

TESS_E²B
the smart energy storage



Thermal Energy Storage Systems

for energy efficient building an integrated solution for residential building energy storage by solar and geothermal resources

Grant agreement number: 680555

Deliverable 1.2 – Gender report (PUBLIC)

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1. Introduction

1.1 Purpose of the document

Recognizing the importance of gender equality in today's society, particularly in what concerns to academic and research contexts, TESSe2b Project performs this *Gender Report*, stressing the importance of the actions/activities that should be taken in order, so that goal can be met by all consortium partners.

Being held at month 12, at a time that the project's activities are already fully operational and that the project itself is fully established, the document identifies the mechanisms through which the consortium will seek to promote gender equality in the project, throughout its implementation period.

Additionally, this *Gender Report*, that fulfills Deliverable D1.2 (WP1), also describes more globally, the societal framework in which TESSe2b Project will operate, namely in what regards to the recruitment and working conditions of researchers¹, stressing, among other aspects, the promotion of career development and active participation of all employees, regardless their gender or any other condition.

In accordance with the European reference framework, about gender equity/equality, namely in what regards to academic and research contexts², the document integrates information about TESSe2b consortium, on that subject, and provides some guidelines directly related to a set of actions/activities that will be implemented by all partners, ensuring that all of them will act in a supported and articulated way, in what concerns to gender equality.

The document is organized into four parts:

1. **Introduction:** description of document's purpose and reference to the European reference frameworks;
2. **TESSe2b conceptual approach to gender equality:** reference to the principles³ set out in the *Grant Agreement*⁴ and in other formal documentation of the project;
3. **Gender equality monitoring:** description of the gender balance within the project workforce and measures undertaken by TESSe2b partners on this subject;
4. **Final notes about future directions:** presentation of some final notes on the future directions to be followed by the project, in terms of gender equality.

¹ The European Code of Conduct for Research Integrity of ALLEA (All European Academies) and ESF (European Science Foundation) of March 2011.

² REGULATION (EU) No 1291/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 11 December 2013 establishing Horizon 2020 - the Framework Programme for Research and Innovation (2014-2020) and repealing Decision No 1982/2006/EC

http://ec.europa.eu/research/participants/data/ref/h2020/legal_basis/fp/h2020-eu-estabact_en.pdf

³ Directly related with Deliverable 1.2 "Gender report"

⁴ Grant Agreement number: 680555 — TESSe2b — H2020-EeB-2014-2015/H2020-EeB-2015

1.2 European reference framework

Being the principle of gender equality one of the founding values of the European Union (1957, Treaty of Rome), the fact is that it has been progressively integrating a significant part of EU political, social and economic development⁵. In this sense, and albeit the difficulties in this area being, today, still quite felt, the truth is that a lot of work has been done, making that significant progress has been progressively achieved, in particular regarding: legislation on equal treatment; mainstreaming the issue of gender equality (in all other policies); implementation of specific measures for the advancement of women⁶.

Example of the EU commitment to gender equality is, undoubtedly, its **Strategy for Equality between women and men 2010-2015**⁷ which, among its priority areas, stressed the importance of equal economic independence for women and men, equal pay for work of equal value and equality in decision-making. More recently, and as a follow-up of that document, it was defined the **Strategy for Equality between women and men 2016-2019**⁸ which returns to strengthen the focus of the policy of gender equality in those same areas.

In this sense, and in accordance with the stated in the document, it constitutes a “*reference framework for increased effort at all levels, be they European, national, regional or local*” (Strategy for equality between women and men 2016-2019, EC, 2016, p.6), which is, moreover, an aspect whose importance is confirmed by the Member States who have been claiming the need for implementation of concerted action at European level, as well as providing a reference framework at that level.

