

<p>MANUAL HPI GENDER EQUALITY PLAN</p>		<p>HPI_A7-01_vs1</p>
<p>GENDER EQUALITY PLAN (GEP)</p>		<p>Date of Issue: 13/04/2025 Page: 1 of 5</p>

Introduction

The Health Policy Institute (HPI), established in 2015, is committed to promoting gender equality as a core organizational value. This Gender Equality Plan (GEP) aligns with European Commission requirements and reflects HPI's ongoing dedication to fostering diversity, inclusion, and gender balance. The GEP prioritizes creating an equitable and supportive working environment by addressing key areas including work-life balance, gender representation in leadership, fair recruitment and career development, inclusion of gender perspectives in research, and active measures against gender-based violence. We are committed to safeguarding the integrity, confidentiality, and nondiscrimination while maintaining a culture of respect and equality across all operations.

Public GEP

HPI publicly commits to gender equality by publishing its GEP on its official website, supporting organizational transparency and accountability towards employees, stakeholders, and the public. Reflecting global best practices, the HPI GEP receives formal endorsement by senior management, ensuring that gender equality remains a strategic priority at all decision-making levels.

The GEP is updated annually based on collected workforce data and progress reports, allowing HPI to adapt proactively to emerging challenges and refine ongoing initiatives. This approach ensures the GEP remains a living framework guiding continuous gender equality efforts within the organization.

Dedicated Resources

Recognizing that gender equality requires dedicated resources and leadership commitment, HPI has appointed a Gender Equality Officer responsible for overseeing GEP implementation, coordinating activities, monitoring progress, and facilitating open communication on gender-related concerns within the team and external partners.

HPI also engages external gender equality experts to provide strategic guidance aligned

<p>MANUAL HPI GENDER EQUALITY PLAN</p>		<p>HPI_A7-01_vs1</p>
<p>GENDER EQUALITY PLAN (GEP)</p>		<p>Date of Issue: 13/04/2025 Page: 2 of 5</p>

with up-to-date research and effective practices, supporting the adoption of evidence-based solutions and the integration of gender equality principles organization-wide. HPI allocates specific resources for the GEP implementation, specifically:

- **Human Resources:** Dedicated Gender Equality Officer to manage and monitor plan progress
- **External Expertise:** Collaboration with gender specialists for ongoing strategic support.

Data Collection and Monitoring

Systematic collection and analysis of sex/gender-disaggregated data across all organizational levels enable HPI to understand workforce composition and identify potential inequalities, even within a small team. Key performance indicators tracked include gender balance in leadership roles, recruitment patterns, career advancements, and pay gaps.

Annual progress reports communicate results transparently, reinforcing accountability and continuous improvement culture for HPI. Monitoring and use of key indicators ensures targeted interventions address any identified imbalances or disparities.

Training

HPI mandates interactive training sessions for all employees and decision-makers focused on recognizing unconscious gender biases and fostering an inclusive culture where all employees can contribute equally and feel valued regardless of gender. These trainings raise awareness of how gender dynamics impact workplace interactions and decisions.

HPI also provides specialized workshops for leadership and senior decision-makers, focusing on integrating gender equality into strategic planning and management processes and promoting gender-sensitive leadership. These workshops enable managers to build diverse, equitable teams regardless of the organization’s size.

<p>MANUAL HPI GENDER EQUALITY PLAN</p>		<p>HPI_A7-01_vs1</p>
	<p>GENDER EQUALITY PLAN (GEP)</p>	<p>Date of Issue: 13/04/2025 Page: 3 of 5</p>

Training components include:

- **Training for Staff and Decision-Makers:** awareness raising and unconscious bias training for all employees and decision-makers
- **Leadership Workshops** emphasizing strategic integration and inclusive management.

Work-Life Balance and Organizational Culture

Understanding the vital role of work-life balance, HPI offers flexible working arrangements, such as remote work options, adjustable working hours, and part-time schedules, to accommodate diverse employee needs, especially benefiting caregivers. This flexibility supports equal career opportunities by alleviating pressures that disproportionately affect women, thus promoting gender equality in both the workplace and at home.

HPI also actively promotes family-friendly policies such as parental leave, child care support, and career breaks without penalty, which are clearly communicated to ensure full accessibility and encourage use. HPI’s inclusive culture emphasizes respect for personal responsibilities and encourages open dialogue around work-life balance challenges.

Gender Balance in Leadership and Decision-Making

To foster equitable leadership representation, HPI sets measurable targets for female representation in senior and decision-making roles. HPI is dedicated to identifying and nurturing female talent, facilitating balanced and inclusive organization governance.

HPI also implements transparent, merit-based promotion processes which ensure fairness irrespective of gender. Annual monitoring of leadership gender balance allows strategic adjustments by the organization, supporting more diverse decision-making bodies that enhance organizational performance.

<p>MANUAL HPI GENDER EQUALITY PLAN</p>		<p>HPI_A7-01_vs1</p>
<p>GENDER EQUALITY PLAN (GEP)</p>		<p>Date of Issue: 13/04/2025 Page: 4 of 5</p>

Gender Equality in Recruitment and Career Progression

HPI actively employs recruitment processes that eliminate gender bias, using gender-neutral language in job descriptions and diverse selection panels to ensure equitable recruitment. Objective performance criteria replace subjective assessments that could reinforce gender stereotypes.

In terms of career progression, HPI provides equal access to training, mentorship, and career development opportunities. Special efforts target support for women in underrepresented roles, with managers encouraged to promote gender-balanced advancement. HPI also tracks promotion rates by gender to sustain accountability.

Integration of the Gender Dimension into Research and Teaching

Content

HPI integrates gender analysis into research methodologies to deepen understanding of gender influences on health outcomes, access to care, and policy effectiveness, ensuring research addresses diverse population needs.

In its educational initiatives, HPI develops gender-sensitive curricula to challenge traditional roles and raise awareness of gender’s impact on health policy.

Measures Against Gender-Based Violence, Including Sexual Harassment

HPI embraces a zero-tolerance approach toward gender-based violence and sexual harassment. The organization uses confidential reporting mechanisms to allow victims to raise concerns safely without fear of reprisal. Thorough investigations and appropriate sanctions follow any substantiated complaints. Additionally, support services, including counseling and legal aid, assist affected individuals. Mandatory training sessions for all staff raises awareness on violence, harassment, and discrimination, reinforcing a safe and respectful workplace for all.

<p>MANUAL HPI GENDER EQUALITY PLAN</p>		<p>HPI_A7-01_vs1</p>
	<p>GENDER EQUALITY PLAN (GEP)</p>	<p>Date of Issue: 13/04/2025 Page: 5 of 5</p>

Conclusion

HPI’s Gender Equality Plan provides a tailored and evolving framework to build a gender-balanced and inclusive work environment, aligned with the organization’s scale and mission. Through dedicated leadership, transparent monitoring, and specific gender equality targets, HPI fosters a culture of equality and respect where all employees thrive and accountability to stakeholders and broader society is maintained.

Chair of the Board of Directors
Professor Souliotis Kyriakos

