



Gender Equality Plan

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1. Introduction

Gender equality benefits research and innovation (R&I) by improving the quality and relevance of the R&I process, as well as attracting and retaining more talent and ensuring that everyone, regardless of their gender, can maximize their potential.

As a result, EU-SOLARIS ERIC intends to embed gender equality principles into its organisational culture.

The EU-SOLARIS' Gender Equality Plan (GEP) is more than merely balancing staff gender. It is also about describing a set of commitments and actions aiming to promote gender equality in it through institutional and cultural change.

The European Commission acknowledges gender planning as an active approach for making real progress towards a more sustainable future. The gender dimension incorporation into European policies and actions have increasingly speed-up and promoted for adoption within the European organizations. Accordingly, EUSOLARIS ERIC is setting the fundamental principles to eliminate any possible source of discrimination within the Research Infrastructure Consortium.

This GEP contains objectives from the 5 fields suggested by the European Commission's '**Horizon Europe Guidance on Gender Equality Plans**'¹. This document presents a first version of the EU-SOLARIS ERIC GEP based on this guidance.

These recommendations have been adjusted to match the current circumstances of EU-SOLARIS ERIC and will be adapted to the evolution of the ERIC's research Infrastructure as an organisation.

2. Scope

As part of the **European Commission's Gender Equality Strategy for 2020-2025**, having a GEP in place has become an eligibility criterion for organisations to participate in Horizon Europe projects.

The presented GEP is adapted to the current circumstances of EU-SOLARIS ERIC and will be updated on an annual basis, to ensure the most current practices in the gender equality issues align with the organization's needs.

The GEP is an institutional official document, signed by the Managing Director and approved by the General Assembly (GA). It will comply with the four mandatory process-related requirements set by the European Commission:

1. Be a public document, with a specific plan of actions
2. Have dedicated resources
3. Include data collection and monitoring processes
4. Involve training.

¹ European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans. Publications Office of the European Union, 2021. <https://data.europa.eu/doi/10.2777/876509>

In addition to these requirements, it includes measures from the five recommended content-related (thematic areas) that organisations can consider in their GEP:

1. Work-life balance
2. Gender balance in leadership and decision-making
3. Gender equality in recruitment and career progression
4. Integration of the gender dimension in research and organizational culture
5. Measures against gender-based violence, including sexual harassment, sexist attitudes and perception of discrimination

The measures and actions described in this document apply to three **Target Groups**:

- Group (a)** Employees of or staff seconded to EU-SOLARIS ERIC
- Group (b)** Members of advisory committees and governing bodies
- Group (c)** Staff from member institutions participating in specific R&D proposals or projects in partnership with EU-SOLARIS ERIC

3. Dimensions

3.1 Work-life Balance

3.1.1 Objectives

Improvement of work-life balance through measures to adapt working schedules to private life.

3.1.2 Measures

- Establishment of flexible working time arrangements: explore and implement measures like an "hours bank" or remote working for staff that have personal caring responsibilities outside the workplace (children or elderly people).
- Reintegration of staff after career breaks: explore and implement measures to facilitate the integration of staff after a break (e.g. parental leave, etc.).

3.1.3 Actions and indicators

#	Action	Target group	Indicator	Monitoring Frequency
1	Establishment of diverse flexible working arrangements	(a)	Number of measures	Yearly
2	Contribution to the re-integration to the labour market after a leave of absence to care for family	(a)	Number of measures	Yearly

3.2 Gender Balance in Leadership and Decision-Making Bodies

3.2.1 Objectives

Promote and maintain gender balance in all EU-SOLARIS ERIC advisory boards and decision-making committees. This field measures gender balance between male and female only.

3.2.2 Measures

- Ensure gender balance through proposing gender quotas in advisory boards and evaluation committees, taking into account national laws.
- Provide all decision-makers and leaders with gender equality training.