In line with the foregoing, and in what specifically refers to the area of Research and Innovation (described in the next section of this report), we emphasize the fact of this being also a commitment assumed long ago by the European Commission, specifically since 1999, when it was presented the communication **Women and Science mobilizing women to enrich European research**⁹. In the document, the EU sets targets for equal opportunities for men and women in the scientific research context, underlining their underrepresentation in this area and presenting the overall goal of achieving at least a representation of 40% of women in the advisory groups and assessment panels of the European scientific research teams, in particular the ones which are funded by the European Community programs.

⁵ Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation (2012)

https://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf

⁶ http://ec.europa.eu/justice/gender-equality/index_en.htm

⁷ Strategy for equality between women and men 2010-2015, EC, 2010.

http://ec.europa.eu/justice/gender-equality/files/documents/strategy_equality_women_men_en.pdf

⁸ Strategy for equality between women and men 2016-2019, EC, 2016.

http://ec.europa.eu/justice/gender-equality/document/files/strategic_engagement_en.pdf

⁹ Women and Science mobilizing women to enrich European research. EC, 1999.

https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/g_wo_co_en.pdf

1.2.1 Gender equality In R&I area

Over the past years, the access of men and women to science, in particular as regards the context of higher education, has improved significantly. Still, and as regards access to scientific careers, particularly in the area of Research and Innovation, access of women still seems to reveal a different reality compared to men. In this sense, and if, on one hand, women account for about 60% of university degrees in Europe, the same is not true with regard to their presence in scientific and academic careers, where it remains, in many cases, scarce, making their skills, knowledge and qualifications continue to be underused in the labor market.

The (still) existing imbalance, in terms of gender, in management positions remains a major challenge for all EU Member States, being also an untapped potential of qualified human resources, a fact that is evidenced by the difference between the high number of female graduates and their underrepresentation in top-level positions¹⁰. This situation is even more marked in some science/knowledge areas where the presence of women is, traditionally, less visible. For that reason, “many projects have been designed to increase interest among women and girls in specific fields of science, technology, engineering and mathematics (STEM¹¹)”¹².

In this sense, many universities and research institutions have also sought to address the lack of women in their science departments, not only as students but also as research team members. It is in this context that several European countries recognize as a problem, the significant variations in the (relative) lack of women in some STEM disciplines, as well as in academia senior positions. Furthermore, and in respect of existing measures to address this issue, it seems to be, also on this level, the existence of significant differences, which suggests that not always equality policies have the greatest effect, being, in turn, that more transparency in the recruitment process can make a difference¹³.

For these reasons, and considering that there is still much to do about the gender dimension, the EU continues to encourage the presence of women in research (particularly in some areas of knowledge), through a set of measures to be followed, in an integrated way, for each of the Member States. It has been, therefore, in this context, that the EU has developed a series of documentation (legislation, directives, policies and studies, in order to its progressive compliance by those same States. The documents produced intended not only to guide the institutions in promoting gender equality, but also to check in what extent the European guidelines are met by those institutions, thus contributing to an aggregate and systematic monitoring of the implementation of the proposed measures. For this reason, and because the research sector presents some particularities, the European Commission argues that specific actions must be taken in order to overcome the remaining gaps. The European Research and Innovation policy

¹⁰ Women in economic decision-making in the EU: progress report, EC, 2012.

http://ec.europa.eu/justice/gender-equality/files/women-on-boards_en.pdf

¹¹ STEM - Science, Technology, Engineering and Mathematics

¹² Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation (2012)

https://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf (p. 14)

¹³ Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation (2012)

https://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf

addresses gender equality in two different ways: through its main funding instrument **Horizon 2020** and within the **European Research Area** (ERA) in collaboration with the Member States and research organisations. It pursues three objectives¹⁴, namely:

- gender equality in scientific careers;
- gender balance in decision making;
- integration of the gender dimension into the content of research and innovation.

