



# **P2P LAB**

## **Gender Equality Plan** **2022 - 2024**



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## 1.Introduction

This Gender Equality Plan (GEP) is a publicly available, official P2P Lab policies document, approved by the organization's management and actively discussed with employees to seek their contribution and consonance. It covers all questions on the subject of equality between genders, an aspiration of increasing importance for the public and institutions throughout Europe.

Notably, equality of opportunity has become the cornerstone of all modern research, and all issues around it must be treated with care for organizations to live up to current standards of excellence. Our GEP is part of our constant effort to address these issues and respond to social, cultural, and economic challenges of a dynamic international environment.

## 2.About P2P Lab

The P2P Lab is a not-for-profit organization based in Ioannina, Greece. It is dedicated to research and advocacy around the commons and peer-to-peer (P2P) practices in technology, society and economy. The P2P Lab works for the development and maintenance of a knowledge and research commons, encompassing a global community of researchers and activists that advocates and monitors models of peer production, peer governance and peer property in every field of human activity.

Our research network empirically explores and expands the theoretical work produced on P2P and commons-oriented practices to ascertain their viability in real-world applications. The P2P Lab researchers produce academic peer-reviewed publications and coordinate and participate in research projects, focused on free and open-source technologies and commons-based practices.

Our wider network includes institutions and organisations from academia and civil society, active grassroots social movements and public and private sector institutions working for the transition to a P2P-driven, commons-oriented future.



### 3.State of play

The European Institute for Gender Equality mentions that:

*Gender equality is a fundamental value of the European Union enshrined in overarching EU legal and policy documents.*

- *Articles 2 and 3(3) of the founding Treaty on European Union (TEU), Articles 21 and 23 of the Charter of Fundamental Rights, and Article 8 of the Treaty on the Functioning of the European Union (TFEU) call for equality between women and men. Article 8 of the TFEU, for example, explicitly requires the Union to ‘eliminate inequalities and promote equality between women and men through all its activities’ (gender mainstreaming).*
- *The Treaty of Lisbon includes a commitment to gender equality through Declaration No. 19, annexed to the Final Act of the Intergovernmental Conference that adopted the Treaty.*
- *The EU Economic Growth Policy (Europe 2020) includes increasing women’s labour market participation as an objective. Moreover, the Barcelona targets include a specific target on childcare coverage to facilitate the reconciliation of work and private life for both women and men.*
- *The issues of pay gap and organisational diversity are clear priorities for the European Commission which are directly linked with EU Funds’ objectives. These European priorities have been laid down in the legally binding Directive 2014/95/EU (on disclosure of non-financial and diversity information by certain large undertakings and groups), in the non-binding Recommendation 2014/124/EU (on strengthening the principle of equal pay between men and women through transparency) and in the EU action plan 2017-2019: ‘Tackling the gender pay’.*

In addition to the above, the EU has provided the **Strategic Engagement for Gender Equality 2016-2019**, the **2011 – 2020 Gender Equality Pact**, the **European Pillar of Social Rights**, and the **Work-life Balance Directive**, which all contribute to a comprehensive gender equality strategy.

In fact, the Council of Europe has released **Gender Equality Strategy 2018-2023**,<sup>1</sup> in which it is noted that “effective equality between women and men is far from being a reality” and that “factors such as rising nationalism and populism and their attacks on women’s rights, the inflow of migrants and refugees, the decrease in resources for gender equality mechanisms and policies, and failure

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<sup>1</sup> <https://rm.coe.int/ge-strategy-2018-2023/1680791246>



*to implement agreed standards, have created new challenges and exacerbated some of the problems that persist in society's journey towards full respect for equal rights for women and men and gender equality."*

Through a series of Directives, sex discrimination has become prohibited in Europe, in social security schemes (79/7/EEC), self-employment (Directive 2010/41/EU), supply of goods and services (Directive 2004/113/EC), while there is special care for pregnancy (92/85/EEC), parental leave (2010/18/EU) and part-time workers' rights (97/81/EC), the latter being women more often than men in the EU, by a margin of 20.7% in the year 2021.<sup>2</sup>

One of the most important barriers in the way of equal opportunities is the, by now widely discussed and commonly accepted, gender gap. According to the European Commission, in the EU of 27 member states, during the year 2020 *women earned 13.0% less per hour than men* on average;<sup>3</sup> during 2021 they *were less likely to be employed by a margin of 10.8%*,<sup>4</sup> while data for the year 2018 shows that the overall earning gap, an index taking into account the employment rate, monthly average of the number of hours paid, and the average hourly earnings, sits at a *staggering 36.7%*.<sup>5</sup>

The European Commission has also developed its **Gender Equality Strategy 2020-2025**,<sup>6</sup> looking to empower women and achieve a gender-neutral Europe. One of the most important targets of this strategy is the elimination of violence against women, by promoting a strict criminal framework for these types of violence in all their forms. It is important that organizations align themselves with this target and do all that is required to stop harassment and gender-based violence in the workplace.

