



Extracellular vesicles from a natural source for tailor-made nanomaterials

VES4US

[D6.3] Gender Action plan

GRANT AGREEMENT NUMBER	801338
VERSION	1
Due date	28/02/2019
Submission date	
Author	Laura Corcuera – ZABALA-

PROJECT CO-FUNDED BY EUROPEAN COMMISSION WITHIN THE SEVENTH FRAMEWORK PROGRAMME		
DISSEMINATION LEVEL		
PU	Public	<input checked="" type="checkbox"/>
PP	Restricted to other programme participants (including the Commission Services)	<input type="checkbox"/>
RE	Restricted to a group specified by the consortium (including the Commission Services)	<input type="checkbox"/>
CO	Confidential, only for members of the consortium (including the Commission Services)	<input type="checkbox"/>



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 801338

INDEX

1. INTRODUCTION.....	3
1.1 PURPOSE OF THIS DOCUMENT	3
1.2 LEGAL FRAMEWORK	3
2. GENDER ACTION COMMITMENT	5
2.1 GENDER BALANCE ANALYSIS IN VES4US.....	5
2.2 SUMMARY OF THE GENDER ACTION PLAN OF ZABALA	6
3. GENDER ACTION PLAN	7

INDEX OF TABLES

TABLE 1. GENDER BALANCE ANALYSIS FOR VES4US.....	5
TABLE 2. GENDER BALANCE IN STEERING COMMITTEE	5



1. INTRODUCTION

1.1 PURPOSE OF THIS DOCUMENT

The purpose of the **Gender Action Plan** is to address the requirements for Gender Equality in Horizon 2020. Three objectives underpin the Commission's activities on gender equality in Horizon 2020. They are in line with the RTD (Research, Technology and Development) strategy on gender as well as with the ones set in the European Research Area (ERA) Communication of July 2012:

- Fostering gender balance in Horizon 2020 research teams, in order to address the gaps in the participation of women in the Framework Programme's projects.
- Ensuring gender balance in decision-making, in order to reach the Commission's target of 40% of the under-represented sex in panels and groups (50% for Advisory Groups).
- Integrating gender analysis in research and innovation (R&I) content, which helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

All these objectives are applicable to VES4US, and it is the objective of this document to **set out the approach for how they will be addressed in the project**.

It is important to stress that this is not merely a paper exercise to fulfil a requirement and to meet one of the ranking factors that are used to evaluate a research project proposal. The VES4US consortium fully recognises that integrating the gender dimension in research and innovation can be an added value in terms of excellence, creativity, and business opportunities. It can help researchers question gender norms and stereotypes, to rethink standards and reference models. Integrating the gender dimension in research and innovation leads to an in-depth understanding of the needs of both genders, behaviours and attitudes. It can enhance the societal relevance of the knowledge, technologies and innovations produced, and can also contribute to the production of goods and services better suited to potential markets.

1.2 LEGAL FRAMEWORK

Equality between women and men is a fundamental right recognized in various international texts on human rights, including the Convention on the Elimination of All Forms of Human Rights discrimination, approved by the General Assembly of the United Nations.

Likewise, an important set of Community practices for equality between the sexes, decisions and criteria on the development of the European Union have been developed within the European Union: Treaty of Rome, Treaty of Amsterdam, Charter of Fundamental Rights of the EU. Specifically, in terms of employment, we find the following directives:

- Directive 2002/73 / EC of the European Parliament and of the Council of 23 September 2002, amending Directive 76/207 / EEC of the Council on the application of the principle of equal treatment between men and women with regard to access to employment, training and professional promotion, and working conditions,

- Directive 2006/54 / EC of the European Parliament and of the Council of 5 July 2006 on the application of the principle of equality of opportunities and equal treatment between men and women in matters of employment and occupation.

According to **Article 33.1 Obligation to aim for gender equality** of the Grant Agreement:

“The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.”

This article meets the objectives described in the **“Guidance on Gender Equality in Horizon 2020”**:

Three objectives underpin the Commission’s activities on gender equality in Horizon 2020. They are in line with RTD strategy on gender as well as with the ones set in the ERA Communication of July 2012:

- *Fostering gender balance in Horizon 2020 research teams, in order to address the gaps in the participation of women in the Framework Programme’s projects*
- *Ensuring gender balance in decision-making, in order to reach the Commission’s target of 40% of the under-represented sex in panels and groups (50% for Advisory Groups)*
- *Integrating gender/sex analysis in research and innovation (R&I) content, which helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.*

These objectives are integrated in the Commission provisions for the implementation of Horizon 2020, at each stage of the research and innovation cycle.



2. GENDER ACTION COMMITMENT

The project participants recognise and fully support the relationship between women and research, as described by the European Commission, in that women’s participation must be encouraged throughout the course of the project as well as in the evaluation and consultations process. They also accept that research must address women’s needs and should contribute to an enhanced understanding of gender issues.

2.1 GENDER BALANCE ANALYSIS IN VES4US

VES4US project has contacted the partners to compile the statistics of manpower and gender distribution of the personnel working in the project. Exploring also the relevance of the women by exploring the gender of the decision-making people in each of the entities involved.

