



European Institute
for Energy Research
by EDF and KIT

Gender Equality Plan 2022 – 2024

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Table of Contents

1 Preamble.....	2
2 Indicators of gender representation	3
2.1 The percentage of women among all EIFER employees	3
2.2 The percentage of women in management positions	4
2.3 The percentage of women among IT staff	4
2.4 The percentage of women among administrative staff.....	5
2.5 The percentage of women among scientific staff.....	6
2.6 The works council	6
2.7 The proportion of women and men working part-time	7
2.8 The percentage of men and women taking parental leave	7
3 Measures and objectives	9
3.1 Raising awareness of gender equality and unconscious bias and informing about equality issues	10
3.2 Improving the work-life balance.....	11
3.3 Balancing the proportion of men and women among scientific and administrative staff	11
3.4 Combating gender-based and sexual violence	12
4 Implementation	13

1 Preamble

As EIFER is a culturally highly diverse institute, we recognize that the diversity our employees bring to the organization is a key factor in the success of our missions. Diversity enhances creativity, innovation, productivity and cohesion, and allows for the inclusion of a wide range of perceptions. That is why we are committed to attracting all forms of talent and to creating a fair, flexible and equitable working environment in which people of all genders and backgrounds can feel appreciated for their contributions.

This policy of inclusion is bearing fruit as we have an excellent representation of women in areas traditionally over-represented by men, with an average of 52.4% of women in management positions over the last four years, and 50% women since 2021 in IT staff. However, imbalances remain, particularly in scientific staff where women are still under-represented.

Therefore, in order to address these persistent inequalities and in line with the requirements and recommendations of the Horizon Europe Research and Innovation Framework Programme, we adopt this Gender Equality Plan (GEP) for the period 01 May 2022 to 31 December 2024.

It aims to combat all forms of gender-based discriminations by formulating measures to ensure gender equality. The objective is to increase the respective share of men and women in areas where they are under-represented, to optimize the reconciliation of work and family, to avoid gender-related disadvantages and to challenge unconscious beliefs, attitudes and prejudices that undermine progress towards gender equality.

This first GEP was formally approved in May 2022 by the management. It will then be renewed in early 2025, after three annual evaluations.



