



# **CYNET-CSIRT**

## **CYNET-CSIRT GENDER EQUALITY PLAN**

VERSION 1.0

DATE: 19 MAY 2022

## DOCUMENT REVIEW & APPROVAL

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## 1. BACKGROUND

With the establishment of the [European Research Area \(ERA\)](#), the [EU Gender Equality Strategy 2020-2025](#) and funding instruments such as Horizon 2020 and currently Horizon Europe 2021-2027, the Commission aims to strengthen and support gender equality work in the areas of research, innovation and technology, given the disparities that still exist at the European research level that require a structural and collective approach. In further support of these efforts, the Commission has made it a pre-requisite for every legal entity, seeking to be eligible for funding from the new [Horizon Europe Framework Programme for Research and Innovation 2021-2027](#) to have a publicly accessible Gender Equality Plan (GEP) by January 2022. The design of such GEPs is guided by both mandatory and recommended areas of focus provided by the EC in their [Horizon Europe Guidance on Gender Equality Plans](#). This entails that for the mandatory requirements, a GEP must:

- (1) be a formal and publicly available document;
- (2) stipulate specific resources that have been dedicated to implement the plan;
- (3) contain efforts to collect, evaluate and monitor gender-specific data;
- (4) integrate anti-gender bias training and capacity-building;

Alternatively, diversity and inclusivity strategies already in place at the legal entities that tackle the abovementioned mandatory requirements may serve as a substitute to the GEP.

## 2. INTRODUCTION

### 2.1. Purpose of the document

The purpose of the document is to set the commitments and actions that aim to promote gender equality in CYNET-CSIRT through institutional and cultural change.

This document presents the CYNET's Gender Equality Plan (GEP). It should be considered a dynamic plan that will adapt to the needs of the CYNET. Removing barriers to equality in the workplace is a strategic priority for CYNET. We recognise that gender equality drives excellence, matches employee needs and enables us to attract and retain top industry talent. Therefore, we offer employees the opportunity to develop, progress, and fulfil their career aspirations based on their talent and motivation, not their gender identity, gender characteristics, expression, or sexual orientation. Gender equality intends to include people with various identities, including but not limited to cisgender women, cisgender men, trans men, trans women, and non-binary people. We must be an inclusive and diverse Organisation, and, where needed, we must ensure we foster new mindsets to enable this to happen. We believe every employee's responsibility to act for change will allow us to become a genuinely gender-balanced Organisation. The GEP is a set of commitments and actions that aim to promote gender equity and gender balance policies as the first step towards absolute equality in an organisation through structural change. GEP aims to promote gender equality through the sustainable transformation of organisational processes, culture and structure that produce and sustain gender imbalances and inequalities. GEP addresses an organisation's visible structure and practices through policies and procedures and considers how to evolve espoused values (what people say they believe) and underlying assumptions (unconscious beliefs, thoughts, and feelings), including in the production of knowledge and its applications.

Gender equality has been considered a matter of importance at CYNET. CYNET views harassment and bullying as unacceptable. The 'Code of Practice' notes that the board of directors and staff must not get involved in anything that could be perceived as sexual, racial or gender-based harassment. Neither should they behave in a manner that may be perceived as intimidating, threatening, oppressive, or bullying. CYNET is an equal opportunity employer that provides amongst others:

- equal training and development opportunities,
- a work-life-balance,
- equal pay between men and women for the same work or work of equal value.

Currently, almost 50% of our employees are female, while we are going to increase significantly this percent in the foreseeable future.

The CYNET's Gender Equality Plan is:

- Adjusted as enshrined in Article 3 of the Treaty of the European Union (TEU) and Article 8 of the Treaty on the Functioning of the European Union (TFEU).

## 2.2. Statement of commitment

CYNET is committed to promoting equal treatment and opportunities at all levels and activities. As an employer, we are also committed to equal treatment and respect for the diversity and intersectionality of our employees. Our goal is to integrate these commitments into our day-to-day dealings and interactions with our staff, and stakeholders. Gender discrimination will not be tolerated, and we will strengthen our commitment through:

- Promoting equal opportunities and diversity.
- Promoting an environment free of discrimination, bullying and harassment, and addressing behaviours that lead to such phenomena.
- Recognising and appreciating the contribution of each individual.
- Providing support and encouragement to employees to develop their careers and increase their contribution by enhancing their skills and competencies, inter alia.

## 3. CYNET GEP (2022-2025)

In compliance with the Horizon Europe GEP eligibility criterion, the CYNET GEP aims to meet the four mandatory process-related requirements, as follows:

- 1. Public document:** The UNIC GEP is publicly available on the CYNET's and CYNET-CSIRT's website and signed by the top management and actively communicated within the Organisation.
- 2. Dedicated resources:** CYNET has set up a committee tasked with reviewing the current Gender Equality measures at CYNET, setting out future actions and measuring their progress annually.
- 3. Data collection and monitoring:** The Gender Equality related data will be monitored annually to report on the progress made towards the actions mentioned above and to put forward future steps.

