



Gender Equality Plan

C.I.P. Citizens In Power (CIP) is an independent non-profit, non-governmental organization. CIP constitutes one of the leading organizations in Cyprus in the fields of global education, social innovation, entrepreneurship, STEM and sustainable growth.

Our team designs and implements cross-sectoral, interdisciplinary approaches as a response to fundamental social, educational and environmental challenges and policy gaps, mainly by employing technology transfer and operationalizing the research findings.

Humanity faces unprecedented socio-economic and environmental challenges. CIP has been striving to satisfy the needs of citizens without compromising the potential of future generations. Correspondingly, our values guarantee actions and promote methodological approaches which are able to bring about social, economic and environmental prosperity.

Accordingly, CIP takes into account ethical issues in all Project phases (from design to final evaluation): Voluntary participation, self-determination, the autonomy of women and girls victims/survivors of SGBV and the protection and recognition of their rights; Consent of target group as well as key stakeholders; Privacy – anonymity, confidentiality; Best interest of the girls; Responsible dissemination of the work and findings, survivors centred approach in designing and implementing activities.

These aspects include promoting gender equality, protecting the victims and survivors from avoiding re-traumatization and working for their best interests with their involvement and participation.

Gender mainstreaming is ensured in each phase of the project, and particular attention is posed to avoid gender stereotypes and promote empowerment activities that look at women and girls as individuals with full potential, not as victims. Moreover, it is ensured the presence of women operators in managing protection and the care activities of the victims and survivors of SGBV.

Specific measures will be taken to involve girl victims/survivors of SGBV, and activities with this target group will be developed in line with their needs and best interest.

GENERAL PRINCIPLES:

1. Following Article 28 of the Cypriot Constitution of 1960, we enshrine the principle of equal treatment and the prohibition of any form of direct and indirect discrimination on the ground of gender.
2. Promoting a gender-inclusive organizational culture and eliminating unconscious gender biases in all aspects of human resource management: recruitment, retention, career progression, work-life balance, care and family life.
3. Following these 5 key areas of action:
 - a. equal economic independence for women and men;
 - b. equal pay for work of equal value;
 - c. equality in decision-making;



- d. dignity, integrity and ending gender-based violence;
 - e. promoting gender equality beyond the EU.
4. Creating awareness among the decision-making body to influence and ensure gender-sensitive internal processes and procedures.
 5. Instigating the integration of sex and/or gender dimension into R&I content to increase excellence in research.
 6. Working systematically to address gender challenges within the scope of the Foundation by taking transversal measures

At CIP, we aim to reinforce the clear importance of promoting a diversified company, work environment, and culture and understanding the relevance of more inclusive environments as critical and differentiating factors that fuel creativity, innovation, and excellent results. More than bringing together different points of view and ways of seeing the world, it is increasingly important to bring together all these dimensions, being consciously inclusive and, thus, gain competitive advantage.