

Plan for Gender Equality and Equal Opportunity

At iReason, we are committed to fostering a work environment that upholds the principles of gender equality. We recognize that achieving true gender equality requires a comprehensive approach that involves institutional and cultural changes within an organization. Our Gender Equality Plan (GEP) outlines our commitment, goals, and actions to promote gender equality. This GEP serves as a public document, signed by top management, and will be actively communicated within our institution.

Dedicated Resources: To implement and sustain our GEP, we recognize the need for dedicated resources and expertise in gender equality. We will allocate the necessary resources, including personnel, training, and budget, to ensure the successful execution of our plan.

Data Collection and Monitoring: We will collect sex/gender disaggregated data on all personnel, including information on hiring, promotions, salaries, and participation in decision-making roles. We will identify and select relevant indicators to measure gender equality within our organization, such as: **gender ratio, pay equity, recruitment and promotion, work-life balance, training and development, representation in decision-making, equal opportunities, and career progression.** We commit to publishing an annual report based on those gender equality indicators. This report will include progress updates, challenges, and opportunities for improvement.

Training: To raise awareness and mitigate unconscious gender biases among all staff and decision-makers we will implement regular training sessions, workshops, or seminars on unconscious gender bias. We will ensure that training content is evidence-based and includes real-world scenarios and case studies. The aim is to facilitate open discussions and interactive activities to engage participants. Special training activities will be conducted to address the **integration of the gender dimension into research content**, ensuring that our research projects consider and incorporate gender-related perspectives and insights. Those training activities will focus on integrating gender considerations into the research design phase, including defining research questions and hypotheses with a gender perspective, adapting research methodologies to address gender-specific issues and perspectives, recognizing the intersections of gender with other identity factors, such as race, ethnicity, socioeconomic status, and sexuality, and delivering strategies for effectively communicating research findings to diverse audiences.

Representative:
Kostadin Mishev, CEO

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