

# GENDER EQUALITY PLAN

## Wit

### WELCOMING INTERNATIONAL TALENT

v. 2 (May 2024)

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## Introduction

The main objective of this document is to explain how the gender perspective will be mainstreamed in the Wit Programme as well as to describe the actions to be carried out during the 5 years of the Programme.

Wit aims to achieve a representative gender balance at all levels, both in terms of the people selected to participate in it and at the level of decision making, supervision and management.

First of all, we will briefly compile the most relevant antecedents on the gender perspective at European, Spanish, Navarre and University level as well as the specifications in this respect indicated in the Grant Agreement.

We will then describe the actions to be carried out regarding gender parity in the areas of recruitment process, training on transfer of competences, composition of committees, communication and dissemination.

This gender equality plan is an open document that will be given to the members of the Wit committees and management bodies. It will be updated and revised at any time during the project if necessary.

## Legal framework

### Europe

#### ❖ **The Union of Equality: Gender Equality Strategy 2020-2025** ([link](#))

This Gender Equality Strategy frames the European Commission's work on gender equality and sets out the policy objectives and key actions for the 2020-2025 period.

As the President of the European Commission says: "The promotion of equality between women and men is a task for the Union, in all its activities, required by the Treaties. Gender equality is a core value of the EU, a fundamental right and key principle of the European Pillar of Social Rights. It is a reflection of who we are. It is also an essential condition for an innovative, competitive and thriving European economy. In business, politics and society as a whole, we can only reach our full potential if we use all of our talent and diversity. Gender equality brings more jobs and higher productivity – a potential which needs to be realised as we embrace the green and digital transitions and face up to our demographic challenges".

The implementation of this strategy will be based on the dual approach of targeted measures to achieve gender equality, combined with strengthened gender mainstreaming. The Commission will enhance gender mainstreaming by systematically including a gender perspective in all stages of policy design in all EU policy areas, internal and external. The strategy will be implemented using intersectionality – the combination of gender with other personal characteristics or identities, and how these intersections contribute to unique experiences of discrimination – as a cross-cutting principle.

Key actions:

1. **Being free from violence and stereotypes:** Gender stereotypes are a root cause of gender inequality and affect all areas of society. Stereotypical expectations based on fixed norms for women and men, girls and boys, limit their aspirations, choices and freedom, and therefore need to be dismantled. Gender stereotypes strongly contribute to the gender pay gap. They are often combined with other stereotypes such as those based on race or ethnic origin, religion or belief, disability, age or sexual orientation, and



this can reinforce stereotypes' negative impacts. **Artificial Intelligence (AI)** has become an area of strategic importance and a key driver of economic progress, hence women have to be part of its development as researchers, programmers and users. While AI can bring solutions to many societal challenges, it risks intensifying gender inequalities. Algorithms and related machine-learning, if not transparent and robust enough, risk repeating, amplifying or contributing to gender biases that programmers may not be aware of or that are the result of specific data selection. The new Commission White Paper on AI sets out the European approach grounded in EU values and fundamental rights, including non-discrimination and gender equality. The next framework programme for research and innovation, **Horizon Europe**, will also provide insights and solutions on addressing potential gender biases in AI, as well as on debunking gender stereotypes in all social, economic and cultural domains, supporting the development of unbiased evidence-based policies.

2. **Thriving in a gender-equal economy:** prosperous and social Europe depends on us all. Women and men in all their diversity should have equal opportunities to thrive and be economically independent, be paid equally for their work of equal value, have equal access to finance and receive fair pensions. Women and men should equally share caring and financial responsibilities.
3. **Leading equally throughout society:** Companies, communities and countries should be led by both women and men, in all their diversity. Whether you are a woman or a man should not influence the career you pursue.
4. **Gender mainstreaming and an intersectional perspective in EU policies:** The core challenges affecting the EU today – including the green and digital transitions and demographic change – all have a gender dimension. The inclusion of a gender perspective in all EU policies and processes is essential to reach the goal of gender equality. Gender mainstreaming ensures that policies and programmes maximise the potential of all – women and men, girls and boys, in all their diversity. The aim is to redistribute power, influence and resources in a fair and gender-equal way, tackling inequality, promoting fairness, and creating opportunity.
5. **Funding actions to make progress in gender equality in the EU:** The Commission's proposals for the Multi-Annual Financial Framework (MFF) ensure the integration of a gender dimension throughout the financial framework, and more specifically in various EU funding and budgetary guarantee instruments, in particular the European Social Fund Plus, the European Regional Development Fund, Creative Europe, the European Maritime and Fisheries Fund, the Cohesion Fund and the InvestEU Programme. Funding will support actions to promote women's labour market participation and work-life balance, invest in care facilities, support female entrepreneurship, combat gender segregation in certain professions and address the imbalanced representation of girls and boys in some sectors of education and training.
6. **Addressing gender equality and women's empowerment across the world:** Gender inequality is a global problem. Gender equality and women's empowerment is a core objective of EU external action. It is important that the EU's internal and external actions in this field are coherent and mutually reinforce each other. The EU promotes gender equality and women's empowerment in its international partnerships, political and human rights dialogues with third countries, EU trade policy as well as in the EU's neighbourhood and enlargement policies, including in the context of accession negotiations and the Stabilisation and Association Process.

