

Gender Equality Plan (GEP) 2025-2027

Constructor Knowledge Labs gGmbH (CKL)

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Introduction

CKL is a newly established non-profit research institution with a mission to promote research, innovation, and knowledge exchange in close collaboration with Constructor University. We recognise the importance of promoting gender equality and intersectional inclusion as core values. This plan, developed in line with the European regulatory framework and the guidelines of the European Institute for Gender Equality (EIGE), describes strategies and actions to create an inclusive, diverse and equitable organisational culture, contributing to the achievement of the objectives of Horizon Europe 2021-2027. Through an intersectional approach, it aims to consider the interaction between gender, ethnicity, age, sexual orientation, disability and other dimensions of individual identity.

This Gender Equality Plan (GEP) fulfils:

- the institution's obligations under German law, including the General Equal Treatment Act (AGG);
- the standards expected for participation in European and international research frameworks;
- our internal commitment to building an inclusive, safe, and attractive working environment for all genders.

Objectives

1. Ensure a gender balance at all levels and functions of the institution, integrating an intersectional perspective.
 2. Promoting a flexible, inclusive and family-oriented working environment.
 3. Eliminate systemic bias and discrimination in recruitment, evaluation and career advancement processes.
 4. Foster the integration of gender and other intersectional perspectives in research and innovation.
 5. Strengthen mechanisms against gender-based violence, harassment and all forms of intersectional discrimination.
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Areas of Action and Indicators

Five lines of action identified in this GEP, described in the following sections, were determined and reconfirmed in accordance with the guidelines provided by the EIGE and the European Commission, which highlight relevant areas to be addressed to ensure equal opportunities in public and private organisations.

In line with this vision and adopting a systematic approach to the promotion of equal opportunities, CKL GEP defines the most relevant measures we intend to pursue in the coming years in these areas, detailing objectives, actions and indicators for each.

1. Work–Life Balance and Organizational Culture

CKL promotes a culture that values well-being, inclusiveness, and work–life balance.

Objective: to promote a balance between professional and personal life, ensuring an inclusive working environment that respects individual needs.

Actions include:

- encouraging flexible working arrangements, work-life balance tools and parenting support;
- ensuring family-friendly approach, including equal parental leave support and reintegration assistance;
- maintaining an open, respectful, and non-discriminatory workplace culture;
- conducting staff surveys every two years to identify concerns related to workload, inclusion, and organizational climate.

Indicators:

- Results of satisfaction surveys on work-life balance;
- Percentage of staff using parental leave, broken down by relevant categories.

2. Gender Balance in Leadership and Decision-Making

As the institution grows, gender balance in governance is essential.

Objective: To ensure diverse and inclusive representation in decision-making and leadership roles.

Actions include:

- achieve 40–60% gender balance in leadership roles and decision-making bodies;
- establish transparent and inclusive criteria for access to decision-making roles;

- collaborate with Constructor University to diversify expert pools and engage qualified candidates of all genders.

Indicators:

- Gender distribution and diversity in leadership roles.

3. Gender Equality in Recruitment and Career Progression

CKL strives to create an inclusive working environment that respects individual needs.

Objective: to promote a fair and inclusive working environment by ensuring equal opportunities for all people regardless of gender, age, ethnicity, sexual orientation or disability.

Actions include:

- aiming for at least 40–50% non-male representation in new hires, depending on availability in the field;
- implementing gender-neutral job advertisements and communications;
- using structured interview processes with bias-reduced evaluation criteria;
- ensuring transparent criteria for promotions, contract renewals, and internal mobility;

Indicators:

- Percentage of applicants and recruitments by gender, ethnicity and other relevant categories;
- Annual report on wage equality, integrating cross-sectional analyses.

4. Integration of the Gender Dimension into Research and Innovation

CKL is committed to systematically integrating gender and intersectional perspectives into its research and innovation activities.

Objective: to ensure the effective integration of gender and intersectional dimensions in research and innovation content, where scientifically and ethically relevant

Actions include:

- gender inclusion across the research lifecycle, including project design, implementation, evaluation, and dissemination of results;
- systematic integration of sex/gender analysis into research methodologies by research staff and external collaborators, where relevant to the research objectives and disciplinary context;

- promoting gender balance and diversity in research project teams.

Indicators:

- Proportion of research projects that explicitly integrate gender and intersectional analysis in their objectives, methodologies, or expected outcomes.

5. Measures Against Gender-Based Violence and Sexual Harassment

CKL maintains zero tolerance for gender-based violence, including sexual harassment, bullying, and intimidation.

Objective: To prevent and address all forms of violence and discrimination, ensuring adequate support for victims and promoting awareness.

Actions include:

- develop guidelines for dealing with sexual harassment;
- provide information sessions for all new employees;
- provide support to victims, through flexible hours and remote working possibilities, to facilitate the management of legal, health or family issues related to the situation of violence experienced.
- establish confidential reporting channels for incidents;
- collaborate with Constructor University to align support systems.

Indicators:

- Number of incidents reported and resolved;
- Awareness assessments through anonymous surveys.

Publication and official approval

This plan is published on our website, signed by the top management of the institution.

Dedicated Resources

To ensure effective implementation, CKL commits to:

- appointing a Gender Equality Officer responsible for monitoring progress and coordinating initiatives;
- dedicating HR capacity to support data collection, reporting, and policy integration;

- securing gender expertise through training, consultation, or external experts where needed;
 - maintaining close coordination with Constructor University's Equality, Diversity & Inclusion structures for knowledge exchange and alignment.
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Monitoring and Data Collection

The institution commits to collecting and analysing sex/gender-disaggregated data.

The data for all indicators will be collected and analysed once a year (in the 4th quarter). The progress made towards achieving the set targets will be assessed and the agreed actions will be adjusted accordingly.

Training and Awareness

The institution commits to strengthening gender competence and awareness through:

- mandatory training on gender equality and unconscious bias for all staff and decision-makers within two years of joining;
 - biennial optional workshops on diversity, intercultural competence, and inclusive communication;
 - joint activities and seminars with Constructor University wherever appropriate.
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Review and Continuous Improvement

This plan will be:

- reviewed every three years, or earlier if significant changes occur;
 - aligned with best practices from Constructor University;
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Approved and Signed by:

Mariia Snigireva



Managing Director

Bremen, 21 November 2025