

# Gender Equality Plan

## 2022

*European Spallation Source ERIC*

### Document info

Status DRAFT

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Date 2022.09.22

Licence

Version 1

PID

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### Version history

Version	Date	Revised by
1	22 September 2022	

## Editorial

### **Helmut Schober, Director General, and Agneta Nestenborg, Director Project Support & Administration**


The European Spallation Source ERIC's believes that a diverse work environment, providing all employees with equal opportunities, is essential in order to bring ESS's vision to reality - to build and operate the world's most powerful neutron source and enable scientific breakthroughs. Furthermore, ESS envisions addressing some of the most important societal challenges of our time, gender inequality being one of them.

Sustainability is one of the fundamental values of ESS. Our organization is convinced that a sustainable future where all genders have the same rights and opportunities will be reached only through utilization of a wide range of skills, experience and attitudes provided by a truly inclusive environment. This goes hand in hand with ESS's two other core values - collaboration and openness. ESS will only be built and operated in the most efficient way if we work together in an open manner and make use of the knowledge provided through our diversity. This will pave the way for creativity, trust and an open dialogue that will help ESS reach scientific, technical and operational excellence.

In order for ESS to reach its ambitions for gender equality we are proud to present this GEP as a conscious effort to avoid discrimination and improve equal opportunities. ESS is committed to making a difference that can change the world into one that will be of great benefit to future generations. Furthermore, it is the long-term ambition of the organization to widen this approach to cover diversity and equal rights not only regarding gender, but also age, ethnicity, religion or other belief, disability and sexual orientation.

For this GEP to truly make a difference it is crucial that it is embraced on all levels of our organization. We therefore encourage us all to work together to reach this important goal of equality.

Date of approval: 2022-10-04

Signature: 

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## 1. Introduction

As one of the European role models on gender equality, the Swedish ‘discrimination act’ poses the basis for a work environment conditions that embraces inclusion and gender at its heart.

Since January 2021, Gender Equality Plans are a fully integrated eligible criteria in the new Horizon Europe programme as an instigator to make organizational changes and work towards a more inclusive and gender equal society.

The EU Gender Equality Plan is for ESS an opportunity to engage further in its commitment to offer a work place that takes full consideration of the diversity of its staff, and that promotes gender equality at all levels of hierarchy.

It is an opportunity to improve and complete the existing initiatives, developing specific methodologies, and trainings on gender equality.

It is an opportunity to reinforcing ESS’ commitment to provide a work-life balance, a safe, inclusive and gender equal working environment, and support all its staff in their development, and participate to societal change.

The ESS Gender Equality Plan embraces the major challenges ESS is currently facing with regard to inclusion, gender equality and diversity. It presents a set of commitments and actions to promote gender equality through institutional and cultural changes.

The document was prepared based on an assessment of the existing internal processes, rules and procedures, as well as an analysis of the available data that serves as a baseline reference for the monitoring and evaluation of the actions’ objectives.

The present Gender Equality Plan is not a static document, and it aims at evolving in time. Monitoring and evaluation of progress will allow measure the changes and impact of the proposed initiatives and actions, and will thus support ESS move towards a more gender balance and diverse organisation.

ESS Gender Equality Plan follows the recommendations of the European Commission, and covers the five recommended areas:

- Work-life balance and organisational culture (Goal 1)
- Gender balance in leadership and decision-making (Goal 2)
- Gender equality in recruitment and career progression (Goal 3)
- Integration of the gender dimension into research and teaching content (Goal 4)
- Measures against gender-based violence including sexual harassment (Goal 5)

To reinforce ESS’ commitment a dedicated working-group has been created and launched in the summer 2022. The “Equal Opportunity with a Gender Perspective” group will address the issues and discuss ways

of improvements. It may initiate internal activities such as lectures with special guests, information campaigns to informally raise awareness throughout the entire organisation.