❖ **European Education Area by 2025:** was published on 30 September 2020.

The Communication presents an ambitious approach to making the EEA a reality by 2025. It details the means and milestones to achieve the EEA's objectives together with EU Member States and education and training stakeholders.

The Commission's vision for a European Education Area is guided by six dimensions:

1. Quality
2. Inclusion and gender equality
3. Green and digital transitions
4. Teachers and trainers
5. Higher education
6. Geopolitical dimension

Related to gender equality (6th dimension):

- Decouple educational attainment and achievement from social, economic and cultural status to promote social mobility.
- Foster inclusive education and gender equality across all levels and sectors of education and training.
- Improve gender sensitivity, for example by tackling sexist behaviour and sexual harassment in education and training.
- Assure that vocational education and training (VET) is adapted to the green and digital transitions and that future-proof lifelong learning strategies are in place.
- Strengthen cross-border cooperation in youth work, sport and culture promoting non-formal learning.
- Strive towards gender balance in leadership positions, including in higher education institutions, and open up professions in which men and/or women are unequally represented.
- Challenge gender stereotypes concerning study choices and within education practices and materials.

## Spain

Gender violence, wage discrimination, discrimination in widows' pensions, higher female unemployment, the still scarce presence of women in positions of political, social, cultural and economic responsibility, or the problems of reconciling personal, work and family life show how full and effective equality between women and men, is still a pending task that requires new legal instruments.

In Spain the regulatory framework is composed mainly by [Organic Law 3/2007, 22 March, for the effective equality of women and men.](#)

### **Article 1.** Object of the Law.

Women and men are equal in human dignity, and equal in rights and duties. The purpose of this Act is to give effect to the right to equal treatment and opportunities between women and men, in particular by eliminating discrimination against women, whatever their circumstances or condition, in any sphere of life and, in particular, in the political, civil, labour, economic, social and cultural spheres in order, in the development of Articles 9.2 and 14 of the Constitution, to achieve a more democratic, fairer and more caring society.

### Article 25. Equality in higher education

1. In the field of higher education, public authorities, in the exercise of their respective competences, shall promote teaching and research on the meaning and scope of equality between women and men.
2. In particular, and to this end, public administrations shall promote:
  - a) The inclusion, in the curricula where appropriate, of teaching on equality between women and men.
  - b) The creation of specific postgraduate courses.
  - c) The carrying out of specialised studies and research on the subject.

## Navarre

- ❖ In Navarre the regulatory framework is composed mainly by [Foral Law 17/2019, April 4, on equality between women and men](#).

### Article 36. University education and research.

1. In the higher education and research system of Navarre, within the framework of its competencies and autonomy, the following shall be guaranteed:
  - a) The introduction of the gender perspective in a cross-cutting manner in the curriculum of degrees, postgraduate programs and doctorates, as well as gender studies and studies on the contribution of women throughout history in all fields of knowledge and in academic and research activity.
  - b) The training in coeducation of those who carry out teaching tasks, especially those who are studying for a degree in Teaching or Educational Sciences and master's degrees in teacher training.
2. In order to fulfil the objective of achieving effective equality of women and men in the university environment, universities should:
  - a) Promote the work of women researchers and their participation in research groups and their role as principal investigators through the adoption of positive actions.
  - b) In calls for grants and subsidies for research projects, projects led by women and those presented by research teams with a balanced composition of women and men, as well as those that contribute to the understanding of issues related to inequalities between women and men and the hierarchical relationship of the sexes and/or propose measures to eliminate inequalities and promote equality between women and men, may be valued and prioritized.
  - c) Promote the inclusion of general and specific competencies that incorporate the gender perspective in the syllabuses of official degrees and in their own degrees. Likewise, to reflect the achievement of these competencies in the learning outcomes expected in the degrees.
  - d) Encourage the presence of women and men in all disciplines and decision-making areas such as governing bodies, committees of experts and selection and evaluation commissions, especially in those where one of the two sexes is significantly underrepresented, except for duly justified and objective reasons.
  - e) Guarantee that the evaluations of teaching and research personnel carried out by the pertinent bodies take into account the gender perspective and that there is no direct or indirect discrimination based on sex.
  - f) Provide information and advice to prevent any type of discrimination, sexual and/or gender-based harassment and other forms of gender-based violence.