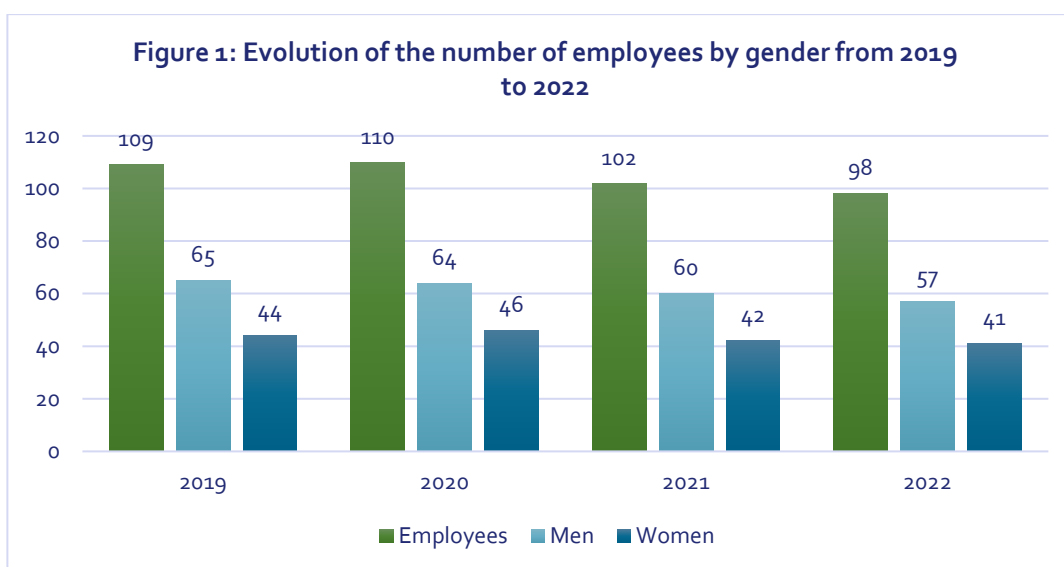
Dr. Nurten Avci
Director

2 Indicators of gender representation

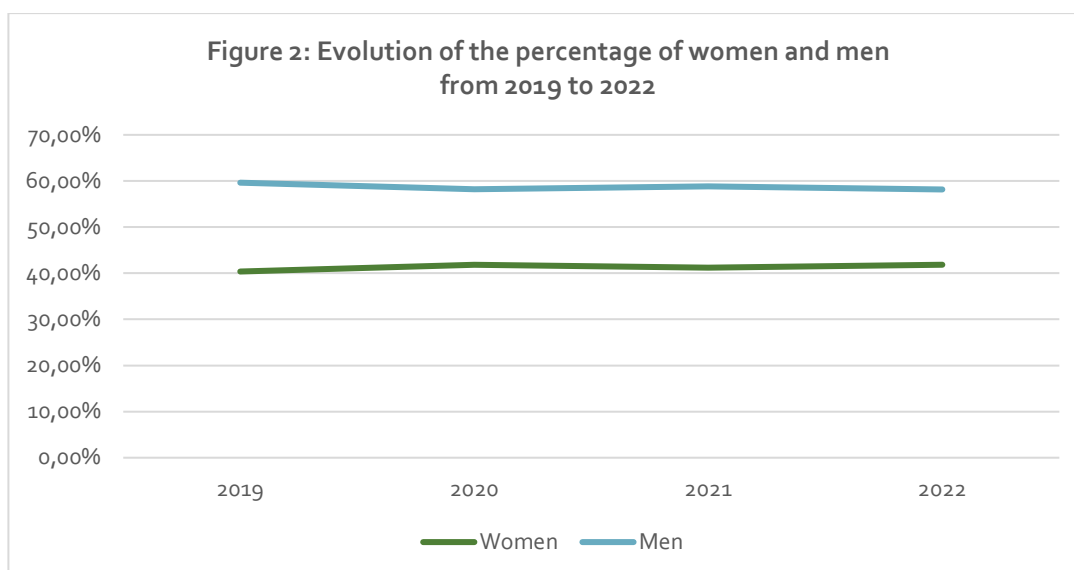
The following inventory presents the development and analysis of the quantitative proportion of women in different job categories during the reference period from 01 January 2019 to 01 January 2022. The data used are those in effect on 01 January of each year. The situation of female employees is presented in comparison with that of male employees.

2.1 The percentage of women among all EIFER employees

EIFER employs a total of 98 people as of 01/01/22, of which 41 are women and 57 men.



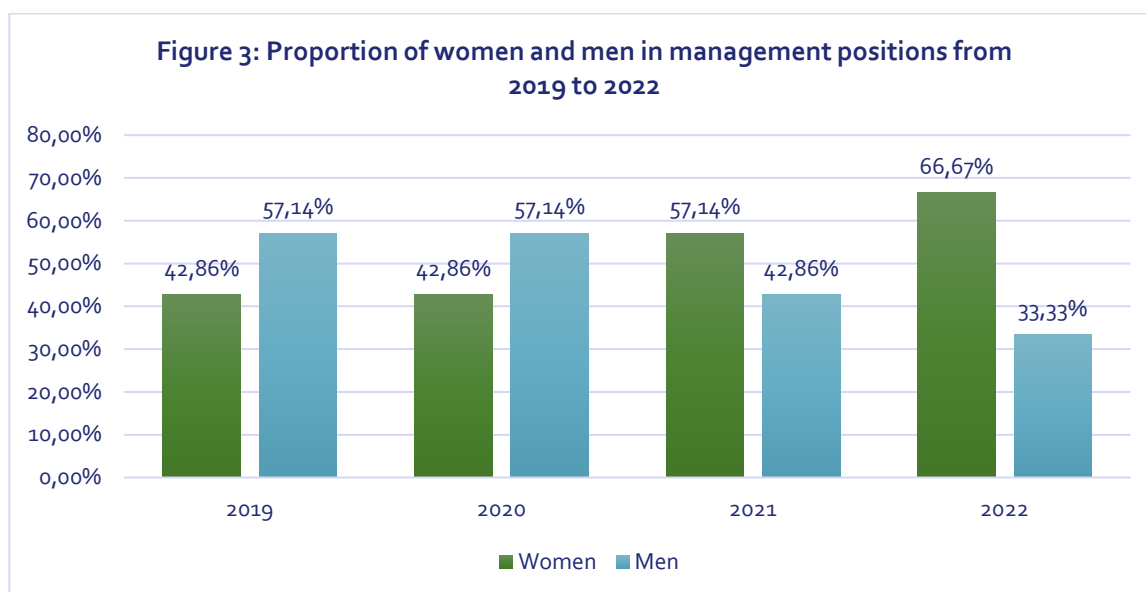
Over the last four years, the average proportion of women in all job categories is 41.3%, while the proportion of men is 58.7%. The proportion of women has increased slightly from 40.37% in 2019 to 41.84% in 2022.



Women are therefore less numerous than men at EIFER, but the quantitative ratio is close to parity in a sector where gender gaps are classically large.

2.2 The percentage of women in management positions

In terms of equality in management positions, EIFER's results are excellent: over the last four years, the proportion of men and women has been almost equal, with an average of 47.6% men and 52.4% women, and a notable increase in female representation to 66.67% as of 01/01/22.

