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## Gender Action Plan

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## Summary

**This document gives an overview of the gender distribution in the COPE project team and proposed actions to increase the implication of women in their organisations.**

**Despite various actions taken like funding and promotion of women in science, universities and research organizations, gender equality is stagnating. The relative headcount share of women and men in a typical academic career in the Member States has indeed decreased in the last 25 years. In 2001, the EU issued a plan to increase the percentage of women in science to 40 percent to improve the scientific excellence through the promotion of women scientists in Framework Programme activities, ensuring that the gender dimension is properly addressed in EU-funded research.**

**The COPE Consortium implemented a two step model to improve the participation of women in the project as well as in the outreach activities. In the first step an analysis of the current situation within the consortium, presented below, was conducted. Detailed information to ensure equal opportunities in recruitment, encouragement of women to participate in all project activities and integration of gender issues at all stages of research were compiled. The linchpins of the Gender Action Plan (GAP) are a structure to encourage networking and mentoring amongst women researchers, outreach activities, collection of sex disaggregated statistics of the research workforce and monitoring the COPE specific gender aspects.**

**Note that a change in the EU strategy to improve the working conditions of women has taken place with the start of the Framework Programme 7. During the Framework Programme 6, promotion of women was a part in every single research project to facilitate the employment of women in the participating organisations. With the start of the Framework Programme 7, separate actions, programmes and funding schemes have been invoked, especially tailored for the promotion of women. Therefore, a separate GAP for an individual project is not mandatory any more.**



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## **1 Introduction**

Gender describes sexually defined roles of the sexes in work, social and cultural contexts. Incorporating and implementing a Gender Action Plan (GAP) demands identification of different circumstances and interests of the sexes in advance and during project execution. Gender actions should in the long run remove the need to take account of them. The European Union established with the Treaty of Amsterdam a new standards that should be followed by Member States, public and private bodies, preceded by a strategy of gender mainstreaming of the European Commission.

The COPE project's approach to a GAP will describe the systematic measures taken for the promotion of women, including the number of participating female scientists as well as a breakdown of staff according to salary groups, full-time equivalents and contract duration. Based on this initial assessment, concrete measures taken during the project to improve the situation where possible will be taken. Please note that a structural change in the working conditions of men may also improve the conditions for women.

## **2 Goal**

Goal of the GAP is to raise awareness and improve the overall equality of women and men, taking account of different needs of both groups as well as different life models, to achieve comparable status and career opportunities. Concrete actions during the project will be identified to achieve equality in chances and treatment.

## **3 Description**

Quantitative as well as qualitative measures will be undertaken for an assessment of the gender structure of the project. Based on this data, a plan to bring in women will be developed.

## **4 Limitations**

Limitations of the results of the GAP result from the work force structure of the participating organisations and limitations of women available in the project as well as on the job market. Despite efforts to increase the participation of women, security research in particular is a subject primarily chosen by men.

## **5 Methods**

Methods are

- Email surveys of the COPE Consortium,
- Quantitative analysis of the project work force structure,
- Qualitative analysis of the project work force structure,
- Work force level of education and function in the project,

- Raising gender awareness across the project workforce and in dissemination activities,
- Institutional measures in the project organisations independent of the COPE project.

## **6 Results**

The results of the GAP will be a heightened awareness of the current workforce structure, achievements by and through the promotion of gender equality as well as the identification of possible improvements of identified deficiencies.

The following measures should be advanced in further EU, national and private activities of the COPE Partners to improve the conditions and work situations of women.

## **7 Conclusions**

While male dominate the consortium, Table 2 illustrates that in the area of PhD Students, the researchers of tomorrow, are predominantly women. While VTT has more women than men, all other participants have a clear bias towards a male predominance. Nearly all participants plan or already arranged provisions and measures to improve the working conditions or change the working structure to raise the percentage of employed women (Table 3).

## Appendix 1

The perspectives regarding women and men participation is summarized.

	% of Women to be involved	% of Men to be involved	Plan to bring in Women y/n	Links with women scientists or organizations	Other elements
VTT	56	44	n	We have a mainly female group on human factors part of which is involved in the project.	
BAE Systems	25%	75%	N	Y	
BAE Systems C-ITS	20	80	y C-ITS is trying to employ women.		
TCD	0	100	N	Y	
UTI	22	78	Y	N	
Skysoft	33	66	Y	N/A	N/A
CESS	0	100	Possibly	No	none
IGSU	-	-	-	-	-
ESC	20	80	Y		

*Table 1- Overview of gender distribution in the project*

According to the available personnel, at this stage, the initial participation of women accounts for 25 % and most partners declare their commitment or plans to increase their percentage.

