

GENDER EQUALITY PLAN

Future Worlds Center (FWC)

(LEGALLY REGISTERED AS CYPRUS NEUROSCIENCE & TECHNOLOGY INSTITUTE, CNTI)



Version Feb 2022



This Gender Equality Plan (GEP) was developed in the framework of the project R&I PEERS - Piloting experiences for improving gender equality in research organisations (GA n. 788171), financed by the European Commission under Horizon 2020 programme (Call: Science with and for Society, H2020-SwafS-2017-1)¹. The GEP is a fundamental action of the above-mentioned project and a key tool for encouraging the improvement of gender balance in the organisation.

The GEP is available on Future Worlds pedia:

Version 1: https://www.futureworlds.eu/w/1/0/07/R%26I_PEERS_BOARD_GEP_2019.pdf

Version 2: https://www.futureworlds.eu/w/1/0/07/R%26I_PEERS_BOARD_GEP_2021.pdf

The relevant Policy is also available on Future Worlds pedia:

https://www.futureworlds.eu/wiki/Gender_Equality_Plan



¹ The R&I PEERS project is coordinated by the University of Salerno in partnership with Cyprus Neuroscience and Technology Institute (Cyprus), National Research Council (Italy), Association of the Industrialists of the Province of Salerno (Italy); Centro de Investigación Cooperativa en Nanociencias (Spain), MIGAL Galilee Research Institute, LTD (Israel), Digital Leadership Institute (Belgium), Institute of Culture and Memory Studies (Slovenia), National Agency for Scientific Research Promotion (Tunisia), and the Hellenic Republic Ministry of Interior (Greece).

Links to FWC

- <https://www.futureworldscenter.org>
- <https://www.futureworlds.eu/wiki>
- https://en.wikipedia.org/wiki/Future_Worlds_Center
- https://en.wikipedia.org/wiki/Cyprus_Neuroscience_and_Technology_Institute

Future Worlds Center (leg. Reg. Cyprus Neuroscience & Technology Institute) is a research, non-profit, non-governmental organization active in programs with future orientation in areas related to human brain-modern technology-social transformation and the repercussions of relevant research for humanity. It was founded in 1991; between 1991-2021, it has employed 100+ associates, and hosted 100+ interns; its yearly budget is ca. 1 Million euros.

The scope of its activities involves the application of digital technologies towards social transformation, as well as the bridging of literacy, economic, and digital divides. Hence, the FWC aims, focus on the sensitization, enlightenment, and development of an active civil society internationally, embracing projects that aim to re-invent governance, education and other spheres of public life. To achieve its mission, it designs surgical societal interventions using scientific evidence, well-developed strategies, and technology.

FWC is a world pioneer in the development of the scientific foundations, tools and applications of a recent branch of systems science within the community Operations Research, known as Dialogic Design Science (DDS). DDS, also known as Structured Democratic Dialogue.

FWC has extensive experience in envisioning, coordinating, implementing, and monitoring projects, conferences, training, and workshops. FWC has secured more than 100 funded projects, out of which more than half as a Coordinator of total value over 20 million euro. Its outreach covers more than 30 countries:

https://www.futureworlds.eu/wiki/List_of_Future_Worlds_Center_Contracts

FWC is considered a world-pioneer in the development and application of the Structured Democratic Dialogue Process (SDDP). SDDP is capable of harnessing the power of emerging technologies to accelerate positive social change. A list of SDDs implemented by FWC can be found at:

www.futureworlds.eu/wiki/Chronological_List_of_SDDPs_by_Future_Worlds_Center_and_Associates



STATE OF THE ART SITUATION OF WOMEN IN THE INSTITUTION

Future Worlds Center has a history of almost 30 years. It started as a pure research center (under the name Cyprus Neuroscience & Technology Institute), and evolved into a larger CSO that focuses on socially responsible research and innovation. FWC envisions, designs and implements projects capable of achieving positive social change through surgical societal interventions grounded on scientific evidence, utilization of modern technologies and well-developed strategies. Within this context, FWC has developed and adopted fifteen Constitutional and Value Policies:

