

## - D8.2 – Gender equality action plan -

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AUTHORS	O. RACCURT
CONTRIBUTORS	M. PRIOUR
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## Deliverable Review

### Reviewer #1: Martin Schmuck (VARTA)

Answer	Comments	Type*
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(i) The Description of actions?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> M <input type="checkbox"/> m <input type="checkbox"/> a
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(ii) That needs improvement of the writing by the originator of the deliverable?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> M <input type="checkbox"/> m <input type="checkbox"/> a
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### Reviewer #2: Micael Nascimento (UAVR)

Answer	Comments	Type*
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2. Is the quality of the deliverable in a status		
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(ii) That needs improvement of the writing by the originator of the deliverable?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> M <input type="checkbox"/> m <input type="checkbox"/> a
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\* Type of comments: M = Major comment; m = minor comment; a = advice

## - ABSTRACT/SHORT SUMMARY -

The gender equality is one of the great challenge in our current society and requires to pay a particular attention. In the European Union, since the Treaty of Rome, this question is included as one of its core policies. It's why gender equality concerns all parts of the European activity including Horizon 2020 program. In this document we present the Gender Equality Plan (GEP) of the INSTABAT project and the specific GEP of each partners. We detail a status at the beginning of the project of the gender repartition by partners and roles such as work package leader, researchers vs other workforces.

Finally according to the "Horizon Europe Guidance on Gender Equality Plans" we detail the INSTABAT GEP is divided in 3 phases: 1- Audit phase, 2- Planning & implementation phase; 3- Monitoring & Evaluation phase.

## - TABLE OF CONTENTS - (if relevant)

<b>1. INTRODUCTION.....</b>	<b>4</b>
<b>2. GENDER ANALYSIS AND ACTION PLAN THROUGH THE PROJECT.....</b>	<b>4</b>
<b>2.1 GENDER ANALYSIS OF THE PROJECT STAFF AT THE BEGINNING .....</b>	<b>5</b>
<b>2.2 PROFESSIONAL GENDER EQUALITY FOR EACH PARTNERS .....</b>	<b>7</b>
<b>2.2.1 CEA .....</b>	<b>7</b>
<b>2.2.2 CNRS .....</b>	<b>8</b>
<b>2.2.3 UAVR.....</b>	<b>9</b>
<b>2.2.4 INSA .....</b>	<b>10</b>
<b>2.2.5 INFINEON .....</b>	<b>10</b>
<b>2.2.6 VARTA.....</b>	<b>11</b>
<b>2.2.7 FAURECIA .....</b>	<b>11</b>
<b>2.2.8 BMW .....</b>	<b>12</b>
<b>3. GENDER EQUALITY PLAN FOR INSTABAT .....</b>	<b>12</b>
<b>4. CONCLUSION AND PERSPECTIVES.....</b>	<b>13</b>

## 1. Introduction

The gender equality is one of the current society challenges and requires to pay a particular attention. In the European Union, since the Treaty of Rome, this question is included as one of its core policies. It's why gender equality concerns all parts of the European activity including Horizon 2020 program.<sup>1</sup>

To help the research community and promote the gender equality the European commission edited recommendations and a toolkit<sup>2</sup>. In this document we can find the definition of some of terms:

**Gender:** "Gender refers to the social construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures. The notion of gender appeared in the seventies and was put forward by feminist theorists who challenged the secondary position of women in society. It departs from the notion of sex to signal that biology or anatomy is not a destiny. It is important to distinguish clearly between gender and sex. These terms are often used interchangeably while they are conceptually distinctive."

**Gender equality:** "This term refers to the situation where individuals of both sexes are free to develop their personal abilities and make choices without the limitations imposed by strict gender roles. The different behaviours, aspirations and needs of women and men are considered, valued and favoured equally."

**Equal opportunities for women and men:** "Equal opportunity indicates the absence of barriers to economic, political and social participation on the grounds of sex. Such barriers are often indirect, difficult to discern and caused by structural phenomena and social representations that have proved particularly resistant to change. Equal opportunities, which is founded on the rationale that a whole range of actions are necessary to redress deep-seated sex and gender-based inequities, should be distinguished from equal treatment, which merely implies avoiding direct discrimination."

The gender equality plan (GEP) must ensure in INSTABAT project that everyone, regardless of gender, has the same opportunity to participate of the project growing, without any barriers and inequalities. In this report, we detail the rules of the equality plan of this project, and the action phases of the plan.

