

Gender Equality Plan

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1. Foreword

This Gender Equality Plan is a set of actions aiming at identifying and implementing strategies to correct gender bias, by setting targets and indicators to monitor progress towards gender equality.

The Gender Equality Plan adopted by the European Gravitational Observatory (EGO) with Council Decision n. of 10/12/2021 fulfills all mandatory process-related requirements established within the European Research Area in terms of: publication/dissemination; dedicated resources; data collection and monitoring; training and capacity building. It includes all the essential factors for gender equality in Research & Innovation (work-life balance and organizational culture; gender balance in leadership, recruitment and career progression; measures against gender-based discrimination and sexual harassment) and fits within the diversity actions adopted at EGO-Virgo, including actions of citizens engagement and inclusion of persons with disability.

The achievement of the objectives set in the GEP contributes to the achievement of several related Sustainable Development Goals (SDGs) as indicated in Annex 2.

2. Internal Analysis

2.1. Personnel working at EGO

Fig. 1 shows the evolution of the personnel working at EGO since 2012, including: personnel hired by EGO (with co.co.co./co.co.pro., permanent contract, fixed-term contract, temporary employment contract); personnel seconded to EGO from the funding institutions (CNRS, INFN); students doing an internship.



Fig.1: Evolution of the personnel working at EGO since 2012

Fig. 2 shows the gender distribution for the same period (2012-2022), all positions, type of contract, Full-Time Equivalent (FTE) combined. It must be noted that the percentage of women in EGO is reaching 34% and that it has increased by 10% in the last 5 years:

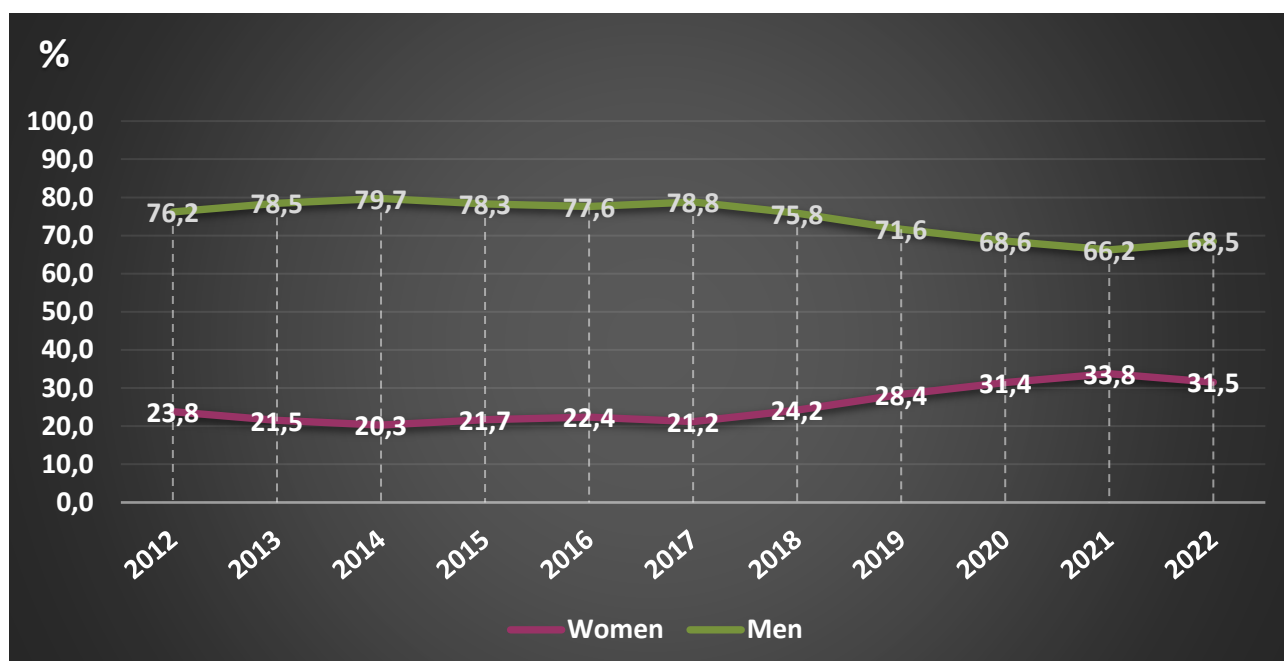


Fig. 2: Evolution of the gender distribution of all personnel working at EGO since 2012

2.2.Distribution by position/activity

Fig. 3 and 4 show the number of women and men participating to different EGO activities. A clear increase of women working in Research-type positions and doing an internship in the last 5 years can be appreciated:

