

# GENDER MAINSTREAMING POLICY AND GENDER ACTION PLAN

The information contained in this document is the proprietary information of EIT Manufacturing, is for internal use only and should not be disclosed to a third party without the written consent of an authorized company representative.

Date	Revision	Author	Description
5 <sup>th</sup> August 2021	1.0	Oksana SHKURAT Nkadi WUMBA	First Version
30 <sup>th</sup> August, 2022	1.1	Anders LARSEN	Updated gender splits

**Revision regularity:** if and when required.

## 1) Purpose

In accordance with the European Commission’s Gender Equality Strategy and the principles of gender balance and gender mainstreaming of Horizon Europe, EIT Manufacturing is committed to promoting gender equality in innovation, education and business creation, the mains areas through which we ensure that the innovations reach the market and the European Manufacturing takes the lead in the global landscape.

Our overarching objectives are a gender responsive portfolio (encompassing education, entrepreneurship, and innovation activities) and a gender balanced representation in staff and decision-making positions.

EIT Manufacturing encourages equal participation of all genders at all levels and creates working conditions and culture that allow employees of all genders to have equally fulfilling careers.

## 2) Scope

This policy addresses GENDER MAINSTREAMING and GENDER ACTION PLAN for all EIT Manufacturing community, including its partners. The first one outlines a strategic view with a longer-term horizon aimed at achieving gender equality. The goal of the Action Plan is to materialise the policy's commitments into a set of concrete steps and actions to be undertaken and should rely upon sufficient gender data and analysis.

### 3) Définitions

#### Gender equality

Equality does not mean that people will become the same, but that employees' rights, responsibilities and opportunities will not depend on their gender identity or which gender they were assigned at birth. Gender equality is not a women's issue but should concern and fully engage all genders. Equality between genders is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

#### Gender balance

In a scenario of gender equality, women and men are expected to participate proportionally to their share of the population. In many areas, however, women participate less than what would be expected based on the gender distribution in the population (underrepresentation of women), while men participate more than expected (overrepresentation of men).

#### Gender Action Plan as defined by the European Commission:

- Conducts an impact assessment / audit of procedures and practices to identify gender bias
- Implements innovative strategies to correct any bias
- Sets targets and monitors progress via indicators

#### Gender Action Plan – Phase 1 - SQA

Manufacturing remains a male dominant domain across Europe and the entire world. Social, cultural and educational biases underline the underrepresentation of women, starting from

the early age (education) and earlier years of carrier. This leads to the unfavourable conjecture, requiring decades to reverse.

[Gender equality - News in manufacturing - Intelligence service.xlsx](#)

EIT Manufacturing is the model to follow for the entire European Manufacturing community and has been striving to achieve gender parity.

Women represent 61% of total staff and 36% of management. The proportion of members of the management team who identify as women has increased since the last version of this document and is significantly higher than the sector standard.

Out of an average of 40 applicants for the recent management positions, only 10% were women.

They received particular attention during the CV screening process and on average 50% of interviewed candidates identified as women resulting also in a 50/50 gender split amongst directors onboarded in 2022.

All our job descriptions contain and promote gender equality as an area of responsibility

## **Gender Action Plan – Phase 2- 6 overarching objectives**

### **1. Lead role on gender equality and women's participation established in the KIC**

We are a 4Th wave KIC, 3 years old:

- Regular focus on the gender topic during our Monthly Townhall meetings  
[Townhall ASK presentation \(2\).pptx](#)
- focus groups created, interviews conducted with the goal of raising awareness, common understanding (see example [Focus group Questionnaire - focus 2.docx](#))
- Sponsorship from CEO and Chairwoman of Supervisory Board

Please see the additional information [Template GM Action Plan EIT M.docx](#)

### **2. Build in-house capacity and awareness on gender equality issues in innovation, technology, entrepreneurship, education, and research...**

In 2022 we will start using our two platforms – AGORA (a place to be for the entire European community, our partners and beyond) and SkillsMove (educational platform) to disseminate, to raise awareness and to educate, internally, as well as externally. Special

modules will be developed to increase the manufacturing attractiveness, benefits for women and training provided for gender related topics (language, etc).

### 3. Gender balanced representation in staff and management

As mentioned in Phase 1, EIT Manufacturing is on excellent track. In addition, out of 13 SB members, 5 are women, including our Chair.

As a KIC, we are proud of a rich pool of women decision makers. Among our Innovation, Business Creation, Education managers and other staff at manager grade, 71% are women. They are knowledgeable, ambitious, and represent a real asset for future Management roles.

#### 4.5.6. Our 3 Pillars – Innovation, Business Creation, and Innovation- work hand in hand to promote gender equality and women’s participation.

Here are some examples of the programs led by our KIC:

**Programs to engage Société and Pupils:** Current experiences of positive and negative female inclusion in STEM (Science, Technology, Engineering and Maths) curricula and industry jobs will be collected through surveys and interviews. They will target young girls in schools and universities, as well as their teachers. Female students and teachers from SUPSI, LMS, University Paris Saclay, Women in Tech and their partnering network of secondary schools will participate. Women in industrial jobs working at the EITM industrial partners' facilities will also be involved in the studies. Focus groups with young girls and women, members of two associations, in which CEA is involved (i.e. [www.interelles.com](http://www.interelles.com), [www.ellesbougent.com](http://www.ellesbougent.com)) will also be organised. In all these studies, we will analyse the facilitating factors and the different barriers for accessing the industrial job market, retaining the positions there and eventually moving to management. In the case of young girls at high school and University, we expect to focus on barriers such as females' reduced self-confidence in their success in STEM studies, low attractiveness of some of the STEM careers, namely in manufacturing and building inspiring roles models. As for facilitators, we expect to focus on the adoption, by young girls, of a growth mindset based on interaction with female role models. In the case of women in manufacturing, we expect to focus on barriers such as negative recruitment practices, male-oriented corporate culture and communication, disparities in the distribution of high-quality job assignments, salary discrepancies and work-family balance issues.

VR-based learning nuggets, developed in two previous EITM V-Machina projects will be used to include in them female role models and relevant incentives for use and application of the knowledge gained in real-life industrial settings. We will also design traditional training material (e.g., videos, PPT). We will provide all this to young girls and women in SUPSI, Paris Saclay, LMS, EITM companies and through Women in Tech and CEA partners' networks. Girls and women will be encouraged to use the nuggets at school/university, at their workplace and at home, this latter setting to monitor independent learning paths and experiences. Tuition fee waiver will be granted for women, applicants from the RIS countries and students from the universities belonging to the EITM master school network. Specific actions will be put in place to recruit women

VR is likely to take a prominent role in the education of the future, especially in sectors where practicality is a must, like manufacturing industry. This task, based on the lesson learned in the project, aims at putting the basis for the future take up of VR for girls and women inclusion in this sector.

[RIS Call - LEADERS Competition](#) | [EIT Manufacturing](#) invites women innovators (i.e., professionals, students, researchers, or entrepreneurs) from EIT RIS eligible countries who have played a leading role in developing innovative manufacturing-related solutions with strong financial, environmental, or societal impact. Prize up to EUR 10 000 and pitch training offered.