INFORMATION SOCIETY TECHNOLOGIES (IST) PROGRAMME

AIDE

IST-1-507674-IP

Gender Equality Plan

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1. Executive Summary

An increased gender equal recruitment procedure of employees and managers gives optimal use of the existing resources. The AIDE consortium is aware of this and the current situation of gender diversity will be monitored during the execution of the project.

This Gender Equality Plan is a study performed to be used by the AIDE Consortium to get a statistical overview of the gender balance within the project organisation. It shall be used by all Consortium Partners responsible for allocating resources into the project.

The result shows that:

- The overall gender balance is very good.
- The largest age groups, 20-29, 30-39 years, indicates nearly a 50/50 gender balance.
- The male overweight increases with age and management roles.
- The gender balance for behavioural researchers is the same as the overall balance , but we have a female overweight on administration and a male overweight on technical research.
- The balance per education is the same as the overall balance for college and master degrees, but shows a male overweight for PhD degree.

The differences that do exist still reflect the traditional gender roles; women more often have an administrative role compared to men. However, in general, for this project the gender balance is very good. From the view of this study there is no need for any organisational change or any special activities to promote gender balance.

2. Introduction

2.1. Monitoring gender diversity

An increased gender equal recruitment procedure of employees and managers gives the company an optimal use of the existing resources. By widening the recruitment base so that it includes both women and men, the possibility to find the most suitable person for the job increases. This also results in an increase for the company's productivity and profitability.

Researches have shown that it is profitable with an equal organizational structure. The *Swedish Business Development Agency (NUTEK)* has followed approximately 14 000 public and private companies in Sweden with a regression analysis, and this research provides us with the information that profit increases as the organization becomes more and more gender diverse. Ph.D. Roy D. Adler at *Pepperdine University (Adler)* in California has come to the same conclusion.

The Center for Diversity and Business claims e.g. that in the global market we face challenges to:

- Create responsive cultures and teams
- Innovate products, services and market approaches
- Maximize talent, experience and performance
- Open and expand new markets
- Enhance the brand reputation and value
- Meet new regulatory and social responsibilities

Diversity strategies and practices are integral to facing these challenges. They link values, ethics and corporate responsibility to organizational effectiveness, performance and progress by focusing on the changing nature and needs of the workforce, the customers, client, suppliers and other stakeholders.

In the global market prejudice and stereotyping can become a significant business risk. But this new reality can also be used positively to meet current and future business challenges

2.2. Purpose

In general, caring for gender issues in organisations for research activities would produce two major outcomes:

a. The research products would fit better the real user needs, encountering a larger diffusion on the market;
b. The final users would reach greater satisfaction and comfort by the product use.

The AIDE consortium is aware of these issues, and the current situation of gender diversity is examined at the start of the AIDE project. The purpose of the study is to statistically present the share of female and male project members within the AIDE project, which level they work at and their major field of activities.

3. Scope

This Gender Equality Plan is a study performed to be used by the AIDE Consortium to get a statistical overview of the gender balance within the project organisation at the start of the project. It shall be used by all Consortium Partners responsible for allocating resources into the project.

The gender equality plan is due to budget cuts limited to this report and to the organisation of the project. Gender Equality issues in research development and evaluations tasks is to be initiated by the corresponding Work Package. Decision for overarching consortium activities and follow up actions to this report on the project organisation is to be initiated by the Core Group.

4. The AIDE IP Organisation

The AIDE project organisation is flat and with distributed responsibilities, both vertically and horizontally. It is described in detail in the Contract (Annex1, Description of Work), and is summarised in this document.