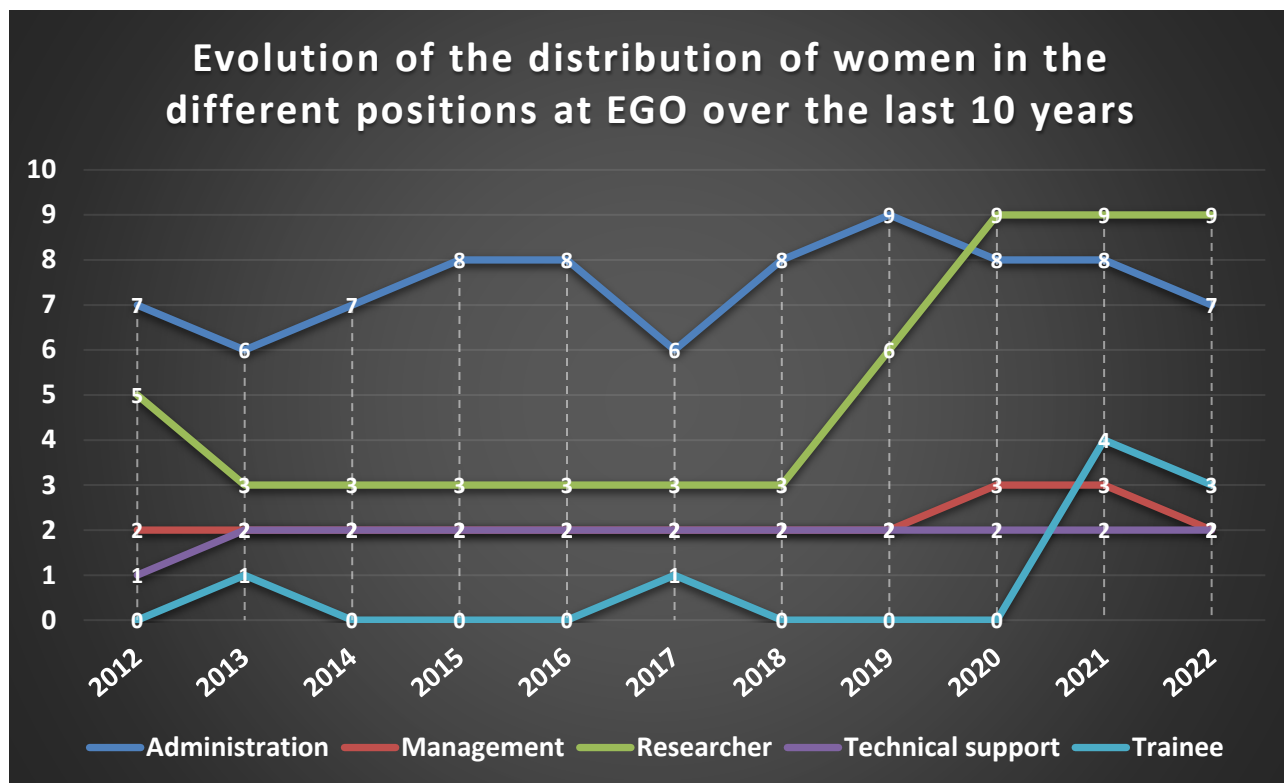


Fig. 3: Evolution of the distribution of the women in the different positions at EGO over the last 10 years

