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SEDNA D7.5: Gender Action Plan

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Table 1. Version history



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Glossary of terms used with definitions¹

Term	Definition
Sex	Refers to biological qualities characteristic of women and men, boys and girls, in terms of reproductive organs and functions based on chromosomal complement and physiology. As such, sex is globally understood as the classification of living things as male and female, and intersexed
Gender (aspects)	Gender is a socio-cultural process. It refers to cultural values and social attitudes that together shape and sanction “feminine” and “masculine” behaviours, and also affect products, technologies, environments, and knowledge
Gender equality	Gender equality is the result of the absence of discrimination on the basis of a person’s sex in opportunities and the allocation of resources or benefits or in access to services
Equal opportunities for women and men	Equal opportunities indicate the absence of barriers to economic, political and social participation on the grounds of sex
Role of gender dimension in research content	To integrate the gender dimension in research content means taking into account the biological characteristics and the evolving social/cultural features of both women and men. It invites researchers to conduct sex and gender analysis in the research process, when developing concepts and theories, formulating research questions, collecting and analysing data and using the analytical tools that are specific to each scientific area.

¹ All terms and definitions are taken from H2020 Programme. Guidance on Gender Equality in Horizon 2020. Version 2.0. European Commission, 22 April 2016



Executive summary

This document presents the Gender Action Plan for the SEDNA project.

The purpose of the Gender Action Plan is to address the requirements for Gender Equality in Horizon 2020. Gender is a cross-cutting issue in Horizon 2020, and is enshrined in the core documents that established Horizon 2020. It has a number of objectives, of which some are relevant for individual projects funded under Horizon 2020, notably: (1) Promoting gender balance in research teams at all levels and (2) Integrating the gender dimension in the content of Research and Innovation (R&I).

The report discusses the relevance and applicability of the requirements for Gender Equality in Horizon 2020 to SEDNA, and sets out the measures to address these requirements, in a Gender Action Plan for SEDNA, which consists of a detailed gender-neutral work plan of the individuals involved in SEDNA and measures to identify and monitor the gender balance in it.

In addition, this document reiterates the recognition of the importance of Gender Aspects in SEDNA and the commitment given at the outset of the project to respect this issue and to endeavour to address this as far as is applicable and practical.



1 Introduction

1.1 Purpose of the Gender Action Plan

The purpose of the Gender Action Plan is to address the requirements for Gender Equality in Horizon 2020.

Three objectives underpin the Commission's activities on gender equality in Horizon 2020. They are in line with the RTD (Research, Technology and Development) strategy on gender as well as with the ones set in the European Research Area (ERA) Communication of July 2012:-

- **Fostering gender balance in Horizon 2020 research teams, in order to address the gaps in the participation of women in the Framework Programme's projects**
- **Ensuring gender balance in decision-making, in order to reach the Commission's target of 40% of the under-represented sex in panels and groups (50% for Advisory Groups)**
- **Integrating gender/sex analysis in research and innovation (R&I) content, which helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.**

The first and third of these objectives are applicable to SEDNA, and it is the objective of this document to set out the approach for how they will be addressed in the project.

It is important to stress that this is not merely a paper exercise to fulfil a requirement and to meet one of the ranking factors that are used to evaluate a research project proposal.

In fact, there is evidence that diverse work places hold several competitive advantages and perform better economically^{2 3 4}. The SEDNA consortium fully recognises that integrating the gender dimension in research and innovation can be an added value in terms of excellence, creativity, and business opportunities. It can help researchers question gender norms and stereotypes, to rethink standards and reference models. Additionally, bearing in mind that SEDNA is framed in the maritime domain, it is important to note that the seafarer population is changing and there is an increasing number of women seafarers and also in other maritime roles throughout the industry, which makes addressing gender matters a relevant aspect. For example, in response to this demographic change, the US Ship Operations Cooperative Program (SOCP) has released a best practices guide⁵ on the prevention of sexual assault, sexual harassment,

² Fisher Ellison, S. and Mullin, W.P., "Diversity, Social Goods Provision, and Performance in the Firm", *Journal of Economics & Management Strategy*, Volume 23, Number 2, Summer 2014, 465–481

³ Barsh, J. and Yee, L., "Unlocking the full potential of women at work", McKinsey&Company, 2012

⁴ Bharadwaj Badal, S., "The Business Benefits of Gender Diversity", *Gallup Business Journal*, January 20, 2014

⁵ SOCP Sexual Assault / Sexual Harassment Prevention Best Practices Guide. The Ship Operations Cooperative Program, Inc., 2017



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retaliation, bystander intervention, bullying, hazing, coercion, stalking and other prohibited behaviours in the U.S. Merchant Marine.

Integrating the gender dimension in research and innovation leads to an in-depth understanding of the needs of both genders, behaviours and attitudes. It can enhance the societal relevance of the knowledge, technologies and innovations produced, and can also contribute to the production of goods and services better suited to potential markets.