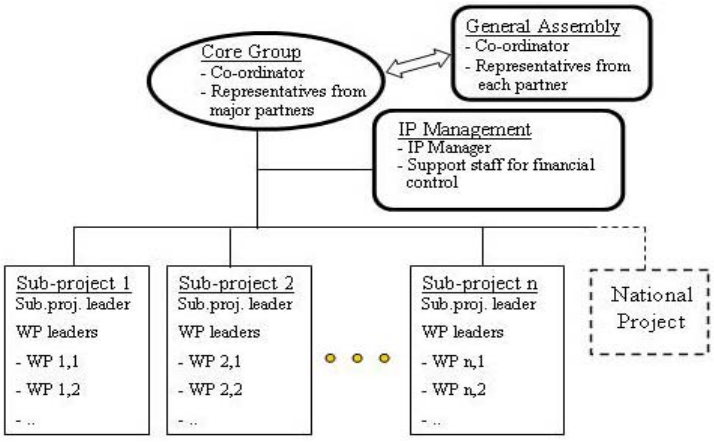


Figure AIDE Integrated project, organisation overview

The Core Group is overall responsible for managing the project with support from the IP Management.

The project is structured into a set of Sub-projects, which in their turn is partitioned into a set of Work packages, each having well defined domains, partnership and resource allocation. The actual research and development will be carried out in Sub-project 1 to 3. Sub-project 4 handles horizontal activities.

4.1. Roles and responsibilities.

Below follows a description of roles and responsibilities within the organisation.

- **Core group**

The Core Group is over-all responsible for the IP, and guarantees its continuity and consistency with the work plan. The Core Group shall be in charge of supervising the progress of the Project, taking decisions regarding the Project.

The IP Manager works under instructions and mandate by the Co-ordinator, handling the day-to-day administrative management.

- **General assembly**

The General Assembly shall consist of all Contractors. The Co-ordinator shall chair all meetings of the General Assembly. The General Assembly shall be in charge of making proposals for decisions to be taken by the Core Group on major issues.

- **Sub project leader**

The Sub project Leader is over-all responsible for the Sub Project, to guarantee its continuity and consistency and allocate its resources adequately.

The Sub project leader is assisted at his/her duties by a vice-leader, coming form Industry. The vice-leader will share the review of status reports and technical progress with the SP leader in order to match results with industrial interests.

- **Co-workers**

Co-workers is the group of resources responsible for the performance of the research and development work in the project.

5. Method

To map the gender balance within the project organisation a questionnaire was sent out to the consortium companies. All contractors were asked to distribute it to AIDE co-workers for individual responds back to the project coordinator.

After collecting all responds the gender balance was analysed on age, project role, assignment and educations.

5.1. Respondents

All respondents are from the consortium companies and are all working in the AIDE project.

5.2. Method of measuring gender balance

The following areas are to be monitored and were asked for in the questionnaire.

- Initials:
- Age:
- Gender:
- Education Level:

- Company:
- Country:
- Primary and secondary role in project
- Primary and secondary assignment in project

The Initials-field was used only for identifying multiple copies of answers. The other fields are self explaining for the questionnaire.

5.3. Questionnaire

Below is a description of the questionnaire. Based on Excel the respondents had to select from a predefined list for most fields.

Please answer the following questions by, where applicable, selecting the item in the dropdown list corresponding to your answer.		
Questions marked with a red asterisk (*) must be answered.		
Please write your initials.		*
What is your age?	Select from list	*
What is your gender?	Select from list	*
What is your highest educational level?	Select from list	*
Other:		
What is the name of your company or institution?	Select from list	*
Other:		
In what country are you employed?	Select from list	*
Other:		
What is your main/primary role in the AIDE organization?	Select from list	*
Other:		
If any, what is your secondary role in the AIDE organization?	Select from list	
Other:		
If any, what is your third role in the AIDE organization?	Select from list	
Other:		
What is your primary assignment in the AIDE project?	Select from list	*
Other:		
If any, what is your secondary assignment in the AIDE project?	Select from list	
Other:		
If any, what is your third assignment in the AIDE project?	Select from list	
Other:		
Thank you for your cooperation!		

5.3.1. Instructions

Since the complexity is large in the AIDE project, a few instructions need to be mentioned. For most fields the respondents selected from a predefined list of alternatives.

- Initials:

To be able to separate duplicates.

