

Gender

Equality

Plan

2022 – 2027

Eurac Research is a place where people from all over the world come together to find locally adapted solutions to challenges that are global. We want to attract and support diverse talents by fostering an open minded and equal opportunity work environment. We consider respect for diversity and gender equality to be essential for community-building and organizational growth and we adhere to both principles within our daily work lives. But our aim should always be to improve, adapt to new situations and better the working conditions for our collaborators. With the formal adoption of a Gender Equality Plan for Eurac Research, we want to underline our institutional commitment to gender equality, and the goals to work towards over the next years to come. Whereas the main responsibilities lie with the management of Eurac Research, it is vital to also encourage our employees to contribute to creating an open, diverse and gender equal atmosphere within each of their responsibilities. Together, we are building the future of Eurac Research.



Stephan Ortner,
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1. Introduction

Eurac Research is committed to gender equality and respect for diversity both in the content of its research projects as well as in providing equal opportunities in career development for all of its –collaborators. Through the implementation of the present Gender Equality Plan, Eurac Research aims to identify already established good practices as well as areas for improvement, including both mid- and long-term goals to be reached through further gender equality measures. Eurac Research commits to dedicating the appropriate resources to these activities which will be supervised and supported by a Gender Equality Officer and the Working Group on Gender Equality and Dimension – composed by administrative and research staff from different departments and career stages.

Eurac Research's Gender Equality Plan is based on gender equality as a fundamental value of the European Union and as one of the UN's Sustainable Development goals. It is also driven by the European Commission's objectives presented in the Gender Equality Strategy 2020-2025. The strategy's key objectives are ending gender-based violence; challenging gender stereotypes; closing gender gaps in the labour market; achieving equal participation across different sectors of the economy; addressing the gender pay and pension gaps; closing the gender care gap and achieving gender balance in decision-making and in politics. These goals should be achieved through gender mainstreaming as well as specifically targeted actions, with intersectionality such as the overlapping of gender and other types of diversity, as a horizontal principle for implementation¹. The same principles are reflected in the Pact for European Research Area (ERA)².

The EU's commitment to gender equality is underlined by requiring institutions to implement these principles through Gender Equality Plans, which are a prerequisite for institutions to be eligible for funding through the Horizon Europe programme. Gender Equality Plan should identify gender-related inequalities, propose innovative strategies to combat them, and set targets to be monitored through an appropriate set of indicators. As outlined in the annex to the Horizon Europe work programme 2021-2022³, as a minimum requirement, the Gender Equality Plan must meet the following process-related actions, which are reflected in Eurac Research's Gender Equality Plan.

- **publication:** a formal document published on the institution's website and signed by the top management;
- **dedicated resources:** commitment of resources and expertise in gender equality to implement the plan;
- **data collection and monitoring:** sex/gender disaggregated data on personnel and annual reporting based on indicators;
- **training:** awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers

Following the Commission's recommendations in regard to content, Eurac Research's Gender Equality Plan will continue to address the following areas, using concrete measures and targets:

- work-life balance and organizational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career progression;
- integration of the gender dimension into research and teaching content;
- measures against gender-based violence, including sexual harassment.

1 EU Gender Equality Strategy 2020-2025
https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en#gender-equality-strategy-2020-2025

2 Council Recommendation on a Pact for Research and Innovation in Europe.
<https://data.consilium.europa.eu/doc/document/ST-13701-2021-INIT/en/pdf>

3 Horizon Europe – Work Programme 2021-22. General Annexes.
https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-13-general-annexes_horizon-2021-2022_en.pdf

2. Data Collection and Monitoring of Gender Equality at Eurac Research

In preparation of the Gender Equality Plan, Eurac Research underwent an internal auditing process in which gender-disaggregated data was collected and inequalities were identified as a starting point. At Eurac Research, Human Resources and the Statistics Office conducted this process in collaboration with the Working Group on Gender Equality and Dimension. The analysis was based on the regular Great Place to Work 2016, 2018, 2020 and Great Place to Work for Women 2019 employee surveys, in which Eurac Research was ranked among the 20 best workplaces for women in Italy. The Working Group on Gender Equality and Dimension evaluated internal documents such as the personnel regulations as well as further data provided by the internal employee management databases on gender distribution regarding all employees, research and administrative positions, and top positions. Moreover, representation in the scientific advisory boards has been evaluated as well as the distribution of gender in the position as project managers in our research projects (see annex 1). Human Resources will continue to monitor this data on a regular basis.