In this sense, and with specific reference to the activities carried out under H2020¹⁵, it seems important to highlight the set of defined objectives, in terms of gender equality and equity:

1. **Fostering gender balance in research teams** in order to address the gaps in the participation of women in the Framework Programmes's projects;
2. **Ensuring gender balance in decision-making**, in order to reach the EC target of 40% of the under-represented sex in panels and groups (50% for Advisory Groups);
3. **Integrating gender/sex analysis in R&I content**, which helps to improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

Finally, and in what regards to the European legal framework on gender equality, we stress the **European Regulation 1291/2013**¹⁶ that “establishes Horizon 2020 - the Framework Programme for Research and Innovation (2014-2020) (“Horizon 2020”) and determines the framework governing Union support to research and innovation activities, thereby strengthening the European scientific and technological base and fostering benefits for society as well as better exploitation of the economic and industrial potential of policies of innovation, research and technological development” (*Regulation 1291/2013, Article 1, Subject matter*).

According to this Regulation, the activities developed under Horizon 2020 “should promote equality between women and men in research and innovation, by addressing in particular the underlying causes of gender imbalance, by exploiting the full potential of both female and male researchers, and by integrating the gender dimension into the research and innovation content as well as by paying particular attention to ensuring gender balance, subject to the situation in the field of research and innovation concerned, in evaluation panels and in other relevant advisory and expert bodies in order to improve the quality of research and to stimulate innovation. Activities should also aim at implementation of principles relating to equality between women and men (...).” *Regulation 1291/2013, Recital 25*).

¹⁴ <http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender>

¹⁵ Fact sheet: Gender Equality in Horizon 2020. 2013, European Commission.
https://ec.europa.eu/programmes/horizon2020/sites/horizon2020/files/FactSheet_Gender_2.pdf

¹⁶ REGULATION (EU) No 1291/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 11 December 2013 establishing Horizon 2020 - the Framework Programme for Research and Innovation (2014-2020) and repealing Decision No 1982/2006/EC
<http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2013:347:0104:0173:EN:PDF>

Strengthening the issue of gender equality, the regulation also highlights the fact that it should be adequately integrated in research and innovation content in strategies, programmes and projects and followed through at all stages of the research cycle. It is, therefore, in this European reference framework that TESSE2b is integrated, also considering its own supporting documentation, as described in the next section of this report.

2. TESSE2b conceptual approach to GENDER EQUALITY

2.1 *Grant Agreement* principles and other formal documentation of the project

TESSE2b *Grant Agreement*¹⁷ defines in its chapter four (4), concerning (other) rights and obligations of the parties, a set of principles related to the rights and obligations within the background and the results (Section 3, subsection 4), of which we highlight, for the present Deliverable, the ones related to the *recruitment and working conditions for researchers* and the *gender equality*.

Regarding **Recruitment and working conditions for researchers**, the document refers that all consortium partners must take all measures to implement the principles set out in the Commission Recommendation on the *European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers*¹⁸, in particular regarding the working conditions, a transparent recruitment processes based on merit, as well as career development. In the same way, and in what regards to **Gender equality**, the document establishes that TESSE2b partners also must take all measures to promote equal opportunities between men and women in the implementation of the action, aiming, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

In its **Annex 1. (part A)**¹⁹, the Project refers that its **gender report** will give an overview on how the consortium will integrate the gender issues, namely through the participation of women in strategic roles as management, quality, research and innovation action (workshops, training, events). Accordingly, the Project refers in its **Annex 1. (part B)**²⁰ the project also emphasizes the importance of the gender issues, a matter also supported by the European Commission, namely in the H2020 domain, where the gender is addressed as a cross-cutting issue in order to rectify imbalances between women and men and to integrate a gender dimension in research. For that reason, the document refers that the **gender dimension** should be explicitly integrated in several topics across all the sections of the TESSE2b Project, since an in-depth understanding of men and women's needs, behaviors and attitudes will contribute to:

¹⁷ Grant Agreement number: 680555 — TESSE2b — H2020-EeB-2014-2015/H2020-EeB-2015

¹⁸ Commission Recommendation 2005/251/EC of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers (OJ L 75, 22.3.2005, p. 67).

