

Gender Equality Plan

Introduction and Commitment

The Forum 2000 Foundation is committed to promoting gender equality, equal opportunities, and a respectful and inclusive working environment for all employees and collaborators. This Gender Equality Plan (GEP) has been developed in line with the requirements of the Horizon Europe Framework Programme and reflects the Foundation's values and legal obligations.

The Foundation recognises that gender equality is a key component of organisational effectiveness, accountability, and social responsibility.

Scope and Objectives

This GEP applies to all staff members, management, and decision-making bodies of the Forum 2000 Foundation. Where relevant, it also applies to students, trainees, and external collaborators involved in research or project activities.

The main objectives of the plan are to:

- Promote equal opportunities regardless of gender;
- Prevent discrimination and gender-based violence;
- Support fair recruitment, career progression, and leadership representation;
- Integrate the gender dimension into research and project activities where applicable;
- Foster a healthy work-life balance and inclusive organisational culture.

Governance and Dedicated Resources

Responsibility for the implementation of this GEP lies with the organization's leadership, while the HR Department provides the supporting structure. The organisation commits to allocating appropriate human and time resources to implement, monitor, and update this plan. External expertise on gender equality may be used when necessary.

Data Collection and Monitoring

The organisation will internally collect, analyse, and regularly review sex/gender-disaggregated data on personnel, including where applicable:

- Gender distribution across staff categories and contract types;
- Gender balance in management and decision-making positions;
- Recruitment, promotion, and turnover rates;
- Participation in training and professional development activities.

Training and Awareness Raising

The Foundation commits to:

- Providing awareness-raising activities or training on gender equality and unconscious bias for staff and management;
- Ensuring that decision-makers involved in recruitment, evaluation, and project leadership are informed about gender equality principles;
- Sharing relevant guidance materials and best practices internally.



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Jakub Klepal
Executive Director

In Prague, on June 1, 2025.