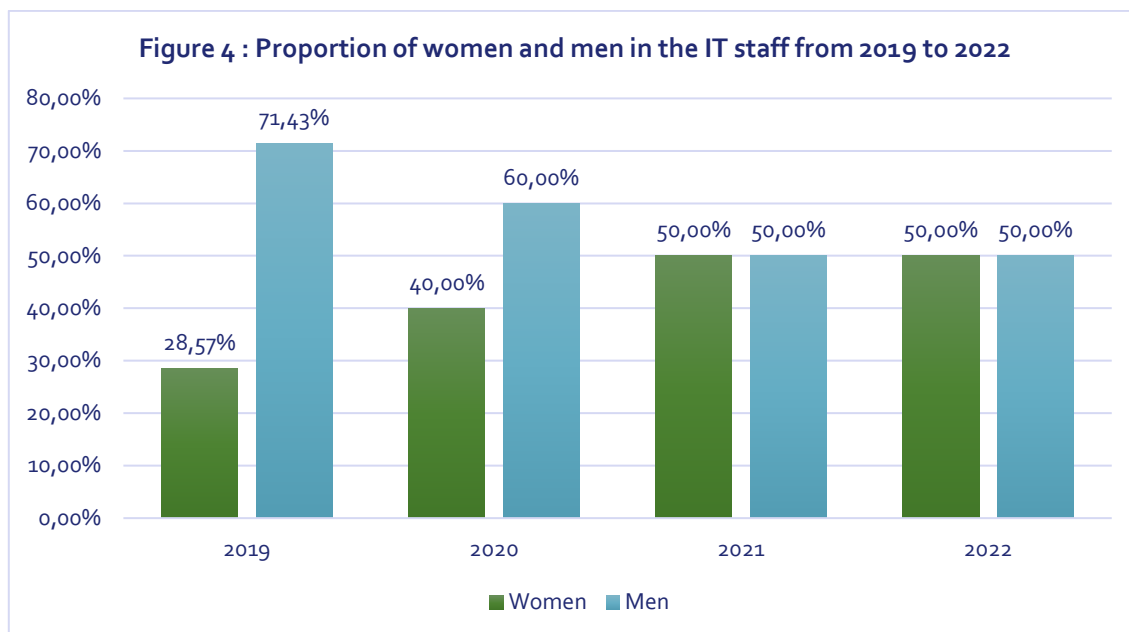


A look at the gender distribution of management positions shows that women are present at the highest levels, as during the four years of reference, the deputy director and administrative manager have been women, as has the institute director, who has been a woman since 2021.

With regard to the governance of EIFER, the composition of the Board of Directors and the General Assembly of Members is not included in these analyses because EIFER, as a European Economic Interest Grouping founded by its members Electricité de France (EDF) and the University of Karlsruhe (KIT), has no influence on the composition of these bodies. They are composed of candidates proposed by EDF and KIT.

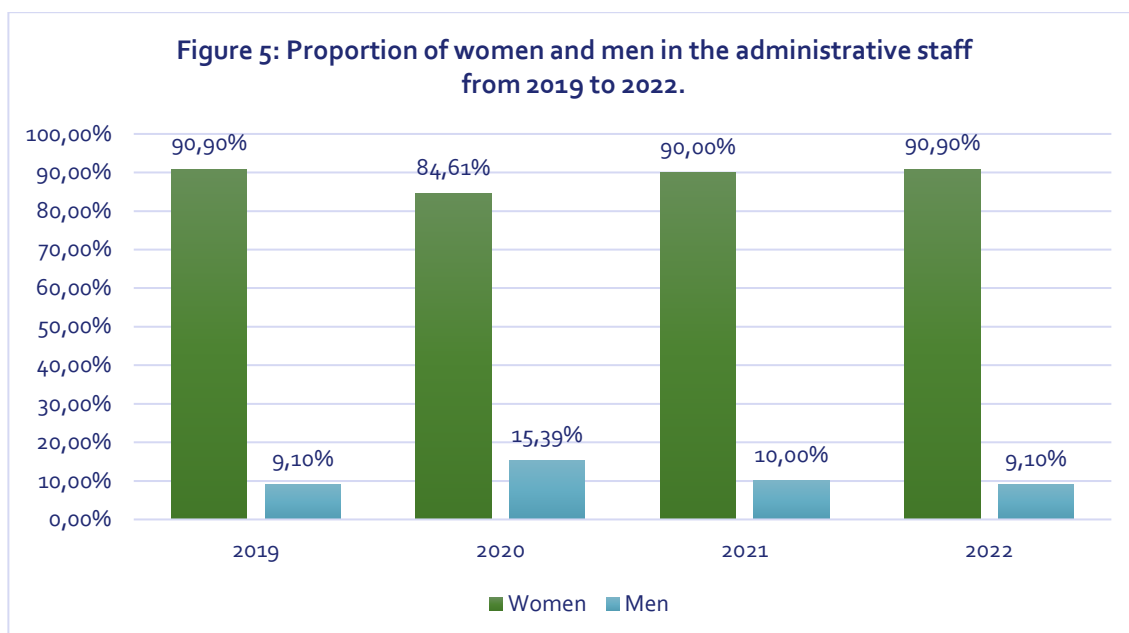
2.3 The percentage of women among IT staff

Although this sector is classically considered "typically male", the composition of IT staff over the last four years is close to parity, with an average proportion of 57.86% men and 42.14% women. However, parity has been achieved by 2021, with equal representation of men and women.



