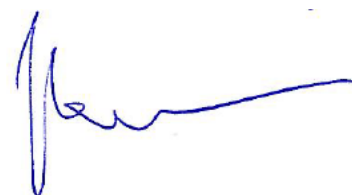


CERIC – ERIC

Gender Equality Plan

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1.0 INTRODUCTION

The Gender Equality Plan (GEP) of CERIC-ERIC is a policy document covering the next three years, describing the actions that the Consortium shall implement to reduce gender inequalities, ensuring inclusiveness with women and men in all their diversity.

The Gender Equality Plan is a tool aimed at addressing eventual gender inequalities, building a honest and communicative learning and work environment where people are treated equally without discrimination. Such a community conveys trust, a sense of belonging and shared goals, consequently enabling the entire institution to grow.

The guidelines and process for drafting the GEP were concerted within a specific working group created within the ERIC-FORUM working group. The structure of the plan involves the five content areas indicated by the Commission as essential factors for gender equality¹. The GEP will be implemented over three years (Sept. 2022- Aug. 2025) and as a formal document, it is signed by the Executive Director (ED) of CERIC, published on its website, and widely disseminated within the Consortium. It is addressed to all employees and collaborators of the Consortium.

2.0 METHODOLOGY

A GEP working group nominated for this purpose assessed the CERIC internal policies in November 2021. They conducted a gender equality audit through the Act of Survey tool² and delivered an analytic report. Based on these findings, the working group organized an awareness-raising Kick-off meeting with the whole staff in April 2022. An external consultant was engaged to conduct a series of face-to-face interviews. The process was concluded with a report delivered on May 30th, 2022. In this final report, the primary outcomes of the interviews are included as results and recommended future actions. It highlighted that CERIC is on the right path in terms of gender equality, as both management and staff were engaged and ready to develop a GEP. The findings of the initial analysis allowed identifying the areas of intervention addressed in this gender equality plan. Moreover, they were taken into account for defining objectives and specific

¹ https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/other/events/20210421/gender-dimension_en.pptx

² <https://act-on-gender.eu/project>

targets, indicators, and measures for evaluating progress and implementing actions via objective indicators. This GEP is thus evidence-based.

The ED appointed a committee for gender equality following the recommendations for the concerted methodology to integrate the gender dimension reflected in this gender equality plan. It comprises the Executive Director, Deputy Executive Director, Chief administrative officer, and one administrative officer. The committee may avail of external consultants. The committee's assignment entails implementing the gender equality plan, conducting surveys, dissemination, or other analysis required for the follow-up and implementation of the GEP. The mandate of the committee is for three years.

3.0 CERIC – ERIC GENDER EQUALITY ACTION PLAN

The Consortium's gender equality plan covers 5 areas.³

The first area concerning work-life balance, organisational culture and combatting stereotypes seeks to achieve a balance between work, parenting and/or care-taking activities, the reinforcement of a shared culture of equal opportunities and of the value of inclusion, and aims to combat gender stereotypes, giving support also to under-represented communities.

The second area pursues gender balance in leadership and in decision-making, promoting the amendment of regulations and the implementation of measures to support gender balance in the main bodies and structures.

The third area pursues gender equality in recruitment and career progression, promoting gender equality in the assessment and selection committees.

The fourth area focuses on gender dimension in research and teaching activities.

The fifth area focuses on combatting gender-based violence and sexual and moral harassment through preventive actions and initiatives to raise awareness.

³ Horizon Europe guidance on gender equality plans - Publications Office of the EU (europa.eu)

3.1 ACTION PLAN

3.1.1 Goal 1: Improve work-life balance and organizational culture

Measure No.	Measure	Timelines	Targets	Indicators	Resources
1.1	Working from home individual agreement	Continuous:(September 2022 -August 2025)	Amendment of existing procedure or revised individual smart working agreement	% of hours worked remotely / total annual working hours	ED- Management – administrative staff
1.2	Reintegration of personnel after career breaks (eg.parental leave)	September 2022 - December 2022	Internal regulations HR(IR) Policy revised or implemented	Internal dissemination of the IR policy approved by the CERIC GA	ED- Management – administrative staff
1.3	Benefits related to parental and maternity leave in addition to the ones granted by the Italian labour law	Continuous:(September 2022 -August 2025)	New procedures or regulations / amendment of existing procedure or regulations	Number of Procedures/IR issued or amended	ED – Management / administrative staff
1.4	Introduction of new benefits aimed to increase the work life balance	Continuous:(September 2022 -August 2025)	New procedures or regulations / amendment of existing procedure or regulations	Number of Procedures/IR issued or amended	ED – Management / administrative staff
1.5	Encouraging other forms of flexibility (e.g. part time contracts)	Continuous (September 2022 -August 2025)	New procedures or regulations / amendment of existing procedure or regulations	Number of Procedures/IR issued or amended	ED – Management / administrative staff
1.6	Personnel Training on Gender Equality	Continuous: September 2022 – August 2025	Definition of a plan aimed to provide at least 2 mini-sessions on annual basis, for training on gender and stereotypes to include in the mandatory training for internal staff	Number of training days	ED- Management – administrative staff

