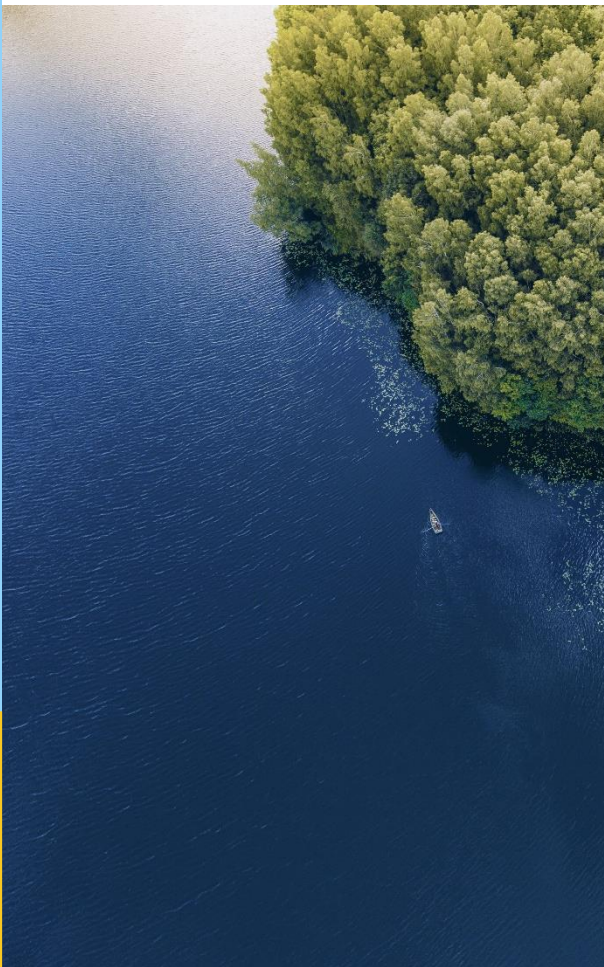




Gender Equality Plan



VISIONARY
ANALYTICS

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In this document, we seek to share our policy on creating and maintaining an open, safe, and equality-based working environment.

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About us

We are a research-based advisory company providing applied research, evaluation and other consultancy services for the European Union institutions, international organisations, and national governments.

In this document, we seek to share our policy on creating and maintaining an open, safe, and equality-based working environment for all our researchers through ensuring equal opportunities for everyone through:

- work–life balance and organisational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career progression;
- integration of the gender dimension into research;
- measures against gender-based violence, including sexual harassment.

Equal opportunities — the realisation of human rights regardless of gender, race, nationality, citizenship, language, origin, social status, faith, beliefs or convictions, age, sexual orientation, disability, ethnic origin, and religion. This document pertains to the notion of gender equality, which is defined as the equal entitlement to rights, duties, and prospects for both women and men.¹

¹ The European Institute for Gender Equality (EIGE) defines gender equality as “implying that the interests, needs and priorities of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men. Gender equality is not only a women’s issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people centred development as well as democracy.” EIGE Glossary & Thesaurus (2021), <https://eige.europa.eu/thesaurus/terms/1168>.

Mission

Providing policy decision makers with knowledge for impact. We translate data and information into actionable, evidence-based knowledge for future-fit policies.

Visionary Analytics is a [values- and learning-driven company](#). Thus, we are committed to making a difference in the world, while at the same time creating a work culture that inspires and breeds constant learning and personal growth.

Vision

An internationally recognized centre of excellence, a standard of quality and value in its sector, following and setting future trends, and therefore constantly stepping forward, generating novel solutions to improve public governance, the well-being of society and the advancement of research in our sectors.

To make equality a reality, it has to be a priority.

One of the fundamental principles of the European Union (EU) is the equality of both women and men.² Therefore, as part of the implementation of the Gender Equality Strategy 2020-2025³, the activities set out in the Strategy to improve gender equality in the EU will be implemented as of 2021: “In the field of research and innovation, the Commission will introduce new measures to strengthen gender equality under Horizon Europe, such as the possibility to require a gender equality plan from applicants and an initiative to increase the number of women-led technology start-ups. Funding for gender and intersectional research will also be made available”.⁴

Gender equality is also one of the objectives of the United Nations (UN) as “women and men must enjoy equal opportunities, choices, capabilities, power and knowledge as equal citizens”.⁵ The United Nations' Sustainable Development Goals (SDGs), which were approved by all member states in 2015 to combat poverty, preserve the environment, and promote peace and prosperity for all people by 2030, include gender equality as a key objective.

Article 5 of the Law amending the Law on Equal Opportunities for Women and Men of the Republic of Lithuania states that “Educational and research institutions must implement equal rights for women and men”; Article 6 states that “the employer or the employer’s representative is obliged to implement equal rights for women and men at the workplace”.⁶

² The European Union and Gender Equality < <https://charter-equality.eu/the-charter/the-eu-and-gender-equality.html>>

³ Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of Regions. A Union of Equality. *Gender Equality Strategy 2020-2025*. Brussels, 5.3.2020 COM(2020) 152 final < <https://eur-lex.europa.eu/legal-content/en/TXT/PDF/?uri=CELEX:52020DC0152&from=EN%3E> >

⁴ Ibid. p. 16.

