



## **HS- Gender Equality Plan (GEP) – HOLOSS RESEARCH**

### **1. Introduction and institutional commitment**

HOLOSS RESEARCH – CENTRE FOR ADVANCED SCIENCE, TECHNOLOGY AND PUBLIC VALUE, ASSOCIAÇÃO recognises gender equality as a fundamental principle for excellence in research, innovation, and organisational culture. This Gender Equality Plan (GEP) sets out clear objectives, measures, and monitoring tools to strengthen diversity, inclusion, and equal opportunities across all HOLOSS activities, ensuring that gender equality is embedded as a cross-cutting value in both organisational practices and scientific outputs.

Established in Portugal, the plan is aligned with national initiatives such as the Strategy for Equality and Non-Discrimination 2018–2030 "Portugal + Equal", which frames gender equality as a structural priority for Portuguese society. At the same time, it ensures consistency with European frameworks, including Horizon Europe and the European Commission's GEAR tool, which collectively recognise gender equality as a fundamental task of research-performing organisations and of the State.

Through this dual alignment, HOLOSS positions itself as a forward-looking organisation that integrates equality from its inception, ensuring that research processes, institutional governance, and external collaborations are guided by fairness, inclusiveness, and non-discrimination. This approach reinforces the credibility of HOLOSS in the European research landscape and guarantees that its contribution to innovation is both scientifically robust and socially responsible.

## Gender Equality Plan (GEP) – HOLOSS RESEARCH

This Gender Equality Plan (GEP) represents a foundational instrument for HOLOSS RESEARCH – CENTRE FOR ADVANCED SCIENCE, TECHNOLOGY AND PUBLIC VALUE, ASSOCIAÇÃO, ensuring that equality, diversity, and inclusion are embedded from the outset in its governance, operations, and research practices. Although HOLOSS RESEARCH is a recently established organisation, the plan is developed in full compliance with the experience acquired by its sister company HOLOSS, with which it shares a pipeline of results and expertise. HOLOSS has already participated in more than a dozen international research and development projects, providing a strong foundation of knowledge and practice that informs this GEP. This positions HOLOSS RESEARCH as a proactive and forward-looking actor committed to excellence, responsibility, and alignment with European and national frameworks.

### 1. Duration and scope

- **Period:** 2025–2028 (3 years, with annual reviews).
- **Scope:** Applies to all staff (researchers, administration, management) and covers recruitment, career progression, working conditions, and research outputs.
- **Geographical coverage:** All HOLOSS RESEARCH activities in Portugal and international collaborations.

### 2. Governance and responsibility

- **GEP officer:** A designated staff member will coordinate the implementation and monitoring of the plan.
- **GEP committee:** Includes representatives from research staff, management, and administration; meets quarterly.
- **External alignment:** GEP progress will be reported in project reviews and made publicly available on the HOLOSS/ HOLOSS RESEARCH website.

### 3. Strategic areas and measures

#### 3.1. Recruitment and career progression

- Use gender-neutral language in job offers.
- Guarantee balanced selection committees.
- Monitor gender distribution in promotions and research project leadership.

#### 3.2. Work–life balance and organisational culture

- Provide a contractual hour's bank to facilitate flexible working arrangements (telework, flexible hours) and support staff in managing personal and family needs.
- HOLOSS ensures equal access to parental leave as established by Portuguese labour law, fully guaranteeing legal rights and protections.

#### 3.3. Gender in research and innovation content

- Systematically suggest the inclusion of sex and gender analysis in collaborative project design

and methodologies.

- Integration of sex and gender dimensions into research works.
- Provide training on gender dimension in research.
- In several of its projects, HOLOSS monitors gender balance and issues recommendations as a recurrent task, while acting as a vigilant observer across the wider portfolio.”
- Although not holding this role in every project, HOLOSS regularly undertakes gender balance monitoring and provides recommendations in multiple initiatives, maintaining a vigilant stance throughout its activities.

#### **3.4. Prevention of harassment and discrimination**

- Adopt a zero-tolerance policy on harassment.
- Provide training on respectful workplace behaviour.
- Establish a confidential reporting mechanism with escalation procedures.

#### **3.5. Leadership and decision-making**

- Ensure gender balance in internal boards and management committees.
- Introduce mentorship and leadership programmes for early-career researchers.

### **4. Monitoring and evaluation**

- **Indicators:** % female staff, % women in leadership, % female authors in publications, and number of training sessions.
- **Frequency:** Annual monitoring report reviewed by the GEP Committee.
- **Publication:** Public summary uploaded annually on HOLOSS RESEARCH website.

**HOLOSS**

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