3.1.2 Goal 2: Gender balance in leadership and decision making

Measure No.	Measure	Timelines	Targets	Indicators	Resources
2.1	Amendment of the internal procedures and regulations by adding a provision on the need to guarantee gender balance in boards, committees and other bodies of the Consortium	Continuous:(September 2022 -August 2025)	Internal procedures and regulations amended	Number of procedure regulation amended	ED – Management / administrative staff

3.1.3 Goal 3: Improve equality in working conditions in recruitment and progression.

Measure No.	Measure	Timelines	Targets	Indicators	Resources
3.1	Appointment of a committee in charge of the implementation of the measures indicated in the GEP	September 2022	GeP Committee appointed	Appointment letters issued	Executive Director
3.2	Disseminate vacancies across platforms and/or websites in order to reach equally qualified people from all genders	Continuous: (September 2022 -August 2025)	Recognition of at list 4 platforms for Vacancies Dissemination	Average number of platforms used per vacancy	ED- Management – administrative staff -Communications staff
3.3	Use gender-neutral language in vacancy advertisements	Continuous: (September 2022 -August 2025)	Usage of non-binary pronouns and inclusive language in all vacancy advertisements	Approval of a specific guidelines related to the promotion of an neutral language that respects the gender dimension	ED- Management – administrative staff - Communication staff
3.4	Achieve gender equality in recruitment committees	Continuous: (September 2022 -August 2025)	Drafting specific guidelines to implement gender equality in recruitment process	Guidelines approved by the ED.	ED - Management, administrative staff

3.1.4 Goal 4: Integration of the gender dimension into research and teaching activities

Measure No.	Measure	Timelines	Targets	Indicators	Resources
4.1	Integration of the sex and gender-sensitive perspective across different educational and research activities organized by CERIC	Continuous: (September 2022 – August 2025)	Awareness-raising on the importance of gender-sensitive perspectives in all Activities	Number and share of training and research activities with a gender-sensitive included	ED

3.1.5 Goal 5: Measures against gender-based violence

Measure No.	Measure	Timelines	Targets	Indicators	Resources
5.1	Policy conduct, disciplinary code update	September 2022-December 2022.	Update of the policy Conduct: Measures to prevent acts of discrimination and harassment	Policy conduct and disciplinary code updated, approved by the GA and disseminated internally to the personnel	ED – Management - administrative staff
5.2	Protocol to prevent mobbing and reporting on harassment, violence and discrimination.	Continuous:(September 2022 - December 2025)	The drafting of a protocol for the various phases of prevention and management of instances of discrimination and/or violence	Approval/updates and internal dissemination of the protocol to the personnel	ED– Management – administrative staff
5.3	Appointment of contact point for the topics of discrimination, harassment and mobbing	March 2023	Appointment of the contact point	Appointment signed and disseminated internally to the personnel	ED– Management – administrative staff

4. 0 Monitoring and Evaluation

The committee will disseminate the Gender Equality plan among all Consortium staff, making sure that in case of updates, the latest version will be available on the CERIC website. It will also oversee the monitoring and implementation of the plan ensuring continuous data collection, monitoring, and annual reporting based on the identified indicators.

The gender equality plan established in 2022 will be revised every year.

A first evaluation of the implementation of this GEP will be performed within August 2023. The outcome of this evaluation will be a series of recommendations for the following 12 months of implementation of the plan. Additional objectives and targets on gender equality (or other types of inclusiveness) may be proposed based on the availability of data.

5.0 Abbreviations

ED- Executive Director;

Management- Executive Director, Deputy ED and Chief administrative officer;

GEP – Gender equality plan;

GEP committee – gender equality working group committee;

IR-CERIC HR internal regulation.