1.2 Consideration of Gender Aspects

For the reason listed above, the project participants recognise and fully support the threefold relationship between women and research, as described by the European Commission, in that women's participation must be encouraged throughout the course of the project as well as in the evaluation and consultations process. They also accept that research must address women's needs, and should contribute to an enhanced understanding of gender issues.

1.3 Relevance of of Gender Aspects for SEDNA

MG-3.3-2016 does not have a gender dimension explicitly integrated into it. However, careful thought has been given to gender considerations in the project content. Gender issues are relevant for sectoral R&D due to the general under-representation of women in science (30%) and industrial R&D (only 15%).



2 Gender action commitment

The SEDNA consortium encourages a stronger participation of women in European Research. The Partners involved in this project are equal-opportunity employers actively working towards a better balance between male and female members of research staffs, flexibility of the workforce and benefits for all working parents. SEDNA reflects these strivings in both the composition of the consortium itself and in its management plans and work conditions. Indeed, a number of partners are represented by female contacts and the consortium as a whole involves a range of prominent female scientists and industrial consultants, well-proven by the reported CV's both from industrial and academic organisations. Additionally, there are female representatives amongst members of the SEDNA's Advisory and Scientific Committees to ensure gender aspects are well addressed at all levels.

In addition to efforts to improve the gender balance of the SEDNA consortium, every effort will be made to try to recruit more women for the project Advisory Board and the Scientific Committee.

SEDNA will comply with the policy of equality between women and men enshrined as one of the European Union's objectives in the Treaty of Amsterdam, 1997, Articles 2 and 3, and with the aims of the Community Framework Strategy on Gender Equality (2001-2005) and the Communication "Women and Science: mobilising women to enrich European Research", which was adopted by the Commission in 1999. It will also comply with Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation. The promotion of the role of women and of gender equality in RTD which is one of the central aspects within the European Research Area will thus be taken into account.

The main objectives with a view to promoting gender equality will focus on:

- **Promotion of opportunities of women employees in the particular fields of research. The objective is to achieve an increase in the percentage participation of women in SEDNA with respect to previous projects of the EC.**
- **Increase of women employees being placed at key positions in SEDNA as Work Package/Task leaders.**

Carry out sex and gender analysis in the research, when developing concepts and theories, formulating research questions, collecting and analysing data and using the analytical tools that are specific to each scientific area. The objective is to integrate the gender dimension in the research as appropriate and make impact.



3 Gender Action Plan progress report

3.1 Overview of Gender Action Plan progress to date

3.1.1 Consortium status at outset of the project

The SEDNA project consortium includes partners who are committed to addressing the general under-representation of women in science and who are already taking steps to improve this shortcoming.

For example, Helene Hewitt is part of the Met Office polar team working actively to improve gender balance across science and applying in November 2016 for a silver award under the Equality Challenge Unit's [Athena Swan Charter](#).

The Technical Manager's organisation, UCL, has received a Silver Athena SWAN award from the Equality Challenge Unit (ECU), in recognition of the university's commitment to tackling gender inequality in higher education.

In July 2017, BMT took in a female 16-year-old work placement student with a strong interest in the STEM field. She spent a week developing some Python tools for analysis and visualisation of the ship performance data which will be used in SEDNA. She thoroughly enjoyed the experience and is keen to return next summer.

Additionally, there are female researchers who are members of women shipping associations (e.g. WISTA Women's International Shipping & Trading Association) what would help to liaise with national and international women networking initiatives and showcase female role models and careers within transport sector.

All participants have non-discrimination policies in terms of gender.

The current gender representation in SEDNA is presented in the table below.

Partner Name	Female	Male
BMT	2	6
UCL	3	3
CHAL	1	3
AHO	1	2
UoS	1	4
MET	1	3
NMCI	-	3
AAL	-	3
LR	2	1
AKER	-	3
ULS	-	2
STENA	-	2



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DLUT	-	4
HEU	-	4
COSCOCS	-	4
Total	11	47

Table 2: Gender representation in SEDNA

The current gender representation in the SEDNA Advisory Board is presented in the table below.

Organisation	Female	Male
Total Ltd		1
International Maritime Organisation (IMO)	1	1
Smart Green Shipping Alliance	1	-
British Antarctic Survey	-	1
Port of Cork	-	1
COSCO Shipping	-	2
Lloyd's Register	-	1
AkzoNobel – International Paints	-	1
Finnish Maritime Administration	-	1

Table 3: gender representation in the SEDNA Advisory Board

The current gender representation in the SEDNA Scientific Committee is presented in the table below.

Organisation	Female	Male
Memorial University, Canada	-	1
State Marine Technical University, St Petersburg, Russia	-	1
C-CORE, Canada	-	1
NTNU, Norway	-	1
COSCO Shipping	-	1

Table 4: Gender representation in the SEDNA Scientific Committee

3.1.2 Gender balance of the project

At the outset of the project, all WPs were assessed as gender neutral in terms of employment suitability. This aspect will be closely monitored by the Project Coordinator and the relevant WP leaders, especially in the event of deviations from the activities currently foreseen, and/or in any Contract Amendment.



