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LifeWatch ERIC Gender Equality Plan

First Version - Living Document

As part of the European Commission [Gender Equality Strategy](#) for 2020–2025, having a Gender Equality Plan (GEP) in place have become an eligibility criterion for organisations to participate in Horizon Europe projects.

The Annex of this document presents a first version of the LifeWatch ERIC Gender Equality Plan based on the guidance prepared by the European Commission and available in the document [Horizon Europe Guidance on Gender Equality Plans](#) released on 27th September 2021.

The presented GEP is adapted to the current circumstances of LifeWatch ERIC and will evolve on an annual basis as required.

Once 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;
2. Have dedicated resources;
3. Include data collection and monitoring processes;
4. Involve training.

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 and organisational culture;
2. Gender balance in leadership and decision-making;
3. Gender equality in recruitment and career progression;
4. Integration of the gender dimension into research and teaching content;
5. Measures against gender-based violence, including sexual harassment.

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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, LifeWatch ERIC has embedded gender equality principles into its organisational culture.

The LifeWatch Gender Equality Plan is more than merely balancing staff gender. It is also about describing a set of commitments and actions aiming to promote gender equality in LifeWatch ERIC through institutional and cultural change.

This Gender Equality Plan contains objectives from the 5 fields suggested by the European Commission ("EC (2021) Horizon Europe Guidance on Gender Equality Plans"). These recommendations have been adjusted to match the current circumstances of LifeWatch ERIC and will be adapted to the evolution of the LifeWatch Research Infrastructure as an Organisation.

2. Definition and scope

In most countries and institutions across Europe, "gender statistics" are collected according to biological sex at birth, usually in a binary fashion (female, male) and, more rarely introducing the intersex category. In an increasing number of countries and organisations, however, data is being collected according to gender identity, with usually at least three categories being considered: woman, man, and non-binary (gender-diverse).

In order to follow the evolution of practice on this topic, LifeWatch ERIC's approach to gender equality is not limited to balancing a gender distribution but to advancing gender identity equity and inclusion on a gender-diverse basis.

3. Dimensions

3.1 Work-life balance

3.1.1 Objectives

Develop specific measures for work-life balance to support personnel absent due to maternity, paternity or parental leave.

3.1.2 Measures

- Flexible working time arrangements: explore and implement measures like a "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 Monitoring and evaluation indicators

- Staff benefiting from measure 1
- Staff benefiting from measure 2

3.1.4 Targets

	Baseline (2021)	Target
% staff benefiting from measure 1 (out of staff that have personal caring responsibilities outside the workplace)	0%	25%
% staff benefiting from measure 2 (out of staff that returned from a relevant break such as parental leave)	0%	85%

3.2 Gender Balance in Committees

3.2.1 Objectives

Promote and maintain gender balance in all LifeWatch ERIC Advisory Boards and 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 and male personnel in the Committees.

3.2.4 Targets (measured in female participation)

	Baseline (2021)	Target
Financial Committee	86%	50%
In-Kind Contribution Committee	50%*	50%
Scientific and Technical Advisory Board	55%	50%
Ad-hoc Evaluation Committee	20%	50%

*not counting one empty seat (Spain)

3.3 Gender equality in recruitment

3.3.1 Objectives

Guarantee gender equality in the LifeWatch ERIC Recruitment Policy.

3.3.2 Measures

- Involve gender equality expertise in recruitment and promotion committees.
- Review process to be included in the LifeWatch 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 Targets

	Baseline (2021)	Target (2022)
% GE expertise involved in recruitment process	0%	50%
% recruitment advertisements reviewed by a GE expert	0%	50%

3.4 Integration of the gender dimension into LifeWatch 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 LifeWatch ERIC participates.
- Establish a Gender Equality Specialist and a Gender Equality Audit Team to implement measures and monitor the progress.
- Carry out periodic training (once a year).

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 Targets

	Baseline (2021)	Target
% of projects in which the gender dimension has been taken into account (out of all projects in the relevant period)	0%	50%
% of proposals in which gender dimension has been taken into account (out of all proposals in the relevant period)	0%	50%
Training on gender equality	0	1

3.5 Measures against gender-based violence, including sexual harassment

3.5.1 Objectives

- Integrate effective measures for securing zero tolerance for gender-based violence in the LifeWatch 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 LifeWatch ERIC Code of Conduct.
- Creation of a procedure and a reporting mechanism in relation to gender-based violence until the end of 2022.
- Evaluation by the number of complaints and resolution of cases.

3.5.4 Targets

	Baseline (2021)	Target (2022)
Integrate effective measures against sexual harassment and a reporting mechanism into LifeWatch ERIC Code of Conduct	Current version of the Code of Conduct	Review and production of the next version of the Code of Conduct



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4. Monitoring and reporting

LifeWatch ERIC's Executive Board 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 proposed based on availability of data.

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

5. Responsibilities

The Executive Board is responsible for the implementation of the Gender Equality Plan.



On behalf of the Executive Board of LifeWatch ERIC

Christos Arvanitidis

CEO

A handwritten signature in black ink, appearing to read "Christos Arvanitidis", is written over a faint, light-colored signature line.