



Gender Equality Plan

2026 – 2028

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1. Commitment and Scope

Speedykom GmbH is an ICT4D consultancy headquartered in Erlangen, Germany, specialising in digital public infrastructure, artificial intelligence, and global health data systems. Operating at the intersection of technology and international development, Speedykom recognises that gender equality is both an internal organisational imperative and a prerequisite for delivering effective, inclusive, and ethical digital solutions.

This Gender Equality Plan (GEP) establishes a formal, structured commitment to gender equality across all organisational dimensions — from hiring and career development to leadership, project design, and workplace culture. It is aligned with:

- The European Commission's requirements for Horizon Europe participation (requiring a GEP as of 2022)
- The German General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz, AGG)
- Donor requirements on gender mainstreaming, including GIZ and EU-funded project frameworks
- The UN Sustainable Development Goal 5 (Gender Equality)

The GEP applies to all employees, contractors, and project partners working with Speedykom. It covers the period 2026–2028 and will be reviewed annually, with a comprehensive revision at the end of the period.

Formal Commitments
✓ This GEP is formally adopted by top management and published on the company website.
✓ Gender equality is embedded into organisational processes — not treated as an add-on.
✓ Progress is publicly reported. Speedykom commits to transparency in its equality outcomes.

2. Governance, Responsibility, and Resources

Effective implementation of this GEP requires clear ownership, adequate resources, and integration into existing management processes.

2.1 Responsibility Structure

Overall accountability for gender equality rests with the CEO. Given Speedykom's size, dedicated equality functions are integrated into existing roles rather than a standalone unit:

Role	GEP Responsibilities
CEO / Founder	Overall GEP accountability; annual review and sign-off; setting strategic direction; handling escalated harassment complaints
Unit Heads / Team Leads	Day-to-day implementation within teams; inclusive recruitment; ensuring fair workload distribution; mentoring female technical staff

Role	GEP Responsibilities
HR / Recruitment Lead	Gender-neutral job descriptions; tracking sex-disaggregated HR data; monitoring pay equity; reporting to CEO annually
All Employees	Embodying inclusive workplace behaviours; reporting concerns; participating in awareness activities
GEP Contact Person (to be designated)	First point of contact for gender equality concerns; coordinating annual GEP review; liaising with external bodies

2.2 Resource Allocation

Speedykom commits the following resources to support GEP implementation:

- Staff time allocated for annual GEP review and monitoring activities (minimum 2 working days per year for the GEP Contact Person)
- Budget for gender equality and unconscious bias training (integrated into the annual professional development budget)
- Engagement of external gender mainstreaming expertise on donor-funded projects where required
- Access to relevant EU and GIZ gender mainstreaming tools and guidelines

3. Current Gender Distribution — Baseline

Understanding the current gender composition of the organisation is the foundation for setting meaningful targets and measuring progress. The following data reflects the situation as of April 2026.

3.1 Workforce Composition

Table 1 – Gender Distribution by Role Category (April 2026)

Category	Women	Men	Total	% Women
Director / CEO	0	1	1	0%
Unit Heads	0	3	3	0%
Senior Engineers / Technical Leads	2	1	3	67%
Engineers, Consultants & Support	4	4	8	50%
TOTAL	6	9	15	40%

Key observations from the baseline:

- Leadership (Director + Unit Heads): 0% women — the most significant gap requiring targeted action
- Technical/Senior level: 67% women — Speedykom has demonstrably attracted female technical talent
- Operational level: Gender-balanced (50/50)
- Overall: 40% women across all roles, close to the 40% threshold widely used as a benchmark for gender balance

3.2 Targets for 2028

Table 2 – Gender Balance Targets

Category	Current (2026)	Target (2028)
Leadership (Director + Unit Heads)	0% women	At least 25% women
Senior Engineers / Technical Leads	67% women	Maintain ≥40% of each gender
Overall workforce	40% women	Maintain 40–60% range
GEP Contact Person designated	No	Yes (by Q3 2026)
Pay equity review conducted	No	Yes (annually from 2026)

4. Data Collection, Monitoring, and Reporting

Robust data is the backbone of effective gender equality work. Speedykom commits to collecting, analysing, and reporting sex-disaggregated data on an ongoing basis.

4.1 Data Points Tracked

- Workforce headcount by gender, role, and seniority level
- Recruitment: applications received, shortlisted candidates, and hires — disaggregated by gender
- Promotions and internal role progressions by gender
- Retention and voluntary departures by gender
- Pay and salary bands by gender and role category
- Participation in training and development opportunities by gender
- Reported incidents of harassment or discrimination

4.2 Review Process

An annual internal GEP review will be conducted each January covering the prior calendar year. The review will:

- Compare current data against the baseline and targets in Table 2
- Identify trends, gaps, and areas for corrective action
- Produce a brief internal Annual Gender Equality Report shared with all staff
- Feed findings into the following year's action plan

The GEP itself will undergo a comprehensive revision at the end of the 2026–2028 period, informed by the accumulated annual reviews.

5. Training, Awareness, and Capacity Building

Building awareness and skills around gender equality is essential at all levels of the organisation.