**4. Training:** A series of training needs have been identified and will be implemented throughout the GEP. The five CYNET objectives along with their respective measures and actions are presented in the following sections:

1. Reinforce Gender Equality Awareness among Staff
2. Cultivate a Gender Equality Culture
3. Foster Work-Life Balance
4. Eliminate Gender Pay Gap
5. Integrate Gender Dimension into Research Content

### 3.1. REINFORCE GENDER EQUALITY AWARENESS AMONG STAFF

#### **Objective**

Build awareness among staff about the importance of gender equality and the CYNET's gender equality activities.

#### **Actions**

- Conducting awareness programmes of gender and diversity management issues in the workplace environment.
- Organising webinars and seminars on gender equality by inviting expert speakers.
- Sharing online resources (e.g., films) promoting gender equality.

#### **Responsible Units**

Managing Director of CYNET

CYNET-CSIRT Analysts

### 3.2. CULTIVATE A GENDER EQUALITY CULTURE

#### **Objective 1**

Build an organizational culture on gender equality.

#### **Actions**

- Establishing procedures for systematic collection of gender-related quantitative and qualitative data.
- Organizing promotional activities and communication events inside and outside CYNET to promote gender equality and diversity.

- Introducing and defining, in separate policy plans, the short-term and long-term practical applications.

### **Responsible Units**

Board of directors of CYNET

Managing Director of CYNET

CYNET-CSIRT Analysts

### **Objective 2**

Develop recruitment and career progression framework that takes into consideration gender equality.

### **Actions**

- Ensuring that the hiring process of new staff members results in gender balance.
- Improving women's representation in managerial positions.
- Further promoting good practice and the role-model principle for women by, for example, showcasing the outstanding work of women at the Organisation.
- Offering training programs to develop management skills to improve gender equality.

### **Responsible Units**

Board of directors of CYNET

Managing Director of CYNET

Office Administrator of CYNET

CYNET-CSIRT Analysts

### **Objective 3**

Ensure that CYNET is free from sexual harassment and discrimination.

### **Actions**

- Promoting good practices to reduce instances of sexual harassment and discrimination.
- Organising awareness seminars on discrimination and prevention of sexual harassment that all staff should have attended.

- Enhancing organisational protocol for reporting instances of gender-based violence, including sexual harassment, and how any such instances will be investigated, and disciplinary measures applied, acting upon sexual harassment and violence cases, and preventing secondary victimization.
- Communicating, constantly and firmly, the CYNET's position that all kind of sexual harassment is intolerable; thus, establishing a culture of zero tolerance.
- Ensuring information and psychological support is provided to victims or witnesses of sexual harassment.

### **Responsible Units**

Board of directors of CYNET

Managing Director of CYNET

Office Administrator of CYNET

CYNET-CSIRT Analysts

## **4. FOSTER WORK-LIFE BALANCE**

### **Objective**

Build a work environment that enables employees to balance their professional and personal duties and responsibilities.

### **Actions**

- Providing flexible working hours and flexible working conditions at CYNET.
- Supporting its employees by covering a percentage of 25% of their remuneration that is not covered by governmental support in the cases of maternity and paternity leave.
- Promoting hybrid working modes, which include both remote and physical working.
- Designing and implementing Health and Wellbeing practices that defuse the adverse effect of repetitive work and workplace stress on mental health.

### **Responsible Units**

Board of Directors of CYNET

Managing Director of CYNET

Office Administrator of CYNET

CYNET-CSIRT Analysts



## 5. FOSTER GENDER BALANCE IN LEADERSHIP AND DECISION MAKING

### Objective

Build a work environment that enables a gender balance in decision making.

### Actions/Activities

The following actions aim to raise awareness, deepen the understanding of gender bias, and tackle resistances among decision-makers, to identify the barriers for women's representation in leadership and decision-making positions, and ultimately to increase their representation:

- Offering a “Unconscious/ implicit bias and Gender bias in leadership and decision-making” training
- Actively seeking, identifying and encouraging women candidates suited to roles in decision-making and leadership positions.

### Responsible Units

Board of Directors of CYNET

Managing Director of CYNET

Office Administrator of CYNET

CYNET-CSIRT Analysts

## 6. ELIMINATE GENDER PAY GAP

### Objective

Minimise income inequality between men and women and differences in starting positions and pay, career progression speed, and promotions, inter alia.

### Actions/Activities

- Developing action plans to increase gender equality in income for equal qualifications and work aiming to minimise or eliminate the gender pay gap.
- Reducing the wage difference between equally qualified men-women to less than 10% by 2025.

### Responsible Units

Board of Directors of CYNET



Managing Director of CYNET  
Office Administrator of CYNET