



**CYPRUS PEDAGOGICAL INSTITUTE**

**GENDER EQUALITY PLAN (GEP)**

**2022-2025**

2

CONTENTS

A. Introduction.....3

B. The Cyprus Pedagogical Institute and gender equality .....4

C. THE CPI Gender equality plan for 2022-2025 .....5

    1. *Building awareness on gender equality issues among staff members* .....6

    2. *Promoting a gender equality culture and respect for diversity*.....7

    3. *Integrating gender dimension in training and research content* .....9

## A. INTRODUCTION

The Gender Equality Plan (GEP) of the Cyprus Pedagogical Institute (CPI), as described in this document, adapts to the needs of the Institute and society, considering the rules, legislation, and policies applied for gender equality by the Ministry of Education, Sport, and Youth.

In addition, the GEP takes into account the three main levels at which gender equality is considered in Horizon Europe<sup>1</sup>, that is: (a) the existence of a gender equality plan as an eligibility criterion for certain categories of legal entities from EU countries and associated countries; (b) the integration of the gender dimension into research and innovation content as a requirement by default, an award criterion evaluated under the excellence criterion; and (c) the increase of gender balance throughout the program, such as in the boards, expert groups, evaluation committees, as well as in the research teams as a ranking criterion for proposals scoring the same.

In this context, the GEP of CPI is a set of objectives, actions and commitments aimed at promoting a gender equality culture within the Institute through sustainable ways in multiple levels, such as training, research, and relevant processes involved.

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<sup>1</sup> Horizon Europe: European Union's key research and innovation funding programme until 2027 (for more information: [https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe\\_en](https://ec.europa.eu/info/research-and-innovation/funding/funding-opportunities/funding-programmes-and-open-calls/horizon-europe_en))

## B. THE CYPRUS PEDAGOGICAL INSTITUTE AND GENDER EQUALITY

CPI employs 135 full time staff members, 95 women and 35 men, all appointed by the Ministry of Education, Sport, and Youth. Thus, CPI's policy for gender equality fully complies with the policies and actions undertaken by the Ministry of Education regarding gender equality. *Within this context and recognizing that people might differ in their gender identity, sexual orientation, religion, nationality, age, marital status, language, health condition, physical strength, or socioeconomic background*, CPI stands for respect within the working environment and works systematically to ensure that all staff members work on equal and fair terms.

Within this scope, CPI is committed to promoting equal opportunities, encouraging, and respecting diversity, securing dignity both in the workplace and in society, and creating all the necessary conditions for professional development and academical growth of the staff.

In addition, CPI acknowledges that harassment and sexual harassment is a form of discrimination based on the abuse of power and gender inequality. Therefore, CPI adopts a zero-tolerance approach towards the issue, fully complying with the guidelines for the prevention and handling of harassment and sexual harassment prepared by the Commissioner of Administration and the Protection of Human Rights. These guidelines and policies are applied for all staff working in the public sector and one can find them on the website of the Ministry of Education<sup>2</sup>.

In this context, CPI considers that every staff member working in the CPI deserves to be respected and should be respectful towards others.

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[https://archeia.moec.gov.cy/mc/361/kodikas\\_praktikis\\_dimosias\\_ypiresias\\_prolipsi\\_antimetopisi\\_parenochlisis\\_sexou\\_alikis\\_parenochlisis.pdf](https://archeia.moec.gov.cy/mc/361/kodikas_praktikis_dimosias_ypiresias_prolipsi_antimetopisi_parenochlisis_sexou_alikis_parenochlisis.pdf)

## C. THE CPI GENDER EQUALITY PLAN FOR 2022-2025

The CPI GEP, described below, is a formal document approved by the CPI Acting Director as well as the Heads of Departments and disseminated within the institute. It shows CPI's commitment to gender equality issues while it sets clear objectives and outlines certain actions and measures to achieve them. In compliance with the Horizon Europe GEP Eligibility Criterion, the CPI GEP targets the four mandatory process-related requirements, as follows:

- a) **Public document:** The CPI GEP is a public formal document published on the Institute's website and signed by the top management.
- b) **Dedicated resources:** All human resources and gender experts within CPI are committed to implement the CPI GEP.
- c) **Data collection and monitoring:** The Heads of Departments are responsible for monitoring the implementation of the CPI GEP. Data collection is limited to the performance of periodic consultation, focus groups and discussions with staff members.
- d) **Training/Familiarization:** CPI is committed to organize awareness raising/trainings on gender equality and unconscious gender biases for staff (i.e., teacher trainers) as well as teacher trainees throughout the year.