3.2.3 Monitoring and evaluation indicators

- Female personnel in advisory boards and committees.
- Number of training actions for decision-makers

3.2.4 Actions and indicators

#	Action	Baseline (2023)	Goal		Target Group	Monitoring Frequency
			% Female participation	Number of actions		
1	Gender quota (GQ) at General Assembly	12%	50%	N/A	(b)	Yearly
	GQ at Board of National Nodes	0%	50%	N/A		
	GQ at Scientific and Technical Committee	0%	50%	N/A		
	GQ at User Selection Panel (to be established)	0%	50%	N/A		
2	Arrange a gender equality training action for committee members	0	N/A	1	(b)	Yearly

3.3 Gender Equality in Recruitment and Career Progression

3.3.1 Objectives

Assurance of gender equality in the EU-SOLARIS ERIC Human Resources Policy (to be published) and career progression.

3.3.2 Measures

- Involve gender equality expertise in recruitment and promotion committees.
- Review process to be included in the EU-SOLARIS ERIC Employment Policy.

3.3.3 Monitoring and evaluation indicators

- Percentage of gender equality expertise involved in the recruitment process.
- Percentage of recruitment advertisements reviewed from a gender equality perspective.

3.3.4 Actions and indicators

#	Indicator Baseline (2023)	Indicator Goal	Target Group	Monitoring Frequency
Presence of women in recruitment committees	0%	50%	(a), (b)	Yearly
Recruitment advertisements reviewed by a GE expert	0%	100%	(a), (b)	Yearly

3.4 Integration of the gender dimension into EU-SOLARIS ERIC organisational culture, research and teaching content

3.4.1 Objectives

- Integrate gender equality into culture principles, policies and across projects and training.

3.4.2 Measures

- Integrate the gender dimension into research projects in which EU-SOLARIS ERIC participates.
- Carry out periodic training (once a year) for staff.

3.4.3 Monitoring and evaluation indicators

- Project in which the gender dimension has been taken into account.
- Proposals in which the gender dimension has been taken into account.
- Periodic training (once a year)

3.4.4 Actions and indicators

Target	Indicator Baseline (2023)	Indicator Goal	Target Group	Monitoring Frequency
New projects in which the gender dimension has been taken into account (out of all projects achieved in the relevant period)	0%	100%	(c)	Yearly
Project proposals in which gender dimension has been taken into account (out of all proposals in the relevant period)	0%	100%	(c)	Yearly
Perform training actions on gender equality	0	1	(a)	Yearly

3.5 Measures against gender-based violence, including sexual harassment, sexist attitudes and perception of discrimination

3.5.1 Objectives

- Integrate effective measures for securing zero tolerance for gender-based violence in the EU-SOLARIS ERIC Code of Conduct.
- Establish a culture of zero tolerance.

3.5.2 Measures

- Guarantee a comprehensive policy against sexual harassment, which includes behaviour, reporting, investigation, support for victims and disciplinary measures and prosecution.

3.5.3 Monitoring and evaluation indicators

- Integration of sexual harassment-related wording in the EU-SOLARIS ERIC Code of Conduct (to be published).
- Creation of a procedure and a reporting mechanism in relation to gender-based violence until the end of 2024.
- Evaluation by the number of complaints and resolution of cases.

3.5.4 Targets

Target	Baseline (2023)	Target (2024)	Monitoring Frequency
Integrate effective measures against sexual harassment and a reporting mechanism into EU-SOLARIS ERIC Code of Conduct	Code of Conduct (under development)	Production and entry into force of the EU-SOLARIS ERIC Code of Conduct	Yearly

4. Monitoring and reporting

EU-SOLARIS ERIC's General Assembly shall create the structure and process to monitor progress towards gender equality in connection with all the above-mentioned objectives on an annual basis, focusing particularly on the changes required to promote future developments involving equality and non-discrimination principles.

Additional objectives and targets on gender equality (or other types of inclusiveness) will be further proposed based on availability of data.

The data collected in the framework of the GEP monitoring process will be made publicly available, as part of the Annual Activities Reports.

5. Responsibilities

The Managing Director is responsible for the implementation of the GEP.

The General Assembly is responsible for monitoring the evolution of all actions and indicators described in this document.