The results are reflected in the following tables:

TABLE 1. GENDER BALANCE ANALYSIS FOR VES4US

PARTNER	Do you have a gender action plan?	How many researchers are involved in the project (any level)	How many of them are women	Gender of the decision-making person
CNR-IBIM	No	7	6	Female
CNR-IBBR	No	4	2	Female
CNR-IBF	No	4	1	Male
CNR-IEOS	No	2	2	Female
CNR-IGB	No	1	1	Female
ITS	No	5	3	Male
ETH Z	No	3	1	Male
UL	No	3	2	Male
MPG	No	3	3	Female
ZABALA	Yes	5	5	Female
TOTALS	1/10 action plans	37	26	6/10 female

TABLE 2. GENDER BALANCE IN STEERING COMMITTEE

PARTNER	Name	Gender of the decision-making person	Project Coordinator
CNR-IBIM	Antonella Bongiovanni	Female	Female
CNR-IBBR	Gabriella Pocsfalvi	Female	
ITS	Nicolas Touzet	Male	
ETH Z	Paolo Arosio	Male	
ZABALA	Laura Corcuera	Female	
TOTALS		3/5 female	

Firstly, it is important to remark that the **VES4US is coordinated by a woman**, Dr. Antonella Bongiovanni has the commitment to coordinate and manage the project, has the contact with the EC and the highest decision-making power.

VES4US partnership is composed by 6 different entities but due to the multiple nature of CNR, the gender balance study has been made considering the 10 different institutions involved in the project CNR (5), ITS, ETHZ, UL, MPG and ZABALA. The results arise that only ZABALA out of 10 entities has an official gender action plan (see details below). However, **VES4US has a strong presence of women in the work team**, among the entities, it is envisioned to involved around 37 researchers and professionals of any level, of those 70% of them are women.

It is important to remark that **women are also relevant in this consortium**, there is equality in the managing board of the project, 60% of the decision-making power of the partnership is on women's hands. This project has also gender balance in the Steering Committee (3/5).

2.2 SUMMARY OF THE GENDER ACTION PLAN OF ZABALA

These are the highlights of the current gender plan of ZABALA.

- *ZABALA has a Code of Conduct that guides good professional behaviour within the company and with stakeholders, in which respect for gender equity in access to the job, salaries and promotions, maintenance of a work environment in freedom and free from harassment or discrimination, in addition to supporting the conciliation.*
- *The company is a benchmark of professionalism and equality and has its own CSR project that has the support of the Government of Navarre.*
- *ZABALA is a signatory of the Global Compact which reflects the defence of the right to equality and non-discrimination (principles I, II and VI).*
- *ZABALA has a balanced representation of women and men in the staff as a whole and considering all the headquarters with which the company counts, being the feminine representation of 56%.*
- *There is a positive perception in the workforce about the assessment of the skills and abilities of women in the company.*
- *ZABALA has a balanced representation of women and men in the staff as a whole and considering all the venues with which the company counts, being the feminine representation of 56%.*
- *The majority of women and men in the workforce are concentrated in the professional category of consultant personnel, specifically, 69% of women and 73% of men, being also balanced male and female representation in this category professional (55% women and 45% men).*
- *The company pays special attention to women in situations of pregnancy and lactation, facilitating adaptations of their functions and schedules during the period of pregnancy and lactation*
- *With the objective of facilitating the conciliation, during the vacation period of the educational community the work schedule is adjusted to a continuous day.*
- *In the last year, 13% of the women of the company and 7% of the men have been mothers or fathers and have enjoyed in their entirety of paid leave for maternity-paternity.*

3. GENDER ACTION PLAN

As a result of the analysis of the current situation in the consortium regarding gender aspects, VES4US is proud to show that this project has been conceived by a gender balanced team. The following Gender action plan will be implemented to assure and maintaining this balance during and after the whole duration of the project. The consortium will base this plan in the “Gender Equality in Academia and Research – GEAR TOOL” released by the EIGE (European Institute for Gender Equality).

The VES4US consortium will focus its efforts in the following issues:

- Monitor and document **gender progress** at all organisational levels of the project.
- **Gender equality** presentations at **consortium meetings**, training selection bodies and researchers in gender awareness to avoid gender biases.
- Promote the active participation of women in the consortium meetings.
- Promote the active participation of women in **dissemination activities**: publications, conferences and exhibitions, etc.
- Promote the active participation of women in the **decision-making processes** of the project by maintaining their participation in the managing bodies of the project, like the Steering Committee
- Provide recommendations to **avoid gender biases in the recruitment process**:
 - Continue promoting and promoting the talent of women in positions of responsibility.
 - Ensure the use of a neutral language in the job descriptions and in the bids that are generated.
 - Consider women from vulnerable groups for certain hiring, so that as far as possible and under equal conditions, the hiring of women is prioritized
- Encourage the **enrolment** in the project of **young women researchers** at early career stages (PhD, postdoc).
- Promote opportunities for part-time working and teleworking.
- Offer flexible working hours conditions, so that family conciliation is more feasible.
- Provide special **support to women** researchers during **pregnancy and breastfeeding** and facilitate their update after maternity leave.
- **Reconcile work and private life**:
 - Project events will be organized so that travelling does not interfere with weekends
 - Minimize travelling, through adequate use of teleconferencing.