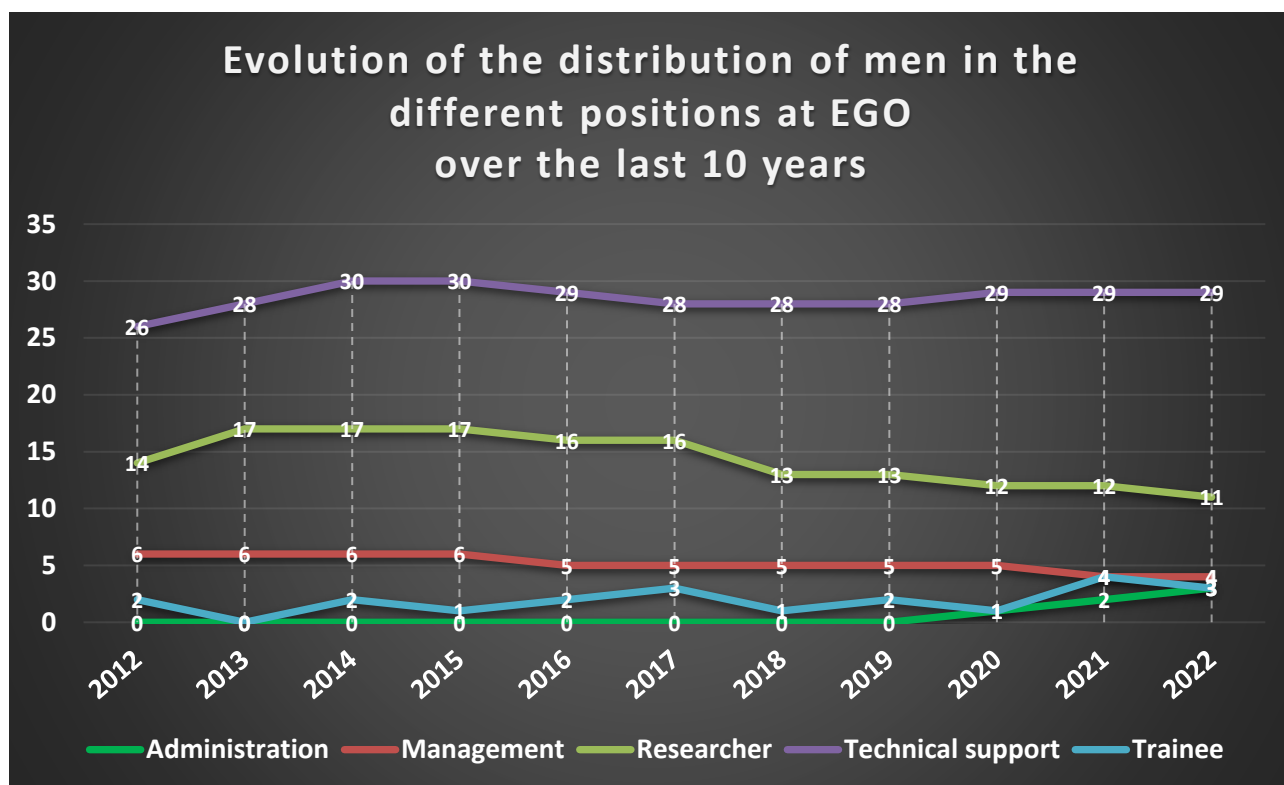


Fig. 4: Evolution of the distribution of the men in the different positions at EGO over the last 10 years

The figures 5 to 9 show the gender distribution detailed by position over the last 10 years. Again, a net increase of women's participation in research, internship and management positions is noted, sometimes approaching equity:

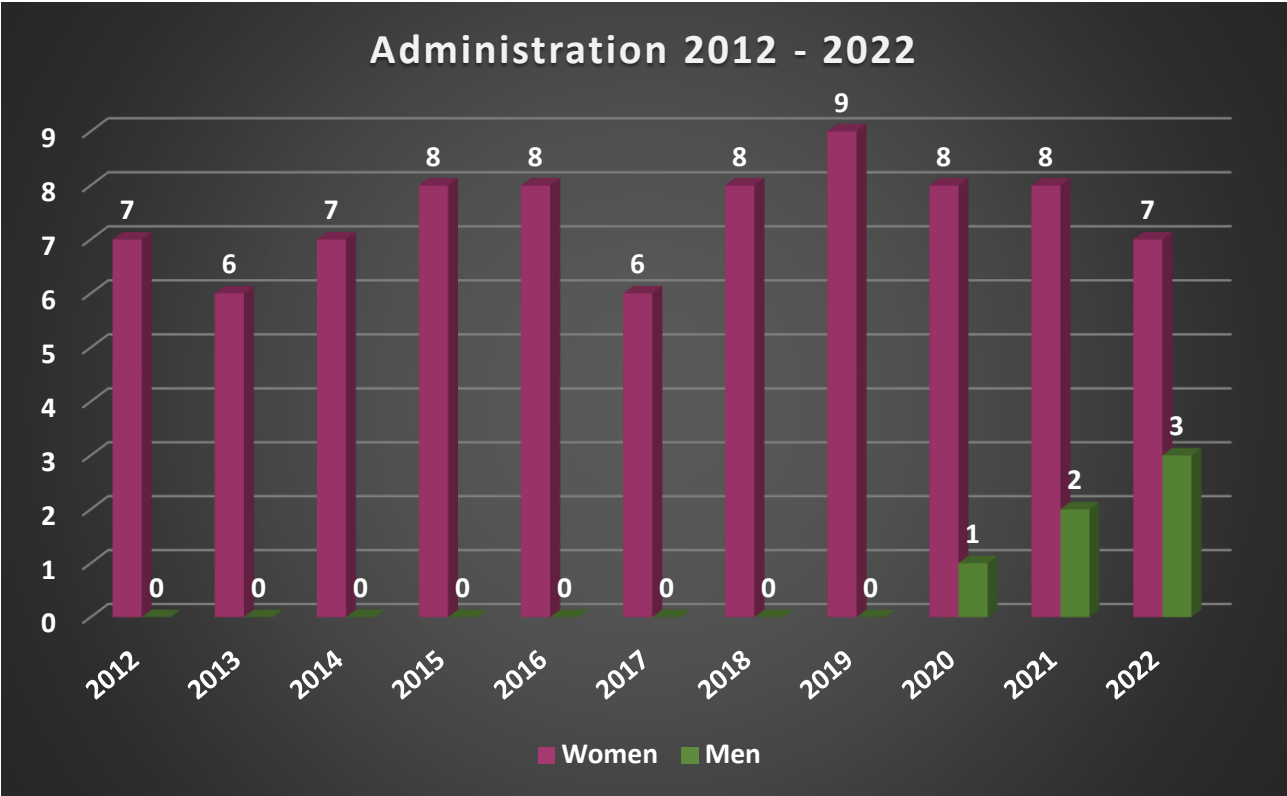


Fig. 5: Gender distribution in administrative positions. (Administrative positions include the personnel working in HR, finance, outreach/communication and EU programs)



Fig. 6: Gender distribution in management positions



Fig. 7: Gender distribution in research positions

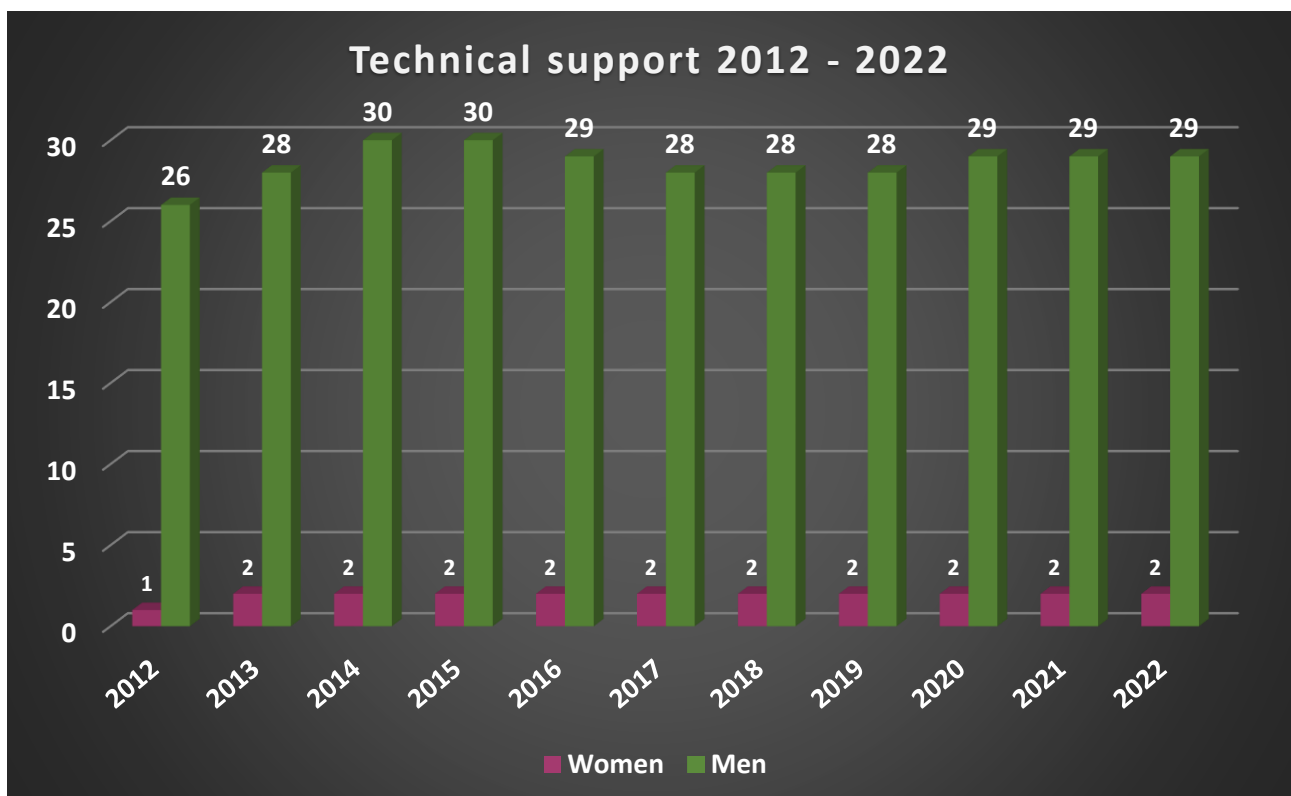


Fig. 8: Gender distribution in technical support positions



Fig. 9: Gender distribution in internship positions

2.3.Share of permanent contracts

Fig. 10 shows the share of permanent contracts all positions combined over the last 10 years:

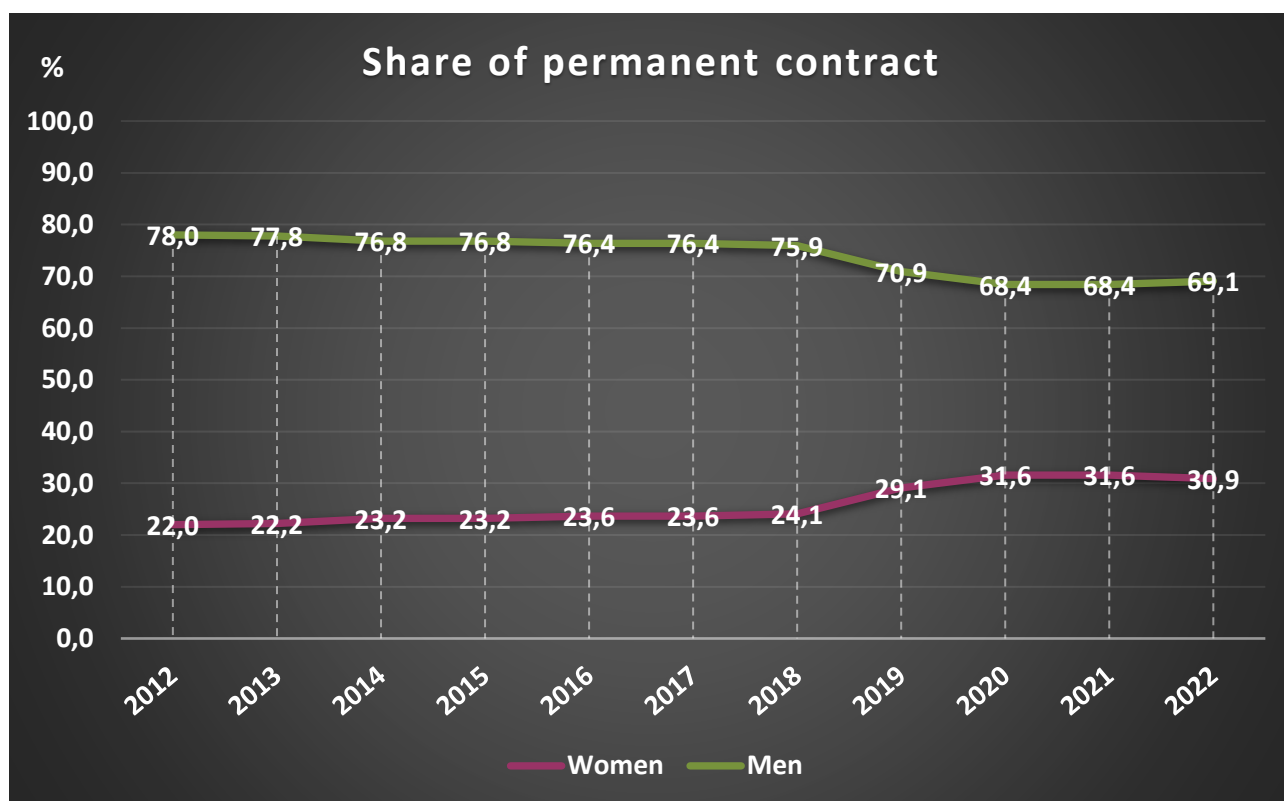


Fig. 10: Share of permanent contracts all positions combined

Table 1 shows in detail the proportion of women with permanent contract (*indef*) in 2021, all positions combined:

2021	Women			Men		
	NEGO	Nindef	% _{indef}	NEGO	Nindef	% _{indef}
Administration	8	6	75,0%	2	0	0,0%
Management	3	2	66,7%	4	3	75,0%
Researcher	9	8	88,9%	12	9	75,0%
Technical support	2	2	100,0%	29	27	93,1%
Internships	4	0	0,0%	4	0	0,0%
	26	18	69,2%	51	39	76,5%

Table 1: Detailed distribution of permanent contracts in the various positions at EGO in 2021

2.4.Share of fixed-term contracts

Fig. 11 shows the share of fixed-term contracts (co.co.pro./co.co.co., fixed-term contract, temp agency, seconded CNRS, seconded INFN, internships), all positions combined over the last 10 years:

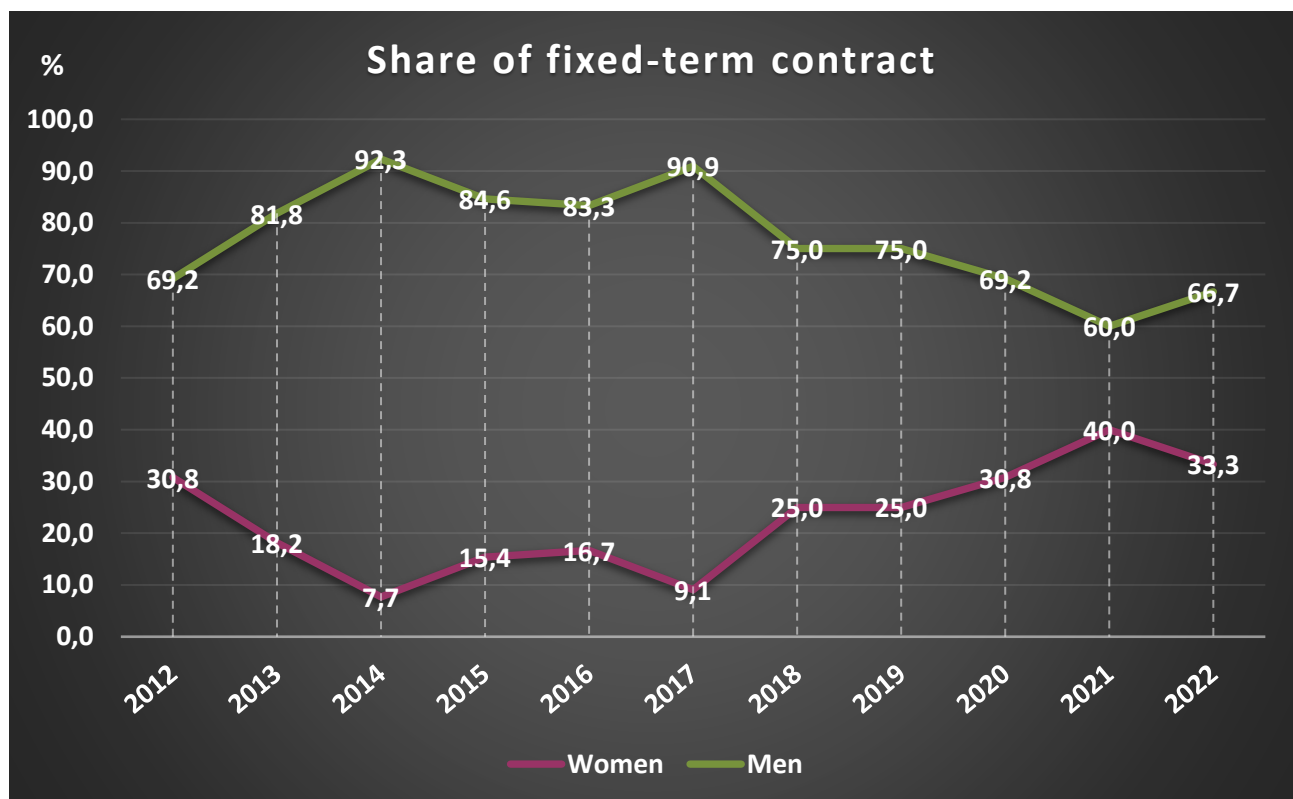


Fig. 11: Share of fixed-term contracts, all positions combined

Table 2 shows in detail the proportion of women in the various types of positions with fixed-term contracts, in 2021:

2021	Women			Men		
	NEGO	Nfixed-term	%fixed-term	NEGO	Nfixed-term	%fixed-term
Administration	8	2	25,0%	2	2	100,0%
Management	3	1	33,3%	4	1	25,0%
Researcher	9	1	11,1%	12	3	25,0%
Technical support	2	0	0,0%	29	2	6,9%
Internships	4	4	100,0%	4	4	100,0%
	26	8	30,8%	51	12	23,5%

Table 2: Detailed distribution of fixed-term contracts in the various positions at EGO in 2021

2.5. Distribution of Full-time and Part-time contracts

Fig. 12 shows the distribution of full-time and part-time contracts at EGO. Over 15% of women are in part-time, all in administrative positions.

