



Gender Equality Plan

2022-2024

Document info

Status	Approved
Written by	AnaEE-ERIC
Approved by	Assembly of Members
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Version 1	Extract of the GEP (Action Plan)

ACTION PLAN

AnaEE-ERIC will provide its best efforts to implement its Gender Equality Plan.

Goal 1: Gender balance in all AnaEE-ERIC staff, executive and advisory bodies.

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
1.1	<i>Include a gender balance criterion in the AnaEE-ERIC recruitment process</i>	<i>Continuous from GEP adoption and when vacancies are available</i>	<i>Balanced gender representation in the AnaEE-ERIC team</i>	<i>Number of women at the AnaEE-ERIC Number of non-binary at the AnaEE-ERIC</i>	<i>Appointed Gender representative</i>
1.2	<i>Ensure gender balance for the AnaEE executive positions (top management)</i>	<i>Continuous from GEP adoption and when vacancies are available</i>	<i>Over the 5 top management positions (DG, DMC, ISC, TC, FAO) at least 2 women</i>	<i>Number of women occupying the top management positions</i>	<i>Appointed Gender representative</i>
1.3	<i>Ensure gender balance in AnaEE advisory bodies (ISAC, IEAC, SC, PRC)</i>	<i>At the nomination of the advisory bodies and continuous from GEP adoption</i>	<i>50% of women in each advisory body</i>	<i>Number of women in each advisory body</i>	<i>Appointed Gender representative</i>
1.4	<i>Encourage gender balance in the AnaEE-ERIC Extended Management Board</i>	<i>Continuous from GEP adoption</i>	<i>As AnaEE ERIC do not appoint node representatives, it can't enforce a balance. However, National Nodes will be encouraged to appoint female as well as male scientists, and the balance will be</i>	<i>Number of women in the Extended Management Board</i>	<i>Appointed Gender representative</i>

			<i>reported to the AoM</i>		
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**these sections are considered mandatory blocks of the GEP by the European Commission*

Goal 2: Gender balance in AnaEE-ERIC culture, and communication activities

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
2.1	<i>Ensure gender balance when inviting speakers to AnaEE-ERIC events</i>	<i>Continuous from GEP adoption</i>	<i>Balanced representation of men/women/non-binary speakers invited at the AnaEE events</i>	<i>Share of women speakers at AnaEE-ERIC events</i>	<i>Communication Officer Program Manager</i>
2.2	<i>Promote gender equality while promoting scientists in the AnaEE newsletter and websites articles</i>	<i>Continuous from GEP adoption</i>	<i>Gender balance for people (scientists, engineers, etc.) promoted in communication materials</i>	<i>Number of women, men and non-binary represented in the newsletter and website articles</i>	<i>Communication Officer Program Manager</i>
2.3	<i>Develop data collecting, monitoring and reporting considering three gender categories: men, women, and non-binary</i>		<i>Inclusion of non-binary gender in the data collection, reporting, and policies</i>	<i>Number of women, men, non-binary in AnaEE-ERIC Staff</i>	<i>Communication Officer Program Manager</i>

Goal 3: Integrate gender equality in research, across projects and training courses.

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
3.1	<i>Integrate the gender dimension in the research projects where AnaEE-ERIC participates.</i>	<i>Continuous from GEP adoption</i>	<i>50 % of projects in which gender dimension has been taken into account</i>	<i>Number of projects in which gender dimension has been taken into account</i>	<i>Scientific Officer Program Manager</i>
3.2	<i>Include the gender balance criterion in AnaEE-ERIC evaluation criteria (for gender balanced team, PI); if 2 proposals get the same marks, then the better balanced is chosen.</i>	<i>Continuous from GEP adoption</i>	<i>80 % of project selected with a gender balanced team</i>	<i>Number of selected projects with a gender balanced team</i>	<i>Scientific Officer Program Manager</i>
3.3	<i>Create an AnaEE working group on gender dimension into ecology research</i>	<i>Yearly</i>	<i>2 meetings per year</i>	<i>Number of meetings of the AnaEE WG on gender dimension</i>	<i>Scientific Officer Program Manager</i>

Goal 4: Work-life balance to support personnel absent due to maternity, paternity or parental leave.

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
4.1	<i>Inclusion of flexible working time arrangements in AnaEE-ERIC employment rules</i>		<i>Inclusion in HR policy</i>	<i>Staff benefiting from flexible working time arrangements</i>	<i>Financial and Administrative Officer Director General Management Board</i>

4.2	<i>Adoption of measures in AnaEE-ERIC policies to encourage paternity leave</i>	<i>End of 2023</i>	<i>1 / Descriptive</i>	<i>Number and type of measures adopted to encourage and promote paternity leave</i>	<i>Financial and Administrative Officer Director General Management Board</i>
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Goal 5: Develop an anti-harassment and complaint mechanism.

Measure No.	Measure	Timelines	Targets	Indicators*	Responsibilities/Resources*
5.1	<i>Assign and train AnaEE-ERIC point of contact</i>	<i>End of 2023</i>	<i>1 person identified and trained</i>	<i>AnaEE-ERIC point of contact for harassment and complain</i>	<i>Director General Management Board</i>
5.2	<i>Develop and disseminate good practices guidelines to prevent harassment & discrimination</i>	<i>Yearly during the GEP duration</i>	<i>1</i>	<i>Number of communication actions to prevent harassment & discrimination within AnaEE-ERIC and AnaEE community</i>	<i>Appointed Gender Representative</i>

Overview of measures and targets per recommended area

Measure No	Measures	Work-life balance and organisation at culture	Gender balance in leadership and decision-making	Gender equality in recruitment and career progression	Integration of the gender dimension into research and/or teaching content	Measures against gender-based violence including sexual harassment
1.1	<i>Include a gender balance criterion in the AnaEE-ERIC recruitment process</i>			X		
1.2	<i>Ensure gender balance for the AnaEE executive positions (top management)</i>		X			
1.3	<i>Ensure gender balance in AnaEE advisory bodies (ISAC, IEAC, SC, PRC)</i>		X			
1.4	<i>Encourage gender balance in the AnaEE-ERIC Extended Management Board</i>		X			
2.1	<i>Ensure gender balance when inviting speakers to AnaEE-ERIC events</i>	X				
2.2	<i>Promote gender equality to promote scientists in the AnaEE newsletter and websites articles</i>	X				
2.3	<i>Develop data collecting, monitoring and reporting taking into account three gender categories: men, women, and non-binary</i>	X				
3.1	<i>Integrate the gender dimension in the research projects where AnaEE-ERIC participates.</i>				X	
3.2	<i>Include the gender balance criterion in AnaEE-ERIC evaluation criteria (for gender balanced team, PI); if 2</i>				X	

	<i>proposals get the same marks, then the better balanced is chosen.</i>					
3.3	<i>Create an AnaEE working group on gender dimension into ecology research</i>				X	
4.1	<i>Inclusion of flexible working time arrangements in AnaEE-ERIC employment rules taking into account personal caring responsibilities</i>	X				
4.2	<i>Adoption of measures in AnaEE-ERIC policies to encourage paternity leave</i>	X				
5.1	<i>Assign and train AnaEE-ERIC point of contact</i>					X
5.2	<i>Develop and disseminate good practices guidelines to prevent harassment & discrimination</i>					X