- Age:

The respondents selected from a list with the alternatives in 5 year intervals from 20-24 to 70-74 years

- Gender:

The respondents selected from a list with the alternatives

1. Male
2. Female

- Education Level:

The respondents selected from a list with the alternatives

1. High School
2. Vocational School
3. College Degree
4. Post Graduate - Master
5. Post Graduate - PhD

- Company:

The respondents selected from a list with the companies in the project

- Country:

The country of the project member means what country the project member in question works in, i.e. the country that the employee is legally taxed in for income tax purpose.

- Primary and secondary role in project

The respondents selected from a list with the alternatives

1. Coordinator
2. Member of Core Group
3. Sub-project Leader
4. Co-worker

- Primary and secondary assignment in project

The respondents selected from a list with the alternatives

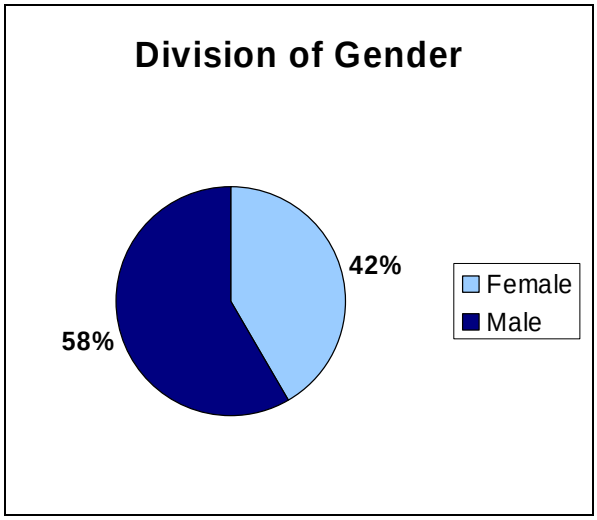
1. Administrative
2. Researcher - Behavioural
3. Researcher - Technical

6. Results

In this chapter the results from the gender balance study within the AIDE project is described. A total of 60 project participants answered the questionnaire. All results below are based upon their answers per end of April 2004.

6.1. Gender balance, overall

A bit more than two fifths, 42% (25 persons), of the participants in the AIDE project at this point are female.



6.2. Gender balance per project Roles

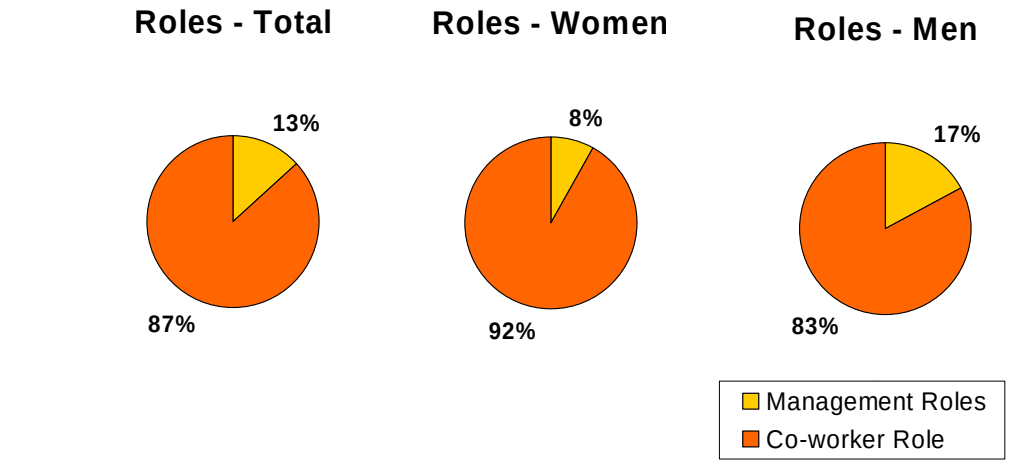
It is possible to have one or several roles in the project. A participant can be either a "co-worker" or have a "management role" (coordinator, member of core group or sub project leader). Some of the participants whose primary roles are of management kind have stated that they have two or, in some cases even three roles. None of the participants who have stated that their primary role is co-worker have specified a second role. The graphs below show data for the participants' primary roles only.