⁵ UNESCO. Priority Gender Equality < <https://en.unesco.org/genderequality>>

⁶ Law (5.11.2016 No. XII-2767) amending the Law on Equal Opportunities for Women and Men of the Republic of Lithuania No. VIII-947 < <https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/3486ee123cfa11eabd71c05e81f09716> >



In addition, Article 26 of the Labour Code of the Republic of Lithuania declares that “an employer is obliged to implement the principles of gender equality and non-discrimination on other grounds” (§1) and that “an employer who has an average number of employees of more than 50 must adopt and publish, in the ways that are accustomed at the workplace, the measures for implementation of the principles for the supervision of the implementation and enforcement of the equal opportunities policies” (§6)⁷.

Gender Equality Plan (GEP) — a policy tool used by institutions to bring about cultural, systemic, and structural transformation within the organization with the goal of creating positive learning and working environments for both men and women. As Visionary Analytics is committed to creating a workplace culture that promotes gender equality and fosters diversity and inclusion, this gender equality plan will introduce the company's goals and approaches for achieving gender equality across all areas of the organisation.

Visionary Analytics Gender Equality Plan has been developed in accordance with the European Institute for Gender Equality (EIGE) guidelines for the development of gender equality plans ([Gender Equality in Academia and Research — GEAR tool](#)) and the [European Commission's Gender Equality Strategy 2020-2025](#). In respect of equal opportunities to, our company's GEP

⁷ Labour Code of the Republic of Lithuania (RLA, 19.9.2016, No. 2016-23709)
< https://e-seimas.lrs.lt/portal/legalAct/lt/TAD/da9eea30a61211e8aa33fe8f0fea665_f?fwid=-k3id7tf7e >

has tight links with all processes within the company and is based on the following gender equality principles:

- non-discrimination on any kind of basis (gender or other grounds);
- equal representation;
- work-life balance;
- clear career opportunities.

Visionary Analytics GEP commits to a consistent and systemic approach to gender equality principles implementation in the following areas:

- organisational governance and decision-making;
- staff management;
- research, experimental development and studies;
- organisational communication.

Through this document, Visionary Analytics aims to demonstrate and consolidate the company's long-term commitment to gender equality and to ensure that the principles articulated in the Plan are maintained by the management and administration as well as further developed regardless of the changes in the company.

Gender-neutral collaboration

All Visionary Analytics selection procedures for all levels of internal staff as well as expert network are gender neutral. Gender equality principles are applied in all recruitment aspects from start to finish regardless of the position and seniority level, maintaining a discrimination free policy. All employees irrespective of their work location, gender, sexual orientation, ethnicity or other are subject to promotion and are presented with clear career opportunities. To add, Visionary Analytics aims to maintain equal gender representation at the management and decision-making levels of the organisation, considering the capabilities and harnessing the potential of all staff. These are measured on a constant basis by the administration.

Equal opportunities for all

Visionary Analytics creates a level playing field for all staff to attain a suitable balance between their work and personal lives, irrespective of their gender. All our employees are provided opportunities in cases of long-term leave of absence due to childcare, old age, sickness, disability, etc., or upon return from their long-term leave of absence (e.g., parental leave, traineeships). In addition, at Visionary Analytics, employees have the flexibility to manage their work and personal commitments according to their changing life circumstances. This is facilitated through VA's guidelines on staff support in case of extended absence, onboarding of new employees, and remote work arrangements.

Equal pay

Regardless of the ethnic background, age, gender or other aspects, all employees are evaluated and remunerated based on their competence, skills, and experience equally. All roles and positions at Visionary Analytics have a fixed range depending on an individual's competence and proficiency to ensure objectivity and horizontal justice for staff in the same position and workload to be paid equally regardless of gender. All bonuses for reached or exceeded targets are also paid equally irrespective of a person's gender.





Safe and non-discriminatory environment

Visionary Analytics does not tolerate any kind of discrimination, sexual harassment, mobbing or oppression of any individual. Cases of this nature are dealt with immediately and according to internal procedures. The company develops an organisation culture that ensures a safe, open, and non-discriminatory environment, based on gender equality and treatment of all individuals irrespective of their gender. Maintaining conditions where all staff, interns, and even external collaborators are comfortable to raise their concerns, seek support, and guidance are of utmost importance to the leadership along with administration of Visionary Analytics.

Awareness and communication

Promotion of gender equality in research, experimental development, and innovation (R&D&I) as well as in studies by guaranteeing equal opportunities for both men and women to participate in various R&D&I and study programs, without any gender-based discrimination is one of the key areas within the company. Gathering and examination of data about project-centred study and research programs through a gender lens, and if necessary, establishing strategies based on the analysis of this data to guarantee equal chances for all members. These measures are vital for awareness raising on gender equality and unconscious gender biases for staff and leadership. Ultimately, that is also supported with guidelines against gender-based violence including sexual harassment.

Knowledge for impact

Providing evidence and vision to shape
future-fit social and economic policies

