

GENDER REPORT

In 2021 nanoGUNE has been implementing 28 actions of its 2019-2022 Gender Equality Plan.

In this report we summarize some relevant data from the year 2020, and highlight some of the actions we are undertaking.

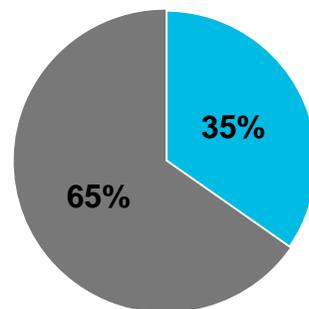
All data collection corresponds to 2020.



1

WORKFORCE DISTRIBUTION

65 % (77) of our employees are men.
35 % (41) of our employees are women.

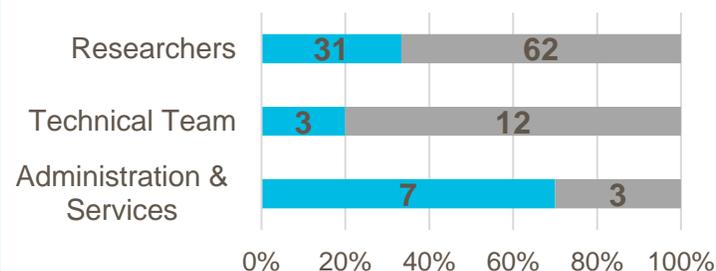


2

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.



The women percentage has decreased slightly this year (from 37% to 35%), especially among researchers, so the gender gap has increased accordingly.

¹ Definitions: EIGE Thesaurus.

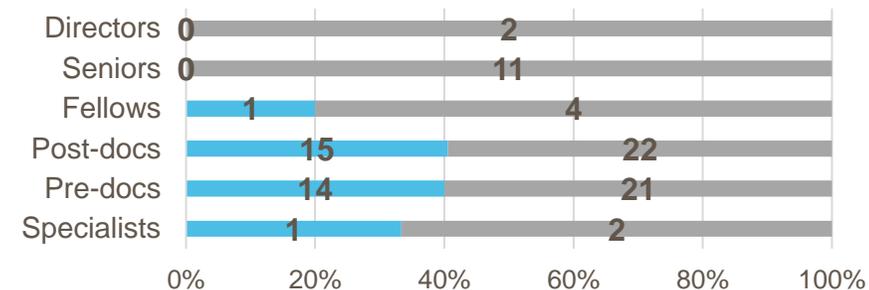
3

VERTICAL SEGREGATION¹

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

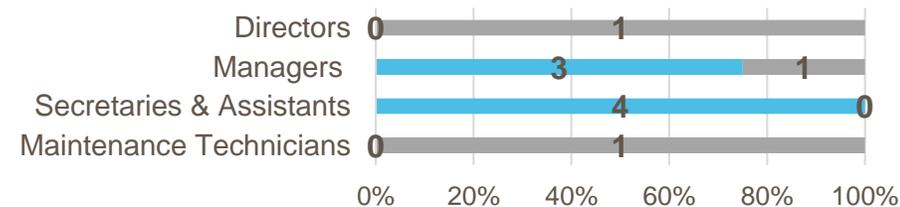
Genders are fairly balanced at the junior level (pre-docs, post-docs), considering the fields of study; fairly unbalanced among the fellows; and markedly unbalanced at the senior level, where women are absent.

Researchers

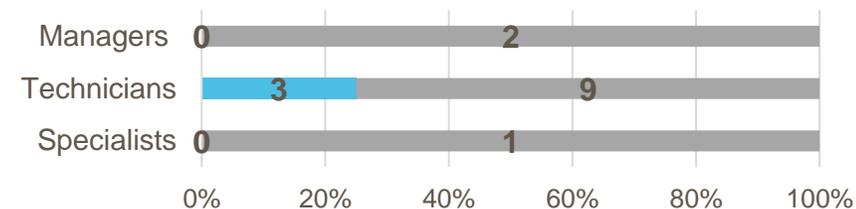


More women than men are present at administration and services, while more men than women are present at the technical team.

Administration & Services



Technical Team

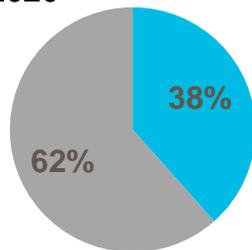


4

VISIBILITY OF WOMEN SCIENTISTS

The speakers at Conferences organized or co-organized by nanoGUNE have been mostly male.

Speakers at Conferences organized or co-organized by nanoGUNE in 2020



We should bear in mind that few Conferences have been organized this year due to Covid-19.

5

MENTORING PROGRAM

The aim of this program is to offer nanoGUNE's female researchers the possibility to (i) discuss with a number of female researchers about career development and (ii) learn about other experiences.

As a first step, we are organizing a roundtable with invited speakers for them to share their experience, opinion, and advice related to career opportunities and professional development.

More information will be launched soon.

6

CHECKLIST FOR A GENDER-BALANCE PERSPECTIVE IN THE ORGANIZATION OF EVENTS AND CONFERENCES

According to the existing statistics, gender-based inequalities at the workplace are still existing (<https://eige.europa.eu>).

A fair Gender Balance represents a way to empower all members of the scientific community and strengthen our steps towards equality in science. As a support for the organization of events and Conferences, the GEC has prepared the following checklist with a number of tips to make sure Gender is treated appropriately.

1. Organization of the event or Conference

- Consider gender balance in the selection of the Steering Committee.
- Consider gender in the preparation of the program, avoiding single-gender sessions when possible.
- Use gender-inclusive communication. Please refer to the gender-inclusive communication guidelines at nanoPeople.

2. Selection of the venue

- Consider organizing a childcare service at the Venue or surroundings.

3. During the event or Conference

- Facilitate the remote participation of scientists with family obligations, when needed.
- Ensure gender neutrality in the presentation of the speakers.

4. After the event or Conference

- Collect statistics about gender balance. The GEC can support with this task.