

## EURISY GENDER EQUALITY PLAN

The aim of the Gender Equality Plan of the European Association Eurisy is to ensure equal opportunities and inclusion for all men and women operating in the Secretariat of the Association and in the Eurisy Council and Bureau.

Eurisy adheres to the principles of equal treatment and embraces the principles of gender equality in all its activities. The association promotes gender equality as a fundamental value of the European Union, and it recognises the importance of implementing such value to improve both the quality and relevance of research and innovation in the downstream space sector.

Despite progress towards gender equality in the European Union, there is still significant work to be done towards achieving equal salary, inclusion, and a proper balance between professional and personal life in the workplace.

To promote gender equality within the European Copernicus, EO, and GI sectors, since 2020 Eurisy is supporting the Women in Copernicus project (<https://womenincopernicus.eu/>), aimed at giving a voice and a face to the women who work with Copernicus, be them experts in the analysis of satellite data or users of the Copernicus services in various fields of application. The initiative aims to identify opportunities and obstacles in the paths of these women, while also inspiring girls and women to start a career in space. Within “Women in Copernicus” Eurisy supported the design and rollout of two surveys and contributed analysing and communicating on their results.

Eurisy supports the well-being and the personal and professional growth of its staff, irrespective of gender, sexual orientation, nationality, age, political beliefs, and other physical and individual characteristics. The association systematically tackles the issues of work-life balance, of gender balance in leadership and decision-making, and of gender equality in recruitment and career progression. Moreover, Eurisy integrates the gender dimension in all its activities, from events to projects.

The association has well-established institutional policies against gender-based violence, including sexual harassment (an event that has never taken place throughout the history of the association), which are in display within the premises of the Eurisy secretariat.

Eurisy aims at continuing giving attention to the issue of gender equality, by increasing its inclusion in all the activities of the Association and contributing to the promotion of gender equality in the space sector and in the sectors of application tackled by its activities.

The responsibility of promoting gender equality is shared by the Eurisy Secretariat, the Council, the Bureau, and the representatives of its Members. One resource is dedicated to coordinating the implementation of the Association's Gender Equality Plan.

The Eurisy Gender Equality Plan is based on feedback provided by the Eurisy staff and its management.

**The Plan establishes a set of objectives and indicators and a framework to annually report on them. It includes a review of the previous year and defines objectives for the next period to better achieve and promote gender equality, inclusion, and work-life balance within and outside the organisation.**

The Plan has been approved by the management of Eurisy in August 2022 and it will be revised once a year.

## GEP OBJECTIVES AND INDICATORS

The Eurisy Gender Equality Plan establishes a set of indicators to monitor aspects of the Eurisy policies, practices and actions related to gender, inclusion and well-being on the workplace.

These aspects are measured to monitor progress towards the objectives set in the GEP and to set up concrete measures for the coming years.

### OBJECTIVE 1: ENSURE AND PROMOTE WORK-LIFE BALANCE AND STAFF PROFESSIONAL DEVELOPMENT

Eurisy aims at ensuring professional fulfilment and an appropriate work-life balance for its employees, by allowing the staff to benefit from remote working and flexible working to perform part of their task.

Indicators to be monitored:

- Professional training during year
- Change of post during the current year
- Change of salary during the current year
- Change of responsibilities during the current year
- Possibility to perform part of the tasks remotely

### OBJECTIVE 2: ACHIEVE GENDER BALANCE IN EURISY'S LEADERSHIP AND DECISION-MAKING

Eurisy grants equal opportunities to all staff to access managerial positions in its Secretariat and governing bodies. To monitor progress towards such objective, it monitors the following indicators:

- Gender of President
- Gender of Secretary General
- Gender of Vice-Presidents
- Female Council Members
- Gender of treasurer
- Female Member representatives

### OBJECTIVE 3: ENSURE GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

Eurisy grants equal treatment in all its recruitment phases and encourages applications from female candidates. Equal career progression opportunities are offered to all employees.