3. Goals and Implementation Strategies

Through the data gathered in the auditing process and through extensive discussion with internal stakeholders, a number of primary goals and implementation strategies to reach these goals were identified. Eurac Research strives to be an organization that respects gender equality, the principles of non-discrimination and works to promote the equal rights and opportunities of its employees. Eurac Research will continue to provide the necessary resources for the implementation of these actions, especially in terms of staff assigned to both the Working Group on Gender Equality and Dimension and the Gender Research Group. We aim to further develop our existing initiatives, such as the activities of our Career Center which is supporting our collaborators in their professional development and taking into consideration gender aspects and needs as well as by offering professional and free of charge external workplace counseling for our collaborators. Future plans and investments will include the nomination of a gender equality officer, the extension of training courses with external experts, implementation of regular surveys and the introduction of prizes for female researchers at various levels in their career.

The goals and subsequent strategies provided by the Gender Equality Plan are based on the assumption of a binary male-female dichotomy; however, Eurac Research recognizes that gender identities go beyond this classification and aims to provide a culture of equal opportunities and non-discrimination for all gender identities.

Eurac Research intends to oversee and implement the following measures:

A. Work-Life Balance and Organizational Culture

Area	Goals	Measures	Status	Indicators
Organizational Culture: Institutional Commitment to Gender Equality	<ul style="list-style-type: none"> — Combat gender stereotypes — Gender mainstreaming in all institutional policies — Gender inclusive language in all internal and external documents and communication 	Working Group on Gender Equality, continuous evaluation of goals set by GEP	ongoing	Yearly evaluation of goals by Working Group
		Recommended training on gender identities, stereotypes and gender bias for all staff	planned	Monitor participation and participant feedback
		Nomination of Gender Equality Officer/Team	planned	
		Revision and adaptation of existing documents	planned	
		Guidelines for gender inclusive language	ongoing	Extend guidelines already provided by Communication
		Collection of gender-related data	ongoing	Yearly updates of data on most important areas (e.g., gender distribution in senior/leading roles)

Work-Life Balance	<ul style="list-style-type: none"> — Flexible working hours — Support equal distribution of care activities 	Foster smart working and teleworking	ongoing	
		Promote use of parental leave by both parents	ongoing	Monitor paternity/second parent leave taking
		Possibility of part time contracts	ongoing	
		Sabbaticals: unpaid leave for university studies, family and personal needs as foreseen in the Personnel Regulation	ongoing	
		Childcare provisions: contribution for childcare costs, company nursery at NOI techpark, childcare during summer months	ongoing	
		Support for actions reconciling family, caretaking and work	planned	
		Workplace counseling – further promotion of this opportunity for collaborators	ongoing	

B. Gender Balance in Leadership and Decision Making and Gender Equality in Recruitment and Career Progression

Area	Goals	Measures	Status	Indicators
Gender Balance in Leadership and Decision Making	<ul style="list-style-type: none"> — Increase female leadership (both academic and administrative) — Increase female representation in Scientific Committees to provide role models for young female researchers 	Recruitment to be proceeded by a gender equality analysis, e.g., ensuring that qualified applicants of all sexes are included in the assessment process	planned	Checklist for gender neutral application process
		New recruitment software Onboard collects gender-related data	ongoing	Data monitoring
	<ul style="list-style-type: none"> — Increase Gender Balance in leadership positions (Heads of Institutes, Group Leaders) 	Training on unconscious bias during the recruiting process	planned	Monitor participants
		Gender neutral language in job postings and checklist for selection process	planned	Use tools like Gender Decoder for all job postings
	<ul style="list-style-type: none"> — Create mentoring possibilities for female junior researchers/PhD students/postdocs 	Ensure that parental leave is taken into account for when considering promotions	planned	
		Career development programs aimed at female employees	ongoing	Monitor participant numbers, program evaluation

C. Integration of the Gender Dimension into Research and Teaching Content

Area	Goals	Measures	Status	Indicators
Integration of the Gender Dimension into Research and Teaching Content	<ul style="list-style-type: none"> — Create awareness for the importance of gender and diversity-related topics across disciplines — Build gender awareness in research design and practice — Provide researchers with the necessary expertise to include the Gender Dimension in their research projects — Provide research managers with the necessary expertise on Gender Dimension funding requirements — Monitoring on institute-level — Aim for equal participation and representation of female collaborators in public events 	In-house training on how to implement the Gender Dimension in research and its added value	ongoing	Monitor participant numbers
		Include gender dimension in internal evaluation processes (e.g., for PhD projects)	planned	Checklist for selection
		Organize regular PhD Roundtables on gender in research contents	planned	Number of events and participants
		Establish gender balance regarding speakers in scientific and transfer-oriented public events (e.g., no all-male panels at conferences)	planned	
		Gender Research Group formed by an interdisciplinary group of researchers	ongoing	Suggestions of the working group