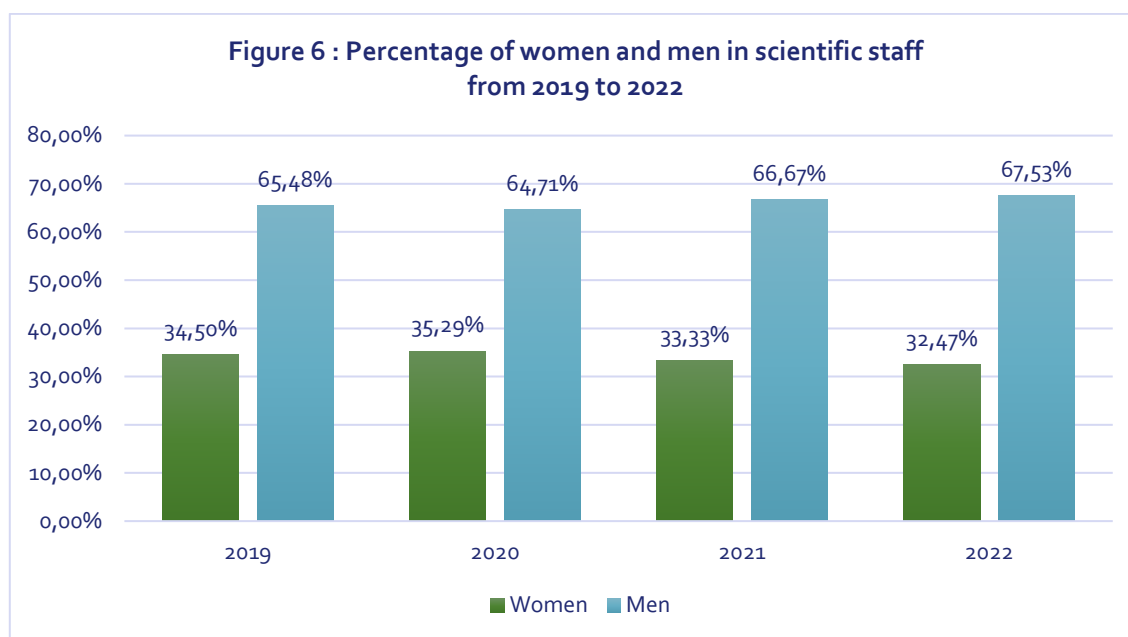
2.4 The percentage of women among administrative staff

Concerning the administrative staff, the classification is clearly characterized by an over-representation of the female gender, with an average proportion of 10.9% of men and 89.1% of women over the last four years. This can be explained by the fact that these jobs are generally more occupied by women, as they are classically considered as "typically female" and allow for part-time work.



2.5 The percentage of women among scientific staff

EIFER, like any other research organization in Germany, is not immune to the problem of under-representation of women among scientific staff. On average, over the last four years, the proportion of women is 33.9%, with a regression of 2% in 2022 compared to 2019 values.



However, this is higher than the proportion of female researchers in Germany and Europe in 2018, which is 27.9% and 32.8% respectively¹, but still far from parity. Efforts to improve the gender balance of scientific staff at EIFER must therefore be made.

2.6 The works council

The works council plays an important role in ensuring gender equality within EIFER. One of its tasks is to "*promote the application of effective equality between women and men, particularly in recruitment, employment, education, training and career advancement*". In particular, it has a right of scrutiny over issues that may be directly related to gender equality, such as flexible working hours, recruitment and leave.

In terms of composition, it is in line with the BetrVG², which states in Article 15.2 that the sexual minority in the workforce must be represented at least proportionally in the works council, if it has at least three members. The EIFER works council has 7 members, of which 3 are women and 4 are men, which means that 42.9% of the works council members are