¹⁹ Annex 1. TESSE2b Description of action (part A)

²⁰ Annex 1. TESSE2b Description of action (part B)

1. Scientific quality and societal relevance of produced knowledge;
2. Technologies and innovations;
3. In the production of goods and services better suited to potential markets.

Achieving gender equality is central to the protection of human rights, the functioning of democracy and respect for the rule of law and economic growth and competitiveness.

The overall goal of the TESSe2b gender strategy is to achieve the advancement and empowering of women and hence the effective realization of gender equality by supporting the implementation of the existing EU directives²¹.

In line with this, specific actions will be taken into consideration in the beginning and during the lifetime of TESSe2b Project, towards the direction of equal opportunities for women and men.

TESSe2b has set the following gender equality objectives²²:

1. Recommend the partners to **take under consideration the EU directives** and **give equal consideration to applications from women and men**; PhD students, technical, administrative or other staff. Special attention will be given to women staff re-entering professional life.
2. **Enhance the partners in encouraging women to take on management roles in the project** (project leading functions, management of work packages and tasks).
3. **Promote equal opportunities in the implementation of actions and ensure a balanced participation of women and men at all levels in research and innovation teams.**
4. **Encourage women and men to be equally able to attend project events** (workshops, further training measures, project meetings) both in terms of invited speakers and other beneficiaries.
5. **Ensure that women are represented in equal measure in public relations materials** (website, flyers etc.).
6. **Distribute equitable men and women in the decision-making process** (The Council of Ministers has exhorted the Member States and the EU institutions to recruit more women to decision-making positions).

²¹ Women in economic decision-making in the EU- A Europe 2020 initiative.
http://ec.europa.eu/justice/gender-equality/files/women-on-boards_en.pdf

²² Annex 1. TESSe2b Description of action (part B)

3. Gender equality monitoring

Gender equality progress will be monitored and documented on an annual basis, being an issue that will be closely monitored throughout the project, at all organizational levels. Either through the *Interim reports*, either through the *Periodic reports*, all relevant information on this matter will be collected, processed and analysed in an aggregated form, collecting information on the consortium and individually, on each of its partners.

By implementing this monitoring process, TESSe2b Project intends to evaluate possible data changes, as well as to identify possible trends of those same changes, in order to introduce improvement measures, if needed. To accomplish that, all partners will ensure the monitoring of their working teams, in what gender equality is concerned, so that the consortium can have accurate and updated information on this matter.

We consider that this regular monitoring (and by showing all partners the gender indicators evolution) can also contribute to a strengthening of those same indicators, making them closer to the values that would be desirable – i.e. making partners aware of their contextual situation (of their institutions, in what regards to gender equality), may also contribute to the results obtained, on this matter, throughout the project implementation.

In this sense, and despite the project’s main scientific area being a traditionally "male" area (as mentioned earlier in the document), TESSe2b Project integrates the gender equality/equity as a key subject in its R&I context, so that all its efforts will focus towards the improvement of the indicators on this matter.

3.1 Gender balance within the project workforce

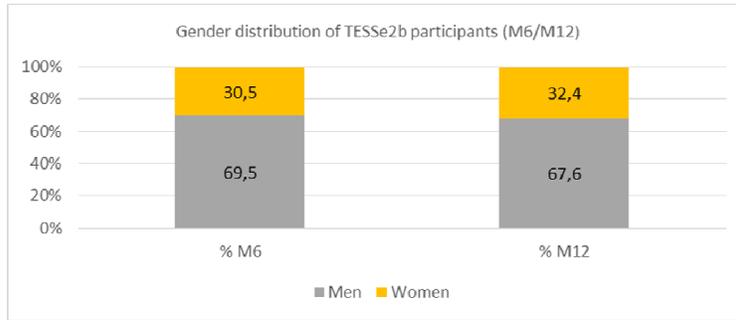
In this section, we’ll, globally, describe the gender balance within the project workforce, namely in what regards to its first two semesters of implementation.