## 2. Gender Analysis and action plan through the project

Even though there are no gender aspects related to the technologies and the demonstration activities developed within the project, there are gender issues related to performing the innovation project. This is why project management activities (WP8) will include the promotion of specific actions and control over gender issues along the project, including them in annual reports through indicators such as the number and seniority level of female researchers participating to the project, the number of females participating to the dissemination events, etc.

Actions to promote gender equality will for instance include:

- Carrying out an initial planning and diagnosis of women's participation at the beginning of the project;
- When contracting additional staff, special emphasis will be given to attract qualified female applications;

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<sup>1</sup> [https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender\\_en.htm](https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm)

<sup>2</sup> Toolkit gender in Eu-funded research, European Commission, Yellow Window Management Consultants, Engender, Genderatwork. [https://www.yellowwindow.com/genderinresearch/index\\_downloads.html](https://www.yellowwindow.com/genderinresearch/index_downloads.html), 2009, EUR 23857 EN

- Including women as much as possible in the technical performance of the different WPs of the project;
- Positive actions for women scientists re-entering professional life;
- Promote visibility in publication and citation of articles and activities.

## 2.1 Gender Analysis of the project staff at the beginning

The gender analysis of the project staff is the first diagnostic of the plan to identify the repartition of women in the team and they responsibility. This analysis will be done at the beginning of the project and will be updated when there is change in the project staff. The Table 1 gives the gender distribution between partner for the scientific staff of INSTABAT and the percentage of men and women.

**Table 1. Gender repartition of researcher at the beginning of the project by partners**

Partners	Researcher				
	Female	Male	F+M	% of women	% of men
CEA	5	9	14	36	64
BMW	1	3	4	25	75
CNRS	3	2	5	60	40
FAURECIA	1	1	2	50	50
INFINEON	1	3	4	25	75
INSA	0	6	6	0	100
UAVR	0	3	3	0	100
VARTA	0	2	2	0	100
INSTABAT	11	29	40	27	73

The balance between women and men in the workforce in other domain such as administrative and management is given in the Table 2. Table 3 shows the repartition by gender of the staff at the beginning of INSTABAT project for each partner.

Figure 1 show a plot view of the total number of scientific and support staff by partner with the balance between male and female. This graph and table show clearly a lower number of women in the scientific staff of the project. In the non-scientific staff such as administrative and management we show a majority of women. As shown in Figure 2 the women represent 27 % of the scientific staff, 67 % of the support staff. Finally, the proportion of the women in the INSTABAT staff is 34 %. This proportion is closed to the mean proportion of women in R&I activity in Europe. A proportion of 33.8% of women among researcher in 2018 is given on the last report from the European Union: She figures 2021- Gender in research and innovation: statistics and indicators <sup>3</sup>.

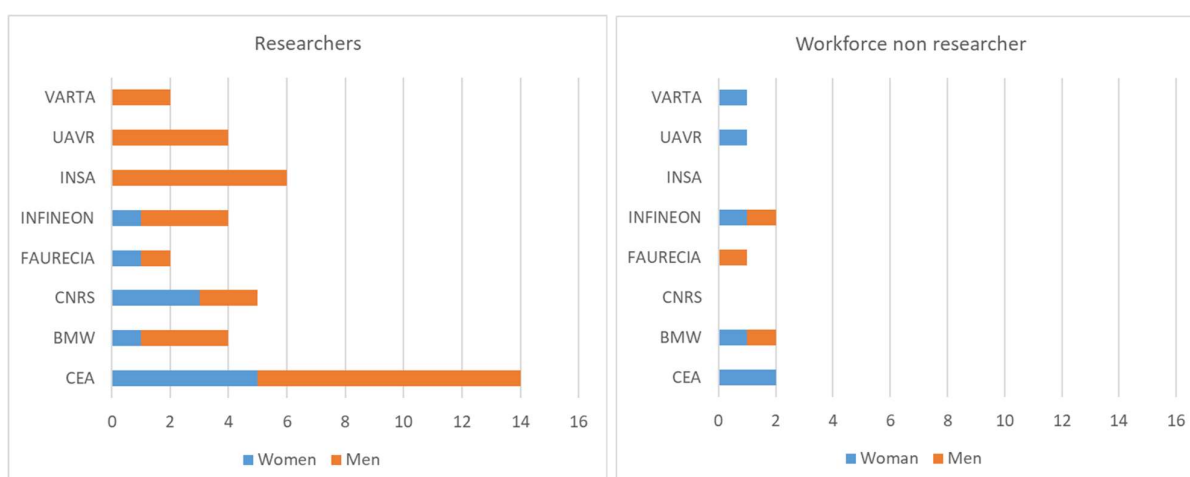
<sup>3</sup> She figures 2021, Gender in research and innovation : statistics and indicators, <https://op.europa.eu/en/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1/language-en/format-PDF/source-249842364>

