ECONSULTA

Gender Equality Plan (GEP)

Version: 1.1
Date of adoption: 22 October 2025
Responsible unit: Managing Director's Office
Applies to: All staff, collaborators, and management of ECONSULTA srl

1. Introduction and Purpose

ECONSULTA srl recognizes that gender equality and diversity are fundamental principles of fairness, innovation, and good management. This Gender Equality Plan (GEP) aims to promote a culture based on equal opportunities, non-discrimination, and respect for all individuals, regardless of gender, gender identity, or family situation.

2. Scope and Responsibilities

The GEP applies to all levels of ECONSULTA srl, including management, staff, and collaborators. The Managing Director (or designated Equality Officer) is responsible for:

- Monitoring implementation of the plan
- Reporting adequately on progress
- Recommending actions for improvement

3. Objectives and Actions

A. Work–Life Balance and Organizational Culture

- We support flexible working hours and remote work when feasible.
- We ensure that all staff have access to parental leave without career penalty.
- We promote a zero-tolerance policy for harassment or discrimination.
- We include gender equality as a topic in all our project initiation meetings and staff onboarding.

B. Gender Balance in Leadership and Decision-Making

- We encourage balanced representation in management and project teams.
- When recruiting or promoting, we strive to do so on the basis of merit and for the person's capabilities to reflect a gender-balanced dimension into all our projects.

C. Gender Equality in Recruitment and Career Progression

- We use gender-neutral language in job descriptions and advertisements.
- We ensure transparent selection criteria.
- We ensure pay equity in paying any staff and collaborators, and address any unjustified disparities.
- We promote fair access to professional development opportunities.

D. Integration of the Gender Dimension in our Projects

- We evaluate whether gender dimensions are relevant to project design, data collection, and analysis.
- Wherever necessary we provide training or guidance for project teams on integrating gender perspectives.

E. Measures Against Gender-Based Violence and Harassment

- We adopt a clear anti-harassment policy with confidential reporting procedures.
- We designate a trusted contact person for complaints. This is the Managing Director.
- We will ensure all staff have adequate knowledge of this policy and to information on their rights and reporting mechanisms.
- We will provide awareness raising / training on gender equality and unconscious gender biases to employees and decision-makers. As a starting point, we encourage all staff and collaborators to be guided by the educational resources and guidelines of the European Institute for Gender Equality: https://eige.europa.eu/

4. Monitoring and Evaluation

We are a small company which does not have any employees, and work only with collaborators, generally other companies. We commit to review this policy yearly to ensure that our commitment to gender balance remains even when we grow. We also commit to keeping account of the following main KPIs on an annual basis.

- % of women and men directly staffing our roles in projects, by role and level
- Gender balance in management (if the company grows beyond 1 person in a management role)
- Incidents or complaints received, addressed and progress on identified actions

5. Publication and Communication

This GEP is approved by ECONSULTA srl management and is published on the company's website. It will be shared adequately with staff and collaboraotors.

6. Validity

The plan is valid for 2025–2027, with a mid-term review in 2026. It will be updated as needed based on progress, new regulations, or organizational changes.

Approved by:

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Managing Director
ECONSULTA srl