## 4. Our vision

The P2P Lab is committed to providing equal opportunities in the workplace, in research, and the social sphere, on all levels of its activity, without exceptions. Equality is a goal to be achieved a) on intraorganizational, local, regional, European, and global level, and b) in terms of **race, ethnicity,**

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<sup>2</sup> Eurostat: ifsa\_eppgan

<sup>3</sup> Eurostat: sdg\_05\_20

<sup>4</sup> Eurostat: sdg\_05\_30

<sup>5</sup> Eurostat: teqges01

<sup>6</sup> <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>



**religious belief, ability, age, and, relevant to the aim of the present GEP, gender, sexual orientation, marital status, and parental status.**

Our team is also onboard with the wider goals of inclusion and diversity. We aim for an organizational environment completely rid of prejudice, bias in decision-making, favoritism, and alienated personnel, but full of respect and professionalism, dictating the appropriate behavior towards colleagues, partners, and visitors alike. We strive towards an open, sustainable and equitable society, as those are described in the P2P Lab's core aims. To achieve them, our organization commits itself to a series of measures mitigating the norms that are at the roots of inequality and lack of communal and economic sustainability, as it has often been argued that the two are in some ways interwoven.<sup>7</sup>

## 5.Implementation

Implementation of the P2P Lab's GEP v1.0 encompasses the following initial measures, that are subject to refinement in following versions:

### A. Gender-neutrality and team balance with regards to recruitment

*We are building a balanced team, and offering equal hiring opportunities to women and men.*

As long as team balance is a reality, which means that the number of men and women within the P2P Lab is almost equal, gender will not be a factor when calling candidates to interviews and in picking the most suitable one out of them to fill a vacancy. However, this is not currently the case, thus female candidates are prioritised with other criteria like personality profile, academic background, and professional skills being taken into account. We are also making sure that job descriptions are gender-neutral, to attract interest from all candidates having the professional capacity while also highlighting that we deeply value applicants with diverse backgrounds. Once we achieve a balance then, the criteria for selection will be adjusted to account for background and skill set.

If, for whatever reason, in the future the balance tips and a scenario in which the percentage of women within the Lab's staff drops dramatically, then proper measures will be reinstated to ameliorate the situation. This is because fairness is not only about disregarding gender when considering candidates and offering equal opportunities, but also about having equal

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<sup>7</sup> <https://www.theparliamentmagazine.eu/news/article/sustainable-development-must-be-for-all>



representation within the organization in the long-term. If the percentage of men is inflated, a female candidate shall be favored, as long as she ticks all the boxes in terms of skills for the role, in favor of restoring the balance of gender representation.

**KPI1:** A ratio of men to women in the staff as close to 1:1 as possible; extraordinary cases of recruitment candidates don't have to be ignored just for the sake of a perfect 1:1 ratio, so *some* reasonable degree of flexibility is acceptable and does not contradict the principle of gender neutrality with regards to recruitment.

## **B. Gender-neutrality and team balance with regards to career progression, leadership, and decision-making**

*Our environment offers equal opportunities for internal professional progression.*

Professional progression within the P2P Lab is not and will not be subject to gender bias. This means that all bonuses, salary raises, promotions, etc. will be offered based on professional qualities and results alone, without any gender characteristics being favored over. Likewise, men will not be preferred over women (or vice versa) wherever there is a choice to be made regarding who will represent the organization in the face of third parties, or during special events and activities, who will lead in important tasks, such as undertaking crucial projects or negotiating terms with third parties, and who will make strategic or smaller-scale decisions on behalf of the organization.

The P2P Lab assures that all of the above duties are assigned based on professional traits only, such as expertise, and gender will not be a factor in any case. The organization's team members are also encouraged to share their personal stories whenever they feel comfortable doing so. By bringing their background to the table, they inform and enrich the social goals of our organisation, but also motivate other persons of diverse backgrounds in their professional ambitions.

**KPI2:** Over the long-term, a 1:1 ratio of women to men in terms of wage raises, bonuses, instances of representing the organization, and leadership roles assigned.

## **C. Organizational culture and work-life balance measures**

*The P2P Lab promotes work-life balance in every sense, and an organizational culture that corresponds to work-life balance and gender equality.*



Messages that create an environment of equality and balance are conveyed at every opportunity, as inclusive and gender-neutral language and norms are actively encouraged to encompass people of any background under the umbrella of diversity. Special care for young mothers, who bear the brunt of raising children and catering for the household,<sup>8</sup> but also for fathers, ensues from these measures, as they allow parents to be available and spend time with their families.

Efficient and carefully planned workload management, leading to work-life balance, serves the purpose of equality between genders within our organization, as women, due to increased childcare and house care responsibilities, are more likely to be unable to respond to the demand for overtime work and thus to be left behind in terms of professional success. Working at the Lab is always agile and flexible, accommodating the staff's personal needs and promoting connectivity, allowing remote working and adaptable schedules.

**KPI3:** Retainment of an organizational culture that promotes all sorts of messages for gender equality and of a work-life balance model that protects parenthood and house care.

