

Gender Equality Plan (GEP) corsus research

1 Introduction

The purpose of our Gender Equality Plan (GEP) is to ensure gender equality within the organization. For that reason, we create a work environment where all individuals, regardless of gender, have equal opportunities to succeed and contribute.

As corsus research gUG is a small company with less than five employees, there are no departments. Thus, the entire staff is involved in the GEP, including employees and management.

2 Commitment and Endorsement

corsus research gUG is fully committed to promoting gender equality and fostering an inclusive environment where all individuals, regardless of gender, have equal opportunities to thrive. We recognize that gender equality is not only a fundamental human right but also essential for achieving our organizational goals and driving innovation.

As part of our commitment, we have developed this Gender Equality Plan (GEP) to outline our strategies and actions to address gender imbalances and promote diversity within our organization. This plan aligns with the Horizon Europe requirements and reflects our dedication to creating a workplace where everyone feels valued and respected.

We are committed to

- provide leadership and support: Our leadership team actively supports and endorses the GEP, ensuring that gender equality is integrated into our strategic objectives and organizational culture;
- allocate resources: We allocate the necessary human and financial resources to implement and sustain gender equality within corsus research;
- collect and monitor data: We regularly collect and analyse gender-disaggregated data to monitor our progress and identify areas for improvement;
- promote work-leisure balance: We have policies in place that support work-leisure balance, such as flexible working hours, remote work possibilities and parental leave, to accommodate the diverse needs of our employees;
- ensure gender balance in leadership: We strive to achieve gender balance in leadership positions and decision-making, in order to providing equal opportunities for career development and progression for all gender;
- integrate gender perspectives: We ensure the integration of gender perspectives in our research projects, and organizational practices to foster a comprehensive and inclusive approach;
- prevent and address gender-based violence: We have policies and procedures in place to prevent and address gender-based violence and harassment.

- Implement feedback structures and processes that enables employees to provide feedback on gender equality policies and measure within corsus research and report any concerns.

We believe that by committing to these actions, we can create a more equitable and inclusive organization that benefits everyone. We invite all employees and stakeholders to contribute to the success of our GEP.

In our monitoring process we check the relevant data as there are:

- Percentage of women and men in different roles and levels within the organization
- Gender distribution in senior management and decision-making bodies.
- Gender breakdown of applicants, hires, and promotions.
- Comparison of average salaries between genders across similar roles and levels.
- Measurement of the gender pay gap within the organization.
- Uptake of flexible working hours, remote work, and parental leave by gender.
- Surveys measuring satisfaction with work-life balance policies.
- Gender breakdown of participation in training programs and professional development opportunities.
- Evaluation of the effectiveness of training on gender equality and unconscious bias.
- Number of research projects that integrate gender perspectives.
- Number of reported cases of gender-based violence and harassment.
- Effectiveness of policies and support systems in addressing and resolving incidents.

The information will be published annually, and will be communicated within corsus research upon the regular strategy meeting that takes place every year. This is also the place where the GEP, including measures, is reviewed and updated.

3 Responsibles

Dr Ulrike Eberle & Dr Anke Butscher, managing directors of corsus research gUG, are responsible for implementing the GEP.

Hamburg, 7 November 2024