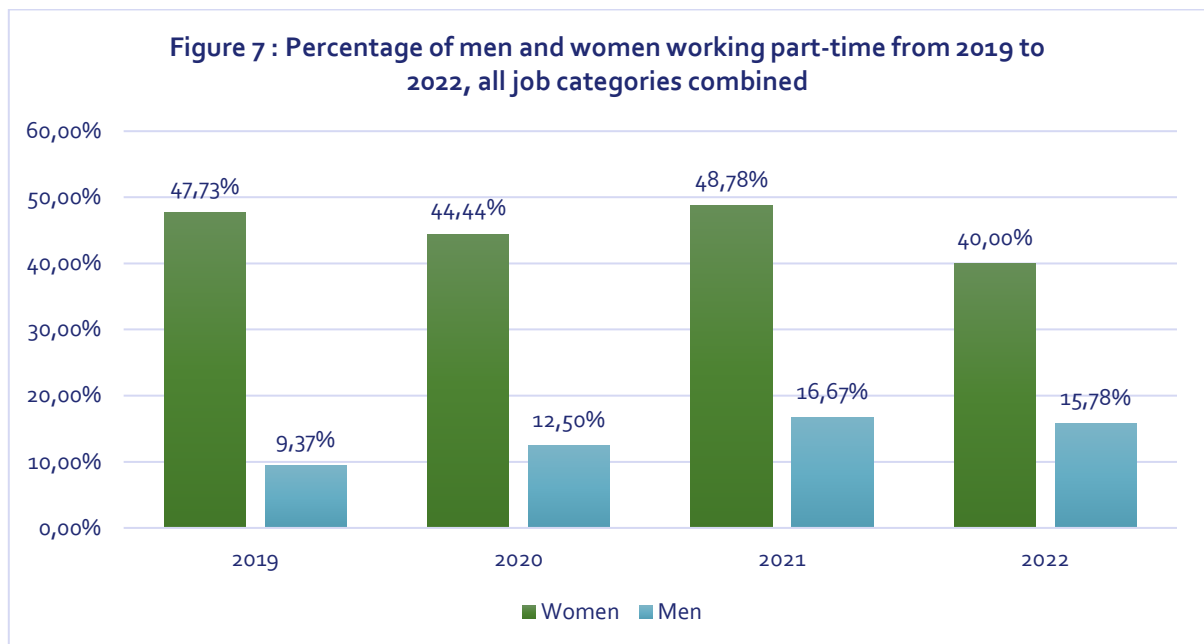
¹ European Commission, Directorate-General for Research and Innovation, *She figures 2021: gender in research and innovation: statistics and indicators*, Publications Office, 2021, <https://data.europa.eu/doi/10.2777/06090>

² Betriebsverfassungsgesetz in der Fassung der Bekanntmachung vom 25. September 2001 (BGBl. I S. 2518), das zuletzt durch Artikel 5 des Gesetzes vom 10. Dezember 2021 (BGBl. I S. 5162) geändert worden ist

women compared to 40.9% of women in the workforce in the reference date of 01/01/22. Its composition is therefore in accordance with the law.

2.7 The proportion of women and men working part-time

Part-time employees are represented in all occupational categories without exception, including management positions. Out of a total of 98 employees at the reference date of 01/01/22, 25.5% of the staff work part-time; the percentage of men among them is 15.78%, and the percentage of women is 40%.

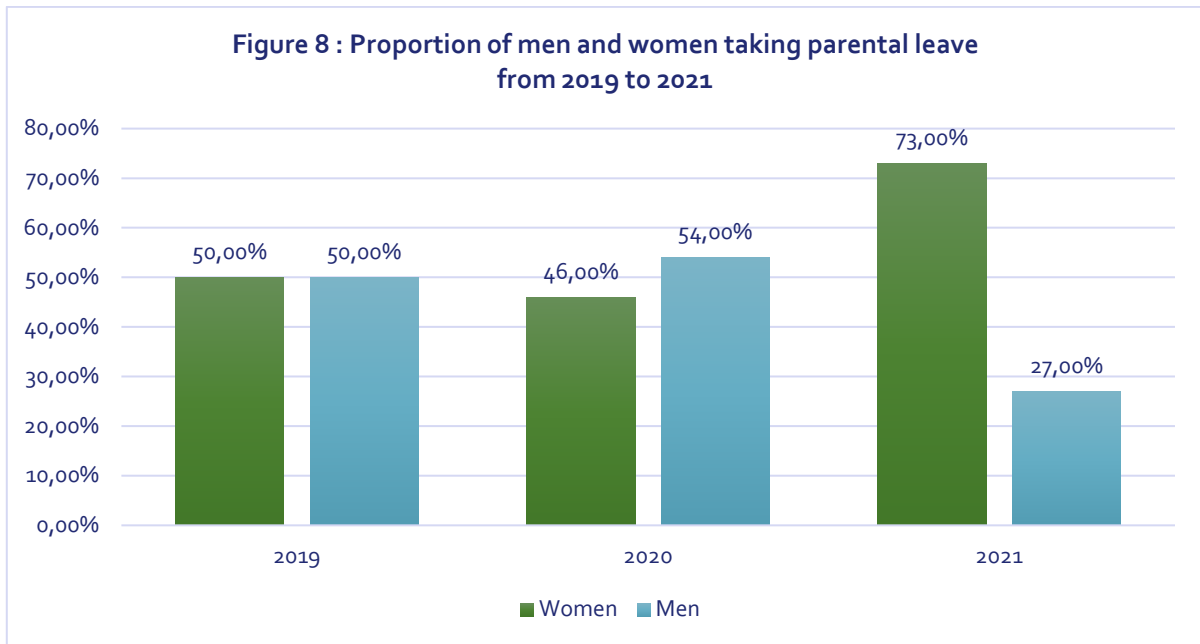


On average over the last 4 years, women are over-represented among part-time staff, with 13.6% being men and 45.3% being women. This is probably due to the fact that part-time work is motivated by professional but mainly family reasons, and that it is traditionally women who take responsibility for the family. However, there has been a positive development, as the gender gap has gradually decreased from 38.63% in 2019 to 24.22% at the reference date of 01/01/22.