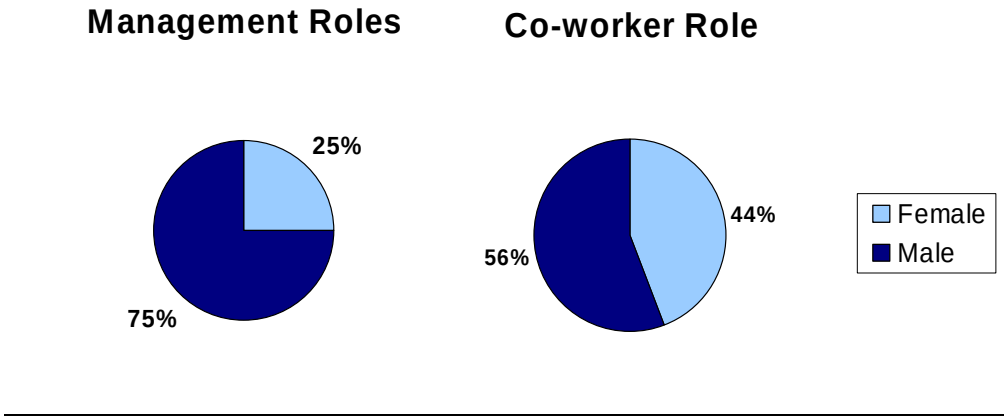
13% (8 persons) of the participants are in position of a management role; the majority, 87% (52 persons), are primarily co-workers.

Considering only the women in the project, 8% (2 persons) have a management role. The corresponding figure among the men in the project is 17% (6 persons).

The same figures, by looking at them from another perspective, tell that among the participants in management roles one fourth, 25% (2 persons), are women, three fourths, 75% (8 persons), are men. In the group of co-workers 44% (23 persons) are women and 56% (35 persons) are men.

Bear in mind that the total group of participants is not very large, and the group of participants in management roles is even smaller. Separate cases, e.g. adding, removing or changing persons of either gender in this group, will give a large alteration in the numbers.





6.3. Gender balance per Assignments groups

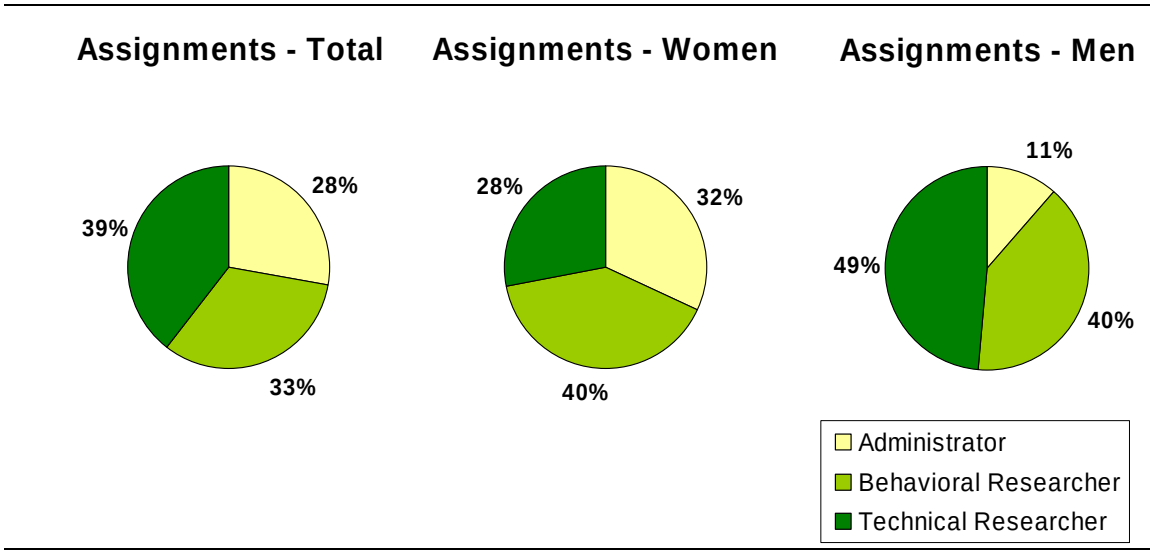
It is possible to have one or several assignments in the project. All assignments can be divided into three groups: “administrator”, “behavioral researcher” and “technical researcher”. Some of the participants have stated that they have two or three assignments, since that is equally divided among all assignments the results below show data for participants’ primary assignments only.