#### **D. Measures against gender-based violence including sexual harassment**

*Zero tolerance towards gender-based violence and harassment.*

The P2P Lab approaches gender-based violence and sexual harassment with a zero-tolerance policy. The plan for preventing such incidents from occurring includes the provision of external experts' support and advice on preventing and handling them, as well as retaining an internal contact point for monitoring and reporting such incidents. Any behavior that clearly points to such elements would lead to the immediate termination of partnership or contract with the party, and to a response of total support for the victims regardless of other factors, including their place within or outside their organization and other specifics.

**KPI4:** Constant presence of a monitoring and contact point for harassment and gender-based violence, responsible for preventing, tracking, and responding to any such incidents.

**KPI5:** Zero incidents of harassment or gender-based violence within The P2P Lab's sphere of observation.

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<sup>8</sup> Blasko, Z. and Sanjuan Belda, J., Division of Childcare and Housework among Men and Women during COVID-19 lockdowns, European Commission, 2022, JRC128157.





**KPI6:** Total material, professional, expert, and social support for a victim in case an incident occurs.

#### **E. Data collection and monitoring**

As its portfolio of R&I projects and its team grow, the P2P Lab must aim to proceed with developing gender data analysis operations in the near future. The specific subjects to be covered by the data collection and analysis remain to be decided.

#### **F. Dissemination and update of the GEP**

*Equality policies are intended to be spread and always subject to rethinking, as the content of equality shifts in accordance with contemporary trends and more profound analysis.*

All parties within and around the Lab must be very well informed regarding its GEP and gender-neutral culture. This is not only to warn against potential culture mismatch and prevent gender-specific behavior that would be deemed unacceptable, but also to spread the message and work towards the general goal of gender-neutrality in organizations around Europe and the globe. We see ourselves as adherents to this very important task on the path to social betterment, and will in all cases encourage all potential partners and external agents to follow similar approaches and act in kind. It must be noted that the P2P Lab, as a research institution doing cutting research, has been striving to represent and promote equity and balance amongst all in society, to facilitate personal development planning, and to enable female participation in all facets of human activity.

For the GEP's success, it is not only required for its KPIs to be achieved, but for it to be subject to reflection and redesign, always accounting for newer challenges, better ideas to tackle issues, and more thorough analysis. This, in turn, demands constant updating: The current document is set to expire on **June the 30<sup>th</sup> 2024**, and should by then at the latest be replaced by a radically new one or an updated version, of strictly higher gender policy standards and with more demanding KPIs, setting the bar of goals higher in order to facilitate a striving for constant improvement. Improvements should include staff feedback, as all members of the Lab's family are responsible for reading, understanding, discussing, and monitoring the GEP and the organization's gender policies.

**KPI7:** Retaining the present GEP in a prominent position in the organisation's website.



**KPI8:** Updating the GEP with a newer document or version on **1 July 2024** at the latest.

**KPI9:** Constant communication of the P2P Lab's gender policies, as outlined in the present document.

## 6.Outline

Obj #	Objective description	Year of achievement			Related KPIs
		2022	2023	2024	
Key Area 1: Organizational structure					
1.	Gender balance in decision-making			X	KPI2
2.	Updating the GEP			X	KPI8
Key Area 2: Recruitment and career progression					
3.	Gender balance and parenthood choice in recruitment selection and career progression	X			KPI1 - KPI3
Key Area 3: Wellbeing and support					
4.	Work-life balance	X			KPI3
5.	Preventing and mitigating harassment and violence	X			KPI4 - KPI6
Key Area 4: Gender strategy in R&I					
6.	Promoting gender balance in R&I in and around the P2P Lab	X			KPI1 - KPI3, KPI9
Key Area 5: Gender in events and activities					
7.	Gender balance in public representation	X			KPI2
Key Area 6: Gender in organization culture					
8.	An organizational culture of equality and diversity			X	All KPIs

Signatures



Christos Giotitsas

Administrator and Legal  
Representative

ΕΡΕΥΝΗΤΙΚΗ ΟΡΓΑΝΩΣΗ ΓΙΑ ΤΑ ΚΟΙΝΑ  
ΚΑΙ ΤΙΣ ΟΜΟΤΙΜΕΣ ΠΡΑΚΤΙΚΕΣ  
P2P LAB  
ΥΠΗΡΕΣΙΕΣ ΕΡΕΥΝΑΣ ΚΑΙ ΠΕΙΡΑΜΑΤΙΚΗΣ ΑΝΑΠΤΥΞΗΣ  
ΣΤΙΣ ΚΟΙΝΩΝΙΚΕΣ ΕΠΙΣΤΗΜΕΣ  
ΤΣΙΡΙΓΩΤΗ 39 - ΙΩΑΝΝΙΝΑ Τ.Κ. 45444  
ΑΦΜ: 997298068 - ΔΟΥ: ΙΩΑΝΝΙΝΩΝ

Alexandros Pazaitis

Administrator and Legal  
Representative