D. Measures against Gender-Based Violence, including Sexual Harassment

Area	Goals	Measures	Status	Indicators
Measures against Gender-Based Violence, including Sexual Harassment	<ul style="list-style-type: none"> — Raise awareness for gender and gender-identity related issues — Prevent violence, harassment and discrimination 	Establish training and awareness-raising programmes on gender and gender-based violence related issues	planned	Monitor participant numbers
		Provide information and support in case of violence, harassment or discrimination (Gender Equality Officer/Team)	planned	Annual reports by Gender Equality Officer/Team
		Training on gender-based discrimination, violence and sexual harassment for Heads and Group Leaders	planned	Monitor participant numbers

This document is a “living document”. It will be evaluated on an annual basis. If necessary, new and innovative measures and actions to improve gender equality will be integrated.

Bolzano, 29 April 2022

Roland Psenner, President
Stephan Ortner, Director
Roberta Bottarin, Vice-Director

ANNEX 1 – Gender Analysis 2021

A population overview has been set based on all work force data as of 31-12-2020. Statistical data have been elaborated through SPSS software and the following gender related topics have been presented:

- Subdivision by job title (position) with focus on executive positions, positions with personnel responsibility, research and administrative staff
- Type of contract (open ended / fixed term)
- Flexibility (part-time / full time)

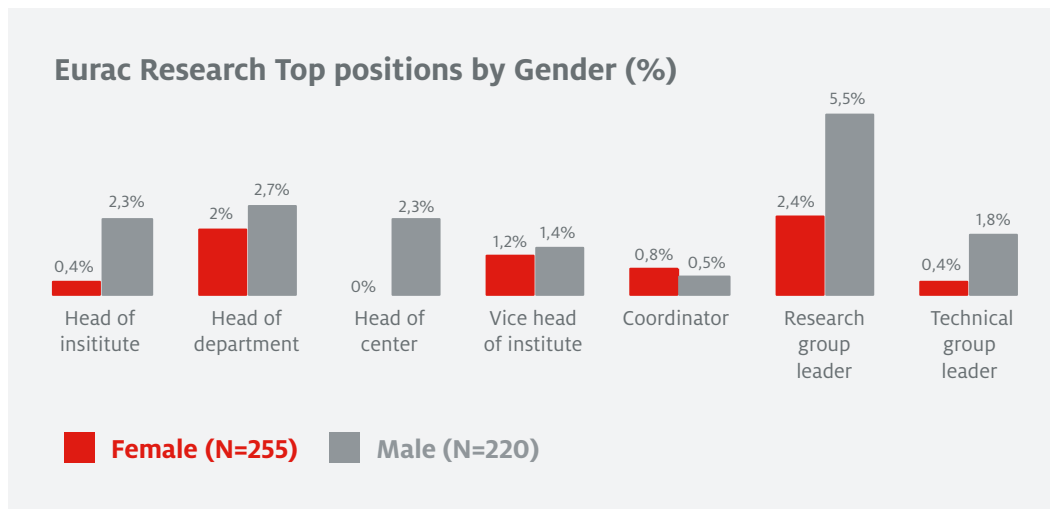


Fig. 1. Women and men holding top positions in Eurac Research, respectively expressed as a percentage of the overall female and male employees.