1. Non-discrimination
2. Special Focus at the interface between human brain-modern technology-social transformation
3. Special Focus in applied innovative RND
4. Special Focus in Modern IT
5. Special Focus in Promoting Cyprus as Peripheral Center
6. Special Focus in Promoting Peace
7. Special Focus on Children
8. Special Focus on Future Orientation
9. Special Focus on Global Justice and Millennium Development Goals
10. Special Focus on Innovation
11. Special Focus on Structured Democratic Dialogue
12. [Special Focus on the Gender Dimension](#)
13. Special Focus on Transparency, Anti-fraud, and Sharing with the World and Empowering Others
14. Special Focus on Vulnerable Groups
15. Special Focus on Youth

The above are available on Future Worlds pedia:

https://www.futureworlds.eu/wiki/Constitutional_and_Value_Policies

The 12th Policy regards the gender dimension

In the context of R&I PEERS - Piloting experiences for improving gender equality in research organisations (GA n. 788171) project, the organization has formalized a Gender Equality Plan, which was adopted by a relevant Board Resolution in 29 Jan 2019 and came into action with its publication on the projects wiki. Following recommendations from experts, including proposals by the EIGE, the GEP has been revised and the current version 2 is available online:

https://www.futureworlds.eu/wiki/Gender_Equality_Plan

OVERALL OBJECTIVES/GOALS OF THE GEP

(connected to the ERA Gender Equality goals and to the respect of the EIGE GEPs phases when planning the GEP and the GEAR toolkit).

GEP Areas	Gender Equality Goals
Work-life balance and organisational culture	18 weeks paid parental leave through which the employer will be allowed to work remotely from home for the whole period of the leave
	The organization will pay the remaining 25% of the maternity leave paid by the Social Insurances (75%)
	Inclusion of planned measures in CNTI's internal policy documents
	Organization of a seminar to inform employees on the newly implemented policies
	Inclusion of relevant information about the implemented policies into the FWC's website
	Person in charge to provide information, help and advice to employees regarding the available policies
	Organization of a yearly workshop to inform employees about the policies on the national and organisational level aimed to improve work-life balance
	Inclusion of relevant information on national work-life balance related legislation to the FWC's website
	Introduction of the possibility of flexible working hours
	Introduction of the possibility of remote work
Gender balance in leadership and decision -making	Equal participation of the two genders in FWC's Board by introducing a specific clause in the policy document
	Organization of a yearly workshop on gender bias in decision making bodies
Gender equality in recruitment and career progression	Organization of a Structured Democratic Dialogue (SDD) Workshop on a national level with youth to identify actions to reduce gender gap amongs young researchers
	Establishment of a procedure for the equal hiring of researchers based on gender
Improving use of gender-neutral language in organization's documents	Yearly review of all FWC's policy papers
Mentoring	Regular workshops/webinars dedicated to grant & project application writing
	Regular workshops/webinars dedicated to academic writing
Integration of the gender dimension into research and teaching content	Organization of a national photo competition portraying "women in science"
	Introduction of mechanisms to facilitate leaves for education and research

DIRECT AND INDIRECT TARGETS OF THE GEP

Goals	Direct Targets	Indirect Targets
18 weeks paid parental leave through which the employer will be allowed to work remotely from home for the whole period of the leave	Researchers, technical and administrative staff	
The organization will pay the remaining 25% of the maternity leave paid by the Social Insurances (75%)	Researchers, technical and administrative staff	
Inclusion of planned measures in FWC's internal policy documents	Researchers, technical and administrative staff	Affiliated Organizations
Organization of a seminar to inform employees on the newly implemented policies	Researchers, technical and administrative staff	
Inclusion of relevant information about the implemented policies into the FWC's website	Researchers, technical and administrative staff	Affiliated Organizations
Person in charge to provide information, help and advice to employees regarding the available policies	Researchers, technical and administrative staff	
Organization of a yearly workshop to inform employees about the policies on the national and organisational level aimed to improve work-life balance	Researchers, technical and administrative staff	
Inclusion of relevant information on national work-life balance related legislation to the FWC's website	Researchers, technical and administrative staff	Affiliated Organizations
Introduction of the possibility of flexible working hours	Researchers, technical and administrative staff	
Introduction of the possibility of remote work	Researchers, technical and administrative staff	
Establishment of an equal participation of the two genders in FWC's Board by introducing a specific clause in the policy document	Board of Directors, researchers, technical and administrative staff	
Organization of a yearly workshop on gender bias in decision making bodies	Board of Directors	
Structured Democratic Dialogue Workshop on a national level with youth to identify actions to reduce gender gap amongs young researchers	Policy makers, youth	
Establishment of a procedure for the equal hiring of researchers based on gender	Researchers, technical and administrative staff	
Yearly review of all FWC's policy papers	Board of Directors, researchers, technical and administrative staff	
Regular workshops / webinars dedicated to grant and project application writing	Researchers, technical and administrative staff	
Regular workshops / webinars dedicated to academic writing	Researchers, technical and administrative staff	
Organization of a national photo competition portraying "women in science"	Photographers, GE organisations, women working in STEM	Policy makers
Introduction of mechanisms to facilitate leaves for education and research	Researchers, technical and administrative staff	

