

Deliverable 11.7: Analysis of gender balance in ACTRIS

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1. Purpose

The purpose of this document is to report on the gender aspects of the Aerosol, Clouds and Trace Gases Research Infrastructure Implementation Project (ACTRIS IMP, GA 871115), outside of the immediate project consortium and in other adjacent EC projects contributing to the planning and implementation of ACTRIS. As the project draws to a close, with ACTRIS ERIC established in April 2023, ACTRIS recognises the need for and importance of promoting gender balance and equality transversely throughout the RI planning and implementation to stand out as an excellent example of a well-balanced working community.

2. Data sources and analysis

The data were collected from the 35 ACTRIS IMP beneficiaries during the Second Reporting Period of ACTRIS IMP and included information on the number of males and females contributing to ACTRIS activities and their classification as researchers or non-researchers, according to the gender reporting practices used in the reporting for H-2020 projects to EC. This division was based on the bulk of the ACTRIS-related activities and was determined separately by each beneficiary. The division between researchers and non-researchers and whom to include in the numbers has been left to the beneficiaries, and there might be inconsistencies in the criteria between the beneficiaries. It should also be noted that a lot of the listed non-researchers have a background in science. Readily available data on the coordinators and WP leaders, as well as data from adjacent projects were used as well. These include previous ACTRIS projects, namely ACTRIS-2 (GA 654109) and ACTRIS PPP (GA 739630), as well as ATMO-ACCESS (GA 101008004), RI-URBANS (GA 101036245), eLTER PPP (GA 871126) and eLTER PLUS (GA 871128). The data for the latter four were obtained from the corresponding coordination offices and contact persons. It should be noted that the data from these projects did not always include the same level of detail and may not have been collected with identical instructions as for ACTRIS IMP, resulting in limitations in the comparison of gender balance among the projects.

The regional classification of countries was based on EuroVoc as defined by the Publications Office of the European Union (<https://publications.europa.eu/en/home>; Fig. 1).

The authors of the deliverable also acknowledge the pending need for the usage of the non-binary gender classification. It is assumed that the future reporting on the H-2020 projects to EC and the internal evaluation of gender non-discrimination will include more than the currently standard two gender options.

3. ACTRIS IMP

3.1. Overview

A general overview of the gender balance in ACTRIS IMP can be seen in Fig. 2.

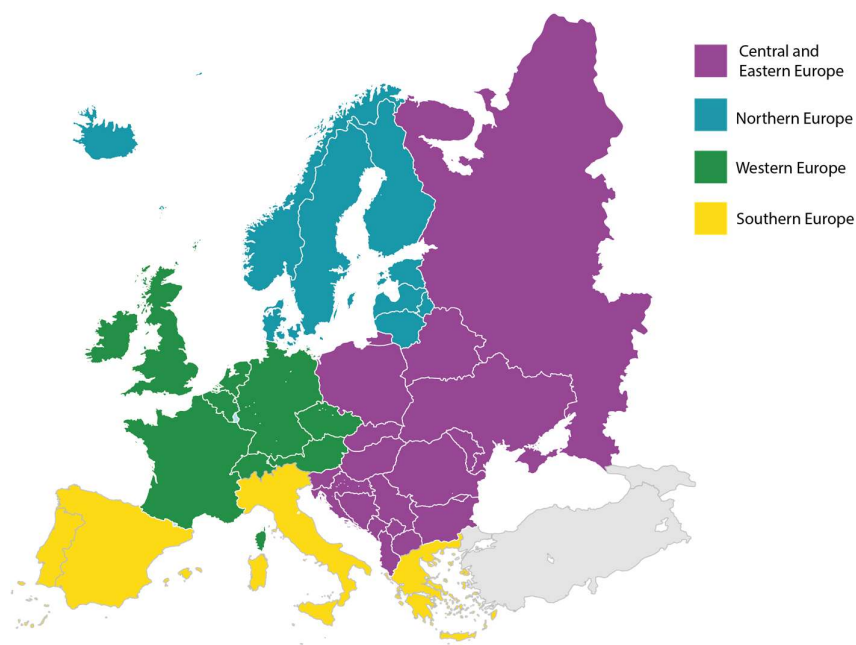


Figure 1. Classification of European countries used in this study.

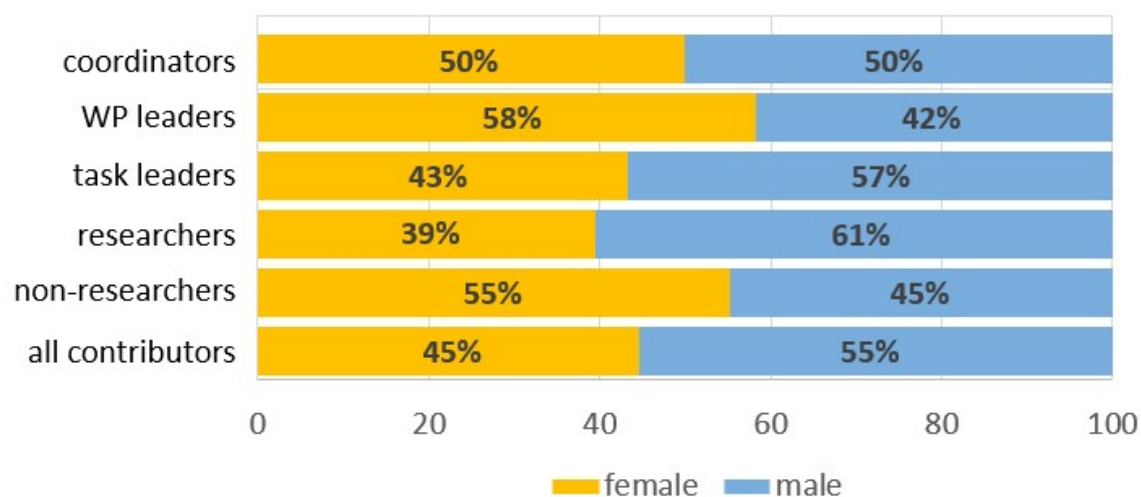


Figure 2. Gender balance in ACTRIS IMP.

