



# GENDER ACTION PLAN

## REPORT

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Abstract: This document describes the gender issues in Baltic States and outlines the plan of the BalticGrid project to promote and encourage gender equality in the project context, in collaboration with all participating institutes. The document also proposes means and concrete actions that will be followed throughout the project to ensure a more balanced representation of genders.





**Document review and moderation**

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## 1. EXECUTIVE SUMMARY

Gender issues in the BalticGrid are viewed from two perspectives:

- Gender equality within the project itself, i.e. in the partnering institutions and project implementation
- Gender equality of existing and potential users of BalticGrid infrastructure.

The BalticGrid have had from start a fairly good gender distribution in the project management board (PMB), with female activity leaders in two out of seven positions, and with two female country representatives in the Executive Board. In total, today's distribution is 25% women, 75% men. Although this is far from the 50/50 distribution, the gender proportion within the BalticGrid project is much better than the average of the IT industry.

Gender distribution amongst Grid users is beyond the control of BalticGrid project partners. However, the policy of BalticGrid is directed towards the equal treatment of all Grid users irrespective of their age, nationality, race, gender, or any other feature.



## 2. INTRODUCTION

The BalticGrid project has in its first phase conducted survey (see Appendix) showing a need to raise the awareness of the gender issue relevant to Grid research in the Baltic Region, as to the project itself. This is a starting point for the second phase of the project, starting in May 2008.

### 2.1. TERMINOLOGY

ACRONYMS	EXPLANATION
EGEE	Enabling Grids for E-science
EOP	Equal Opportunities Policy
GAP	Gender Action Plan
IT	Information Technologies
SoI	Statement of Interest



### 3. GENDER ISSUES IN THE BALTICGRID PROJECT

BalticGrid is an EU project that broadly aims to manage and operate a production quality Grid infrastructure service across the Baltic Region, with applications from diverse scientific communities deployed on this infrastructure. Administrative posts were largely occupied by women (75%), while higher level scientific and technical posts were largely occupied by men (90%). See Appendix for a summary of the statistics.

The gender issues in the BalticGrid project should be viewed and analysed from two perspectives:

- Gender equality within the project itself, i.e. in the partnering institutions and project implementation
- Gender equality of existing and potential users of BalticGrid infrastructure

The possibilities to achieve fair gender distribution within the project highly depend on the fact that the IT sector, in common with several other scientific sectors, is currently and traditionally male-dominated. It is not within the remit of this document to analyse the social or historic reasons behind this trend; however, by encouraging the participation of women in the project, their candidacy to scientific posts and their visibility in the project arena, we believe that the BalticGrid project has become a good example of fair treatment of both genders. Regardless the fact that gender proportion in IT projects usually shows the dominance of male specialists, the BalticGrid project with the proportion much above the average, displays the determination of the project partners to follow the policy of non-discrimination and encouragement of all specialists to take part in the development of Grid infrastructure.

Since traditionally Grid is used mainly by calculations in exact disciplines like mathematics and physics, the proportion of Grid users is heavily influenced by the proportion of scientists and researchers in these fields and is far beyond the control of BalticGrid project partners. However, the policy of BalticGrid is directed towards the equal treatment of all Grid users regardless their age, nationality, race, gender, or any other feature. BalticGrid partners have always stressed the non-discriminating nature of Grid and opportunities it can provide to all users. In the continuation of the project, female and family-friendly features of Grid, like possibilities to submit Grid jobs from home and at any time, will be emphasised and promoted in order to attract young scientists and scientists with children, especially women.



## 4. BALTICGRID GAP

### 4.1. THE GAP TASKFORCE AND TOOLS

To avoid re-inventing the wheel, more emphasis in BalticGrid will be placed on using existing resources and tools, such as the details provided in the Networks Database of the European Platform of Women Scientists and the solid work of EGEE-II and their GAP analysis built on experience from DATAGRID and EGEE-I. Support for the GAP will also be gained by referring to the targets and rationale set out in EU communications, to make it clear that such actions have the full backing and encouragement of the funding sources and are not to be seen as peripheral to the real work of the project.

### 4.2. THE GAP WEBSITE

Drawing on the experience of the EGEE Project, BalticGrid have a link from our web page ([http://www.balticgrid.org/NA1\\_Activity/](http://www.balticgrid.org/NA1_Activity/) and through the search function) to the EGEE GAP pages, for visitors to read, download and learn from (<http://egee-technical.web.cern.ch/egee-technical/NA1/GENDER/gender.htm>). In BalticGrid-II there will be a complementary BalticGrid GAP web page.

The web pages (both EGEE and BalticGrid) will be a useful tool for advertising the gender mainstreaming goals and challenges, and for disseminating findings and survey/questionnaire results. These pages will include:

- Partner GAP and Equal Opportunity Policies (EOP)
- Statement of Intent (SoI) and the list of subscribers to the SoI
- Recommended best practices
- Statistics
- Useful links for information on Gender matters and policies
- Results of GAP activities undertaken by the project at events, conferences
- GAP and reports

### 4.3. BEST PRACTICES AND RECOMMENDATIONS

EGEE-II project has drawn up a list of best practices and recommendations which it will advertise to the partners and related projects. These best practises and recommendations are fully applicable to the BalticGrid partners and therefore fully supported by the BalticGrid management:

*The BalticGrid management strongly encourages gender equality and recommends BalticGrid partners to consider these aspects in their equal opportunity policy:*

