



**GROOM**

**Gliders for Research, Ocean Observation and Management**

***FP7-Infra-2011-2.1.1 “Design Studies”***

**Deliverable D6.1**

**Gender Action Plan**

April 2012

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**Duration:** 36 Months

**Project Coordinator:** UPMC

**Partners:** UPMC, OC-UCY, IFM-GEOMAR, HZG, AWI, UT, FMI, CNRS, IFREMER, HCMR, NURC, OGS, UIB, NERSC, CSIC, PLOCAN, SAMS, UEA, NERC.

Project website address <http://www.groom-fp7.eu>

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## I. INTRODUCTION

Gender equality, far from being only a matter of fairness, contributes to strengthen research total human capital, which must be made the most of. Trying to discover and keep best talents among both sexes will mean that the universities, colleges and research institutes will, as well as reflecting population diversity, be better gender balanced. Improved gender balance in the academic staff will have positive effects on recruitment of female students and research fellows.

The observation of oceans through intelligent and affordable platforms, underwater gliders, is the main idea of the project. The impact of researches thanks to these underwater gliders might be global and the results should be useful for the entire scientific world.

Not only the male one. That is one of the reasons why GROOM and its consortium respect the EC gender mainstreaming policy and is seeking to promote gender equality in sciences even if most of searchers are men.

The fact that most of candidates are men, added to the "excellence criteria" is not anymore a reason that can be accepted to explain the few presences of women in labs or in the domain of sciences. The actions have been developed through the activities led in the project and in the internal gender watch system. Over the last 30 years, the percentage of women in research has evolved and increased a bit, but there is still a work to implement, and there are still policies to put in action. Gender equality can be reached only if the fight against inequality is led on. (See figure 1)

In GROOM, actions, which will be recorded in the following of this document, have been set in the program to ensure (as much as possible), to foster and to make durable the gender equality.

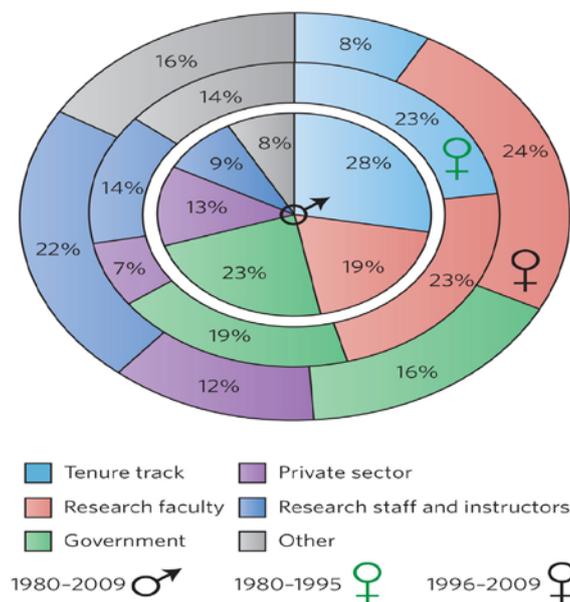


Fig. 1: Allocation of women in the different domains of science

[http://www.nature.com/ngeo/journal/v4/n4/fig\\_tab/ngeo1113\\_F1.html](http://www.nature.com/ngeo/journal/v4/n4/fig_tab/ngeo1113_F1.html)

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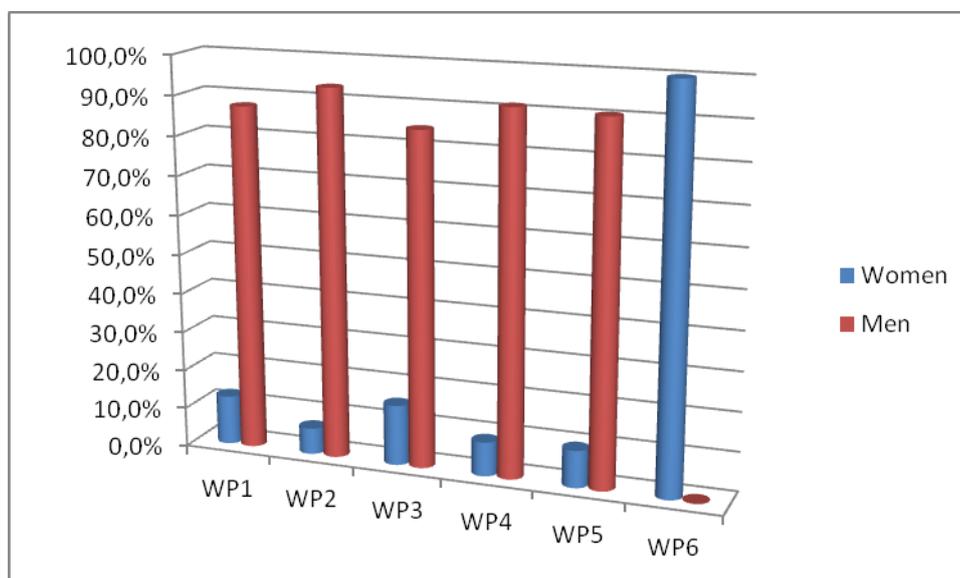
## II. GENDER ACTION PLAN (GAP) AND GROOM DATA