**Table 2. Gender repartition of workforce other than researcher at the beginning of the project by partners**

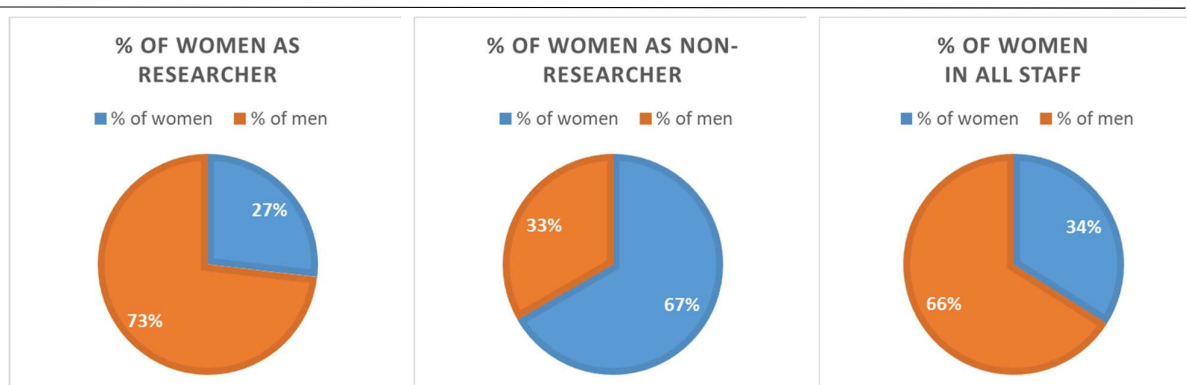
Partners	Workforce other than researcher				
	Female	Male	F+M	% of women	% of men
CEA	2	0	2	100	0
BMW	1	1	2	50	50
CNRS	0	0	0	*	*
FAURECIA	0	1	1	0	100
INFINEON	1	1	2	50	50
INSA	0	0	0	*	*
UAVR	1	0	1	100	0
VARTA	1	0	1	100	0
INSTABAT	6	3	9	67	33

**Table 3. Gender repartition all staff at the beginning of the project by partner**

Partners	Total				
	Female	Male	F+M	% of women	% of men
CEA	7	9	16	44	56
BMW	2	4	6	33	67
CNRS	3	2	5	60	40
FAURECIA	1	3	4	25	75
INFINEON	2	4	6	33	67
INSA	0	6	6	0	100
UAVR	1	4	5	25	75
VARTA	1	2	3	33	67
INSTABAT	17	34	51	33	67



**Figure 1 : Total number of project staff by partner and gender repartition for Researcher (left) and non-researcher workforce (right).**



**Figure 2: Percentage balance between women and men in the project for researcher (left), non-researcher (center) and all the staff (right).**

Regarding the management positions held by women in the INSTABAT project:

- there is 3 women out of 8 workpackage (WP) leaders
- the coordinator of the project is a women (WP8) (see **Table 4**).

The proportion of women as WP leader is equal to 37.5%.

**Table 4. Gender repartition of WP leader in INSTABAT**

WP	1	2	3	4	5	6	7	8
Leader	M	M	F	M	M	F	M	F

## 2.2 Professional gender equality for each partners

One of the part of the Gender equality action plan is to refer to the professional gender equality plan of each partner of the project. All partners apply their own plan to their employees and therefore to the people involved in the project.

### 2.2.1 CEA

The CEA professional gender equality plan is public and can be found is the CEA website<sup>4</sup>. CEA has been committed to monitoring professional gender equality for over 40 years. In 1979, CEA began to compare and study the situation between women and men in its social report. In 1985, CEA embarked on a negotiated policy of professional equality. Since 2011, CEA has negotiated three-year agreements with its social partners, which include an action plan and monitoring indicators.