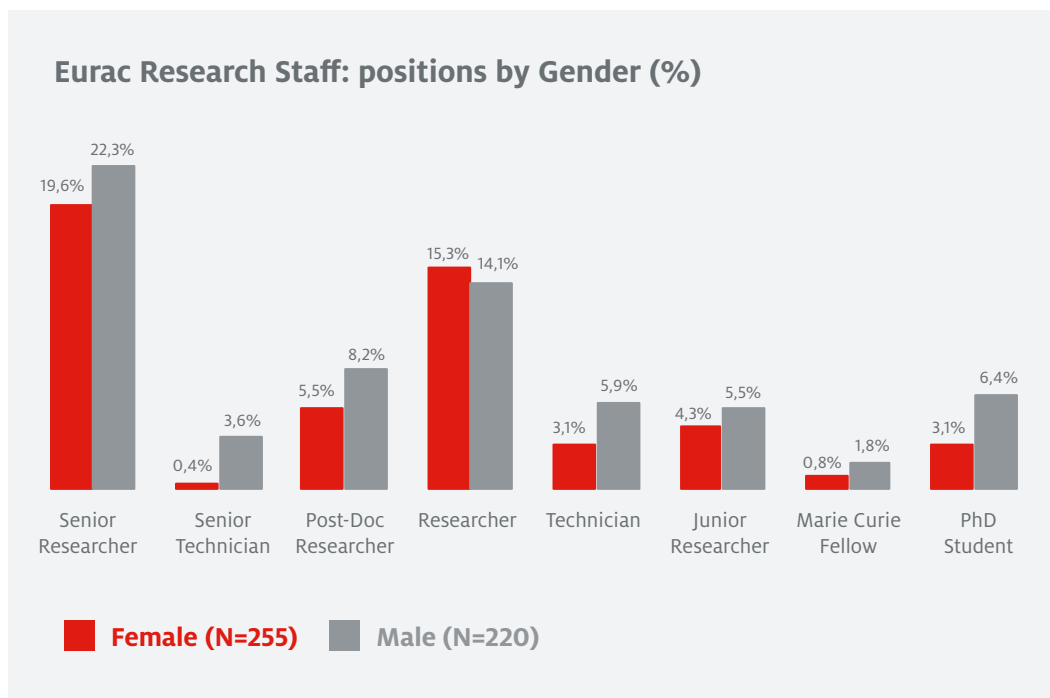


Fig. 2. Women and men holding research positions in Eurac Research, respectively expressed as a percentage of the overall female and male employees.