### Gender Issues developed in Groom proposal

- Promoting gender equality in recruitment as reported by statistical indicators from the European Commission, proportion of women in research start to decrease at the PhD level. Therefore, particular attention will be given by all partners to promote female candidacies for positions created for the project.
- Promote participation of women in capacity building initiatives (e.g.: courses, seminars and conferences).
- Promote flexible working hours (flex-time) for mothers with children in school years to avoid career breaks.
- Inviting women to be part of scientific/organizing committees and offer more often the possibility to develop networking.

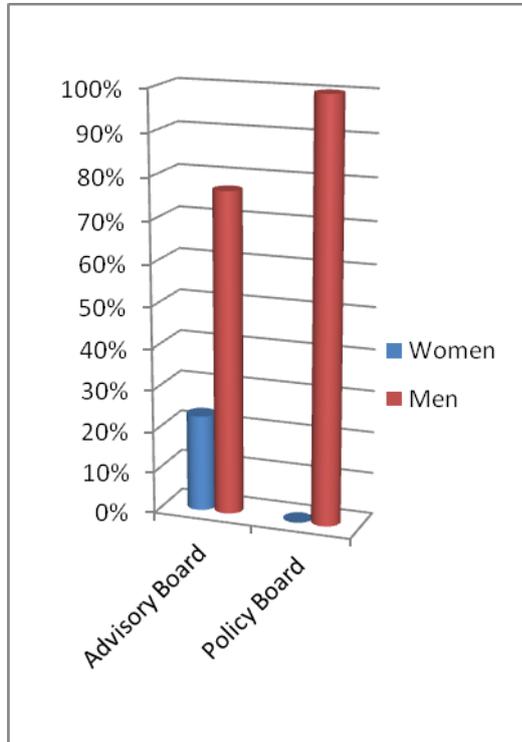
### Gender Issues quantitative statistics in GROOM (from M1 to M7)

a) Per Work Package

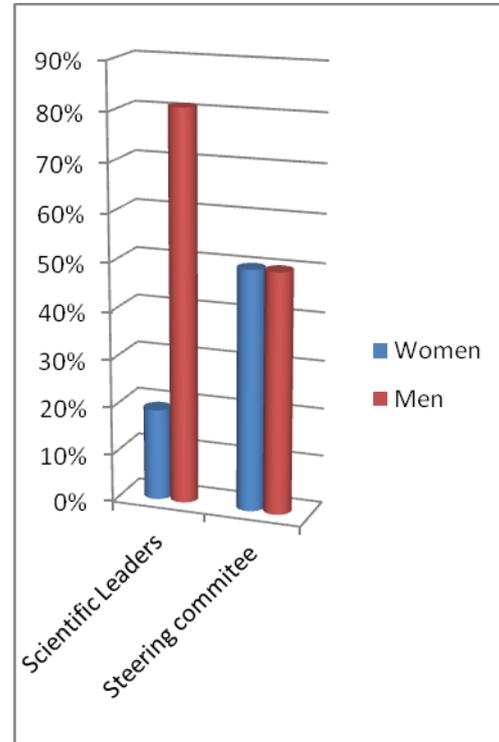


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**b) Extrenal Boards**



**c) Internal Boards**



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## Description of actions

These good practices will facilitate women's employment and must be interpreted as logical and essential measures to balance women's and men's opportunities. In this sense, these actions are crucial in facilitating women's professional careers. The following actions will be put in place in GROOM and will be assessed all project lifetime long.

