



# GENDER EQUALITY PLAN

DECEMBER 2021



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## GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

- The management strives to create an organisational culture where people are given equal opportunities, regardless of their gender, and where inequalities are proactively eliminated;
- We strive for a gender balance in the General Management Committee;
- We strive for a gender balance in the Governing Board;
- We initiate the role gender as a focal point, with the objective to collect and summarise information, knowledge, ideas and activities related to gender, and to disseminate them to colleagues throughout the organisation.

## WORK-LIFE BALANCE AND CORPORATE CULTURE

- We raise the awareness and knowledge on gender by using the Confluence-page “Gender” to publish articles and inform employees;
- We allow remote work;
- We keep flexible hours so that employees can have flexible work time;
- We monitor the gender balance in speakers at our events;
- We offer training on and guidance for use of gender-neutral language;
- We promote female and multicultural role models in our science outreach;
- We promote 11 February “International Women in Science Day” in the institution and bring a Gender Focused Action.

## GENDER EQUALITY IN RECRUITMENT AND CAREERS

- We provide training in writing gender-neutral vacancies;
- We monitor the gender balance in the jury composition;
- The jury is imbued with a policy of equal opportunities and is trained to recognise gender bias;
- The preselection (assessment of CV and motivation letter) is done by employees of different gender;
- The possibility to work part-time is considered in every selection procedure;
- There are clear and transparent career paths;
- All employees are given the opportunity to apply for internal vacancies.

## **MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT**

- The definition of sexual harassment is clear and available;
- We define and document respect for personal dignity and integrity;
- Each employee is aware of the role of the confidential counselor and the possible procedures related to this. This information is available on the intranet.

## **INTEGRATING THE GENDER DIMENSION IN THE CONTENT OF RESEARCH AND SCIENCE COMMUNICATION**

- Adopt gender neutrality in the scientific communication language;
- Pursue gender diversity in all use of images;
- Monitor the number of grant applications and success rates by gender of the applicant and the gender of the promoter(s). And of the number of project applications and success rates according to the gender composition of the applicant's research teams (and by scientific field);
- Taking into account the gender recommendations for a successful proposal to Horizon Europe.

## **DATA AND MONITORING**

VLIZ accommodates keeping track of gender data. This will start from January 2022. These data will be evaluated every two years.

We track numbers and evolution of M/V/X for:

- All active staff members (per age)
- Inflow and outflow
- Candidates on applications
- Selected candidates
- Trainees
- Work students
- PhD students
- Applicants for scholarships