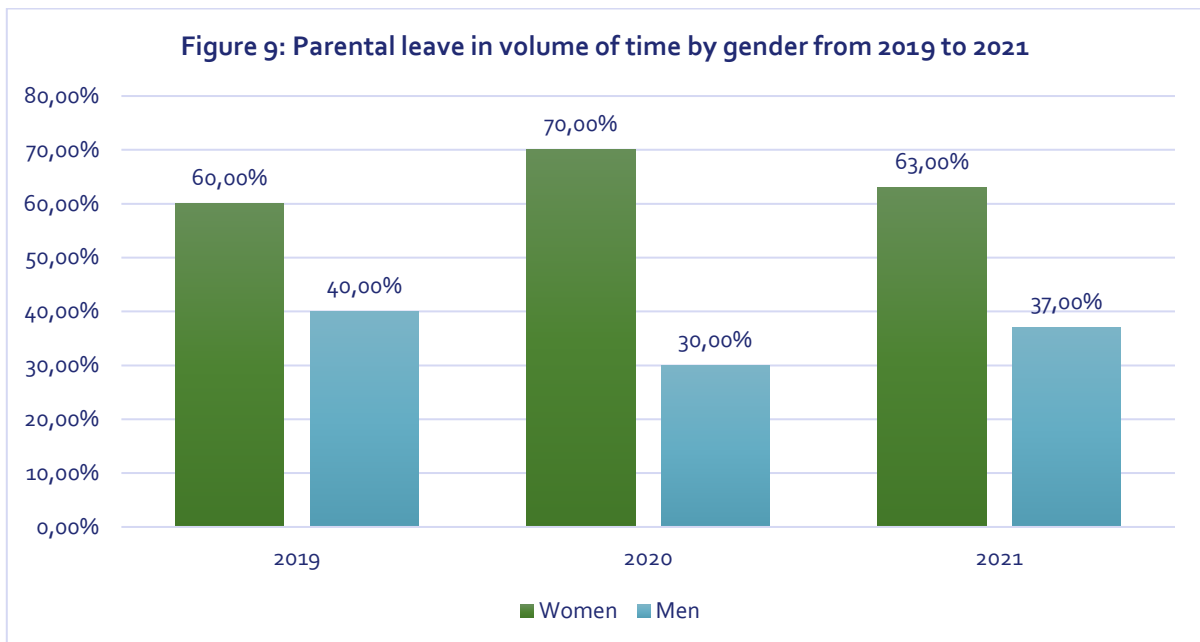
Flexible working hours are very much part of EIFER's culture, so as to attract all types of talent, including those with family responsibilities. Thus, EIFER offers flexible and family-friendly working hours, as well as generous part-time, remote and mobile working policies.

2.8 The percentage of men and women taking parental leave

On average, more women than men have taken parental leave over the last three years, but with a relatively balanced distribution of 43.6% men and 56.3% women.



However, women's parental leave is longer than men's, with 35,7% of leave time allocated to men and 64,3% to women. This is probably due to the fact that traditional structures of family responsibility prevail and that it is mainly women who take responsibility for children and the family.



Mothers and fathers are, however, supported and understood in their willingness to take parental leave, regardless of their gender. This is an integral part of the EIFER culture.

3 Measures and objectives

In accordance with the new requirements of the Horizon Europe Research and Innovation Framework Programme, EIFER meets the four mandatory requirements imposed by the European Commission:

→ **A public document:**

The GEP is a document that has been officially approved by management and is publicly available on the EIFER website. It constitutes an official recognition of EIFER's commitment to professional equality.

→ **EIFER dedicates resources to gender equality:**

A dedicated gender equality team of three people has been appointed. It is responsible for the annual disaggregation and analysis of gender equality data, as well as for the development, implementation, monitoring and correction of the GEP measures. There is also a budget for staff training on gender equality.