To monitor the achievement of such objective, the following indicators are monitored:

- Gender of personnel working for Eurisy for at least four months during the year under a contract or a student agreement
- Kind of contract
- Full-time/Part time
- Gender of new recruits
- Female employees profiting from professional training during the year
- Employees profiting from professional training during year
- Staff changing position during the year
- Staff receiving an increase of salary during the year
- Staff changing responsibilities during the year

### OBJECTIVE 4: INTEGRATE THE GENDER DIMENSION INTO THE WORK OF EURISY AND SUPPORT AND IMPLEMENT ACTIVITIES AIMED AT PROMOTING GENDER EQUALITY AND INCLUSION

Eurisy wishes to be inclusive in all its activities and to engage the staff in actions to contribute to the promotion of gender balance, inclusion and work/life balance. To do so, an annual meeting is organised to discuss the GEP and ways to foster the reach of its objectives. Furthermore, available open resources are made available to train staff on topics related to gender and inclusion.

The following Indicators will be monitored:

- Female speakers involved in events
- Engagement of Eurisy in initiatives aimed at promoting gender equality/work-life balance and inclusion
- Training made available to staff on gender and inclusion
- Annual feedback on gender, inclusion and well-being

#### **OBJECTIVE 5: ENSURE THE ENFORCEMENT AND STAFF AWARENESS OF POLICIES AGAINST GENDER-BASED VIOLENCE INCLUDING SEXUAL HARASSMENT**

Eurisy aims at protecting its employees and collaborators against gender-based violence. The association has institutional policies to prevent and punish such behaviours and the personnel is made aware of such policies.

To monitor this objective, the following indicators are monitored:

- Existence and awareness of rules/measures against gender-based violence and sexual harassment on the workplace
- Reported harassments
- Implemented measures

### **ANNUAL REPORT 2021**

The first assessment of the performances of Eurisy against the set of indicators established in the GEP is carried out in August 2021 and it sets the baseline for monitoring progress towards the achievement of the GEP objectives in the future.

#### **WORK-LIFE BALANCE AND STAFF PROFESSIONAL DEVELOPMENT**

- Professional training during the year: in 2021, no training was offered to or requested by the Eurisy staff. We aim to improve this indicator in the coming years.
- Change of post during the year: in 2021, 3 out of the 4 persons working in the Secretariat as staff changed their job title, two female staff (66%) and one male staff. This change entailed an increase in their responsibilities and a progression in their careers.
- Change of salary during the year: in 2021, salaries remained stable.
- Change of responsibilities during the year: the totality of the staff saw a change in their tasks and responsibilities in 2021, which indicates a dynamic progression towards the acquisition of new skills.
- Possibility to perform part of the tasks remotely: as a consequence of the COVID-19 pandemic, teleworking became a common practice for the Eurisy personnel. The totality of the staff benefitted from the possibility of working remotely and (under a

certain extent) flexibly. One intern performed 100% of her tasks remotely. On average, and as an estimation, we consider that 75% of the work was performed remotely in 2021.

**Insights into 2022:** In 2022, the Eurisy Secretariat was still composed by 6 people working for at least 4 months for the association: 4 staff and 2 interns.

The 4 staff, including 3 women, benefitted from training on Excel and one female staff benefitted from a 2-month training period externally funded.

One female staff had a new job title and two out of four employees (both female staff) saw an increase in their salary as a consequence of a change in their responsibilities.

Also in 2022, the staff and the interns all experienced a change in their tasks and responsibilities, allowing for new experiences and for the acquisition of new skills.

The possibility of working remotely was maintained. In average, we estimate that the staff performed 58% of their work remotely.

## **GENDER BALANCE IN EURISY LEADERSHIP AND DECISION-MAKING**

While both the President and the Secretary General of Eurisy are female, females are still a minority in the governing bodies of the association. We aim at improving such figures in the future.

- Gender of Secretary General: in June 2021, both the President and Secretary general of Eurisy were female.
- Gender of Vice-Presidents: out of 3 vice-presidents, 1 was a woman.
- Female Council Members: 5 out of 12 Council Members were female (41%).
- Gender of Treasurer: Male.
- Female Member representatives: Out of 20 people representing the Eurisy Members at the Eurisy General Assembly 2021, 6 are female (30%).

**Insights into 2022:** Also in 2022, both the President and Secretary general of Eurisy are female. One more woman was appointed as a Vice-President. Today, out of 3 vice-presidents, 2 are women. The percentage of female Council Members (41%), the gender of the treasurer (M), and the percentage of female Member representatives at the Eurisy General Assembly (30%) are unchanged as compared to 2021.