## Hosting Universities: UPNA and UNAV

The two recruiting universities have established specific departments to ensure equality opportunity to all staff and students, seeking to ensure that individuals are treated fairly and equitably and no less favourably, regardless of race, gender, disability, religion or belief, sexual orientation and age or any other protected characteristics: the Office of Gender Equality at UPNA and the Equality Unit at UNAV.

### ❖ **UPNA:** [II Plan for Equality between Women and Men of the UPNA \(2022-2027\)](#).

This 2nd Plan is structured around 4 areas of action:

- Teaching.
- Research.
- Relationship with society.
- Governance and people.

It also includes different actions at the level of diagnosis, teaching, research, university extension and institutional management.

For its preparation, a diagnosis was developed that advances in the identification of different statistical indicators to measure the inequality present in the university. The document identifies both the inequality gaps and the progress made in different areas (staff, students, academic production, management positions, participation in representative bodies, etc.). To this end, 30 indicators have been selected to measure, on a longitudinal basis, this reality. Some of the results include gender gaps in degrees, research activities and university management.

Another regulation in force at the UPNA:

[Protocol for the prevention, detection and action in cases of psychological harassment, sexual harassment and gender-based harassment at the Public University of Navarra \(2016\)](#).

### ❖ **UNAV:** [Equality Plan of UNAV \(2022-2025\)](#).

The Equality Plan is valid for 4 years, and is reviewed every 2 years, so that it is dynamic and modifiable, and can be adapted to the needs that arise from each evaluation.

Firstly, a detailed study was carried out in the different areas and processes of the university, in order to detect possible gaps in relation to gender equality and to be able to implement corrective measures for these weaknesses. These are some of the areas assessed for a diagnosis of the gender equality issue:

- Staff selection and recruitment process.
- Professional classification, professional promotion and training.
- Working conditions and remuneration.
- Right to personal, family and working life.
- Women's representation.
- Prevention of sexual and gender-based harassment.

In view of the analysis and conclusions obtained, action programmes were established in the different areas, indicating the applicable measures and detailing those responsible, the timetable for implementation and indicators. The degree of compliance with the plan was also monitored and evaluated.

In addition, a Protocol for the Prevention of Harassment in the workplace has been established.

## Navarre's Government

The Government of Navarre has updated the [Strategic plan for equality between women and men in Navarre \(2022-2027\)](#) that has been approved on 2022. The Plan, which arises from [Foral Law 17/2019, April 4, on equality between women and men](#) aims to become a fundamental tool for directing and advising the equality policy not only of the Government of Navarre but also of the Local Entities. It also aims to provide reference guidelines for social and economic agents, associations and groups working in the region in favour of equality and the defence of women's citizenship rights. Under this premise, this document include objectives and measures of a cross-cutting nature to promote effective equality between women and men throughout the Autonomous Community of Navarre.

## Gender equality in the Grant Agreement n° 101034285

Regarding to the issue of the gender equality, the Grant Agreement established the following:

The **article 33 Gender Equality - 33.1 Obligation to aim for gender equality** states: The beneficiary must take all measures to promote equal opportunities between men and women in the implementation of the action. It must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

In addition, the **article 15.1.2** states that for programmes implemented by itself the beneficiary must ensure a fair gender representation in the recruited researchers, by promoting genuine equal access opportunities between men and women throughout the recruitment process.

Therefore, a series of measures are implemented in order to the compliance of the gender equality, since this project has a sincere commitment with the equal opportunities policy:

- **Non-discrimination:** Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.
- **Working conditions:** Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.
- **Gender balance:** Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.
- **Selection:** Selection committees should bring together diverse expertise and competences and should have an adequate gender balance and, where appropriate and feasible, include members from different sectors (public and private) and disciplines, including from other countries and with relevant experience to assess the candidate.





## Intervention areas

The proposed actions are addressed to different areas concerning:

### 1. Recruiting process

Wit recruitment process will follow the EQUAL OPPORTUNITIES POLICY, based on the EU [Code of Conduct for the Recruitment of Researchers](#).

#### Actions:

An equal opportunity procedure will be inclusive throughout the recruitment process, reflected in the following:

- Encourage that a minimum of 40% of the applications received should come from female applicants. This will be ensured by female-oriented dissemination activities (i.e. proactive promotion of the programme amongst talented female researchers) and promotion of attractive conditions for researchers with families.
- The percentage of women researchers selected in each phase will be a minimum of 20%.
- In the event of two candidates being awarded equal scores, female candidates will be given priority, in order to ensure gender parity within the Programme. If necessary, the EP (Evaluation Panel) will decide the priority order for the candidatures which have awarded the same score. The priority will be determined by the following criteria: (1) applicants who ensure a more balanced gender ratio; (2) higher score in the "Research Excellence" criteria; (3) younger candidates and/or researchers at their early post; (4) applicants from less-favoured countries; (5) applicants with a refugee status.

