

Gender Equality Plan (GEP)
BIOS RESEARCH UNIT

9 September 2025

Commitment and objectives

BIOS Research Unit is committed to fostering a diverse, inclusive and gender-equitable working and research environment. We recognise gender equality as a fundamental value that enhances scientific research and thinking, institutional sustainability, and a fair society. This Gender Equality Plan (GEP) sets out our strategy for promoting gender equity across our unit in line with the eligibility requirements of the Horizon Europe programme.

Structure and resources

Since its establishment in 2015, the BIOS Research Unit's structure and processes have been based on collective and deliberative discussions involving all members of the organisation. Unlike larger research institutions such as universities, BIOS, as an independent and small unit, engages all its members in non-hierarchical decision-making and planning of collective work. Each year, we dedicate at least one session to openly discussing and fostering gender equality within the unit. Responsibility for the Gender Representative role is circulated within the unit every year.

Public document

This GEP is publicly available on our website (www.bios.fi/en) and has been endorsed by all members of the unit. It is discussed collectively with all members, including potential new members.

Dedicated resources

Implementation of the GEP is led by the Gender Representative, with allocated time and budget. Gender equality is discussed and evaluated collectively in designated dialogues. These roles are formally recognised and integrated into the Unit's collective governance and practices.

Data collection and monitoring

We analyse gender data, particularly with regard to staff recruitment, shortlisting and retention, as well as each member's career progression, co-leadership and other roles. BIOS is committed to equal pay and contract types in its basic funding. Common discussions will be used to assess progress, inform work planning and future actions, and meet reporting obligations.

Training and capacity building

We openly discuss gender equality at designated times, and if needed, we invite outside experts to facilitate collective discussions. The annual gender representative will be introduced to their tasks and, if necessary, receive additional training.

Monitoring, evaluation and updates

The GEP will be reviewed annually. Progress will be tracked through collective discussions and feedback sessions. Adjustments will be made based on the outcomes of these discussions and organisational needs. The updated GEP will be published on our website to ensure transparency.

Concluding remark

This Gender Equality Plan demonstrates our strategic commitment to creating a fair, respectful, non-hierarchical and inclusive working and research environment. Through ongoing actions and dialogue, we aim to remove barriers and promote equity in all areas of our unit's work. Together, we will work, lead and change the world.

Contact: Tero Toivanen, Gender Representative, tero.toivanen@bios.fi