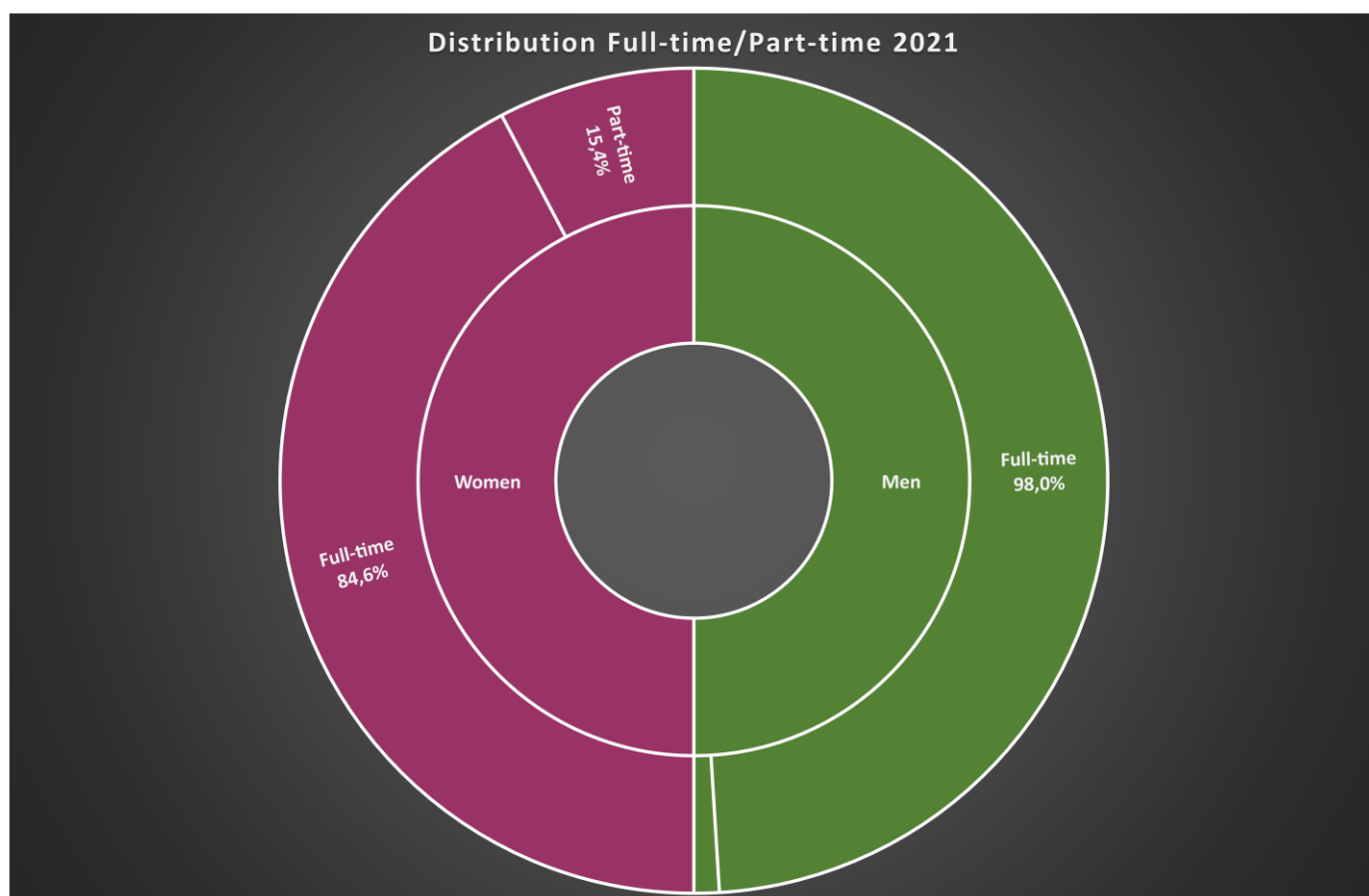


Fig. 12: Distribution full-time/part-time in 2021

3. Concrete objectives

EGO is committed against any form of discrimination on the basis of race, color, sex, (including sexual orientation, gender identity, and pregnancy), religion, age, national or ethnic origin, political affiliation, disability, marital status, status as a parent. Traditionally, EGO has given a lot of attention to gender, age, LGBTQ+ and disability, by condemning all forms of

discrimination or harassment, and assuring that all employees and collaborators are accorded equal dignity and respect.

3.1. Work-life balance and organizational culture

EGO supports the health, well-being and work/life integration of EGO employees and collaborators, through the achievement of the following concrete objectives:

01 Fostering conciliation between work and personal/family life, through flexible working time arrangements (remote working, part-time, other alternative work arrangements) and the use of videoconferences whenever it is possible;

02 Adopting procedures for a better planning of working meetings accordingly to work life balance needs.

3.2. Gender balance in leadership, recruitment and career progression

To support an equal opportunities policy, EGO is committed to achieve the objectives listed below:

03 Promoting procedures that favor and support gender-sensitive recruitment, career and appointments;

04 Including in all job announcements a sentence indicating the commitment of EGO to Gender Equality and Diversity Management.

3.3. Adoption of a language/visual identity that respect gender differences

To promote a gender- responsive approach in all its organizational and research processes, EGO aims at achieving the following objectives:

05 Adopting a gender-neutral language in internal and external communication;

06 Ensuring the use of non-stereotypical and non-sexist images in internal and external communication;

07 Mobilizing institutional communication channels (website, social media accounts) to promote the actions taken within the GEP.

