



EISCAT Scientific Association

Gender Equality Plan

EISCAT Scientific Association
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EISCAT Gender Equality Plan

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EISCAT GENDER EQUALITY PLAN	1
1. INTRODUCTION	3
2. PURPOSE	3
3. DEFINITIONS/SCOPES.....	3
4. DIMENSIONS.....	4
4.1. PUBLICITY OF THE DOCUMENT.....	4
4.2. DEDICATED RESOURCES	4
4.3. DATA COLLECTION AND MONITORING.....	4
4.4. TRAINING	4
5. WORK-LIFE BALANCE	4
5.1. MEASURES IN PLACE	5
5.1.1. <i>Monitoring and evaluation indicators</i>	5
6. GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING	5
6.1. MEASURES IN PLACE	6
6.1.1. <i>Monitoring and evaluation indicators</i>	6
6.2. GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION	6
6.2.1. <i>Measures in place</i>	6
6.2.2. <i>Monitoring and evaluation indicators</i>	6
7. INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT	7
7.1. MEASURES IN PLACE	7
7.1.1. <i>Monitoring and evaluation indicators</i>	7
8. MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT	7
8.1. MEASURES IN PLACE	8
8.1.1. <i>Monitoring and evaluation indicators</i>	8
9. MONITORING AND REPORTING	8
10. RESPONSIBILITIES	8
11. REFERENCES	8



1. Introduction

EISCAT Scientific Association (EISCAT) as an employer, have an important task in participating in the development of an equal society where everyone has the same opportunities.

The EISCAT Gender Equality Plan (GEP) addresses and improves the quality and relevance of research and innovation by attracting and retaining more talent, by enhancing diversity, and by ensuring that everyone can maximize their potential which in turn leads to better results. Part of this is an active and well-functioning workplace with gender equality, inclusion, and diversity, both from an ethical perspective and from opportunities for profits and efficiency improvements as employer and research- and innovation-driven organization.

2. Purpose

The purpose of the GEP is to contribute to increased ecological, social, and economic sustainability in the industry and society. Ensuring equal treatment of all genders and acknowledging gender-related issues makes organisations not only more attractive as an employer, but also sends a signal of a unified front among research infrastructures when it comes to equality and acknowledgement.

3. Definitions/Scopes

The GEP is a set of commitments and actions that aim to promote gender equality (GE) in the organization through institutional and cultural change.

Four mandatory elements will be addressed in this GEP:

- Publicity of the GEP document.
- Resources that are dedicated to exercising Gender Equality (GE).
- Data collection methods that are used to obtain information about GE in the organisation.
- Description of the GE-related training the organisation offers to staff.

The GEP shows how EISCAT actively and goal-oriented work with equality in the following areas:

- Work-life balance and organisational culture.
- Gender balance in leadership and decision making.
- Gender equality in recruitment and career progression.
- Integration of the gender dimension into research and teaching content.
- Measures against gender-based harassment and violence.

EISCAT overall goal is to have a healthy and safe operation that promotes diversity and equality. To achieve our overall goal, we have identified three different sub-goals:

- We are a fair employer that promotes equality.
- We have a safe, secure, and healthy work environment where everyone is appreciated, respected, and valued for their differences.
- We will develop and offer norm-critical and creative approaches in research and innovation and other activities.



4. Dimensions

4.1. Publicity of the document

This is a public document, available on the EISCAT website:

<https://eiscat.se/about/organisation/governing-rules/gep/>

4.2. Dedicated resources

EISCAT facilitates the measures related to GE through internal processes. EISCAT provides staff with information and internal guidelines related to equality and inclusivity. GE-related indicators are reported as part of EISCAT annual reporting. Processes related to staff equality and inclusivity are described in the EISCAT's Employment Policy and is accessible in internal materials as in the EISCAT Bluebook.

4.3. Data collection and monitoring

The GE data originates from regular staff well-being surveys, conducted by EISCAT Headquarters. The GE-related questions have been formulated to ensure compatibility with GDPR guidelines in the context of a small organisation such as EISCAT.

4.4. Training

Staff is encouraged to attend webinars and workshops related to GE and work-life balance in general.

5. Work-life balance

Objective: Ensure that staff can maintain a good work-life balance.

The objective is to support well-being at work and outside work, and consider individual needs of different people, as work-life balance can be perceived differently among staff. This includes gender dimensions as well as health care, wellness benefits and working environmental related matters.