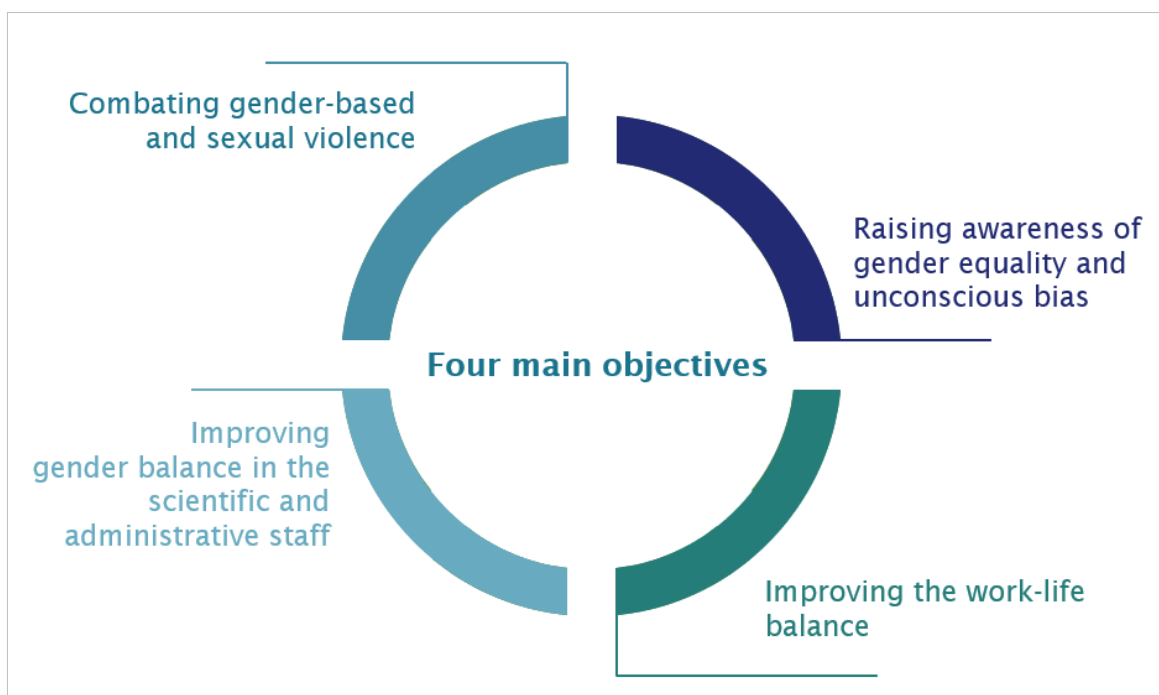
→ **Internal monitoring of gender-related data and indicators:**

Based on an annual evaluation of the GEP measures, gender-related data will be collected and analyzed at the beginning of each calendar year. The collection will make it possible to assess the results that have been achieved through the implementation of the various actions and to adopt corrective measures if necessary.

→ **Training and capacity building:**

In line with the requirements of the European Commission, gender awareness and staff training will be one of the main objectives of this gender equality plan. EIFER is aware that unconscious bias is responsible for persistent professional inequalities, and that gender awareness encourages an inclusive culture, which allows diversity to be better accommodated, and employees to feel appreciated for their contribution.

Therefore, based on the results presented in the previous section, and in accordance with the areas of action recommended by Europe, four ambitious gender equality objectives have been established:



The measures to achieve these gender equality objectives are described below. They will be implemented throughout the duration of this gender equality plan and will be adjusted and corrected on the basis of annual evaluations.

3.1 Raising awareness of gender equality and unconscious bias and informing about equality issues

Measure 1: Provide a copy of the GEP to all staff, and provide it to newly recruited staff

Staff should be aware that gender equality, diversity and inclusion are a priority for EIFER. This helps to raise awareness about the principles of gender equality and the fight against all forms of discrimination within the Institute.

Measure 2: Training on equality, sexism and discrimination at work will be mandatory for all employees to raise awareness of professional equality between women and men.

EIFER is aware that the problem of inequality lies in the unawareness of inherited gender stereotypes. Therefore, mandatory training sessions on gender equality will be provided. Every employee will be required to attend one of these sessions at least once every three years. Additional optional training may also be offered. The number of people trained will be an indicator for measuring progress.

3.2 Improving the work-life balance

In order to ensure equal opportunities for men and women, and considering the fact that women generally have a greater need to reconcile work and family, EIFER is committed to developing working conditions that allow for a better family-friendly work-life balance. In this sense, EIFER considers the interests of each individual in terms of plannable free time, while respecting collectively agreed working hours:

- Working hours are flexible. It is up to the employees to determine the start and end of the working hours, over a period from 7 am to 8 pm;
- Remote and mobile working are allowed at EIFER;
- Employees of all genders are supported in their request for part-time work, whether for family reasons or for training purposes;
- EIFER is family-friendly and encourages the exercise of family responsibilities. The demand for parental leave for both women and men is a matter of course at EIFER;

EIFER intends to further strengthen its work-life balance policy. To this end, the following measures will be taken:

Measure 3: Increased remote working time

With the health crisis, remote working is becoming more widespread. Based on its experience, EIFER wants to generalize this practice by allowing its employees to work from home up to 50% of the time, a ratio which respects the requirements of company life, the well-being and life of the family. The idea is also evolving to introduce at least one compulsory day of remote working per week.

Measure 4: Avoid isolation of employees on parental leave

Close contact should be maintained with the employee, so that he or she continues to have a relationship with the company and to update his or her professional knowledge and skills. Prior to any parental leave, the employee should be informed about the possibility of continuing to participate in company events and training.