3.1.1 Evolution M6/M12

Table 1/Graphic 1 allow us to verify a slight increase in the number of project’s total participants between its first two semesters of implementation (M6–59; M12–68), being also possible to verify a slight increase of female participants (M6–30,5%; M12–32,4%). Still, a significantly higher number of male gender participants (M6–69,5%; M12–67,6%) features the project workforce in its first year of implementation.

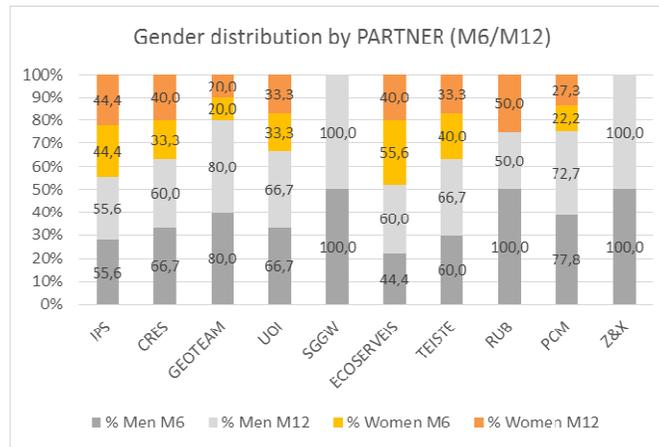
	N M6	% M6	N M12	% M12
Men	41	69,5	46	67,6
Women	18	30,5	22	32,4
TOTAL	59	100,0	68	100,0

Table 1| Gender distribution of TESSe2b participants (M6/M12)



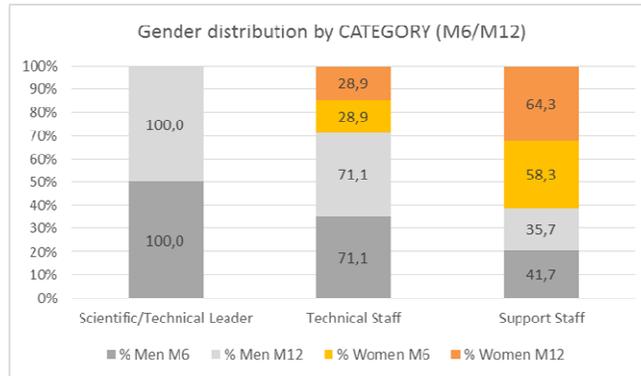
Graphic 1 | Gender distribution of TESSe2b participants (M6/M12)

On that aspect, we can also see (Graphic 2) that three partners (SGGW, RUB and Z&X) identify only men in their working teams in M6, being this number reduced in M12 when that situation only applies to two partners (SGGW and Z&X). However, in both semesters, it is possible to verify a majority of male participation in all other partner’s teams, with the exception of RUB, which presents the most significant increase in the number of women, being half of its team constituted by female members.



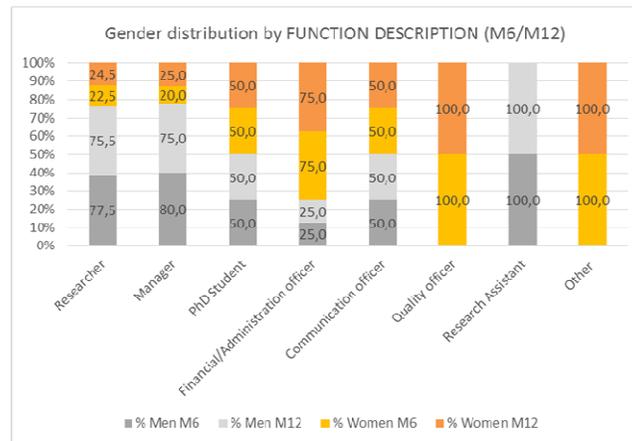
Graphic 2 | Gender distribution of TESSe2b participants by PARTNER (M6/M12)

Regarding the work performed by the participants, in terms of their categories, Graphic 3 let us check a predominance of the male gender, with the exception of the *Support Staff*, an area in which women take the majority, being also possible to verify (in this sector) a greater increase in the number of women, between project’s first two semesters. As regard to *Technical Staff*, there is a numerical superiority of the male participants, being this situation also visible in the *Technical/Scientific Leaders* (although one of the project’s work packages being coordinated by a woman).