Gender role conflicts: research (Emslie & Hunt 2009) shows that there are differences in the ways different genders perceive their roles related to working and home life. While (people identifying as) women often express an ongoing "juggling multiple roles" both at work and at home, (people identifying as) men often describe a more straightforward split between working life and family / home life. For all genders, it is however recognised that "domestic identities and responsibilities sometimes spill over into the workplace and that organizational identities and responsibilities often cross into home life" (p. 152).

While it is not purposeful to over-generalise the different genders experiences of this - as this type of approach takes away from the understanding of gender being not strictly binary - it is, however, important to recognise different ways people may perceive their work-life balance. This has a direct impact on the well-being, and the perception of inclusivity and equality at the workplace. Hence, the measures taken to ensure that all staff can maintain a work-life balance need to be agile.

While some of the measures described below (for example parental leave allocation) stem directly from legislation (EISCAT's statutory seat is in Sweden and Swedish, Norwegian and Finnish legislation is observed), EISCAT pays attention to additional ways it can support staff's well-being at work.



5.1. Measures in place

Flexible working time arrangements: EISCAT supports flexible working hours, meaning that staff can plan their working day around their responsibilities, both at work and in everyday life. Staff are also able to use accumulated flexi hours.

Remote work: EISCAT supports remote working, enabling better work-life balance in terms of being able to better navigate between one's personal and professional responsibilities at times when one's work is not physically required at a specific place.

Career breaks: Information about how career breaks (such as parental leave, study leave, unpaid leave) are available at EISCAT. This information is based on the national Swedish, Norwegian and Finnish legislation as necessary, and includes also internally agreed on processes.

Continuing awareness of staff well-being at work: EISCAT conducts an annual staff well-being survey and collects feedback from staff related to equality, inclusivity, and well-being.

5.1.1. Monitoring and evaluation indicators

As part of the annual staff survey, the following questions are used as indicators about staff's work-life balance, equality, and inclusivity:

- I am satisfied with my work-life balance?
- EISCAT offers enough flexibility to maintain work-life balance?
- I am aware of the possibilities offered by EISCAT about maintaining my work-life balance?
- I am able to communicate my needs about improving my work-life balance to my supervisor?

All of all of which can be answered by choosing between:

- Yes, definitely
- Yes, somewhat
- I don't know
- Not really
- Not at all
- Do not wish to disclose

6. Gender balance in leadership and decision-making

Objective: Ensure inclusiveness related to membership in committees, working groups, and discussions related to decision-making.

EISCAT is a small organisation and membership of internal working groups is defined through a person's position or role. In the committees that EISCAT coordinates, membership is defined by a person's role, for example, in the EISCAT Council, the organisation is represented by the Director of EISCAT and the Council members and representatives are named by the member countries.

When positions are filled, EISCAT openly communicates the positions and encourage people to apply, regardless of gender. EISCAT is an organisation with highly specialised work roles, it is not surprising that when looked at the gender balance of EISCAT, the balance is not equal. Thus, ensuring a gender balance in leadership and decision-making is not always possible. EISCAT, however, thrives towards facilitating an inclusive, discursive organisational culture where everyone feels they can express an interest in participating in decision-making in the coordinating bodies.



6.1. Measures in place

- Maintaining an inclusive, open, and communicative process when filling in positions.
- Provide all decision-makers and leaders access to relevant material related to GE matters.

6.1.1. Monitoring and evaluation indicators

As part of an annual staff survey, the following are used as indicators about gender balance in leadership and decision-making:

- EISCAT has an inclusive culture when it comes to memberships in committees, working groups, and other bodies?
- I feel comfortable expressing my opinions in the day to day working culture?
- I feel comfortable in expressing my interest in participating in working groups or committees?

All of all of which can be answered by choosing between:

- Yes, definitely • Yes, somewhat • I don't know • Not really • Not at all • Do not wish to disclose •

6.2. Gender equality in recruitment and career progression

Objectives: Ensure inclusivity in recruitment processes and career progression.

EISCAT is an equal opportunities employer. This means that no preference or discrimination based on biological or identified gender, physical abilities or ethnic or cultural background are tolerated in relation to recruitment or career progression. Staff is always evaluated based on required abilities.

6.2.1. Measures in place

- Use of inclusive language in recruitment processes and communication related to staff matters.
- Allowing respondents to opt out of distributing specific information. During the recruitment process and in any staff surveys, an option for "do not wish to disclose" and "other" are always provided especially when collecting personal (gender-, health- or ethnic- and cultural related) data, or data that can be perceived to be personal.