In 2022, ESS is also joining the GENERA-Network project, the Gender Equality Network in the European Research Area, aiming at continuing, monitoring and improving the Gender Equality Plans of Research Institutions and Organisations specifically in the physics research field. By signing the MoU, ESS is reinforcing its engagement towards a more inclusive and gender equal organisation.

As the future world leading neutron facility, ESS wants to be a role model. Demonstrating that doing fundamental science, enabling societal change and innovation, in an inclusive, diverse, and gender equal way, can make bigger impact for a society that grows with and for its citizens in their entire diversity.

## 2. Challenges

### Methodology

The Horizon Europe Funding programme launched in 2021, and covering the period 2021-2027, sets a new eligible criterion. This criterion necessitates that all public bodies, Higher education establishments and Research organisations from Member States have a Gender Equality Plan in place by the time of the Grant Agreement signature (applicable on calls with a deadline in 2022 and beyond).

In order for ESS to be eligible to this funding programme an internal audit was concluded by Anne-Charlotte Joubert aiming at analysing the existing internal documents (policies, rules, procedures, guidelines, etc.) as well as covering the different elements to be covered by the EU requirement. This audit served as a basis for the ESS Gender Equality Plan, and enabled identifying elements and areas to be developed in order to be compliant with the EU requirement.

### Swedish legislation

In Sweden the work for gender equality is covered by the Swedish Discrimination Act. The purpose of this law is to **counter discrimination** and in other ways **promote equal rights and opportunities regardless of sex**, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation and age. All employers must take **active measures**, both preventive and promotional to counter discrimination, and **promote equal rights and opportunities**. The employer's work with active measures shall cover **working conditions, salaries and other employment conditions, recruitment and promotion, training and other competence development and the opportunity to combine employment with parenthood**.

The elements highlighted in bold will be integral parts of the GEP developed by ESS as they are mandatory by law. While these elements will be the basic starting point of the GEP, ESS aims to have a more comprehensive and active GEP than just the mandatory requirements by the Swedish government.

### European Spallation Source

ESS believes that a diverse work environment that provides all employees with equal opportunities is a key to success. By allowing everyone to contribute with their uniqueness and talents the organization is more creative, innovative, and productive. The ESS vision “to build and operate the world’s most powerful

neutron source to enable scientific breakthroughs” will be reached only if ESS utilizes the wider range of skills, experience and attitudes provided by a truly inclusive environment.

In order for ESS to reach their ambitions for gender equality, ESS has come to the realization that an increased, systematic, and extensive change is needed on an organizational structural level. ESS moreover considers it critical to implement and safeguard supporting processes, procedures and training in regards to gender equality in order to achieve the desired results as described below. As a driver for this change, ESS has decided to use the GEAR tool developed by the European Commission to implement an extended Gender Equality Plan (GEP).

Ultimately ESS’ long-term ambition is moreover to expand this approach even further, to cover diversity and equal rights not only regarding gender, but furthermore including age, ethnicity, religion or other belief, disability or sexual orientation.

- Regarding gender equality, ESS has amongst others defined the following specific objectives:
- Increasing the total talent pool in recruitments for scientists, engineers and management positions;
- Preparing female employees to take on senior positions by securing individual competence development plans;
- Striving for an increased gender balance among scientists, engineers and management positions;
- Encouraging an even gender distribution within senior management/decision-making roles (currently 73% of managers are men and 77,8% of executive management team consist of men);
- Further improving the possibility for women and men to combine career and parenthood “work-life balance”);
- Making sure that women are not paid less than men in same or similar position due to gender;
- Increasing the number of female PhD students and summer workers at ESS;
- Investigating the possibility to review whether the selection criteria are gender neutral for researchers applying for bream time, with the long-term ambition to achieve gender balance of female and male scientific users;
- Increasing the number of female participants in mentorship programs and activities.