- *To define and adopt an equal opportunity policy adapted to the countries' legislation and practices;*
- *To review the equal opportunity procedures periodically and perform regular statistical monitoring exercises;*
- *To commit to the principles of equal opportunity in employment, in terms of gender and other minorities. This can be achieved through the inclusion of women in the selection boards, making equal opportunity obligations clear, etc.*
- *Implement transparency of information on the institute's personnel structure;*



- *Provide information and material to increase general awareness (such as publishing policy and statistics in the form of leaflets, on the institute's web pages, inform the staff in charge of recruitment about their equal opportunity obligations, organise training courses on the subject of work-life balance, etc.);*
- *Establish an equal opportunity complaints procedure against any kind of discrimination and harassment;*
- *Adopt measures to improve the work-life balance for employees such as:*
  - *consideration of alternative working arrangements (i.e., working from home, adoption of part-time work, working time flexibility) for a period of time, in agreement with the management;*
  - *Adequate maternity and paternity leave arrangements, and encouragement to take such leave;*
  - *Provision of crèche and/or kindergarten facilities;*
- *Investigate representation of minorities as a whole in the institute and create EOP committees dedicated to the improvement of active EOP.*

#### **4.4. GAP STATISTICS IN BALTICGRID**

The GAP recognises the gender issues in the BalticGrid project has at this stage gathered statistics of the employment of women within the project. During BalticGrid-II, we intend to gather statistics to look at the effects and applications of the project's results to see how these are distributed across gender.

Statistics were collected from the project's partners and has some incompleteness (not all partners answered) and will be updated during the second phase of the project.

Inspired by other projects we will also start monitoring attendance at BalticGrid events by looking at the list of registered participants; although this data will be collected at irregular intervals, following the pattern of training events and conferences, it will also be collated and published quarterly.

#### **4.5. CONCRETE ACTIONS**

##### **Regular Website updates**

The GAP website will be based on a stable backbone including an introduction expressing the project's commitment to equal opportunities, endorsed by high-level management; latest gender-disaggregated statistics; contact points for national and regional networks of women scientists arranged by project federations; and GAP deliverables. In addition to the quarterly updates of statistics, there will be regular updates preceding and following any GAP action. Here will be announcements of GAP actions and feedback from these actions.

##### **Wider job advertising, welcoming applications from under-represented groups**

Jobs in BalticGrid should be advertised as widely as possible in order to have the best chance of attracting a pool of capable female candidates.

In addition, applications from female candidates will be encouraged by, wherever possible, circulating job advertisements on mailing lists likely to reach female computer scientists and relevant professionals. Assistance with this will be sought from the European Platform of Women Scientists, who link together pre-existing networks of women scientists and provide a directory.

##### **Regular statistics review**

Statistics will be reviewed quarterly, when the quarterly project reports are produced. Once produced they will be uploaded to the GAP website and published in the EGEE newsletter.



### **Related Projects**

As stated in EGEE GAP: “EGEE-II has acted as incubator for a number of related projects which either increase the geographical cover of the infrastructure or bring new applications into the fold. The EGEE-II GAP will be communicated to these related projects who will be invited to use it to raise awareness in their consortia.” This is something that will indeed continue in the collaboration between BalticGrid-II and EGEE-III.



## 5. CONCLUSIONS, FUTURE DIRECTIONS

The BalticGrid GAP is at its beginning, and gaining speed leveraging on EGEE-II work. It is noted that the current situation is better than in similar grid projects and IT projects, however the work to ensure gender equality will be continued.

BalticGrid-II will continue by implementing GAP where missing, and establishing Equal Opportunity policies among its partners.



## 6. APPENDIX – OUTCOME OF GENDER ACTION SURVEY

Type of Position	Number of Women	Number of Men	Total	% Women	% Men
Not known					
Administrative	6	2	8	75	25
Scientific manager		1	1		100
Scientific team leader / work package manager	4	7	11	36	64
Experienced researcher (> 4 years)		14	14		100
Early researcher (<= 4 years)	3	8	11	27	73
PhD students	1	2	3	33	66
Technical staff	1	8	9	11	89
Other					
<b>Total</b>	<b>15</b>	<b>42</b>	<b>57</b>	<b>26</b>	<b>74</b>

Country	Female	Male	Comments
Latvia	50%	50%	No specific comments
Lithuania	23%	77%	No specific comments
Estonia	20%	80%	EENET- The gender balance was not achieved because it was not possible to find and hire women with suitable skill set.
Switzerland	66%	33%	CERN has an equal opportunities policy which dictates that recruitment procedures should give equal chance to each gender. 66% of the CERN staff in BalticGrid are women. Participation in EGEE-led GAP activities: EGEE07 conference.
Poland	25%	75%	PSNC recruited a person last year for infrastructure related projects. The additional position was opened for infrastructure administration and maintenance. We ensured fair treatment of recruitment process. The most of computer scientist in Poland are men. Currently more than 90% students graduating from computer science departments are men. And therefore although we do not discriminate women, most of worker in PSNC are also men. The HPC and grid infrastructure department counts about 44 people, where only few women. In PSNC at all the situation slightly improves but we still have 180 people working for PSNC, and about 20 of them are women. PSNC has been organising cyclic courses about grid technology. Target audience are users of PSNC supercomputing facilities, and significant part of them are woman, but coming from the application area. PSNC does not have Gender Action plan. We only have Statement of Intent. There is no monitoring plan but we continue to keep emphasis on providing a professional environment free of discrimination or harassment. IFJAPAN had very similar percentage (26%, 74%).
Sweden	33%	66%	KTH is a proactive university with respect to equality and gender, continuously working to recruit the best staff members and student irrespective of gender, ethnical origin, religion, sexual preferences or disabilities