6.2.2. Monitoring and evaluation indicators

As part of an annual staff survey, the following are used as indicators about gender equality in recruitment and career progression:

- I feel that EISCAT exercises equality and neutrality in its recruitment processes?
- EISCAT provides equal opportunities for career advancement regardless of staff's gender, physical ability or ethnic / cultural background?
- During the recruitment processes I have participated in, I felt that EISCAT is an equal opportunity employer?

All of all of which can be answered by choosing between:

- Yes, definitely • Yes, somewhat • I don't know • Not really • Not at all • Do not wish to disclose •



7. Integration of the gender dimension into research and teaching content

Objective: Integrate equality and inclusivity in culture principles, policies and across project and other funding proposals and teaching / training coordinated by EISCAT.

EISCAT main role is to coordinate and facilitate the operationality and sustainability of EISCAT. This means that EISCAT does not itself participate in scientific research or science-related teaching. However, EISCAT is responsible for the overall strategical development, coordinating project proposals and applying for research funding, maintaining dialogues with different scientific and political bodies, and implementing ways to increase community engagement and communication. In this way, EISCAT needs to integrate GE related issues as part of the overall managerial processes in contexts that are tied to research and teaching.

7.1. Measures in place

- Maintaining an inclusive, open, and communicative process when coordinating project- and other external funding proposals or coordinating existing projects and organising training. This is achieved by following the EISCAT Code of Conduct.
- Using neutral, inclusive language in all communication related to research coordination.
- Ensuring an inclusive, equal culture is maintained during meetings, workshops, and events that EISCAT coordinates and participates, as well as unofficial social situations during working days.

7.1.1. Monitoring and evaluation indicators

As part of an annual staff survey, the following are used as indicators about equality and inclusivity in research and teaching content:

- EISCAT has an inclusive culture when it comes to proposal writing and project participation?
- I feel comfortable in expressing my interest in participating in proposal writing, contributing to projects, or participating / organising events?
- When several staff members possess similar skill sets, do you feel that EISCAT has an inclusive culture when it comes to participation in science- and research-related activities regardless of gender or cultural background?

All of all of which can be answered by choosing between:

- Yes, definitely • Yes, somewhat • I don't know • Not really • Not at all • Do not wish to disclose •

8. Measures against gender-based violence, including sexual harassment

Objective: Ensure that the organisational culture of zero tolerance of violence and harassment.

EISCAT has a structure in place where it has defined preventive measures against inappropriate behaviour, such as sexual harassment. A Social Code are in place and include detailed steps related to dealing with any such issues. EISCAT also encourage staff members that feel subjected to any concerns related to harassment or bullying, to contact the Director.



8.1. Measures in place

- Foster a comprehensive policy against violence and sexual harassment (defined, documented procedure). This is achieved by documenting and conveying the measures against sexual harassment, bullying and other types of violence in the EISCAT Social Code when appropriate.
- Based on the results of the annual staff well-being survey, necessary measures will be implemented according to the EISCAT Social Code and if necessary, with the Director.
- Affirming behaviours: supporting staff's well-being by fostering an accepting, inclusive and equal working environment, as specified in the Social Code by respecting staff's preferred ways of being addressed (use of gender-affirming pronouns, refraining from using terminology that can be perceived as derogatory).

8.1.1. Monitoring and evaluation indicators

As part of an annual staff survey, the following are used as indicators about measures against gender-based violence, including sexual harassment:

- EISCAT has a zero tolerance towards any kind of (gender-based or other) harassment and violence. Do you feel that this is true in the everyday working culture?
- Do you feel physically, emotionally, and professionally safe in the day to day working atmosphere in EISCAT?
- What measures do you wish to implement to improve your overall well-being at work in EISCAT?

All of all of which can be answered by choosing between:

- Yes, definitely • Yes, somewhat • I don't know • Not really • Not at all • Do not wish to disclose •

9. Monitoring and reporting

EISCAT is to integrate the above defined indicators as part of its annual reporting. The annual reports are publicly available on the EISCAT website.

10. Responsibilities

EISCAT Headquarters is responsible for the implementation of the Gender Equality Plan. Specific measures are the responsibility of the EISCAT Director and each staff member.

11. References

Emslie, C., & Hunt, K. (2009). "Live to Work" or "Work to Live"? A Qualitative Study of Gender and Work-life Balance among Men and Women in Mid-life. *Gender, Work & Organization*, 16(1), 151–172. <https://doi.org/10.1111/J.1468-0432.2008.00434.X>

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