## **GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION**

- Gender of personnel working for Eurisy for at least four months during the year under a contract or a student agreement: in 2021, the Secretariat was composed

of four professionals, three females and one male, and two interns (a male and a female).

- Kind of contract (CDD/CDI/Intern/student): out of the four people working under a contract, the 3 female staff had a permanent contract and the male staff a fixed-term contract. The two interns were employed under student agreements.
- Full-time/Part time: the four staff under a contract were all working full time. Out of the two interns, one was working part-time.
- Gender of new recruits: two interns (a male and a female) were recruited during the year.
- Female employees profiting from training during the year: in 2021, no training was offered to or requested by the Eurisy staff. We aim to improve this indicator in the coming years.
- Gender of staff changing position during the year: in 2021, out of the 3 persons working in the Secretariat as staff and who changed their job title, two were female (66%).
- Gender of staff receiving an increase of salary during the year: N/A
- Gender of staff changing responsibilities during the year: the totality of the staff saw a change in their tasks and responsibilities in 2021. Out of the 4 staff, 3 were female (75%).

**Insights into 2022:** In 2022, 66% of the persons working for Eurisy under an employment contract or internship agreement was still female (considering persons working at Eurisy for at least 4 months in 2022).

The four people working under a contract, 3 female and one male staff, all have a permanent contract and work full time. No recruitments were made in 2022.

Until August 2022, the 4 staff, including 3 women, benefitted from training on Excel and one female staff benefitted from a 2-month training period externally funded.

One female staff had a new job title and two out of four employees (both female staff) saw an increase in their salary as a consequence of a change in their responsibilities. Also in 2022, the staff and the interns all experienced a change in their tasks and responsibilities, allowing for new experiences and for the acquisition of new skills.

## **INTEGRATION OF THE GENDER DIMENSION INTO THE WORK OF EURISY AND SUPPORT AND IMPLEMENTATION OF ACTIVITIES AIMED AT PROMOTING GENDER EQUALITY AND INCLUSION**

- Female speakers involved in events: in 2021, 49% of the total speakers of the Eurisy events (including project events) were female. On average, at each event women represented 53% of speakers/moderators.

- Engagement of Eurisy in initiatives aimed at promoting gender equality/work-life balance and inclusion: in 2021, Eurisy confirmed its engagement towards the “Women in Copernicus” initiative, aimed at promoting gender equality and inclusion in the Copernicus/EO sector.

The association committed time and human resources to the implementation of the second “Women in Copernicus” survey, this year targeting both women and men. In addition to the activities listed on the “Women and Copernicus” website, Eurisy took care of organising the virtual roundtable “Women and Copernicus: gender balance in the space sector” during the General Assembly of the Copernicus Academy and Relays Network in March 2021. Furthermore, Eurisy contributed to the organisation of a session on gender balance in the geospatial sector at the IGARSS Symposium in July 2021.

The messages of the “Women in Copernicus” initiative were included in the one of the webinars organised in 2021 by Eurisy within the “GIS4Schools” Erasmus+ project. The project includes measures to attract more girls into STEAMS careers.

- Training made available to staff on gender and inclusion: in 2021, the Eurisy staff and interns were exposed or directly involved in webinars concerning gender issues and inclusion. Such webinars were organised within the “Women in Copernicus” initiative. The staff was not offered a formal training in 2021, which is something the association is willing to do in 2022/2023, using existing online resources in open access.
- Annual feedback on gender, inclusion and well-being: in 2021, the association did not organise a formal meeting to discuss about gender, inclusion and well-being. This is something Eurisy will do as from 2022.

**Insights into 2022:** Within the events organised by Eurisy from January to August 2022 (including project events), on average 47% of the speakers were female. This highlights the need to include more women in the agendas of our events, a commitment that we are willing to take for the future.

In 2022, Eurisy continues supporting the secretariat of the “Women in Copernicus” initiative and is contributing to the analysis and dissemination of the results of the second “Women in Copernicus” survey.

Until August 2022, Eurisy contributed to the organisation of three webinars within the GIS4Schools project, aimed at attracting girls towards STEAMS careers, and presented a dedicated poster at the Living Planet Symposium in Bonn in July 2022. In May 2022, Eurisy gave a lecture on gender equality in the space sector within the framework of the Copernicus Hackathon Bari.