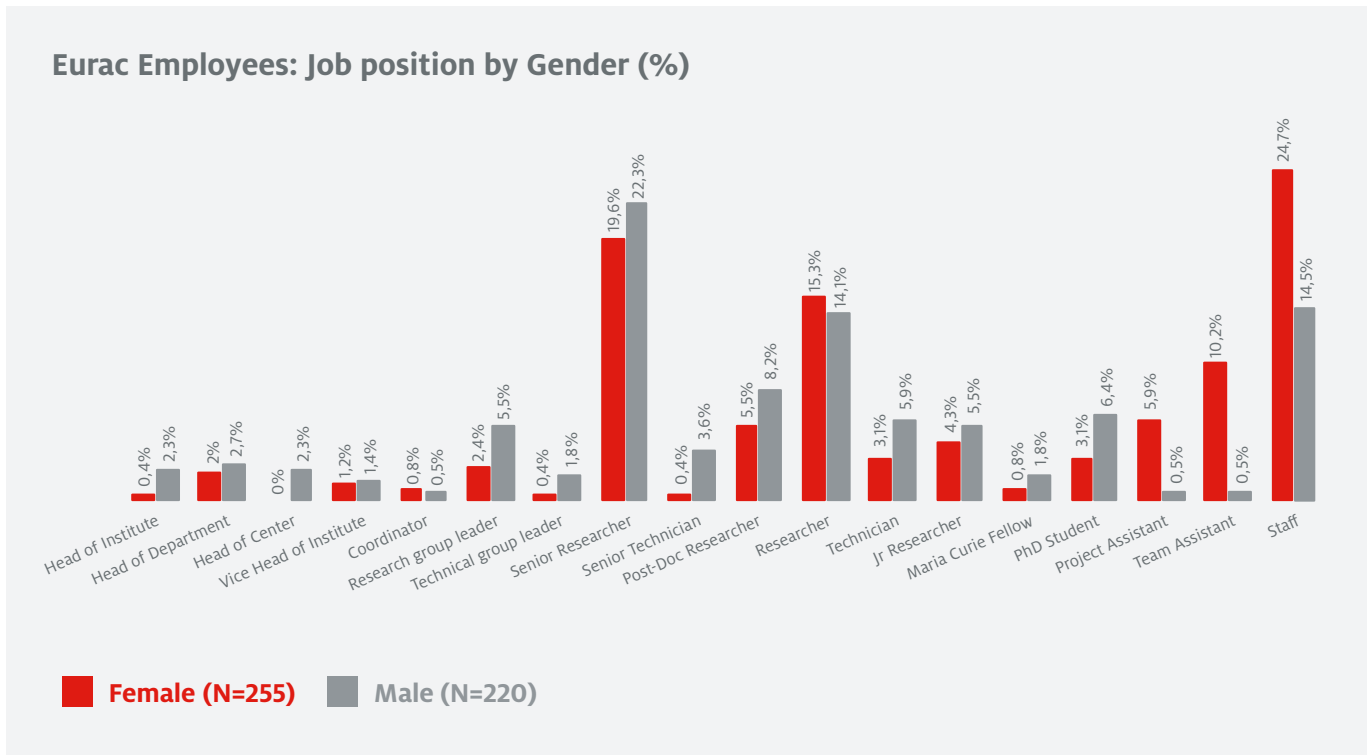


Fig. 3. Women and men working in Eurac Research, respectively expressed as a percentage of the overall female and male employees.

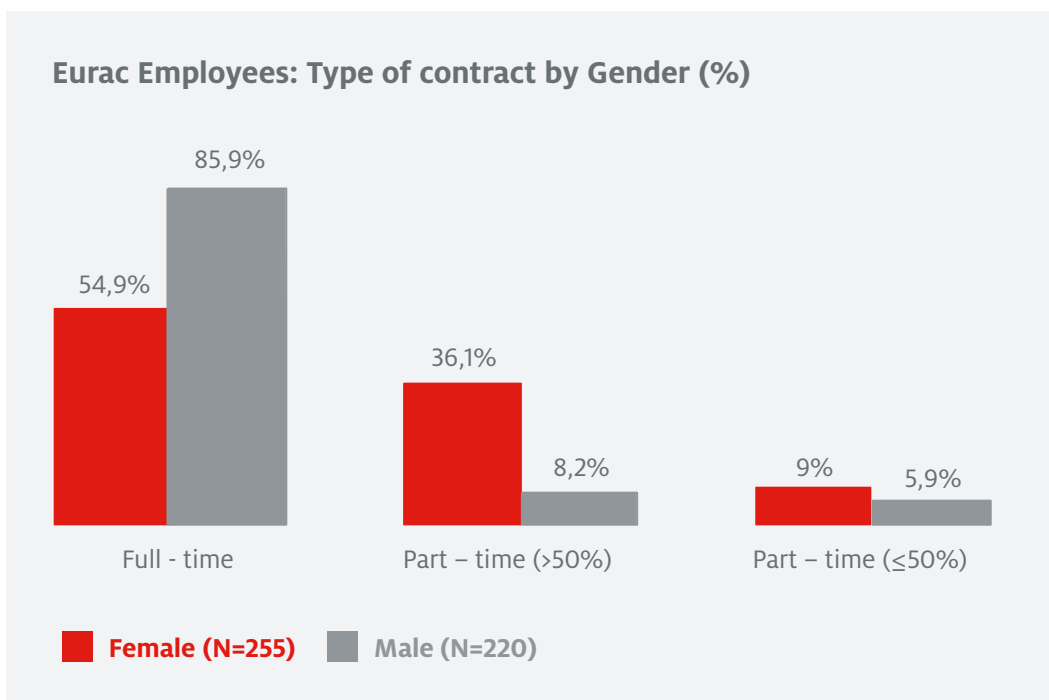


Fig. 4. Type of contract of women and men working in Eurac Research, respectively expressed as a percentage of the overall female and male employees.

Scientific Advisory Councils by Gender (N)

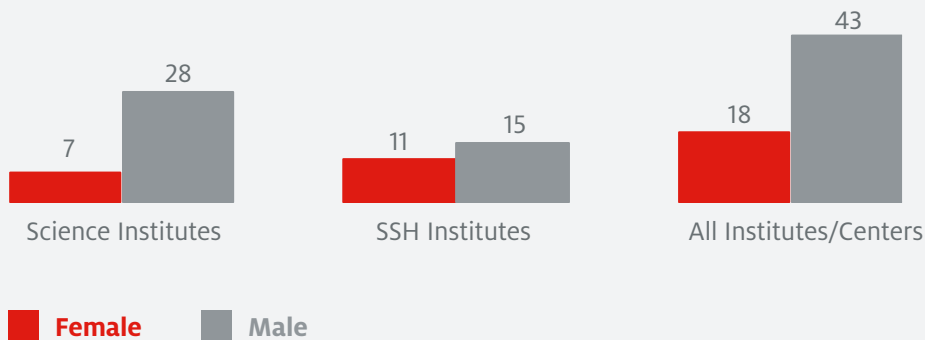


Fig. 5. Scientific Advisory Councils by Gender (N). Overall members: Science Institutes = 35; Social Sciences and Humanities Institutes (SSH) = 25; Members in all (13) Institutes/Centers: 61.