STRUCTURE OF THE GEP

To monitor and meet the goals set on the key priority areas, activities, the Board of Directors has approved indicators, assigned responsibilities, and set the relevant time frames, as shown in the following Table.

Strategies (Activities)	Indicators	Person in Charge	Time frame
18 weeks paid parental leave through which the employer will be allowed to work remotely from home for the whole period of the leave	Num of employees making use of this allowance per year and gender	Stella Philippou (Financial Officer)	2019 - 2022
The organization will pay the remaining 25% of the maternity leave paid by the Social Insurances (75%)	Num of employees making use of this allowance per year	Stella Philippou (Financial Officer)	2019 - 2022
Inclusion of planned measures in FWC's internal policy documents	Execution of strategy	Elena Aristodemou (Head of New Media Lab)	February 2019
Organization of a seminar to inform employees on the newly implemented policies	Num of employees attending	Andreas Andreou (Project Coordinator)	March 2019
Inclusion of relevant information about the implemented policies into the FWC's website	Num of visits to this section as opposed to other sections of the website	Andreas Drakos (IT Director)	February 2019
Person in charge to provide information, help and advice to employees regarding the available policies	Num of employees received information per gender	Elena Aristodemou (Head of New Media Lab) and Andreas Andreou (Project Coordinator)	April 2019
Organization of a yearly workshop to inform employees about the policies on the national and organisational level aimed to improve work-life balance	Num of workshops organized and Num of employees attending (per gender and per year)	Elena Aristodemou (Head of New Media Lab)	2019-2022
Inclusion of relevant information on national work-life balance related legislation to the FWC's website	Execution of strategy	Andreas Andreou (Project Coordinator)	December 2019
Introduction of the possibility of flexible working hours	Num of employees making use of the strategy per gender	Elena Aristodemou (Head of New Media Lab)	2019-2022
Introduction of the possibility of remote work	Num of employees making use of the strategy per gender	Elena Aristodemou (Head of New Media Lab)	2019-2022
Establishment of an equal participation of the two genders in FWC's Board by introducing a specific clause in the policy document	Composition of the Board for a period of 5 years	Andreas Shoshilos (Member of the Board)	2018 - 2022
Organization of a yearly workshop on gender bias in decision making bodies	Num of workshops organized and Num of participants attending per gender and per year	Andreas Andreou (Project Coordinator)	2019-2022
Organization of a Structured Democratic Dialogue (SDD) Workshop on a national level with youth to identify actions to reduce gender gap amongs young researchers	Report and Num of youth attending the SDD	Yiannis Laouris (CEO) & Elena Aristodemou (Head of New Media Lab) & Andreas Andreou (Project Coordinator)	March 2021
Establishment of a procedure for the equal hiring of researchers based on gender	Num of researchers of both genders hired	Elena Aristodemou (Head of New Media Lab)	2019-2022
Review of all FWC's policy papers	Num of papers reviewed and updated to be aligned with a gender-neutral language strategy	Andreas Andreou (Project Coordinator)	December 2018 - July 2019
Regular workshops / webinars dedicated to grant and project application writing	Num of workshops and Num of involved workers (per gender per year)	Elena Aristodemou (Head of New Media Lab)	2019-2022
Regular workshops / webinars dedicated to academic writing	Num of workshops and Num of employees involved (per gender per year)	Elena Aristodemou (Head of New Media Lab)	2019-2022
Organization of anational photo competition portraying "women in science"	Num of photos submitted	Andreas Andreou (Project Coordinator)	January 2021 - July 2021
Introduction of mechanisms to facilitate leaves for education and research	Execution of strategy	Yiannis Laouris (CEO)	July 2019

SUMMARY TABLE OF GEP

The following Table summarizes all Goals/Strategies, Targets, Indicators, Persons in charge and Time Frames.