## List of challenges

*[For each, explain the identified challenge and provide data from your gender audit, if applicable]*

Challenge No.	Description of the challenge identified	Brief description of the data collected from gender audit	Related Goals	Additional remarks
1	Finding a good work-life balance for women and men at ESS	Check data available from Pulse, risk assessment (and P&Ds)	Goal 1	
2	Lack of awareness of gender dimension and diversity among ESS staff and within the organization	No specific training or campaign currently existing in-house tackling this challenge in 2022	Goal 1 Goal 3	Examples: Job advertisements
3	Underrepresented gender at the ESS /encouraging an even gender dimension within ESS staff	The current staff is composed of 70% men and 30% women; for certain positions,	Goal 2 Goal 3	
4	Underrepresented gender at the ESS /encouraging an even gender dimension with ESS senior management and decision makers.	in leadership position, the current situation is 73% men and 27% women	Goal 2 Goal 3	
5	Ensure ESS includes gender and diversity into its research content	No specific data available in 2022 on this challenge	Goal 4	June 2022, working group focusing on equal opportunity with a gender focus was set-up
6	Ensure ESS offers and safe and secure work-environment to all its staff, especially on gender, diversity and culture	Refer to data from past surveys	Goal 5	

### 3. Action plan

#### Goal 1: Work-life balance and organisational culture

##### Measures

*[name and describe the measure in a short paragraph or do so using the table below]*

<b>Measure No.</b>	<b>Measure</b> <i>[Describe the concrete measure you will implement to reach your goal]</i>	<b>Timelines</b> <i>[Indicate starting and/or ending time for the action]</i>	<b>Targets</b> <i>[Indicate your operational target for this action]</i>	<b>Indicators*</b> <i>[Specify the indicator you will use to monitor and assess progress of this action]</i>	<b>Responsibilities/Resources*</b> <i>[Indicate the amount of human and/or financial resources available for this action] [Identify one or several staff members responsible for the action]</i>
1.1	Allow reasonable and flexible, including family-friendly, working hours	Continuous from GEP adoption, and every 6 months during P&D meetings	Communicate internally and during onboarding as well as P&D meetings that reasonable and flexible, including family-friendly, working hours are promoted within ESS	Actual working hours reported monthly in the ESS time report, and working hours followed up in the risk-assessment, as well as during annual and mid-term P&Ds	Line managers with support from HR
1.2	Higher representation of women in the different expert committees at ESS	As soon as the GEP has been	Nomination of 50% women to each expert committee	Proportional women's representation in	Director General with support of Governance Office



		officially published		the expert committees.	
<b>1.3</b>	Better awareness of gender dimension and diversity in ESS	Continuous from GEP adoption, and in all relevant communication	Internal and external communication reflecting diversity within the staff	50% of internal and external communication represent diversity at ESS	Communication as well as any staff communicating about ESS
<b>1.4</b>	Ensure equal access to resources	Continuous from GEP adoption	Any staff at ESS has access to funding, lab space, and equipment on equal terms	% of female applying to funding, lab space or equipment	Line managers

*\*these sections are considered mandatory blocks of the GEP by the European Commission*

## Goal 2: Equal opportunity with a focus on gender and diversity in leadership and decision making

### Measures

*[name and describe the measure in a short paragraph or do so using the table below]*

<b>Measure No.</b>	<b>Measure</b> <i>[Describe the concrete measure you will implement to reach your goal]</i>	<b>Timelines</b> <i>[Indicate starting and/or ending time for the action]</i>	<b>Targets</b> <i>[Indicate your operational target for this action]</i>	<b>Indicators*</b> <i>[Specify the indicator you will use to monitor and assess progress of this action]</i>	<b>Responsibilities/Resources*</b> <i>[Indicate the amount of human and/or financial resources available for this action] [Identify one or several staff members responsible for the action]</i>
<b>2.1</b>	Encouraging an even gender distribution within leaders and decision makers	Continuous from GEP adoption and first target end of 2023	Actively strive to appoint people of an under-represented gender.	60% men and 40% women in leadership positions	Recruiting managers and HR manager
<b>2.2</b>	Offer leadership programme to (potential) leaders with focus on women	Programme development in 2023 with implementation in 2024	All (potential) female leaders have access to a dedicated leadership programme	100% of (potential) female leaders have benefited from the programme	HR manager