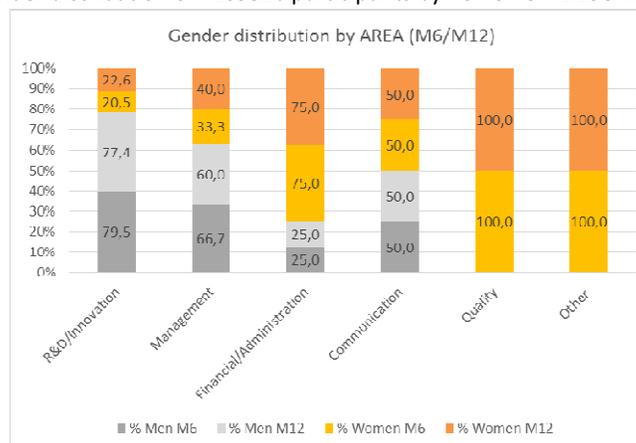


Graphic 3 | Gender distribution of TESSE2b participants by CATEGORY (M6/M12)

Still, and regarding participants' function descriptions/areas, Graphics 4/5 let us, also, verify a predominance of the male gender in the project's work force. In the same line, also the functions of *Researcher and Manager* are mostly performed by men, the same happening at the level of the working areas, where *R&D/Innovation* and *Management* are areas where men assume a more prominent role. Still, and in case of PhD Students, the working teams show gender equity, being possible to verify equal number of men and women (50% each). The referred graphics also show that the *Support Staff* and working areas such as *Finances* or *Quality* are mostly taken by women.



Graphic 4 | Gender distribution of TESSE2b participants by FUNCTION DESCRIPTION (M6/M12)



Graphic 5 | Gender distribution of TESSE2b participants by AREA (M6/M12)

3.2 Gender measures undertaken by TESSe2b partners

Despite being integrated in a scientific area traditionally occupied by men (both in terms of academic background or professional route), TESSe2b Project has an effective concern in achieving, within the extent possible, the H2020 objectives in terms of gender equality. For that reason, and as it has been mentioned throughout the report, all TESSe2b partners share this concern and, therefore, they're committed to promote and to encourage a range of measures which implementation and development is expected to be effected throughout the project. It is in this context, and considering TESSe2b objectives (on gender equality), that we present a set of measures designed, precisely, to contribute to its pursuit.

Accordingly, and based on the project's context (in terms of gender equality) during its first year of implementation, as well as its objectives²³, initially set out on this matter, TESSe2b consortium identified a set of actions/activities to be implemented, during the project's development period, as described next:

- **Give equal consideration to applications from women and men**

Considering the different situation of male and female scientists in its scientific area (as mentioned before), TESSe2b recognizes the importance and the need to try to increase the number of female students and researchers on its R&I activities implementation. For that reason, TESSe2b consortium not only encourages women to apply, as well as ensures equal opportunity employment structures for hiring post-doctoral and post-graduate researchers (accordingly, the same happens with senior researchers). In that sense, and in what regards to all other activity areas, TESSe2b guarantees that equal opportunities are promoted in the recruitment process, which includes, naturally, all employees at all other levels of project's activities (Technical and Support Staff), taking under consideration the EU directives on this subject, which stress the importance of an undifferentiated treatment of collaborators, regardless their gender or any other condition.

- **Encourage women to take on management roles**

Considering the EC objective on this subject²⁴ (40% of the under-represented sex in panels and groups) and the low fraction of women in leading positions, it's a TESSe2b goal to assure that a major number of women can assume that role, being desirable that, along the project, they can assume a greater number of coordination tasks. That is the case, for example, of one of the work packages (WP8) that will be coordinated by a woman. Accordingly, and despite this being a unique situation, it appears, on the other hand, that women are in majority in some areas, such as finance and administration, where they seem to assume the leading roles.

