



Date: October 11, 2024

Peaceful Society, Science and Innovation Foundation (PSSIF) Gender Equality Plan

Statement of Commitment

PSSIF is committed to promoting gender equality throughout our organization and in all our activities. We recognize that diverse perspectives and equal opportunities for all genders are crucial for excellence in research, innovation, and societal impact. This Gender Equality Plan (GEP) outlines our commitment, objectives, and actions to advance gender equality within PSSIF.

Objectives

1. Achieve gender balance across all levels of our organization, including leadership and decision-making positions
2. Ensure equal opportunities in recruitment, career progression, and work-life balance
3. Integrate the gender dimension into our research and innovation activities
4. Foster an inclusive organizational culture free from gender bias and discrimination

Key Actions

1. Data Collection and Monitoring

PSSIF will collect annual sex/gender-disaggregated data on staff at all levels, recruitment, career progression, leadership roles, and pay. We will analyze this data to identify gender gaps and inform priorities. Key gender equality indicators will be published annually on our website. An annual review of GEP progress will be conducted to ensure continuous improvement.

2. Recruitment and Career Progression

PSSIF commits to reviewing and revising our recruitment processes to eliminate gender bias. We will ensure gender-balanced selection panels for all positions. Mentoring programs will be implemented to support career development for underrepresented genders within our organization.

3. Work-Life Balance

Our organization will promote flexible working arrangements for all staff and ensure that our parental leave policies are inclusive and supportive. We will regularly monitor the uptake of work-life balance measures across genders to ensure equitable access and utilization.

4. Organizational Culture

PSSIF will promote the use of inclusive language in all communications, both internal and external. We will organize regular events to raise awareness about gender equality issues and progress. A confidential reporting system for gender-related concerns will be established to ensure all staff feel safe and supported.

5. Monitoring and Reporting

We will publish an annual report on our website detailing progress on the above actions and key gender equality indicators. This GEP will be reviewed and updated every two years to ensure continuous improvement and alignment with best practices.

FAC

Dr. Farrukh A. Chishtie
President and Founder
Peaceful Society, Science and Innovation Foundation
<http://www.peacefulsocietyscience.org>