The staff was not offered a formal training on gender issues in 2021, which is something the association is willing to do in 2022/2023, using existing online resources in open access.

In the third trimester of 2022 the association will organise a formal meeting to discuss about gender, inclusion and well-being with a specific focus on the insights provided by the GEP and the annual review of 2021.

## **ENFORCEMENT AND STAFF AWARENESS OF POLICIES AGAINST GENDER-BASED VIOLENCE INCLUDING SEXUAL HARASSMENT**

- Existence and awareness of rules/measures against gender-based violence and sexual harassment on the workplace: within the Eurisy premises, a billboard is showcased detailing the legal texts applicable to the company concerning the fight against discrimination, the professional and salary equality between men and women and the fight against sexual and moral harassment.
- Reported harassments: no harassments were reported in 2021.
- Implemented measures: no measures were implemented in 2021.

**Insights into 2022:** The legal texts applicable to the company concerning the fight against discrimination, the professional and salary equality between men and women and the fight against sexual and moral harassment are showcased within the premises of Eurisy.

In 2022, no harassments were reported, and no measures were implemented.

## **SPECIFIC TARGETS FOR THE PERIOD 2022 – 2027**

The targets of the Eurisy GEP for each main objective are defined for the period 2022 – 2027 and will be reviewed every year, following the annual assessment of the indicators mentioned above in this document and considering feedback from the staff.

The main objectives of the Eurisy GEP for 2022 – 2027 are:

### **1. ENSURE AND PROMOTE WORK-LIFE BALANCE AND STAFF PROFESSIONAL DEVELOPMENT:**

- Collect feedback from staff on their perceptions on gender, inclusion, and well-being on the workplace, in view of identifying best practice and improving current policies.
- Provide the staff with free courses and materials on gender and inclusion.



- Continue adhering to the principles of equal treatment.
- Continue granting access to remote work and, under a certain extent, to flexible work.

## **2. ACHIEVE GENDER BALANCE IN EURISY LEADERSHIP AND DECISION-MAKING**

- Improve gender balance among the representatives of the Eurisy Members and the Eurisy governing bodies.

## **3. ENSURE GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION**

- Keep encouraging applications from women and underrepresented categories to the Eurisy open positions.
- Encourage the staff to enrol in trainings aimed at upscaling their skills and better contributing to the mandate of the Eurisy.

## **4. INTEGRATE THE GENDER DIMENSION INTO THE WORK OF EURISY AND SUPPORT AND IMPLEMENT ACTIVITIES AIMED AT PROMOTING GENDER EQUALITY AND INCLUSION**

- Implement a gender-sensitive communication strategy.
- Raise gender awareness among the employees of Eurisy and the representatives of its Members, and among the organisations involved in the activities of Eurisy.
- Keep supporting activities and initiatives aimed at promoting gender balance and inclusion.
- Increase the number of women contributing to the events organised by Eurisy.
- Provide the staff with free courses and materials on gender and inclusion.
- Collect feedback on gender, inclusion and well-being from the staff on an annual basis.

## **5. ENFORCEMENT AND STAFF AWARENESS OF POLICIES AGAINST GENDER-BASED VIOLENCE INCLUDING SEXUAL HARASSMENT**

- Prevent gender-biased violence and sexual harassment by maintaining a culture of inclusion, respect and equality in the workplace.
- Ensure the respect of the legal texts against gender-based violence, including sexual harassment, applicable to Eurisy.

### **DEDICATED RESOURCES:**

Eurisy's head of programmes is in charge of coordinating and monitoring the implementation of the Association's GEP, by performing the following activities:

- **gathering data** on gender among its staff and community during the development of the association's activities.
- **monitoring progress** towards the goals set in the GEP towards key variables; of exposing the staff to webinars and contents on gender-related issues.
- **informing the Eurisy community** of topics and activities related to gender and inclusion relevant to the space community,
- **exposing the staff** to webinars, articles and discussions with experts on issues related to gender, inclusion and work/life balance,
- **engaging Eurisy** in activities aimed at promoting inclusion and balance in the space sector.

Paris, 30<sup>th</sup> of August 2022

Signed for Eurisy by the President,

Ms Dominique Tilmans