Monitoring indicators, shared with the social partners, are organized into 8 themes:

- Demographic monitoring of the workforce;
- Monitoring recruitments and departures;

<sup>4</sup> [Recrutement & Formation - Le CEA et l'égalité professionnelle, https://www.cea.fr/recrutement/Pages/nous-connaître/cea-et-mixité.aspx](https://www.cea.fr/recrutement/Pages/nous-connaître/cea-et-mixité.aspx)

- Follow-up of remuneration;
- Monitoring of individual income increases and promotions;
- Follow-up of professional training;
- Follow-up of expert and manager populations;
- Monitoring of union representation and the board of directors;
- Monitoring of working hours, working conditions, health and safety at work.

New agreement of professional equality signed on December 18, 2020 with the social partners, for a period of 3 years. It reaffirms in particular:

- The importance of gender diversity, free from any discrimination in CEA jobs.
- The necessary principle of equal pay and professional development for equivalent positions.
- CEA's commitment to reconciling professional and personal life.

In order to accompany and support the progress of professional equality, this new agreement plans:

- A personal development course specific for women ("Oser!").
- A network of professional gender equality advisers. That will be responsible for preparing and leading annual action plans at national and local level.

In addition, the CEA's policy framework is monitored annually by local and national committees. It is also the subject of an annual report that compares professional situation between women and men.

Professional equality is a current commitment at CEA. However, there are things to do and improve. As mentioned in the 2020 agreement, the adviser network is aiming to promote gender equality at CEA by testing new devices. If these experiments are successful, the projects could be integrated into future agreements.

## 2.2.2 CNRS

For more than 15 years, the CNRS has been working to promote professional equality between women and men and to take gender into account at the CNRS. The 2021-23 action plan is a new step in this commitment. It follows on from the previous plan, adopted by the institution in 2014, and is structured around the five thematic areas defined in the Law for the Transformation of the Public Service:

- Evaluation, prevention and treatment of pay gaps;

The objective is to diagnose and recommend measures to reduce the gaps related to pay but also to career progression and bonuses.

- Guarantee of equal access for women and men to bodies, grades and jobs;

Encourage gender diversity in the professions by guaranteeing equality in career progression and increasing the visibility of women at CNRS. In addition, recruit without gender bias and take better account of career breaks for women. Launch communication campaigns and set up immersion courses aimed at promoting gender diversity in professions that are not very gender-balanced.

- Balancing professional life with personal and family life;

Promotion of paternity leave and generalize nursery places to support parenthood.

- Combating sexual and gender-based violence, harassment and discrimination;



Launch of communication campaigns to raise awareness and train CNRS staff on the issues of harassment, sexual and gender-based violence and discrimination.

Incorporation of a section on gender-based violence and sexual harassment in the internal regulations of units.

Implementation of reporting, listening and support systems for victims.

- Governance, steering and monitoring of the professional equality policy;

Equality must be a priority axis of governance in all CNRS policies.

## 2.2.3 UAVR

Portugal has several statutory provisions aimed at promoting gender equality and equal opportunities for women and men. As of September 2021, however, it has not adopted any corresponding laws, including for higher education institutions (HEIs) and research organizations. Only one plan has resulted from the Council of Ministers Resolution no. 61/2018 (21 May), designated the National Strategy for Equality and Non-Discrimination 2018-2030. "Portugal + Igual (ENIND)". For the first time, ENIND addresses gender equality in higher education and research and innovation (R&I). In general, the measures encompass:

- Renewal of the protocol between the Commission for Citizenship and Gender Equality and the Foundation for Science and Technology to promote calls addressing the national scientific community for research and development projects in gender, social relations and policy;
- Integrating a gender equality perspective in higher education by promoting studies and integrating, evaluating and accrediting specific criteria for HEIs and research organisations;
- Integrating a gender equality approach in curricular and extracurricular higher education programmes;
- Supporting the implementation of effective voluntary gender action plans in research organisations.

More recently, other Portuguese HEIs have initiated studies/activities in the context of gender equality and the implementation of GEPs in academia and research, under the Horizon 2020 programme "Science with and for Society":

- "CHAlleNging Gender (In)Equality in science and research", CHANGE: University of Aveiro (UAVR)

The aim of CHANGE is it to support research organisations to implement gender equality plans, by involving key actors, called transfer agents, within each organisation who will together with the core consortium partners transmit the co-produced gender equality knowledge inside their institution. This innovative approach will ensure the promotion and sustainable institutionalization of the gender equality plans (GEPs) beyond the project duration.