### **Action 1:**

The promotion of the project and its expected results will be made in priority by female researchers and engineers. The idea here is that, by proceeding in such a way, it will become more natural that women are associated with scientific jobs.

### **Action 2:**

Discrimination starts at the recruitment step. That is why a particular emphasis will be put on analyzing female candidacies before receiving for jobs interviews, enhancing to make every attempt to consider women's CV.

### **Action 3:**

A collection of pictures – which at the moment do not show women during glider operations – will be gathered for publication on the web sites, in particular the "public outreach" website of GROOM.

### **Actions 4:**

Every single partner will be asked to contact its Directorate of Human Resources to obtain their Gender Action Plan (GAP).

- The aim is to collect the more information about the following issues:
- Childcare facilities provided by the institute
- Opportunities for part-time working and working from home
- Availability of further infrastructures for the compatibility of family and job

Each partner will receive a standardized letter to communicate to their Human Resources office (see Annex 1) and the project manager should be given back the answers before Month 15 to insert the results in the next GAP deliverable (D6.2) due to Month 18.

The purpose of this letter, as well as collecting data, is to:

- make sensitive Human Resources Services to gender issues, in structures where there are no measures that care about these topics,
- spread European Commission initiatives at medium and low scale,
- make people know the GROOM GAP actions.

### **Action 5:**

Nomination of a person, during the 3rd SC meeting planned in October 2012, to supervise and attend to the consideration and development of gender aspects throughout the duration of the project.

07 May 2012

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## Monitoring and evaluations

In the next periodic report and deliverables, and during the next project partners meetings, there shall be another focus on gender issues to stimulate and enhance partners to care about the topic.

In order to work with a bigger percentage of female scientific leaders, searchers and administrative personal, it would be interesting to pay more attention to female quotas in assuming people, in an equal working context, an equal playing field to ensure equality, to avoid dissuading or preventing women from persisting in scientific or research domain.

It would be also very interesting to position measures to fight against gender inequality, to establish goals to reach and put in place tools in order to note an improvement (reports, surveys, studies and statistics).

In a more general way positive actions must be understood without the classic representation of positive actions. The aim is not to keep considering women's empowerment politics only as politics to put into force, but also as strategies that respect women and recognize their places and their roles in labs and then, by the way, in society. This last measure does not tend to monitor gender equality, but to make society change its attitude in the content, behaving more respectfully towards every single human being in the form, also through scientific projects.

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- Institute for the Equality of women and men <http://igvm-iefh.belgium.be/en/>
- Earth Science Women Network <http://www.sage.wisc.edu/eswn/>
- European Commission: [Women in science home page](#)
- European Association for Women in Science, Engineering and technology [WITEC](#)
- [Compendium of Good Practice in Gender Plan Action](#)
- [European Platform of Women Scientists](#)

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## ANNEX 1. MODEL FOR THE LETTER OF REQUEST OF GENDER ACTION PLAN

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GROOM Gender Action Plan – Deliverable D6.8

Grant Agreement Number: 284321  
FP7-Infra-2011-2.1.1 "Design Studies"

**Subject: Request for Gender Action Plan - Grant agreement No. 284321 - Project title "GROOM"**

Dear ...,

As you might know, our "structure /firm/organization/university" is involved as a partner in a European Research Project called GROOM, in the Framework Program 7 Capacities program, funded by the European Commission (EC) who has put into force a mainstreaming gender equality policy.

In order to answer European Commission requirements and deliverables on Gender issues, all partners have been asked to contact their Human resources department, for them to give us details about the way the intern gender policy is led.

Would you please mind explain how the "structure /firm/organization/university" manages gender equality issues if such gender plan action exists, and how does it handle particular topics like those following:

- Childcare facilities provided
- Opportunities for part-time working and working from home
- Availability of further infrastructures for the compatibility of family and job

Every information on these issues will be helpful for the project and we would be grateful if you could answer before December 2012 (month 15 of the project), so that the project manager could hand in a Gender Action Plan of the project, with an improved common experience on the topic for the next periodic report.

On behalf of GROOM partners and myself, we thank you in advance for your answers that will enable visibility of our "structure /firm/organization/university" and their actions in this area.

Kind regards,

07 May 2012

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