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4 Further planned Gender Action Plan measures

The consortium will support the findings of the ETAN report⁶ and the Helsinki Group on Gender in Research and Innovation (HG) (now the Standing Working Group on Gender in Research and Innovation of the European Research Area and Innovation Committee (ERAC)) that has recommended the development of indicators on the situation of women in research.

This report proposes some positive action measures to address disadvantage as appropriate and to mainstream gender equality into scientific institutions, policies and practices. There are five broad principles underlying mainstreaming and five tools designed to put the principles into practice. They can be summarised as follows:

- **Building equality into the culture and organisation, so that equality becomes a natural part of the ‘way we do things round here’.**
- **Treating the employee as a whole person, which principally entails taking their families and the rest of their lives into account in the organisation of work.**
- **Respect and dignity, which is about honouring staff and students as human beings and affording them respect and dignity. It implies operating a consistent and tough approach to discrimination and harassment (whether on the basis of sex or any other equality dimension), and bullying.**
- **Participation and consultation, fostering a democratic culture of consultation and participation and working towards a sharing of common goals.**
- **Visioning, which involves recognising the ways in which current systems and structures, policies and programmes, in effect, discriminate.**

The subsequent Gender Watch System, which monitors the progress of women in the EC’s science framework programmes to ensure that the pay gap is closing, will be provided with information by collecting, as part of the annual expenditure reports, gender distributions of researchers employed on the project.

The sections below set out how the SEDNA consortium will seek to adhere to these principles, to maintain a working environment that is free from any discrimination and so to contribute to improving the extent and quality of women’s involvement in research.

⁶ *Promoting excellence through mainstreaming gender equality. A Report from the ETAN Expert Working Group on Women and Science. European Commission, 2000*



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4.1 Gender Action Plan measures on the part of project partners

Best practices from UCL will also be transferred in the SEDNA project, and shared with all partners. These best practices include reviewing those aspects of organisational culture that are relevant to advancing women in Science, Engineering, and Technology (SET) and, where appropriate, instituting changes in organisational procedures and practices to enhance the role of women in SET.

Specific aspects include:

- **Organisational openness and inclusivity**
- **The roles and responsibilities assigned to women and men**
- **The visibility of women at all levels**
- **Workload allocation**

4.2 Project-wide Gender Action Plan measures

The nature of the data that are being used within SEDNA means that the research itself is thought to be gender-neutral. Likewise, the findings of the SEDNA project are not foreseen to affect women and men differently and the outputs are expected to be non-gendered.

However, the consortium is aware that human-centred approach to the Artic Bridge will require consideration of gender aspects as part of human-centred quality measures (e.g. usability). Sociodemographic aspects such as gender and age will also be considered.

The consortium does also recognise, that gender considerations can be highly relevant when communicating with users, and when designing products and services which are ultimately anticipated to have a societal impact. Gender balance will be considered within the context of the end users and the user workshops, and also the sectors that may have an interest in the project results. Additionally, SEDNA will be mindful of possible gender bias during project communications and dissemination.

4.3 Gender balance in project management and planning

As part of the detailed gender-neutral work plan of the individuals involved in SEDNA, we have actively included women in the technical performance of the project WPs and tasks, and have reached close to 20% participation of women in the project (see Table 2 above).

Regular monitoring will be conducted to identify and monitor the gender balance in all subsequent project management and planning.

The major risk is that female researchers may leave the project. Ideally, this will be mitigated by other women taking up their roles; the SEDNA steering committee will encourage this wherever feasible.



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4.4 Project gender balance reporting

At the end of SEDNA, a report will be produced to show the status of women employment in the project, both in terms of numbers of staff involved and with regard to the nature and level of the tasks undertaken.

This report will include:

- **Project-wide employment of women throughout SEDNA and across the consortium**
- **The nature and level of the tasks undertaken**
- **Scientific / research productivity of women throughout this project in terms of participation of women in patents and scientific contributions.**

This information, when combined with similar data from the other projects within the field of H2020, will provide valuable data in the monitoring of progress of women in scientific research.



5 Conclusions

In this report, we have presented the initial Gender Action Plan for the SEDNA project. The cornerstones are an acceptance of the importance of gender diversity in science and technology, the implementation of best practices for the creation of a diverse and fair work place and the ongoing monitoring of gender representation in the consortium and in the research.

By its nature, the work in SEDNA is gender neutral, and hence the suggested steps and measures can be considered generic. However, the SEDNA consortium is committed to maintain a working environment that is free from any discrimination and that fosters an equal representation of women. In addition, the partners will look out for any arising opportunities to increase the involvement of women both in SEDNA and in the STEM field as a whole.

The progress of any gender actions taken will be monitored throughout the project and reported in the interim management reports and in particular in the final report at the end of the project.