In this way, the following Gender Equality Action Plan of UAVR was created and, at the date of writing of this deliverable, is under approval by the legal department of UAVR, being yet susceptible of format alterations relatively to the final version of the GEP document. The document is divided in five topics which integrate different objectives:

- 1- Promotion of an inclusive organizational culture;
- 2- Work life balance;
- 3- Career balance and decision-making processes and bodies;
- 4- Integration of the gender dimension in teaching, research and relations with the outside world;
- 5- Preventing and combating gender violence.

Addressed to each objective, many actions are planned and the target public is also identified. Consequently, the expected outcomes are also indicated and designed.

## 2.2.4 INSA

INSA Lyon has been committed to the issues of gender diversity and accessibility since its creation and considers gender equality to be a major focus of its institutional strategy, "Ambitions 2030", by placing it at the heart of its social transition project.<sup>5</sup>

As such, a gender equality master plan with an associated action plan has been drawn up to guarantee greater equality for all. INSA Lyon is an exception in the French higher education landscape in terms of its attractiveness to women, with nearly 47% of first-year students compared to an average of 28% in the Grandes Ecoles, due the many recruitment initiatives carried out to promote access to engineering studies for all.

This central theme for INSA Lyon, led by the Gaston Berger Institute, is approached from several angles: from attractiveness to support, from gender diversity within its specialties to the training of its students, as well as preparation for professional integration and career development. These issues are being addressed in the context of an institutional Chair in Gender Equality, which the main objective is to develop INSA Lyon's thinking and actions based on gender studies.

## 2.2.5 INFINEON

Infineon Technologies AG (IFAG) publishes an annual HR Report and an annual Sustainability Report, both of which contain aspects of gender equality in the company. The latest HR Report from 2021 (see link) details the global Diversity & Inclusion (D&I) framework at IFAG. One key vehicle in raising awareness and building knowledge is a new D&I Toolbox that supports the organization in all D&I issues and provides practical tips and tricks. The HR Report also provides facts and figures about the share of female and male workers at IFAG, both overall and distinguished by various categories (e.g., by regions, permanent vs. temporary, external). Very encouragingly, in 2021 already 40.6 % of the new hires were female. The latest IFAG Sustainability Report from 2021 (see link), contains a section on "Encouraging Diversity". It encompasses the following statement: "The promotion of women to

<sup>5</sup> : [https://institut-gaston-berger.insa-lyon.fr/sites/institut-gaston-berger.insa-lyon.fr/files/insa\\_lyon\\_charter\\_for\\_gender\\_equality\\_2017.docx](https://institut-gaston-berger.insa-lyon.fr/sites/institut-gaston-berger.insa-lyon.fr/files/insa_lyon_charter_for_gender_equality_2017.docx)

management positions is one of the key focus areas of our Diversity & Inclusion activities. The target we had set ourselves for the end of the 2020 fiscal year of increasing the percentage of female managers to 15 % we also achieved at the end of the 2021 fiscal year, with 16 % of female managers in middle and senior management positions. We continue to pursue our long-term goal of increasing the percentage of women in management positions to 20 % by 2030.”

## 2.2.6 VARTA

The VARTA Gender Equality Guideline is at the moment classified as internal document and it is not possible at this time to detail it in the public deliverable.

## 2.2.7 FAURECIA

Diversity has been always a big part of Faurecia’s culture and identity, with 103 nationalities and backgrounds that has been key to Faurecia’s success. To promote gender equality and diversity within Faurecia, Faurecia launched a specific action plan in 2019.<sup>6</sup> A Diversity Officer was appointed in 2019, to boost progress on gender diversity. Since 2019, during the recruitment process, it is mandatory to short list at least one female candidate. Various initiative has been started to improve female talent by female leadership training, coaching & mentorship programs, a ‘Women in technology initiative to reach universities and females engineers.

Faurecia has also signed UN Global Women's Empowerment Principles and it comprises 7 principles to empower:

- 1 - Establish high-level corporate leadership for gender equality;
- 2 - Treat all women and men fairly at work – respect and support human rights and non-discrimination;
- 3 - Ensure the health, safety and well-being of all women and men workers;
- 4 - Promote education, training and professional development for women;
- 5 - Implement enterprise development, supply chain and marketing practices that empower women;
- 6 - Promote equality through community initiatives and advocacy;
- 7 - Measure and publicly report on progress to achieve gender equality.