3.3 Balancing the proportion of men and women among scientific and administrative staff

Measure 5: Attract applications from the under-represented gender

In the field of research and administration, women and men are under-represented respectively. The aim will therefore be to encourage the under-represented gender to apply, so as to balance the ratio of men and women in these job categories. Thus, job offers will state that: "EIFER wishes to increase the proportion of women/men in its scientific/administrative staff. Women/men are therefore expressly encouraged to apply".

Measure 6: Give preference to the recruitment of the under-represented sex when skills and qualifications are equal.

In the case of equal skills and qualifications, the under-represented gender will be given preference in the allocation of the post. Otherwise, the choice of the over-represented gender must be expressly motivated.

3.4 Combating gender-based and sexual violence

Measure 7: Implementation of awareness actions to combat gender-based violence, including sexual harassment.

Sexist behaviour and sexual harassment situations can happen in all work environments. To identify and prevent these situations, the following will be disseminated and communicated within EIFER:

- An explanation of what constitutes an inappropriate behaviour;
- The law, sanctions and disciplinary measures that can be taken;
- The reporting procedure for victims and witnesses;
- Point of contact if needed.

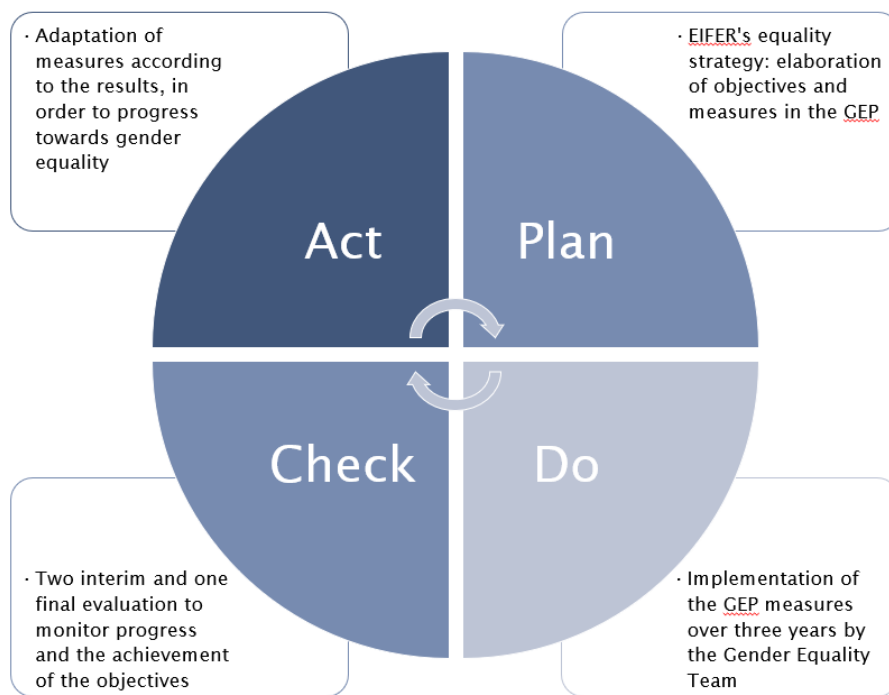
In accordance with Measure 2, mandatory awareness training on sexism and sexual harassment will be provided to all staff.

Measure 8: Strengthen the possibility of reporting any sexist behaviour or sexual harassment.

In order to better support victims of sexism or sexual harassment, the possibility and easiness of reporting inappropriate behaviour will be reinforced. To this end, a sexual harassment referent will be designated, who will have to collect the testimony of victims and be able to guide, inform and support employees in the fight against sexual harassment and sexist behaviour. This also serves to demonstrate within EIFER that inappropriate behaviour is not accepted and that the exercise of rights is taken for granted.

4 Implementation

The increase and achievement of gender equality is a continuous and circular process:



The eight measures presented in the previous section will be implemented for the period 01 May 2022 to 31 December 2024 by the gender equality team in cooperation with the different stakeholders. The measures will be approached in the most interconnected way possible, in order to ensure the sustainable success of the equality strategy. Regular meetings will be held to monitor the progress of the implementation of the GEP and to discuss the main achievements and areas for improvement.

In particular, the Equality Team will need to carry out an interim evaluation of the GEP at the beginning of each year, in order to understand the changes taking place, to identify potential problems and to adapt measures and planning to the context and objectives to be achieved. To this end, gender-disaggregated data from the previous year will be collected and analyzed, and an annual progress report containing indicators to assess each measure will be produced.

A final evaluation of the GEP will take place at the end of 2024, with sufficient time over almost three years to allow for a full assessment of the achievement of the objectives, the impact of the plan and the progress made on gender equality. In a virtuous cycle, a new GEP will then be produced at the beginning of 2025 in order to make continuous progress towards effective gender equality within EIFER. It will include an analysis of the sex-disaggregated data for the last six years, a causal analysis between the results achieved and the measures implemented, and finally the adaptation of previous measures and the addition of new ones based on these indicators. An additional effort will be made to collect data that was not available for the current GEP, in order to allow the most comprehensive assessment of the gender equality situation in EIFER.