



The European CCUS Research Infrastructure

Gender Equality Plan



Version 1 – Living Document

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1. Introduction

Gender equality is a fundamental value of the European Union. It is also one of the UN's sustainable development goals. Hence, it is an important focus for ECCSEL ERIC to contribute to gender equality within our Research Infrastructure.

Gender equality benefits research and innovation (R&I) by improving the quality and relevance of R&I, attracting, and retaining more talent, and ensuring that everyone can maximise their potential. It is also important to ensure that R&I systems support democratic and equal societies.¹ There has been demonstrable progress towards gender equality in the European Research Area (ERA), but data show there is still significant work to be done.²

The presented Gender Equality Plan (GEP) is adapted to the current circumstances of ECCSEL ERIC and will evolve on an annual basis as required. It will comply with the four mandatory process-related requirements set by the European Commission:

- 1) Be a public document
- 2) Have dedicated resources
- 3) Include data collection and monitoring processes
- 4) Involve training

This GEP states ECCSEL ERIC's commitment to gender equality, the objectives, and desired outcomes of the GEP, its relevant baseline data and targets, and the details of the actions that are or will be taken by ECCSEL ERIC.

Data collected annually will outline the status for gender equality in ECCSEL ERIC Boards and staff. This will be presented annually in the ECCSEL ERIC Annual report.

¹ European Commission, Directorate-General for Research and Innovation, *Horizon Europe guidance on gender equality plans*, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>

² European Commission, Directorate-General for Research and Innovation, *Horizon Europe guidance on gender equality plans*, Publications Office of the European Union, 2021, <https://data.europa.eu/doi/10.2777/876509>

2. Focus areas and measures

2.1 Gender balance in leadership and decision-making

Decision-making bodies has a natural impact on the decisions and progress of ECCSEL. It is therefore an important focus for ECCSEL to promote and maintain gender balance in all ECCSEL ERIC Boards and evaluation committees.

The composition of female – male participation into leadership and decision-making today is shown in table 1. Having this as a baseline we want to move in the direction of gender equality in the boards of ECCSEL. The measures for further addressing gender balance in leadership and decision-making is elaborated upon in the following.

Table 1. Targets (measured in female – male participation)

	Baseline (2022)	Target
Scientific Advisory Board (SAB)	0% - 100%	50% - 50%
Industrial Advisory Group (IAG)	11% - 89%	50% - 50%
Research Infrastructure Coordination Committee (RICC)	15% - 85%	50% - 50%
General Assembly	50% - 50%	50% - 50%
Operations Centre	63% - 37%	50% - 50%

Measures:

All decision-makers and leaders in ECCSEL ERIC will be provided with gender equality training. Annual training will be performed, either digitally or as part of ECCSEL meetings. Training will include awareness-raising activities in the form of sessions focused on gender equality.

In addition to training, a set of selected, annual communication activities will seek to address areas like unconscious gender biases training, and other topics or addresses specific groups. These will be further specified in the upcoming periods.

3. Data collection and monitoring

Data on gender equality will be collected on an annual basis and will be made publicly available as part of the Annual Report. Based on the monitoring of data, ECCSEL ERIC General Assembly will analyse what changes is required to further strengthen gender equality in ECCSEL.

The indicator to monitor progress will be the following:

- Composition of female – male in boards and management

Additional objectives and targets on gender equality will be proposed after one and two years. The list of indicators to monitor progress will also be elaborated upon after one and two years.

A handwritten signature in black ink, appearing to read 'S. Quale'.

Sverre Quale

Director ECCSEL ERIC