In 2020, 33 % of new manager& professional recruits were women and 16 % of women are among top 300. From 2019 to 2020, these numbers have been increased by 3 % (from 30 % to 33 %) for new manager&professional recruits and 1 % (from 15 % to 16 %) for women in Faurecia top 300.

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<sup>6</sup> [https://www.faurecia.com/sites/groupe/files/pages/Faurecia\\_RSEGuide\\_octobre2021\\_0.pdf](https://www.faurecia.com/sites/groupe/files/pages/Faurecia_RSEGuide_octobre2021_0.pdf)  
<https://www.faurecia.com/en/newsroom/faurecia-signs-womens-empowerment-principles-foster-gender-equality-and-womens-empowerment-workplace>

## 2.2.8 BMW

BMW takes its social responsibility very seriously. For this reason, BMW realigned and expanded the diversity strategy every year. The BMW Group actively promotes diversity and an open, inclusive corporate culture. The diverse input of employees from approximately 110 countries makes BMW what it is: a Bavarian automotive brand that is at home in the world.

The Diversity of BMW Group is the cornerstone of company's success and not only secures the innovative strength, but also the long-term competitiveness. In terms of content, the BMW Group adds two new dimensions to the previous focus on gender, age/experience, and cultural background: sexual orientation & identity and disability. While quantitative targets make sense for some dimensions, qualitative targets are needed for all dimensions. It is not about proportions or quotas, but about further developing an open and appreciative corporate culture and creating an inclusive working environment for all employees.

## 3. Gender equality plan for INSTABAT

The GEP of INSTABAT project is defined in the line of the recommendation from European Union in the document “Horizon Europe Guidance on Gender Equality Plans”<sup>7</sup>. Typical steps in the lifecycle of a GEP is:

### 1- An audit phase:

To have a picture of the gender-disaggregated data of people working on the project, the identification of gender inequalities and their causes. During this phase a review of the relevant regulation tools already existing should be done. This phase is already done and the result is the first part of this deliverable.

### 2- A planning phase and implementation phase:

To define objectives and target for the GEP alongside a roadmap of actions and measures. For that, it will be necessary to define and use numeric indicator to monitor the progression of the GEP during the project. The indicator is the number of female and male in the INSTABAT workforce and their position in the project. These indicators will be updated by partners when the workforce changes, for e.g. the recruitment of a new person or a change of position. Along the project it will be monitored the indicators and shared with all the partners during the general meeting.

### 3- Monitoring and evaluation phase:

Finally, the progression of the GEP will be monitored by regularly checking up the evolution of the indicators. The progress of these indicators needs to be compared to the objectives during the project.

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<sup>7</sup> Horizon Europe Guidance on Gender Equality Plans, Publications Office of the European Union, 2021, ISBN 978-92-76-39184-5, doi:10.2777/876509, KI-02-21-806-EN-N,

Figure 3 show the GEP cycle with the different step. The GEP is not a linear process but a cycling process for continuous improving the Gender Equality.

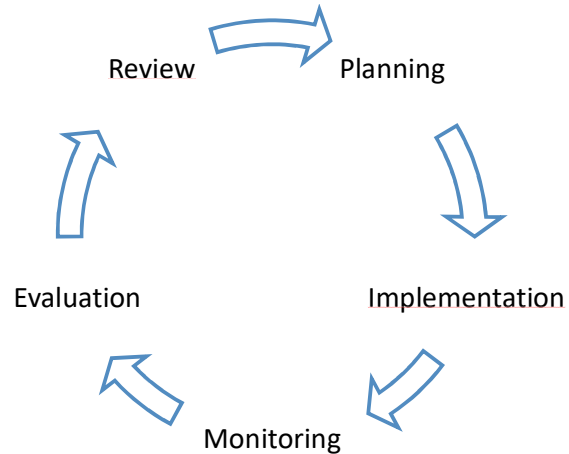


Figure 3: GEP cycle.

## 4. Conclusion and perspectives

The GEP is an integral part of the INSTABAT project and is a continuation of each partner's GEP. The initial status shows a male/female ratio that is average for the field. The monitoring of indicators during the project will ensure gender equality and its promotion.