### Goal 3: Equal opportunity with a focus on gender and diversity in recruitment and career progression

#### Measures

*[name and describe the measure in a short paragraph or do so using the table below]*

<b>Measure No.</b>	<b>Measure</b> <i>[Describe the concrete measure you will implement to reach your goal]</i>	<b>Timelines</b> <i>[Indicate starting and/or ending time for the action]</i>	<b>Targets</b> <i>[Indicate your operational target for this action]</i>	<b>Indicators*</b> <i>[Specify the indicator you will use to monitor and assess progress of this action]</i>	<b>Responsibilities/Resources*</b> <i>[Indicate the amount of human and/or financial resources available for this action] [Identify one or several staff members responsible for the action]</i>
<b>3.1</b>	Pilot the dissemination of vacancies across targeted platforms and websites in order to attract more qualified scientific and engineer women candidates	Continuous from GEP adoption and when vacancies are available	Identify new platforms to attract more qualified women candidates and systematically disseminate vacancies in those new platforms	At least 30% women candidates applying for each vacancy	HR Manager 1,000 euros yearly budget set aside for subscription to platforms/websites.
<b>3.2</b>	Higher representation of women in the different expert committees at ESS	As soon as the GEP has been officially published	Nomination of 50% women to each expert committee	Proportional women's representation in the expert committees.	Director General with support of Governance Office
<b>3.3</b>	Use gender-neutral language in vacancy advertisements and pay	Continuous from GEP adoption and	Usage of non-binary pronouns, and	100% of vacancy advertisements using non-binary	HR and recruiting managers

	specific attention to advertisement wording	when vacancies are available	non-biased references and requirements in all vacancy advertisements	pronouns, and non-biased references and requirements	
<b>3.4</b>	No discrimination on salary between women and men in same or similar position due to gender reason	Continuous from GEP adoption and when reviewing yearly pay survey	Yearly equal pay survey aimed to detect and combat unjustified salary differences	5% discrepancy in 2023	HR manager

## Goal 4: Integration of the gender and diversity dimension into research content

### Measures

*[name and describe the measure in a short paragraph or do so using the table below]*

<b>Measure No.</b>	<b>Measure</b> <i>[Describe the concrete measure you will implement to reach your goal]</i>	<b>Timelines</b> <i>[Indicate starting and/or ending time for the action]</i>	<b>Targets</b> <i>[Indicate your operational target for this action]</i>	<b>Indicators*</b> <i>[Specify the indicator you will use to monitor and assess progress of this action]</i>	<b>Responsibilities/Resources*</b> <i>[Indicate the amount of human and/or financial resources available for this action]</i> <i>[Identify one or several staff members responsible for the action]</i>
<b>4.1</b>	Organise an internal workshop with the Science directorate to define measures for integration of the gender and diversity into research content	Q1 2023, when the new director of Science is in place	Guidelines related to gender dimension in research at ESS	One workshop organised with the Director of Science and ESS Gender and Diversity working group	Science director and at least the core members of the Gender and Diversity working group
<b>4.2</b>	Ensure that guidelines related to gender dimension in research at ESS includes both ESS researchers and users	December 2023	Guidelines drafted and implemented by Science team	Selection of users at ESS will include a criteria based on gender	Science Director

## Goal 5: Measures against violence and harassment at the workplace, including sexual harassment

### Measures

*[name and describe the measure in a short paragraph or do so using the table below]*