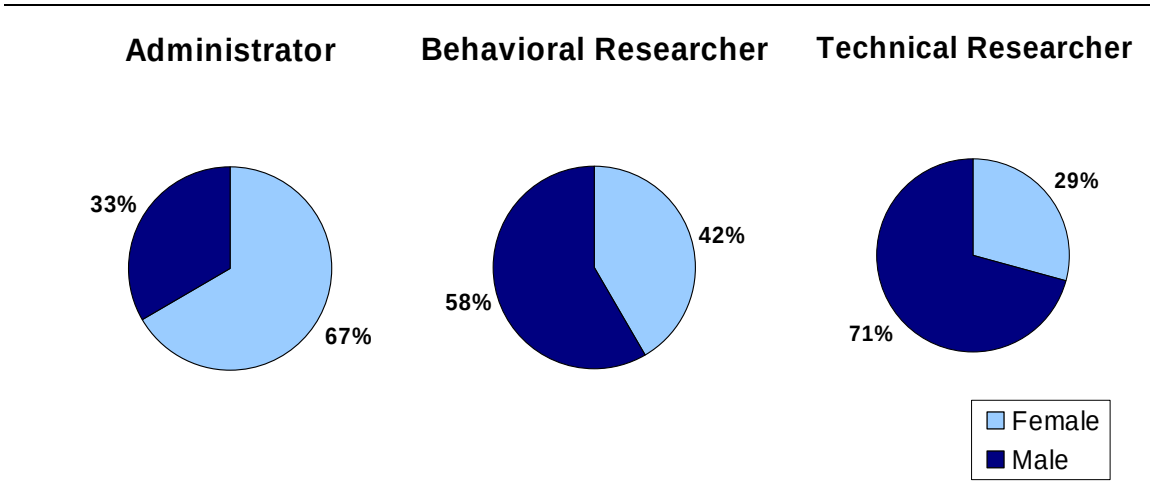
The resources in the project are more or less equally divided between the three types of assignments. 28% (12 persons) of all participants in the project have an administrative role, one third, 33% (14 persons), are behavioural researchers and the rest, 39% (17 persons) are technical researchers.

32% (8 persons) of the women are administrators, 40% (10 persons) are behavioural researchers and 28% (7 persons) are technical researchers. The distribution among the men looks a bit different; close to half of them, 49% (17 persons) are technical researchers, 40% (14 persons) are behavioural researchers and only 11% (4 persons) are primarily administrators.

If looked upon from the opposite perspective, the figures show that among the administrators (one fourth of all the participants in the project) the women are in majority, 67% to 33% (8 to 4 persons). Among the researchers the circumstances are opposite; of all the behavioural researchers 42% (10

persons) are women and 58% (14 persons) are men. Among the technical researchers 29% (7 persons) are women and 71% (17 persons) are men.



