



Gender Equality Plan (GEP)

Cover Page

Reference Period: 2026–2029

This Gender Equality Plan sets out the European Institute of Management and Finance's (EIMF) commitment to promoting gender equality and inclusive institutional practices, in line with the principles of equality, fairness, and respect for human dignity.

The Plan establishes a framework for integrating gender equality considerations across institutional governance, employment practices, and academic activities.

The Gender Equality Plan supports EIMF's broader commitment to diversity, equity, and inclusion and aligns with the eligibility requirements of the **Horizon Europe Framework Programme for Research and Innovation**.

Approval and Institutional Commitment

This Gender Equality Plan has been formally endorsed by the leadership of the European Institute of Management and Finance (EIMF).

The Institute commits to implementing the measures outlined in this plan and to promoting an inclusive institutional environment that ensures equality of opportunity for all members of the EIMF community.

The implementation and monitoring of this plan will be integrated into EIMF's existing governance structures and institutional policies.

Approved by:

- EIMF CEO: Marios Siathas
- Academic Director: Adonis Pegasiou

Date of Approval: December 2025

1. Introduction and Institutional Commitment

The European Institute of Management and Finance (EIMF) is committed to promoting equality, fairness, and inclusion across all aspects of its academic and institutional activities. Gender equality is integral to EIMF’s commitment to fostering an inclusive and respectful academic community.

As a higher education institution operating within a European and international environment, EIMF recognises that diversity strengthens academic excellence, enhances institutional effectiveness, and contributes to innovation in teaching and research. The Institute is therefore committed to ensuring that all members of its community—staff, faculty, students, and partners—are treated with fairness, dignity, and respect.

This Gender Equality Plan (GEP) complements EIMF’s **Diversity, Equity and Inclusion (DEI) Policy**, which establishes the Institute’s commitment to equality of opportunity, the prevention of discrimination, and the creation of an inclusive academic and working environment.

The GEP establishes a framework to promote gender equality, in line with the Horizon Europe eligibility requirements for research organisations and higher education institutions, ensuring that gender equality considerations are embedded in institutional governance, employment practices, and academic activities.

Given the relatively small size and organisational structure of EIMF, the measures outlined in this plan are proportionate, practical, and integrated into existing institutional policies and governance structures.

2. Governance, Implementation, and Resources

Responsibility for implementing and overseeing the Gender Equality Plan rests with EIMF's senior leadership.

In accordance with the Institute's governance framework:

- The **EIMF CEO**, acting as the designated Diversity, Equity and Inclusion (DEI) Officer, oversees the implementation and monitoring of equality-related policies and initiatives.
- The **Academic Director** and **Programme Coordinators** support the integration of equality principles in academic programmes and institutional practices.
- Heads of Departments/Offices promote inclusive practices within their respective areas.

Given the size of the institution, the GEP does not establish a separate committee; instead, it integrates gender equality oversight into existing governance structures.

Institutional leadership is responsible for ensuring that adequate administrative support and attention are dedicated to the implementation of this plan.

3. Compliance with Horizon Europe GEP Requirements

This Gender Equality Plan fulfils the four mandatory process-related requirements established under the Horizon Europe framework programme.

III. (a) Public Document

The Gender Equality Plan is formally endorsed by EIMF leadership and published on the Institute's website to ensure transparency and accessibility.

III. (b) Dedicated Resources

Gender equality responsibilities are integrated within existing governance structures. Oversight is provided by the DEI Officer and senior leadership to ensure that equality considerations are embedded in institutional policies and practices.

III. (c) Data Collection and Monitoring

EIMF will periodically collect and review gender-disaggregated data where appropriate, including:

- staff recruitment and employment
- representation in leadership roles
- student participation where relevant.

This information will be reviewed periodically to identify potential imbalances and inform institutional improvements.

III. (d) Training and Awareness

EIMF promotes awareness of equality, diversity, and inclusion principles among staff and faculty. Relevant training, guidance, or awareness activities may be provided to support inclusive practices and strengthen understanding of equality principles within the institution.

4. Key Priority Areas

Consistent with the Horizon Europe framework, EIMF addresses gender equality across five priority areas.

4. (a) Work–Life Balance and Organisational Culture

EIMF promotes an organisational culture that supports work–life balance and respects the diverse needs of staff and faculty members.

Key actions include:

- Promoting flexible working arrangements where feasible.
- Encouraging a respectful and inclusive workplace culture.
- Ensuring that institutional policies support fair participation and equal opportunities.

These measures contribute to a positive working environment and support staff well-being.

4. (b) Gender Balance in Leadership and Decision-Making

EIMF supports balanced representation in institutional governance and decision-making structures.

Key actions include:

- Maintaining transparent procedures for appointments to leadership roles and committees.
- Encouraging diverse representation in institutional decision-making bodies where possible.
- Monitoring gender representation in leadership positions over time.

These measures aim to ensure that institutional governance reflects fairness and equal opportunity.

4. (c) Gender Equality in Recruitment and Career Development

EIMF is committed to ensuring fair and transparent recruitment and career development processes based on merit and equal opportunity.

Key actions include:

- Applying non-discrimination principles in recruitment, promotion, and employment practices.

- Using gender-neutral and inclusive language in job advertisements and institutional communication.
- Promoting equal access to professional development opportunities for staff.

These practices aim to ensure that career opportunities are accessible to all individuals regardless of gender.

4. (d) Integration of Gender Perspectives in Teaching, Learning and Academic Activities

EIMF recognises that gender awareness can contribute to improved academic quality and inclusive learning environments.

Key actions include:

- Teaching, learning and assessment practices are in line and adherence with the principles of gender equality and inclusivity
- Promoting awareness of gender perspectives in teaching and academic discussions where relevant.
- Ensuring that the learning environment is respectful and inclusive for all students.

These measures support EIMF's broader commitment to academic excellence and responsible education.

4. (e) Prevention of Gender-Based Harassment and Discrimination

EIMF maintains a zero-tolerance approach to harassment, discrimination, or gender-based misconduct.

Key actions include:

- Maintaining clear procedures for reporting concerns or complaints.
- Ensuring that reports are handled promptly, fairly, and confidentially.
- Promoting awareness of professional conduct and respectful behaviour within the academic community.

These measures align with EIMF's institutional policies promoting fairness, dignity, and mutual respect.

5. Monitoring and Evaluation

The implementation of this Gender Equality Policy will be monitored periodically by EIMF leadership.

Monitoring activities may include:

- reviewing gender-disaggregated data where available
- evaluating institutional practices and policies
- identifying areas where additional measures may be appropriate.

Findings from this monitoring process may inform future institutional initiatives and policy adjustments.

6. Review of the Policy

This Gender Equality Policy will be reviewed every **three years** to ensure that it remains relevant and aligned with institutional priorities, regulatory requirements, and good practice in higher education.