<b>Measure No.</b>	<b>Measure</b> <i>[Describe the concrete measure you will implement to reach your goal]</i>	<b>Timelines</b> <i>[Indicate starting and/or ending time for the action]</i>	<b>Targets</b> <i>[Indicate your operational target for this action]</i>	<b>Indicators*</b> <i>[Specify the indicator you will use to monitor and assess progress of this action]</i>	<b>Responsibilities/Resources*</b> <i>[Indicate the amount of human and/or financial resources available for this action] [Identify one or several staff members responsible for the action]</i>
<b>5.1</b>	Collect more detailed information regarding gender biased & sexual harassment behaviors at ESS	Continuous from GEP adoption and when staff reports on Pulse	A specific set of questions will be added to the internal pulse survey	Any form of harassment or discrimination is acceptable at ESS	HR manager
<b>5.2</b>	Create a culture of trust and confidence in the organisation so staff is safe and secure in the work environment	Continuous from GEP adoption	Creating awareness and trainings on both the rules and behaviors	100% of the staff has completed the training	HR manager, and line manager
<b>5.3</b>	Gender stereotypes and implicit bias trainings (for the management level as well as for staff)	Continuous from GEP adoption, and annually	Create a training available to managers and all staff	100% of ESS staff trained	HR manager, and line managers

*\*these sections are considered mandatory blocks of the GEP by the European Commission*

#### 4. Overview of measures and targets per recommended area

[Your GEP must cover all five recommendation areas listed below]

Measure No	Measures	Work-life balance and organisational 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>Disseminate vacancies across platforms and websites in order to attract more qualified women candidates</i>			X		
1.2	<i>Use gender-neutral language in vacancy advertisements</i>		x	X		
1.3	<i>Update recruitment guidelines to include gender balance perspective</i>	X		X		
1.4	<i>Ensure equal access to resources</i>				x	
2.1	<i>Encouraging an even gender distribution within leaders and decision makers</i>		x	x		

2.2	<i>Offer leadership programme to (potential) leaders with focus on women</i>		x	x		
3.1	<i>Pilot the dissemination of vacancies across targeted platforms and websites in order to attract more qualified scientific and engineer women candidates</i>		x	x		
3.2	<i>Higher representation of women in the different expert committees at ESS</i>		x			
3.3	<i>Use gender-neutral language in vacancy advertisements and pay specific attention to advertisement wording</i>			x		
3.4	<i>No discrimination on salary between women and men in same or similar position due to gender reason</i>	x		x		
4.1	<i>Organise an internal workshop with the Science directorate to define measures for integration of the gender and diversity into research content</i>				x	



4.2	<i>Ensure that guidelines related to gender dimension in research at ESS includes both ESS researchers and users</i>				x	
5.1	<i>Collect more detailed information regarding gender biased &amp; sexual harassment behaviors at ESS</i>					x
5.2	<i>Create a culture of trust and confidence in the organisation so staff is safe and secure in the work environment</i>	x				x
5.3	<i>Gender stereotypes and implicit bias trainings (for the management level as well as for staff)</i>		x		x	x

## 5. Monitoring and Evaluation

ESS will perform regular monitoring with the possibility to adjust and update goals and measures as necessary over time. The GEP shall be seen as a living document which will develop over time.

In June 2022 ESS established and set up an internal working group focusing on Equal opportunities with a focus on gender with the ambition to make systemic changes within ESS. The group, composed of ESS staff representatives, will follow the GEP implementation and will meet on a quarterly basis.

Data on gender distribution within the different Directorates and job levels have been regularly (annual or twice per year) monitored and presented to the Committee on employment conditions (CEC) which is a subcommittee to the ESS Council since 2017. With the establishment of the GEP and adopting the goals and measures more relevant data will be collected and presented as well. Furthermore, ESS has signed a MoU joining the Genera Network and will consequently also participate in the reporting and structures provided under that.

As part of the legal requirements in Sweden ESS performs an annual pay survey together with the local unions' representatives focusing on identifying any unjustified differences in salary between men and women for positions considered to be equal. There is an earmarked budget set aside each year for this specific purpose.

A baseline document is monitored separately and will be used during the monitoring and evaluation. The baseline document is kept as a reference and will be available to decision makers within the organisation (ex. CEC...).