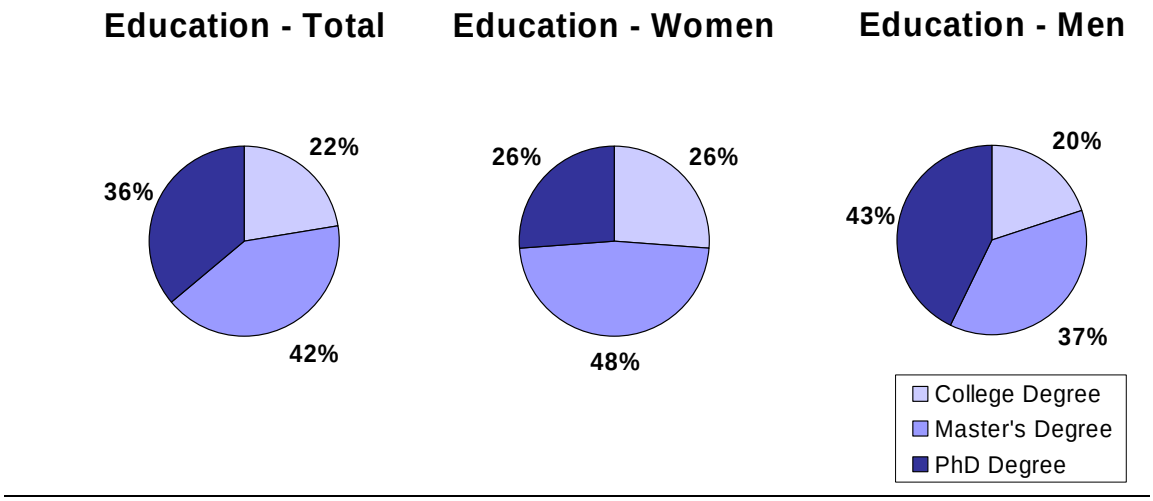


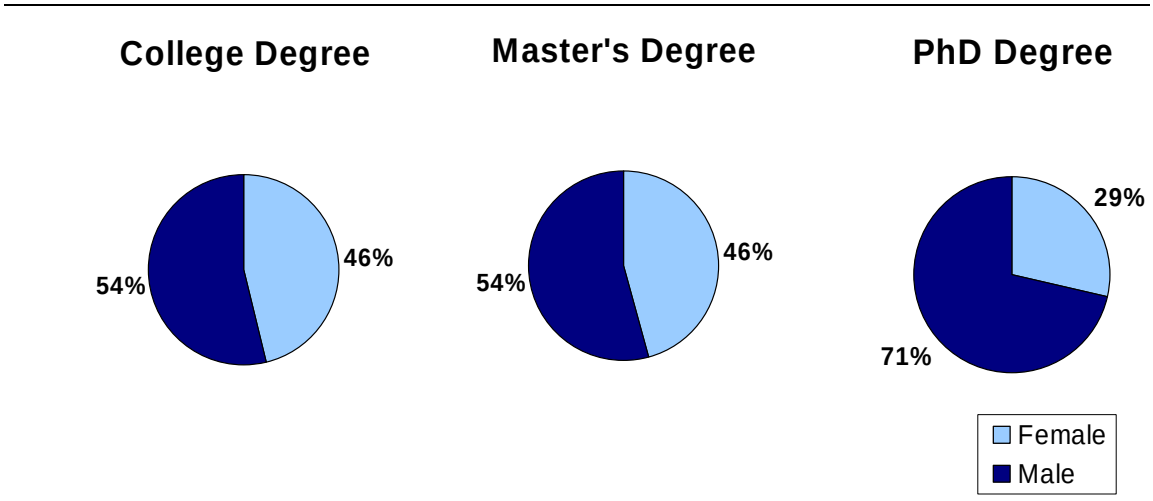
6.4. Gender Balance per Education groups

The participants in the project have different levels of (highest) education; all can be sorted in the following three categories: “college degree”, post graduate “master’s degree” and post graduate “PhD degree”.

Of all participants in the project 22% (13 persons) have a college degree, 42% (24 persons) have a master’s degree and 36% (21 persons) have a PhD degree. Among the women 26% (26 persons) have a college degree, 48% (11 persons) a master’s degree and 26% (6 persons) a PhD degree. 20% (7 persons) of the men have a college degree, 37% (13 persons) have a master’s degree and 43% (15 persons) have a PhD degree.