²³ Annex 1. TESSe2b Description of action (part B)

²⁴ Fact sheet: Gender Equality in Horizon 2020. 2013, European Commission.

https://ec.europa.eu/programmes/horizon2020/sites/horizon2020/files/FactSheet_Gender_2.pdf

- **Balance participation of women and men at all levels in R&I teams**

In order to balance the number of men and women in all its research and innovation teams, TESSe2b Project actively promotes, on a regular basis, the participation of all its female researchers in R&D activities. From the PhD students to the senior researchers (passing naturally for all other areas of activity in which women are represented) all female researchers play a crucial role and of great importance to the R&D works.

In addition, and considering the contribution that gender equality gives to the research content, TESSe2b Project seeks, as far as possible, to integrate a female perspective in the scientific contents and materials produced in its scope, considering that the integration of the gender issue in the research content contributes to the emergence of new questions for future research, as well as to enhance scientific knowledge.

In order to guarantee the review of gender equality impact in research, TESSe2b monitors, periodically, the institutional processes to ensure that they comply with the quality standards of the research produced. This regular analysis of gender equality impact in the institutional processes allows the project to identify some improvement (and even correction) measures of the existing inequalities at this level.

- **Encourage women and men to be equally able to attend project events**

This is another objective that is already implemented and that, we believe, it will be maintained throughout the project implementation. This is because either men or women are collectively encouraged to participate in all events and initiatives carried out under the project. With this position, and not making any kind of distinction between genres, what is aimed is, precisely, to emphasize the contribution of each employee, regardless the gender or any other condition, as stated in the European reference framework.

In order to accomplish that goal, TESSe2b will also consider a female-male ratio to presentations and workshops at its periodic meetings, considering a “family-friendly” perspective in the organization of those same events. This last measure integrates a perspective, also defended by TESSe2b Project, which consists, precisely, in the promotion of professional and personal life balance, in order to promote a further reconciliation between these two life spheres.

- **Ensure that women are represented in equal measure in public relations materials**

TESSe2b Project ensures that all its promotional materials guarantee men and women equality/equity. This applies to all its disclosure resources/channels and dissemination activities, which includes not only the "physical" features, but also all dissemination platforms and, all the social networks in which the project is widespread (project's website; project's social media; dissemination flyers and other promotional materials..).

Accordingly, TESSe2b will ensure that its objectives defined in terms of gender equality, as well as their contribution to the quality standards of the research produced, are effectively communicated to all partners and integrated by all their working teams, on a regular basis.

▪ **Distribute equitable men and women in the decision-making process**

Albeit the low number of women in leading positions, TESSe2b Project seeks to distribute equitably men and women in the decision-making process. In this sense, and despite R&D/Innovation being an area in which women are under-represented, the same does not happen with other functional areas (as Finance and Administration), where women play a greater role, namely in what regards to the decision-making process.

Regarding this subject (and also related to workplace issues), we emphasized the collaborative environment (of permanent sharing and discussion), promoted by TESSe2b Project, in which all collaborators, regardless their gender (or any other condition) are encouraged to express their opinions and to act autonomously, particularly as regards to the decision-making process.

The set of actions/activities described, are now presented in a short summary in the table below:

Objectives	Measures
Give equal consideration to <u>APPLICATIONS</u> from women and men	<p><u>R&I area</u></p> <ul style="list-style-type: none"> ▪ Increase the number of female students and researchers on its R&I activities implementation; ▪ Encourage women to apply; ▪ Ensure equal opportunity employment structures for hiring post-doctoral, post-graduate (and senior) researchers. <p><u>Other areas</u></p> <ul style="list-style-type: none"> ▪ Promote equal opportunities in the recruitment process, (Technical and Support staff); ▪ Treat indistinguishably the collaborators, regardless their gender (or any other condition).
Encourage women to take on <u>MANAGEMENT ROLES</u>	<ul style="list-style-type: none"> ▪ Assure that a major number of women can assume leading positions (as well as coordination tasks).
Balance participation of women and men <u>at all levels</u> in <u>RESEARCH AND INNOVATION TEAMS</u>	<ul style="list-style-type: none"> ▪ Promote, on a regular basis, the participation of all female researchers in all R&I activities; ▪ Integrate a female perspective in the scientific contents/materials produced in the project's scope, considering that the integration of gender issue in the research content contributes to the emergence