Board of Directors by Gender (N)

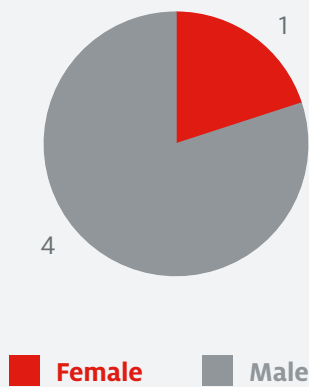


Fig. 6. Board of Directors by Gender (N). Overall members: 5.

Project managers in all projects coordinated by Eurac Research by Gender (N)

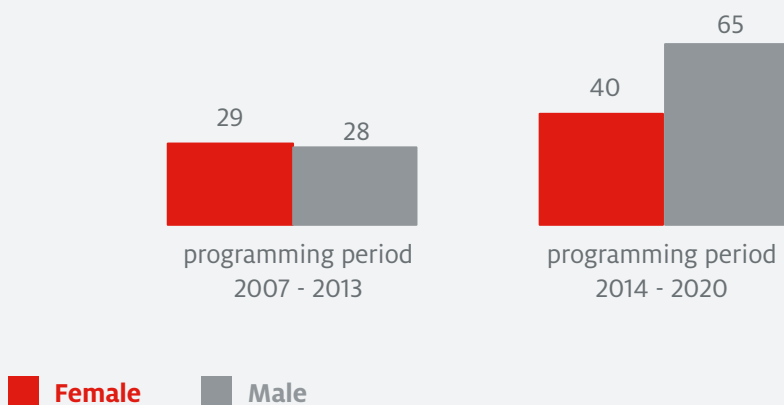


Fig. 7. Project managers in all projects coordinated by Eurac Research by Gender (N) in the given programming period. Total projects in 2007 - 2013: 57; Total projects in 2014-2020: 105.

Project managers in Provincial/Euregio projects coordinated by Eurac Research by Gender (N)

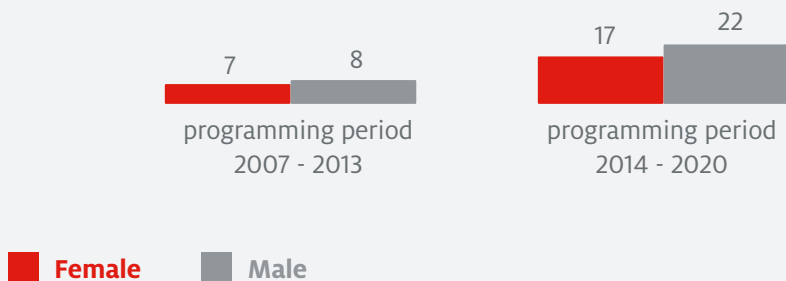


Fig. 8. Projects managers in Provincial/Euregio projects coordinated by Eurac Research by Gender (N) in the given programming period.

Total projects in 2007 - 2013: 15; Total projects in 2014 - 2020: 39.

Project managers in EU projects coordinated by Eurac Research by Gender (N)

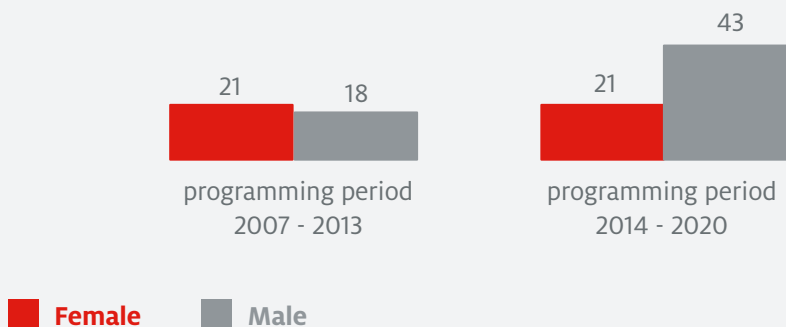


Fig. 9. Projects managers in EU projects coordinated by Eurac Research by Gender (N) in the given programming period.

Total projects in 2007 - 2013: 39. Total projects in 2014 - 2020: 64.