Taking into account the above minimum process-related requirements the following objectives are included in the CPI GEP:

1. Building awareness on gender equality issues among staff members
2. Promoting a gender equality culture and respect for diversity
3. Integrating gender dimension in training and research content

Based on the above objectives, specific actions and measures are proposed to be adopted and implemented by the responsible bodies/units, as identified in the CPI GEP.

## 1. BUILDING AWARENESS ON GENDER EQUALITY ISSUES AMONG STAFF MEMBERS

### OBJECTIVE

Building awareness among staff members about the importance of gender equality and how gender stereotypes, sexism, discrimination, and sexual harassment may cause various problems in the working environment (i.e., lack of confidence, collaboration issues, hurting).

### ACTIONS

- Organizing training seminars and/or courses on gender equality for staff's empowerment.
- Organizing awareness seminars on discrimination and prevention of sexual harassment for all staff members to attend to. Informing staff members about the guidelines for the prevention and handling of harassment and sexual harassment prepared by the Commissioner of Administration and the Protection of Human Rights.
- Sharing online resources (e.g., films, conference material, scientific papers, research results etc.) that promote gender equality.
- Organizing focus groups' discussions with representatives from all CPI departments to increase awareness on gender equality issues.
- Communicating, constantly and strongly, the Pedagogical Institute's position that all kinds of sexual harassment is not tolerated; thus, establishing a culture of zero tolerance.
- Coordinating the work of the Interdepartmental Committee on Gender Equality of the Ministry of Education, Sport, and Youth.

### RESPONSIBLE UNITS

- Director
- First Education Officer
- Heads of Departments

## 2. PROMOTING A GENDER EQUALITY CULTURE AND RESPECT FOR DIVERSITY

### OBJECTIVE

Improving commitment to gender equality within the Institution by acknowledging and raising awareness of any existing gender inequalities and/or sexism and strengthening CPI's staff members work-life balance.

### ACTIONS

- Performing periodic consultation with staff members for identifying difficulties and/or obstacles for collaboration resulted from or related to gender; establishing a working “safe space” where staff members freely share their thoughts.
- Handling issues of gender inequality, discrimination, sexual harassment and/or sexism within the Institute according to the guidelines and protocols provided by the Ministry of Education, offering advice and support, where possible.
- Organizing training activities and communication events to inform and promote gender equality and diversity.
- Implementing a gender-sensitive language policy with non-sexist and inclusive language in all official documents and means of communication of the Institute (e.g., email, social media, letters, press, documents).
- Promoting the dissemination of the Institute's best practices regarding gender equality within and outside the institution.
- Providing aid/facilitating staff members with handling issues related to caregiving (e.g., of children, elderly relatives).
- Providing flexible working conditions and/or working hours including both remote and physical working provided that certain conditions apply and following the Public Service regulations (e.g., maternity, breeding).



## RESPONSIBLE UNITS

- Director
- First Education Officer
- Heads of Departments



### 3. INTEGRATING GENDER DIMENSION IN TRAINING AND RESEARCH CONTENT

#### OBJECTIVE

Integrating gender dimension into training activities organized and/or coordinated by the CPI and encouraging staff members to prepare of and/or participate in research projects that take into account the gender dimension.

#### ACTIONS

- Providing guidelines and preparing training workshops for staff members on how to integrate the gender dimension in training seminars, lectures, other learning activities and research projects.
- Working with staff members to strengthen the gender dimension in all kinds of training activities.
- Promoting training activities and/or seminars for teacher participants on topics that address gender equality and diversity issues.
- Promoting the successful integration of the gender perspective in research projects according to the EU Funding Agencies.
- Promoting gender diversity within research teams in line with the European charter for researchers and the codes of ethics and conduct.

#### RESPONSIBLE UNITS

- Director
- First Education Officer
- Heads of Departments