

GENDER REPORT

In 2020, nanoGUNE is implementing 25 actions of its 2019-2022 Gender Equality Plan.

In this report, we summarize some relevant data from the period 2019, and we highlight some of the actions we are taking.

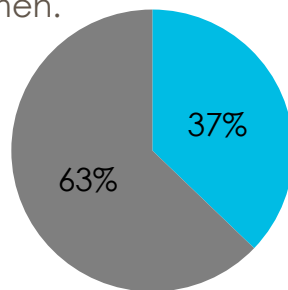
All data collection corresponds to 2019.

■ Women
■ Men

1

WORKFORCE DISTRIBUTION

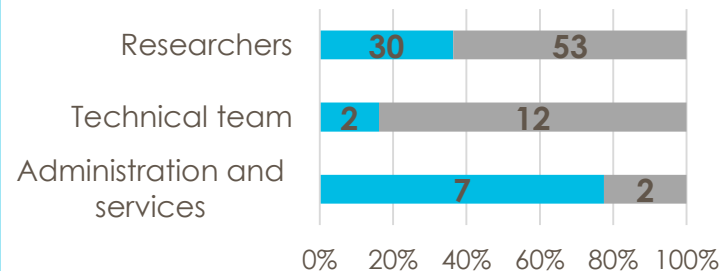
63 % (67) of our employees are men.
37 % (39) of our employees are women.



2

HORIZONTAL SEGREGATION¹

Concentration of women and men in different sectors and occupations. Men and women are clustered into specific job types within the nanoGUNE workforce.



^{1, 2}. Definitions: EIGE Thesaurus.

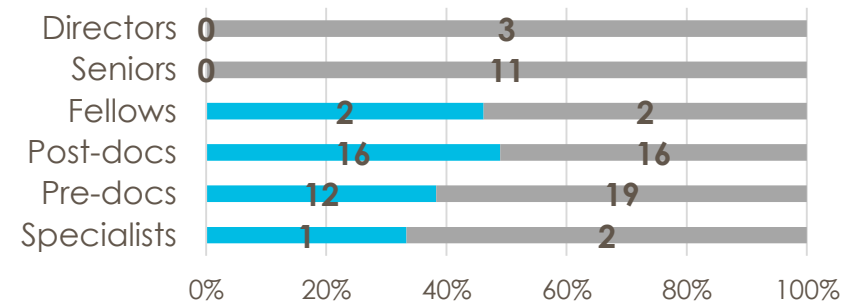
3

VERTICAL SEGREGATION²

Concentration of women and men at different levels of responsibility or positions.

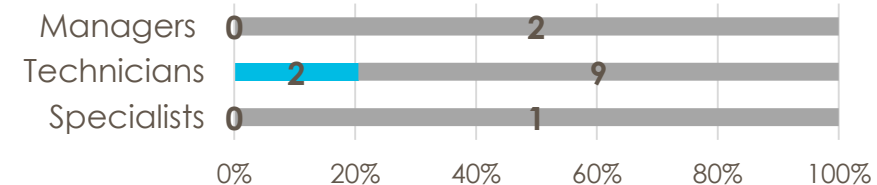
Genders are fairly balanced at the junior level (pre-docs, post-docs, and fellows); but women are absent at the senior level (directors and seniors).

Researchers

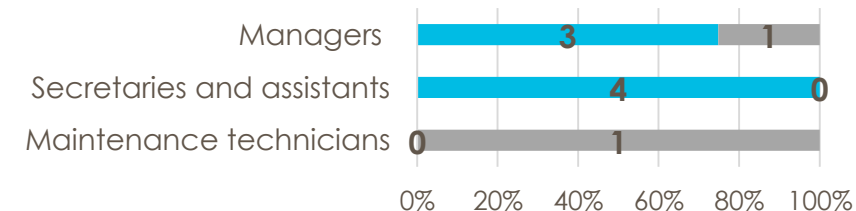


More women than men are present at administration and services, while more men than women are present at the technical team.

Technical team



Administration and services

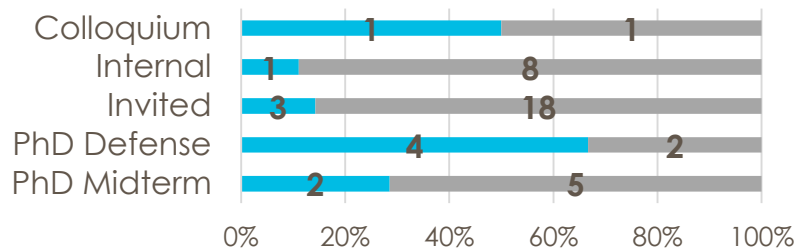


4

VISIBILITY OF WOMEN SCIENTISTS

The speakers at nanoGUNE seminars have been mostly men (76 %).

Number of speakers in 2019



5

WORK-LIFE BALANCE

Internal procedures regarding telework and the schedule of meetings within working hours have been approved.

6

PROTOCOL FOR SEXUAL OR GENDER-BASED SEXIST HARRASSEMENT

The design of the protocol has been initiated with an *ad-hoc* training for Directors, Senior Scientists, and confidential counsellors.

7

INCLUSIVE COMMUNICATION

An inclusive communication guide has been elaborated. A few general tips are given below.

1. Use generic words instead of gendered words such as mankind.
2. When the person's gender is unknown or irrelevant, avoid using gendered pronouns (he or she).
3. Make gender visible when it is relevant in order to understand the information you would like to transmit.
4. When writing a letter, use generic forms referring to the position of the recipient of the letter or, instead, write both Sir and Madam.
5. The civil status does not need to be specified. Use Mr. for men and Ms. for women, as they are both marital neutral.
6. Women should not be introduced following their relationship with men; instead, both genders should be introduced in a symmetric way. Use, for example, Mr. Smith and Ms. Johnson, instead of Mr. Smith and his wife or Mr. Smith and his assistant.
7. Always use the same naming for men and women. Use, for example, the first name for both or the last name for both.
8. When using images, make sure you are properly showing the real situation. Both men and women should be represented at the same level.

This report has been elaborated by the Gender Equality Committee and the Driving Team in charge of the implementation of the 2019-2022 Gender Equality Plan.

To get in touch with the **Gender Equality Committee**, please send an email to gec@nanogune.eu

R&I PEERS – This project has received funding from the European Union's Horizon 2020 research and innovation program, Grant Agreement No. 788171