It shall be noted that various partners refer to the fact that increasing the percentage of women in the research activities depends on the availability of candidates with appropriate profile. In several countries, namely in Southern Europe, the percentage of women students at the university level is nowadays much higher than the percentage of men (e.g. Portugal 60% women, 40% men). This distribution, however, is not uniform among the various subjects (e.g. Finland women 50%; but in technical universities women are 21% of total students). Most engineering courses are, therefore, still predominantly chosen by men, resulting in a scarcity of skilled women who could be employed and therefore involved in the project. Furthermore safety and security topics, and crisis management in particular, are still a domain of male researchers.

	Number of Women	Number of Men	Total	% Women	% Men
Scientific Manager	1	5	6	17	83
Scientific team leader / work package manager	2	10	12	23	77

Experienced researcher (> 4 years)	2	13	15	14	86
Early researcher (< 4 years)	1	5	6	17	83
PhD Student	4	1	5	80	20
Technical Staff	1	3	4	25	75
Other	1		1	100	0
Total	12	37	49	25	75

Table 2 - Illustration of gender participation in the project according to the function

Table 2 illustrates the number of women and men involved in the project in terms of their function. These data concern both full time and part time involvement in COPE. The following table shows the activities of partners involved in the COPE project on gender equality.

	Actions taken	Description	Problems encountered	Success rate (score 1-5)	Comments
Gender balance of workforce	No special actions are needed at VTT Focus on women during recruitment (BAE C-ITS) Quarterly analysis on R&D Board (UTI) Ensure equal and fair participation of males and females working at the different levels within the research group (TCD) Nona (SKY) Yes (CESS)	The gender balance in the COPE project at VTT is satisfactory. (VTT) Specially mentioned in job advertisement (BAE C-ITS) Submitting to attention: • Quantitative analysis of the project work force structure • Qualitative analysis of the project work force structure (UTI) 42% of personnel employed in the APRG are female (TCD) Employment of 1 female scientist and 1 female Technical Assistant (CESS)	Few women available on the market (BAE C-ITS) Employing and maintaining people with R&D experience (UTI) Skill improvement program/training required (CESS)	2 (BAE C-ITS) 3-4 (UTI) 4 (TCD) 3 (CESS)	Actions in progress (CESS)
Raising gender awareness	Implementation of a Gender Equality Policy (BAE C-ITS) Encourage women's interest for R&D activities (UTI) The College's employment policies &	Stating that C-ITS treat women and men equal, irrespective of gender (BAE C-ITS) Financial bonuses and promote with in company (UTI) APRG management ensure that personnel practices (recruitment/selection, training/development	Low involvement of young people in R&D Work force migration (UTI) ESC provides education with in the domain of emergency services, which is a male	5 (BAE C-ITS) 3 (UTI) 5 (TCD) 1 (ESC)	CESS has only a small work force (CESS)



	practices promote equality of opportunity (TCD) Information dissemination of the COPE project within the organisation (ESC) None (SKY) Management awareness is given (CESS)	etc) of all staff reflect the principles of the College's policy. (TCD) Discussion and assessment of gender policy at management level (CESS)	dominant environment. This has led into a situation that the few females working on ESC and in this domain all already attached to other research programmes. (ESC)		
Promotion of women	Women training for R&D activities (UTI) Employment of females in key research, technical and management positions (TCD) None (SKY)	Women implication in national R&D programmes Training courses (UTI) Have exceeded the Commission recommendation to have 40% participation of women in scientific research and in the management team (TCD)	Work force migration (UTI) Lack of women experienced and trained in the specific security domains (CESS)	3 (UTI) 5 (TCD)	
Implementation and monitoring	Reporting all taken actions at company's Board (UTI) No formal procedure implemented yet (TCD) None (SKY) Contracting of two women (CESS)	Modifying personnel flow-charts; Taking people from System Engineering, QA and Marketing for R&D activities (UTI) Only part-time assignments (CESS)	Work force migration Lack of trained personnel (UTI) Funding of training measure (CESS)	3 (UTI) Open (CESS)	
Dissemination	Attending at seminars, workshops, editing promotion matters, etc. (UTI) None (SKY)	Developing promotion matters Promotion on the intranet of company the needs and the results of R&D activity (UTI)	-Lack of trained personnel (UTI)	3-4 (UTI)	
Other	Support measures put in place for working parents/parental leave (TCD)			5 (TCD)	

*Table 3 - Gender Actions of partners*