Objectives	Measures
	<p>of new questions for future research, as well as to enhance scientific knowledge;</p> <ul style="list-style-type: none"> ▪ Monitor, periodically, the institutional processes to ensure that they comply with the quality standards of the research produced, (in terms of gender equality impact); ▪ Identify some improvement (and even correction) measures of the existing inequalities at this level.
<p>Encourage women and men to be equally able to attend</p> <p><u>PROJECT EVENTS</u></p>	<ul style="list-style-type: none"> ▪ Encourage collectively men and women to participate in all events and initiatives carried out under the project; ▪ Emphasize the contribution of each collaborator, regardless the gender (or any other condition); ▪ Consider a female-male ratio to presentations and workshops at the periodic meetings; ▪ Promote professional and personal life balance (e.g. considering a “family-friendly” perspective in the organization of project events).
<p>Ensure that women are represented in equal measure in</p> <p><u>PUBLIC RELATIONS MATERIALS</u></p>	<ul style="list-style-type: none"> ▪ Ensure that all promotional materials guarantee men and women equality/equity (this includes not only the "physical" features, but also all dissemination platforms and, all the social networks in which the project is widespread - project’s website; project’s social media; dissemination flyers and other promotional materials); ▪ Communicate to all partners (and all their working teams) TESSE2b objectives in terms of gender equality, as well as their contribution to the quality standards of the research produced.
<p>Distribute equitably men and women in the</p> <p><u>DECISION-MAKING PROCESS</u></p>	<ul style="list-style-type: none"> ▪ Distribute equitably men and women in the decision-making process in R&I area (albeit women under-representation), as well as in other functional areas (as Finance and Administration, where they play a greater role, namely in what regards to the decision-making process); ▪ Promote a collaborative environment (of permanent sharing and discussion), in which all collaborators (regardless their gender (or any other condition) are encouraged to express their opinions and to act autonomously.

4. Final notes about future directions

TESSe2b gender report describes, globally, the project's conceptual and operational approaches regarding gender equality, considering, naturally, the European reference framework on this subject. In this sense, and aware of the existing limitations, particularly as regards to the scientific area of the project, TESSE2b consortium still assumes a positive and proactive position on this matter, being a project's intention not to take the fact of being integrated in the STEM²⁵ area, as an excuse for presenting (potentially) reduced values, considering the ones defended by the EU.

For all the reasons mentioned throughout the report, and not pretending that the identified measures are merely bureaucratic and without any practical effect, TESSe2b Project will continue to ensure the monitoring of gender equality in all its research stages, looking for the balance between men and women to be as effective as possible. This is due to the fact of TESSe2b consortium believes that the contribution of the gender issue is something crucial for the quality of the research itself and which recognition is increasingly prominent, especially as regards to the emergence of new questions for future research, as well as to enhance scientific knowledge.

²⁵ STEM - Science, Technology, Engineering and Mathematics

5. Bibliography

TESSe2b formal documentation:

- Grant Agreement number: 680555 — TESSe2b — H2020-EeB-2014-2015/H2020-EeB-2015
- Consortium Agreement – TESSe2b no. 680555. EU Project/Contract no. 680555
- Annex 1. TESSe2b Description of action (part A)
- Annex 1. TESSe2b Description of action (part B)

European reference framework/Other documentation:

- Fact sheet: Gender Equality in Horizon 2020. 2013, European Commission.
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- H2020 Programme – Guidance on Gender Equality in Horizon 2020. EC, 2016.
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