Same figures tell that among the participants having a college degree 46% (6 persons) are women and 54% (7 persons) are men. Among the participants having a master's degree 46% (11 persons) are women and 54% (13 persons) are men. Among the PhDs 29% (6 persons) are women and 71% (15 persons) are men. These figures are comparable with the division of gender for the total project (42% women, 58% men). In conclusion, the level of education in the project is rather high and there are not very large differences between genders with respect to educational level.



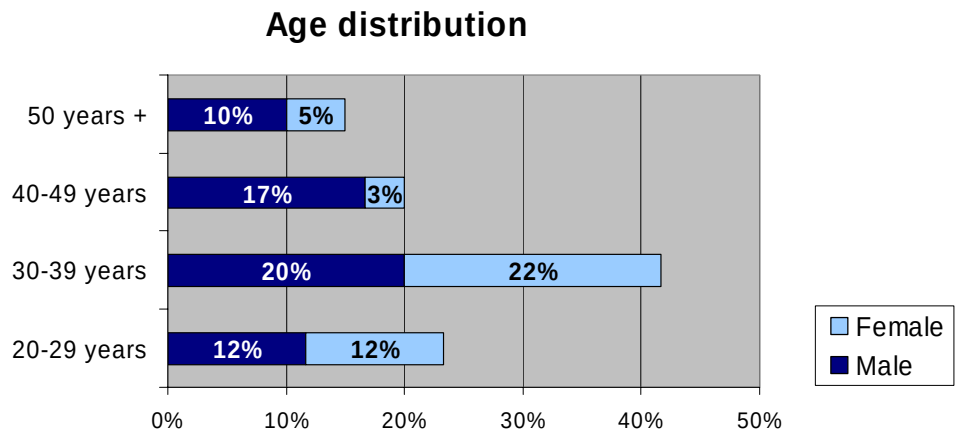


6.5. Gender balance per Age groups

The participants where asked to specify their age in intervals of five years. To better keep a little bit of anonymity larger age groups were considered for the analysis; each age group is an interval of ten years, except for the oldest group which includes all participants who are 50 years old or more.

The largest age group in the project, 30-39 years, includes 42% (25 persons) of the participants. The division of gender in this age group is close to equal, a small overweight for the women. Similar goes for the younger age group, 20-29 years; 24% (14 persons) of the participants are in this group, half of them are women and half are men. For the older age groups a larger amount of the participants are

men; in the group of 40-49 years there are close to six times more men than women, and among the participants who are 50 years old or more one third are women and two thirds are men.



7. Conclusions

The total group of participants is not very large, and the group of participants in management roles is even smaller. Separate cases, e.g. adding, removing or changing persons of either gender in this group, will give a large alteration in the numbers. The same comment is applicable for most of the groups/graphs above.

Having this limitations mind the study anyhow clearly indicates that the gender balance in the project organisation is very good.

- The overall gender balance is very good.
- The largest age groups, 20-29, 30-39 years, indicates nearly a 50/50 gender balance.
- The male overweight increases with age and management roles.
- The gender balance for behavioural researchers is the same as the overall balance , but we have a female overweight on administration and a male overweight on technical research.
- The balance per education is the same as the overall balance for college and master degrees, but shows a male overweight for PhD degree.

The differences that do exist still reflect the traditional gender roles; women more often have an administrative role compared to men. However, in general the gender balance is very good.

From the view of this study the recommendation is that all partners try to continuously improve balance in traditional roles when recruiting . But there is no need for any organisational change or any special project activities to promote gender balance for the moment. If there would be any changes of participants on the other hand, the resultants from the study could be used in order to maintain a good gender working balance.

8. Referenses

NUTEK: Rapport från NUTEK (närings- och teknikutvecklingsverket) 1999 "Jämställdhet och lönsamhet" Infonr: 061-1999

Adler: The Glass Ceiling Research Center. Executive director Ph.D Roy D. Adle

Annex 1, description of work: Annex 1 to the IP contract 507674