4. Strategies and practices

4.1. Measures against gender-based discrimination and sexual harassment

Gender-based discrimination occurs when someone is treated less favorably, or not given the same opportunities as a person of a different gender, because of their gender. It also occurs when policy and practices apply to everyone, but disadvantages a person because of her/his gender.

Sexual harassment is unwelcome sexual conduct, by means of verbal abuse, insults, behaviors that a reasonable person considers offensive, humiliating, or intimidating to the person being harassed.

Employees sexually harassed in the workplace may experience negative impact on health, well-being, career progression, employment and financial circumstances.

EGO ensures a discrimination-free and harassment-free workplace by adopting a strategy based on:

- A zero-tolerance approach to sex-based discrimination and harassment;
- Training on issues of sexual harassment.

4.2. Training and capacity building

Gender capacity building is a gender-sensitive approach to changing attitudes and behaviors that negatively impact on gender equality, both at the individual and the institutional level.

To create an enabling environment, the following practices will be adopted:

- Gender awareness initiatives (Head of departments);
- Mentoring and empowerment courses (underrepresented gender).

4.3. Gender budgeting

A budget dedicated to gender actions, will be conserved annually, and will be controlled by the EGO council.

5. Dedicated resources

5.1. EGO Committee for Personnel Equity (ECPE)

Gender misconduct will be treated in the framework of the EGO Committee for Personnel Equity to advance EGO commitment to providing an environment where all the employees feel safe to participate, whether conducting scientific work or working to support the achievement of the EGO-VIRGO collaboration goals.

All employees can connect with the Committee confidentially or anonymously, in person or in a virtual setting, to report a concern, file a formal complaint or request an informal resolution in case of discrimination or incident harassment and other personnel misconduct.

5.2. Delegates to support gender equality

Appoint delegates in all departments to be responsible for monitoring and ensuring procedures and practices that respect gender equality at the workplace.

6. Data collection and monitoring

Qualitative and quantitative data are continuously collected in a database and assessed by the Committee for Personnel Equity at the end of each year, in order to evaluate the degree of compliance with the objectives set by the GEP and monitor the performance indicators.

The ECPE proposes eventually revisions of the GEP.

7. Publication and dissemination

The GEP will be sent to EGO personnel and published online. The indicators will be accessible in EGO internal website, as well as the objectives and their degree of compliance.

8. Annex 1 – Relevant legislation and documentation

	Title and reference	Link
Council of European Union (2015)	Conclusions on Advancing gender equality in the European Research Area – Council Conclusions adopted on 01/12/2015, 14846/15	https://eige.europa.eu/sites/default/files/council_conclusions_2015_2.pdf
European Commission (2012)	Communication from the Commission to the European Parliament, the Council the European Economic and Social Committee and the Committee of the Regions. A Reinforced European Research Area Partnership for Excellence and Growth, COM (2012) 392 final, 17.7.2012	https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A52012DC0392
European Parliament and Council (2006)	Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast), OJEU, L 204/23, 26.7.2006	https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32006L0054
European Commission (2005)	Commission Recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers, 2005/251/EC, OJEU L75/67, 22.3.2005.	https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2005:075:0067:0077:EN:PDF
Council of Europe (2005)	Final report of the Group of Specialists on Gender Budgeting (EG-S-GB), EG-S-GB (2004) RAPFIN; Equality Division, Directorate general of Human Rights, Council of Europe, Strasbourg,	https://rm.coe.int/1680596143

9. Annex 2 – Connection with Sustainable Development Goals Agenda 2030

Key areas	Objective	Indicators	Connection with SDGs
Work-life balance and organizational culture	01 Fostering conciliation between work and personal/family life, through flexible working time arrangements (remote working, part-time, other alternative work arrangements) and the use of videoconferences whenever it is possible;	Policies on work and personal/family life integration	SDG 8 Decent Work and Economic Growth Target 8.5 By 2030 achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
	02 Adopting procedures for a better planning of working meetings accordingly to work life balance needs.		SDG 10 Reduced inequalities Target 10.2 By 2030 empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, or economic or other status
Gender balance in leadership, recruitment and career progression	03 Promoting procedures that favor and support gender-sensitive recruitment, career and appointments;	Positive actions in recruitment, career development and appointments	SDG 5 Gender Equality Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
	04 Including in all job announcements a sentence indicating the commitment of EGO to Gender Equality and Diversity Management		
Adoption of a language/visual identity that	05 Adopting a gender-neutral language in internal	Gender sensitive language and visual products on official	SDG 5 Gender equality

respect gender differences	and external communication; 06 Ensuring the use of non-stereotypical and non-sexist images in internal and external communication; 07 Mobilizing institutional communication channels (website, social media accounts) to promote the actions taken within the GEP	documents and institutional communication channels	Target 5.1. End all forms of discrimination against women and girls everywhere
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