5.1 Awareness Sessions

All staff will participate in at least one gender equality or unconscious bias awareness session during the GEP period. This will be delivered through:

- An introductory online or in-person session on gender equality and unconscious bias (all staff; by end 2026)
- A targeted session for unit heads and the CEO on equitable management practices, including fair workload distribution and promotion decisions (by Q2 2027)
- Inclusion of gender equality content in onboarding for new employees

5.2 Hiring Manager Guidance

All individuals involved in recruitment decisions will be provided with practical guidance on:

- Writing gender-neutral job descriptions
- Recognising and mitigating unconscious bias in candidate evaluation
- Structuring interview processes for consistency and fairness

5.3 Project-Embedded Learning

Speedykom's work on GIZ and EU-funded projects includes formal gender mainstreaming requirements. This provides a natural avenue for applied learning. Lessons from project gender mainstreaming practices will be documented and shared internally.

6. Key Areas of Action

6.1 Work-Life Balance and Organisational Culture

An equitable organisational culture is one where all employees can participate fully, regardless of personal circumstances.

Current Situation

Speedykom already operates a flexible, output-oriented work model with remote and hybrid arrangements available to all staff. This supports employees with caring responsibilities and is particularly beneficial for working parents.

Goals

- Ensure flexible working is genuinely accessible and not informally penalised
- Create an inclusive team culture where all voices are heard in meetings and decision-making
- Support employees returning from parental leave

Measures

- Formally document the flexible working policy and communicate it to all staff (Q3 2026)
- Ensure that scheduling of meetings and mandatory team events falls within core working hours (8:00–17:00) to accommodate caring responsibilities (ongoing)
- Introduce a re-integration check-in protocol for employees returning from parental leave, including a catch-up meeting with their line manager within the first two weeks of return (from Q4 2026)
- Actively encourage both male and female employees to take parental leave; ensure that taking leave is not informally discouraged (ongoing)
- Include work-life balance and inclusivity as standing items in team retrospectives (from Q3 2026)

6.2 Gender Balance in Leadership and Decision-Making

Current Situation

The most significant gender gap at Speedykom exists at leadership level: all four leadership positions (CEO and 3 Unit Heads) are currently held by men. This is the organisation's primary equality challenge and the focus of targeted action.

Goals

- Achieve at least 25% women in leadership roles by end of 2028
- Build a pipeline of women ready to progress into senior and leadership roles

Measures

- Proactively encourage female technical staff to apply for internal leadership opportunities; where a vacancy arises, actively seek candidates of the underrepresented gender (ongoing from 2026)
- Launch a structured internal mentoring initiative pairing female senior engineers with unit heads to support leadership skill development (by Q1 2027)
- Include gender balance considerations explicitly in any future unit head or senior role recruitment processes (ongoing)
- Document and report on leadership gender composition in the annual GEP review (annually)
- Review whether leadership meeting practices (e.g. speaking time, idea attribution) are inclusive; intervene where patterns of marginalisation are observed (Q2 2027)

6.3 Gender Equality in Recruitment and Career Progression

Current Situation

Speedykom has a strong track record of hiring women in technical roles, with female technical staff making up the majority at the senior engineer level. Formalising and strengthening recruitment practices will help sustain and improve this.

Goals

- Maintain a gender-balanced or better-than-balanced hiring rate in technical roles
- Ensure promotions and salary increases are applied equitably across genders
- Eliminate unjustified pay gaps

Measures

- Conduct a pay equity review annually, comparing salaries of women and men in equivalent roles; document findings and corrective actions (first review by Q4 2026)
- Implement structured evaluation criteria for all hiring decisions; ensure at least one structured interview question set is used consistently (from Q3 2026)
- Review all job postings for gender-neutral language before publication; use checklists or tools (e.g. gender decoder) to assist (ongoing from Q3 2026)
- Aim to include at least one qualified woman in the shortlist for any senior role vacancy; document instances where this was not achievable and the reasons why (ongoing)
- Track promotions by gender annually and address any disparities identified in the annual GEP review (annually)
- Ensure career development conversations (e.g. annual reviews) are held with all employees and address progression pathways explicitly (from Q4 2026)

6.4 Integration of Gender Dimension into Technical Work

Current Situation

As a consultancy working on digital health systems, AI solutions, and data infrastructure — frequently in low- and middle-income country contexts — Speedykom's technical outputs have direct implications for gender equity. Gender-biased systems can perpetuate or amplify existing inequalities. Addressing this is therefore both an ethical responsibility and a core competency.

Goals

- Systematically integrate gender considerations into project design, data systems, and AI tools developed by Speedykom
- Build internal capacity to identify and address gender bias in technical work

Measures

- Develop an internal gender-in-tech checklist for use during project scoping and design phases (by Q4 2026). The checklist should address: disaggregated data collection; user group diversity analysis; algorithmic bias risk assessment; access and usability for women and marginalised groups
- Require that all project inception reports (for externally funded projects) include a gender analysis section (from Q3 2026)
- Designate at least one staff member per project team as responsible for gender mainstreaming tasks on GIZ and EU-funded projects (from Q3 2026)
- Document gender mainstreaming practices from donor-funded projects and compile into an internal knowledge base (ongoing; first compilation by Q2 2027)
- Where data systems are designed, advocate for sex-disaggregated data collection as a design standard (ongoing)

6.5 Prevention of Gender-Based Violence, Harassment, and Discrimination

Current Situation

Speedykom has a zero-tolerance stance toward harassment and discrimination. However, to move from informal commitment to effective prevention, structured policies and clear reporting channels must be formalised and communicated.