Strategies (Activities)	Direct Target	Indirect Target	Indicators	Person in Charge	Time frame
18 weeks paid parental leave through which the employer will be allowed to work remotely from home for the whole period of the leave	Researchers, technical and administrative staff		Num of employees making use of this allowance per year and gender	Stella Philippou (Financial Officer)	2019 - 2022
The organization will pay the remaining 25% of the maternity leave paid by the Social Insurances (75%)	Researchers, technical and administrative staff		Num of employees making use of this allowance per year	Stella Philippou (Financial Officer)	2019 - 2022
Inclusion of planned measures in FWC's internal policy documents	Researchers, technical and administrative staff	Other national organisations in affiliation with FWC	Execution of strategy	Elena Aristodemou (Head of New Media Lab)	February 2019
Organization of a seminar to inform employees on the newly implemented policies	Researchers, technical and administrative staff		Num of employees attending	Andreas Andreou (Project Coordinator)	March 2019
Inclusion of relevant information about the implemented policies into the FWC's website	Researchers, technical and administrative staff	Other national organisations in affiliation with FWC	Num of visits to this section as opposed to other sections of the website	Andreas Drakos (IT Director)	February 2019
Person in charge to provide information, help and advice to employees regarding the available policies	Researchers, technical and administrative staff		Num of employees received information per gender	Elena Aristodemou (Head of New Media Lab) and Andreas Andreou (Project Coordinator)	April 2019
Organization of a yearly workshop to inform employees about the policies on the national and organisational level aimed to improve work-life balance	Researchers, technical and administrative staff		Num of workshops organized and Num of employees attending (per gender and per year)	Elena Aristodemou (Head of New Media Lab)	2019-2022
Inclusion of relevant information on national work-life balance related legislation to the FWC's website	Researchers, technical and administrative staff	Other national organisations in affiliation with FWC	Execution of strategy	Andreas Andreou (Project Coordinator)	December 2019
Introduction of the possibility of flexible working hours	Researchers, technical and administrative staff		Num of employees making use of the strategy per gender	Elena Aristodemou (Head of New Media Lab)	2019-2022
Introduction of the possibility of remote work	Researchers, technical and administrative staff		Num of employees making use of the strategy per gender	Elena Aristodemou (Head of New Media Lab)	2019-2022
Establishment of an equal participation of the two genders in CNTI's Board by introducing a specific clause in the policy document	Board of Directors, researchers, technical and administrative staff		Composition of the Board for a period of 5 years	Andreas Shoshilos (Member of the Board)	2018 - 2022
Organization of a yearly workshop on gender bias in decision making bodies	Board of Directors		Num of workshops organized and Num of participants attending per gender and per year	Andreas Andreou (Project Coordinator)	2019-2022
Organization of a Structured Democratic Dialogue (SDD) Workshop on a national level with youth to identify actions to reduce gender gap amongst young researchers	Policy makers, youth		Report and Num of youth attending the SDD	Yiannis Laouris (CEO) & Elena Aristodemou (Head of New Media Lab) & Andreas Andreou (Project Coordinator)	March 2021
Establishment of a procedure for the equal hiring of researchers based on gender	Researchers, technical and administrative staff		Num of researchers of both genders hired	Elena Aristodemou (Head of New Media Lab)	2019-2022
Review of all FWC's policy papers	Board of Directors, researchers, technical and administrative staff		Num of papers reviewed and updated to be aligned with a gender-neutral language strategy	Andreas Andreou (Project Coordinator)	December 2018 - July 2019
Regular workshops / webinars dedicated to grant and project application writing	Researchers, technical and administrative staff		Num of workshops and Num of involved workers (per gender per year)	Elena Aristodemou (Head of New Media Lab)	2019-2022
Regular workshops / webinars dedicated to academic writing	Researchers, technical and administrative staff		Num of workshops and Num of employees involved (per gender per year)	Elena Aristodemou (Head of New Media Lab)	2019-2022
Organization of a national photo competition portraying "women in science"	Photographers, GE organisations, women working in STEM	Policy makers	Num of photos submitted	Andreas Andreou (Project Coordinator)	January 2021 - July 2021
Introduction of mechanisms to facilitate leaves for education and research	Researchers, technical and administrative staff		Execution of strategy	Yiannis Laouris (CEO)	July 2019



BIBLIOGRAPHY

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