees' personal and family responsibilities.
2. **Parental Leave Support:** Ensuring full compliance with parental leave policies and actively supporting employees returning from parental leave.
3. **Inclusive Culture:** Fostering a culture of respect, open communication, and mutual support, where all voices are heard and valued.

2. Gender Balance in Leadership and Decision-Making

Meriye Europe s.r.o. is committed to achieving gender balance at all levels, particularly in leadership and decision-making positions. Our strategy includes:

1. **Succession Planning:** Identifying and developing female talent for leadership roles through mentorship and professional development programs.
2. **Transparent Promotion Processes:** Ensuring that promotion criteria are clear, objective, and free from gender bias.
3. **Diverse Interview Panels:** Striving for gender-balanced interview panels for all senior positions.

3. Gender Equality in Recruitment and Career Progression

We aim to attract, recruit, and retain diverse talent, ensuring equal opportunities for career progression. Our measures include:

1. **Gender-Neutral Job Descriptions:** Using inclusive language in job advertisements to attract a wider pool of candidates.
2. **Blind Recruitment Practices:** Implementing blind CV reviews where possible to reduce unconscious bias in the initial screening stages.
3. **Mentorship and Sponsorship Programs:** Establishing programs to support the career development of all employees, with a focus on addressing gender disparities.

4. Integration of the Gender Dimension into Research and Innovation Content

While Meriye Europe s.r.o. primarily focuses on IT delivery, we acknowledge the importance of integrating the gender dimension into research and innovation where applicable. In any future projects involving research or innovation, we will ensure that:

Project Design: Gender analysis is considered in the design and methodology of projects.

Data Collection: Sex-disaggregated data is collected and analyzed when relevant to the project's objectives.

Impact Assessment: The potential impact of our solutions on different genders is assessed.

5. Measures Against Gender-Based Violence, Including Sexual Harassment

Meriye Europe s.r.o. maintains a zero-tolerance policy towards gender-based violence and sexual harassment. We are committed to creating a safe and respectful workplace through:



1. Clear Policies: Implementing and communicating clear policies against harassment and discrimination.
2. Reporting Mechanisms: Establishing confidential and accessible reporting channels for incidents of harassment, ensuring prompt and fair investigation.
3. Support for Victims: Providing support and resources for employees who experience harassment.

Implementation and Review

This GEP will be reviewed annually by the management team of Meriye Europe s.r.o. to assess its effectiveness, update objectives, and ensure continuous improvement. Feedback from employees will be actively sought and incorporated into future revisions. Our commitment to gender equality is ongoing, and this GEP will evolve to meet new challenges and opportunities.

References

[1] [European Institute for Gender Equality \(EIGE\). Horizon Europe gender equality plan eligibility criterion. Available at:](#)

[2] [European Commission. Horizon Europe Guidance on Gender Equality Plans. Available at:](#)