### 2. Working conditions

#### Actions:

- Wit will offer equal attractive working conditions, including financial and social benefits to all researchers regardless of their gender. They will be particularly aimed at ensuring the compatibility of the professional and family development.
- Researchers with children and/or elderly dependent requirements will be offered a flexible organisation of work by individually-tailored solutions, such as teleworking or flexible working hours. Furthermore, these fellows will be provided an additional benefit to their salary consisting of up to 3,600€ of family allowance per annum.
- Maternity and paternity leaves will be paid in accordance with the Spanish national law, and additionally, in case of maternity or paternity leaves during the fellowship, a corresponding extension of the duration of the fellowship will be granted to enable them finishing their research.
- Career break: researchers who have interrupted their career for family or medical reasons will be encouraged to participate in the Wit programme and to restart their scientific career.
- Parental leaves, illnesses, and compulsory military services will also be taken into account and not assessed negatively, ensuring thus fair treatment among all participants.
- Researchers with special needs will be supported by the recruiting universities and provided with personalised support by specialised professionals (e.g., personal assistants, sign language interpreters), as well as technical support such as bespoke equipment, adapted computers, specific software, virtual space for support and exchange of materials.

### 3. Training on transferable skills

#### Actions:

- Training on inclusion of gender perspective in research.
- On-demand female-tailored mentoring and training activities will be organised to support female fellows in career planning and development.
- Workshop on inclusive language.
- Encouraging women to take part in sport.
- Activities that promote self-care for personal well-being (life skills in times of uncertainty, non-sexist and healthy relationships, affective-sexual-emotional education, promotion of good treatment and the value of care).
- Inform female and male researchers so that they can detect and act on discriminatory attitudes and behaviour based on gender (inform them and distribute the protocol for the prevention, detention and action in cases of psychological harassment, sexual harassment and harassment based on gender in the UPNA and the Government of Navarra).

### 4. Composition of committees and management

Both the managerial structure and the StC will seek gender balance in order to ensure equal representativeness at institutional levels and being an example of good practice.

#### Actions:

- An appropriate gender balance will be respected in the board's composition.
- Monitoring of success ratios of men/women: Wit management will monitor and report on recruitment of the overall targeted number of women.
- Wit will maintain a public and accessible register on gender balance updated annually.

### 5. Comunicación and dissemination

#### Actions:

- Inclusive language in all the material of the Programme: The website and the guidelines prepared have been done considering the gender equality principles specially in their Spanish version where the language has male and female gender. Posters, flyers, brochures, roll up, spots, etc., which will be made under the same principles.
- Women visibility (web, flyers, social media): we will ensure that there is a balanced representation of men and women in images.
- Particular attention will be paid by choosing, whenever possible, women scientists as speakers in training lectures and seminars, in order to provide positive role models for young female scientists.
- No gender stereotypes will be transmitted in images or texts.
- Wit calls will be promoted on portals for women scientists.
- School visits, conferences and events will be organised where, through the presentation of Wit's research results, we will contribute to promoting scientific knowledge and STEM careers among female students.



## References

- ❖ The Union of Equality: Gender Equality Strategy 2020-2025: [website](#) and [factsheet](#)
- ❖ European Commission: Gender equality strategy policy ([https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en))
- ❖ [European Education Area by 2025](#)
- ❖ [Regulation \(EU\) N° 1291/2013 of the European Parliament and of the Council, establishing Horizon 2020- the Framework Programme for Research and Innovation \(2014-2020\)](#)
- ❖ [European Commission: Strategic Engagement for Gender Equality \(2016-2019\)](#)
- ❖ [European Commission: Horizon Europe Webinar: How to prepare a Gender Equality Plan](#)
- ❖ [The European Chapter for Researchers and the European Code of Conduct for the Recruitment of Researchers](#)
- ❖ [Organic Law 3/2007, March 22, on Equality between women and men](#)
- ❖ [Foral Law 17/2019, April 4, on Equality between women and men](#)
- ❖ [Government of Navarra: Guide for impact reviews](#)
- ❖ [First Plan for Equal Opportunities for Women and Men in the Autonomous Community of Navarre 2006-2010](#)
- ❖ [Strategic plan for equality between women and men in Navarre \(2022-2027\)](#)
- ❖ [Second Plan for Equality between women and men of the UPNA \(2022-2027\)](#)
- ❖ [Protocol for the prevention, detection and action in cases of psychological harassment, sexual harassment and harassment based on sex at the Public University of Navarra \(2016\)](#)
- ❖ [Plan de Igualdad UNAV \(2022-2025\)](#)
- ❖ <http://genderedinnovations.stanford.edu/index.html>