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ECSA - Gender Equality Plan

(Version 1.1 – Living Document)

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

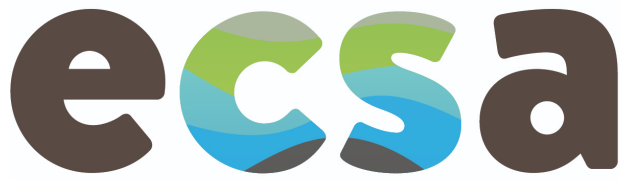
This document presents a first version of the ECSA Gender Equality Plan based on the guidance prepared by the European Commission and available in the document [Horizon Europe Guidance on Gender Equality Plans](#) released on 27 September 2021. The structure of this document is based on the structure of the GEP from [Life Watch Eric](#).

The presented GEP is adapted to the current circumstances of ECSA and is considered a living document.



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Gender Equality Plan

1. Introduction

Research and innovation (R&I) benefits from Gender equality by improving the quality and relevance of the R&I process, as well as attracting and retaining talent, and ensuring that everyone, regardless of their gender, can maximise their potential.

ECSA has embedded gender equality principles into its organisational culture.

This GEP targets 5 areas proposed in the [Horizon Europe Guidance on Gender Equality Plans](#). These recommendations have been adapted to the organisational structures of ECSA. The GEP describes commitments and actions that promote gender equality at ECSA through institutional and cultural changes.

2. Definition and scope

In most countries and organisations in Europe, "gender statistics" are collected according to biological sex at birth, usually in binary form (female, male) and less often including the category of



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intersexuality. However, in an increasing number of countries and organisations, data are collected by gender identity, usually considering at least three categories: Female, Male and Non-Binary (gender diverse).

To follow the evolution of practice on this issue, ECSA's approach to gender equality is not limited to gender balance, but to promoting gender identity equality and inclusion on a gender diverse basis.

3. Dimensions

3.1 Work-life balance

Objectives

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

Measures

- Flexible working time arrangements, 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.)



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Monitoring and evaluation indicators

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

Targets

	Actual (2022)	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

Objective

Promote and maintain gender balance in all ECSA Board of Directors, Advisory Boards and Working Groups chair. This field measures gender balance between male and female only.

Monitoring and evaluation indicators

Monitore female and male personnel in the ECSA Board of Directors, Advisory Boards and Working Groups chairs



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Targets (measured in female participation)

	Actual (2022) F/M	Target
ECSA Board of Directors	5/2	50%
President and Executive Board	1/1	50%
Advisory Board	4/3	50%
Chairs of WG		
Staff	7/3	50%

3.3 Gender equality in recruitment

Objectives

TBD

Measures

TBD

Monitoring and evaluation indicators

TBD



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Targets

TBD

3.4 Integration of the gender dimension into organisational culture and content

Objective

Integrate gender equality into culture principles, policies and across projects and...

Measures

- Integrate the gender dimension into research projects in which ECSA participates
- Establish a Gender Equality Specialist and a Gender Equality Audit Team to implement measures and monitor progress

Monitoring and evaluation indicators

- Projects in which the gender dimension has been taken into account
- Proposals in which the gender dimension has been taken into account

Targets

	Actual (2022)	Target



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

3.5 Measures against gender-based violence, including sexual harassment

Objectives

- Integrate effective measures for securing zero tolerance for gender-based violence ECSA Code of Conduct
- Establish a culture of zero tolerance

Measures

Guarantee a comprehensive policy against sexual harassment, which includes behaviour, reporting, investigation, support for victims and disciplinary measures and prosecution

Monitoring and evaluation indicators

Integration of sexual harassment-related wording in the ECSA Code of Conduct

Creation of a procedure and a reporting mechanism



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Evaluation by the number of complaints and resolution of cases

Targets

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

4. Monitoring and reporting

ESCA Management 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.



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5. Responsibilities

The Management is responsible for the implementation of the Gender Equality Plan.