

# GENDER EQUALITY PLAN (GEP)



## Swiss Cobotics Competence Center (S3C)

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## 1. INTRODUCTION AND COMMITMENT

The Swiss Cobotics Competence Center (S3C) is committed to promoting gender equality and ensuring a fair, inclusive, and respectful environment for all employees, researchers, and collaborators. This Gender Equality Plan (GEP) outlines S3C's vision, objectives, and concrete measures to advance equality across research, innovation, and organizational practices, in alignment with Horizon Europe eligibility requirements.

## 2. OBJECTIVES

- Foster equal opportunities in recruitment, promotion, and career development.
- Strengthen gender balance in decision-making and leadership roles.
- Promote a workplace culture that supports work-life balance.
- Integrate the gender dimension in research and innovation (e.g., human-robot collaboration impacts).
- Prevent and respond effectively to gender-based violence, discrimination, and harassment.

## 3. BASELINE AND CONTEXT

Currently, S3C employs professionals across research, engineering, and innovation fields. Like many technology-driven organizations, women remain underrepresented in technical roles and leadership positions. This GEP builds on existing Swiss and European equality frameworks, while responding to specific needs in robotics, cobotics, and innovation ecosystems.

## 4. MINIMUM REQUIREMENTS COMPLIANCE

### 4.1 PUBLIC DOCUMENT

This GEP is published on the S3C website and accessible to all employees and partners.

### 4.2 DEDICATED RESOURCES

Appointment of a Gender Equality Officer (GEO) within S3C. Allocation of budget and staff resources to equality measures, training, and monitoring.

### 4.3 DATA COLLECTION & MONITORING

Annual sex-disaggregated data collection on staff, researchers, leadership roles, recruitment, salaries, and project participation. Publication of an annual Gender Equality Report.

### 4.4 TRAINING & CAPACITY BUILDING

Mandatory unconscious bias training for managers, hiring committees, and leadership. Workshops on gender in research & innovation for project teams.

## 5. KEY ACTION AREAS

### 5.1 WORK-LIFE BALANCE & ORGANIZATIONAL CULTURE

- Promote flexible working arrangements (telework, flexible hours).
- Encourage shared parental leave and family-friendly policies.
- Organize awareness campaigns to foster inclusivity.

### 5.2 GENDER BALANCE IN LEADERSHIP & DECISION-MAKING

- Set targets to achieve at least 40% representation of underrepresented gender in decision-making bodies by 2027.
- Ensure gender-diverse panels in recruitment and evaluation processes.

### 5.3 GENDER EQUALITY IN RECRUITMENT & CAREER PROGRESSION

- Implement gender-neutral job descriptions.
- Ensure balanced shortlists in hiring and promotions.
- Introduce mentoring and sponsorship programs for women in robotics and engineering.

### 5.4 INTEGRATION OF GENDER DIMENSION IN RESEARCH & TEACHING

- Assess relevance of sex/gender analysis in all research proposals.
- Integrate gender perspectives in cobotics design and testing (e.g., ergonomics, safety, human-robot interaction).

### 5.5 MEASURES AGAINST GENDER-BASED VIOLENCE & HARASSMENT

- Establish a zero-tolerance policy for harassment.
- Provide confidential reporting channels and support mechanisms.
- Annual training on dignity at work and inclusive behavior.

## 6. IMPLEMENTATION & GOVERNANCE

The Gender Equality Officer coordinates actions and reports to S3C management. A Gender Equality Committee (staff representatives, researchers, management) oversees progress. Annual review and update of the GEP with employee consultation.

## 7. MONITORING & EVALUATION

Annual publication of a Gender Equality Report with indicators such as:

- % of women/men in staff, leadership, and research roles.
- % of women/men recruited and promoted annually.
- Participation in training and mentoring programs.

Regular review of progress and adjustment of measures.

## 8. VISIBILITY & COMMUNICATION

The GEP is made publicly available on the S3C website. Internal dissemination via staff meetings, onboarding sessions, and newsletters. Communication of progress to external partners and Horizon Europe consortia.

## 9. CONCLUSION

By implementing this Gender Equality Plan, S3C aims to foster a culture of fairness, innovation, and inclusivity, ensuring compliance with Horizon Europe requirements and strengthening its role as a leader in cobotics and collaborative research.



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