Goals

- Ensure every employee knows what constitutes harassment and discrimination, and where to report concerns
- Ensure all reported incidents are handled promptly, confidentially, and fairly
- Prevent retaliation against anyone who raises a concern in good faith

Measures

- Formalise and publish a written Anti-Harassment and Non-Discrimination Policy covering: definitions, reporting channels, investigation procedures, confidentiality commitments, and non-retaliation guarantees (by Q3 2026)
- Designate the GEP Contact Person as the first point of contact for harassment concerns (by Q3 2026)
- Ensure escalation pathway to CEO and, where necessary, to external authorities is clearly documented
- Include the Anti-Harassment Policy in onboarding for all new employees
- Raise awareness of the policy and reporting channels in the annual all-staff communication on gender equality (annually)
- Ensure that performance reviews include an opportunity for employees to raise any concerns about workplace behaviour in a confidential setting (from Q4 2026)

7. Implementation Roadmap and Action Plan

The following consolidated action plan summarises all key measures, owners, timelines, and priorities in a single reference table. Priority levels are: High (H), Medium (M), Low (L).

Measure	Responsible	Timeline	Priority	Status
Designate GEP Contact Person	CEO	Q3 2026	H	Planned
Publish Anti-Harassment Policy	CEO / HR Lead	Q3 2026	H	Planned
Conduct first pay equity review	HR Lead + CEO	Q4 2026	H	Planned
Formalise flexible working policy	CEO / Unit Heads	Q3 2026	H	Planned
Launch gender-neutral recruitment toolkit	HR Lead	Q3 2026	H	Planned
All-staff unconscious bias training	GEP Contact / HR Lead	Q4 2026	H	Planned
Develop gender-in-tech project checklist	Technical Lead + CEO	Q4 2026	H	Planned

Measure	Responsible	Timeline	Priority	Status
Include gender analysis in project inception reports	Project Managers	Q3 2026 (ongoing)	H	Planned
First Annual GEP Review	GEP Contact Person	Jan 2027	H	Planned
Leadership mentoring programme launch	CEO / Unit Heads	Q1 2027	M	Planned
Leadership bias training for managers	GEP Contact / External	Q2 2027	M	Planned
Document gender mainstreaming knowledge base	Project Teams	Q2 2027	M	Planned
Review leadership meeting inclusivity practices	CEO	Q2 2027	M	Planned
Second Annual GEP Review	GEP Contact Person	Jan 2028	H	Planned
Comprehensive GEP revision (2029–2031)	CEO + GEP Contact	Q3 2028	H	Planned

8. Conclusion

Speedykom GmbH enters this Gender Equality Plan from a position of genuine, if uneven, progress. The organisation has demonstrated its ability to attract and retain female technical talent — a meaningful achievement in an industry where gender gaps in technology remain stark. The work ahead is to convert that foundation into structural equity: closing the leadership gap, formalising fair processes, and ensuring that gender equality is embedded in both how the organisation operates internally and the technical solutions it delivers to the world.

This GEP is not a compliance document. It is a practical commitment — with named owners, concrete timelines, and measurable targets — to doing better. It will be reviewed, revised, and improved annually.

Our Commitment in Summary

- Close the leadership gender gap through targeted recruitment and mentoring
- Formalise fair hiring, pay, and progression processes
- Build an inclusive workplace where all employees can thrive
- Integrate gender equality into the technical solutions we design
- Report honestly on our progress, annually and publicly

Annex A — Glossary of Key Terms

Gender Equality: Equal rights, responsibilities, and opportunities for women and men, including recognition that women and men have different needs that must be addressed to achieve equity.

Gender Mainstreaming: The integration of a gender perspective into the preparation, design, implementation, monitoring, and evaluation of policies, programmes, and projects.

Sex-Disaggregated Data: Data collected and reported separately for women and men, enabling the identification of gender-based disparities.

Unconscious Bias: Implicit, automatic biases that affect decision-making without conscious awareness, often reinforcing existing inequalities.

Pay Equity: The principle that employees performing equal or equivalent work should receive equal pay, regardless of gender.

GEP Contact Person: A designated point of contact within the organisation responsible for coordinating gender equality activities and handling initial reports of concerns.

Annex B — Legislative and Policy Framework

This GEP has been developed with reference to the following legislative and policy instruments:

- European Commission Horizon Europe Programme: Gender Equality Requirements for Research Organisations (2022)
- German General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz, AGG, 2006)
- GIZ Gender Strategy and Gender Mainstreaming Guidelines
- EU Gender Equality Strategy 2020–2025
- UN Sustainable Development Goal 5: Achieve gender equality and empower all women and girls
- European Institute for Gender Equality (EIGE) Gender Equality Index