The project coordination is carried out by a female coordinator and a male co-coordinator, resulting in the best possible gender balance of ACTRIS IMP coordination. Amongst the leaders of the 12 WPs, seven are women and five are men. It should be noted, however, that WP12 is a virtual WP with no assigned resources, and that it is led by the WP11 leader, resulting in that male person to be counted twice. A total

of 255 contributors have been listed in ACTRIS IMP, 114 (45%) of whom are women and 141 (55%) of whom are men. It seems as though across all ACTRIS IMP-related activities, there is a healthy balance between men and women (Fig. 2). Despite more women being WP leaders, the role of task leaders is dominated by men, with 57% of males in these roles. The researchers within ACTRIS are dominated by men (61%), while non-researchers are dominated by women (55%). While these numbers are not totally off-balance, it is worth noting that the gender roles follow the more traditional notions of male scientists and female administrative personnel. There is room for improvement within ACTRIS IMP in involving more females for scientific roles and more males for technical and administrative roles.

Similarly to Fig. 2, Figure 3 shows the gender balance in the previous ACTRIS PPP project. ACTRIS PPP deliverable D9.8 on the gender balance of ACTRIS PPP concluded that more women should be involved in scientific roles and more men in technical and administrative roles. Comparing the two figures, it can be seen that ACTRIS IMP has succeeded in this effort. The percentage of women in scientific roles has increased from 38% to 39%, and the percentage of men in technical and administrative roles has increased from 33% to 45%. No significant changes are observed in the gender balance of ACTRIS IMP coordinators and WP leaders. At the same time, even though there are fewer female task leaders in ACTRIS IMP than in ACTRIS PPP, the overall gender balance of task leaders is better in ACTRIS IMP. Across all activities, the gender balance in ACTRIS IMP is almost identical to that of ACTRIS PPP, with women comprising 45% and 44% of all contributors, respectively. It can be said that ACTRIS IMP has been successful in promoting gender balance, involving both men and women equally for different tasks and responsibilities and encouraging a positive change in areas where it is needed. This is especially important as the ACTRIS community at-large continues to grow.

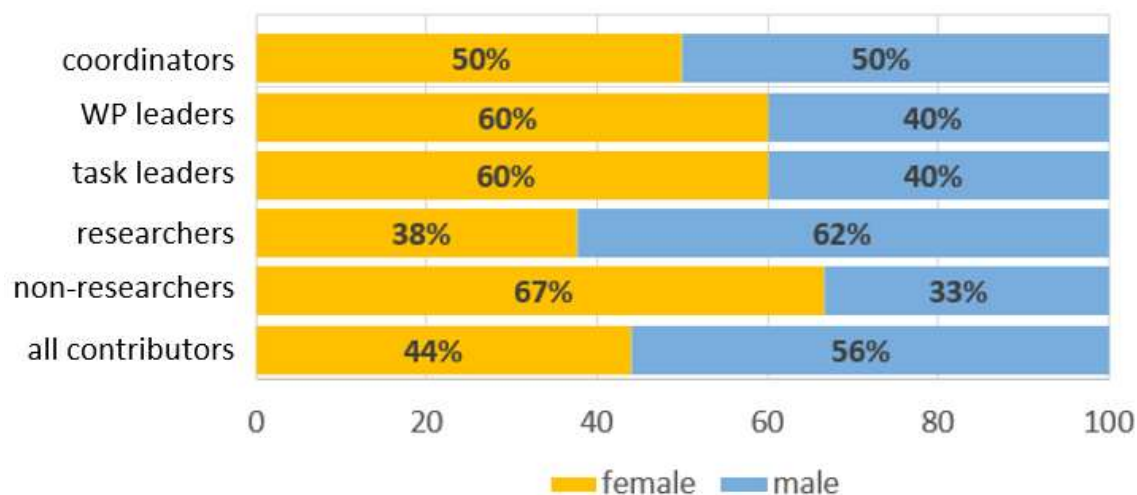


Figure 3. Gender balance in ACTRIS PPP.

3.2. Regional differences

Due to a large number of ACTRIS IMP beneficiaries across Europe, it is possible to conduct a basic geographical analysis of gender balance. Results can be seen in Figs. 4-6. It has to be noted here that of all

35 ACTRIS IMP beneficiaries, only three are located in Central and Eastern Europe, likely reducing the statistical significance of data from this region.

The best gender balance between men and women amongst all ACTRIS IMP contributors is achieved in Northern Europe (Fig. 4). The balance is almost as good, albeit reversed, in Central and Eastern Europe with 55% of contributors being women and 45% men. It is the only region where more women are involved in ACTRIS IMP activities than men. In Southern and Western Europe, the balance is also quite good with women comprising 42% and 44% of all contributors, respectively. Due to similar numbers across all areas of Europe, it appears that there are no real geographical differences between the gender balance in ACTRIS IMP. On the same note, the numbers presented in Fig.4 are very similar to those in ACTRIS PPP.

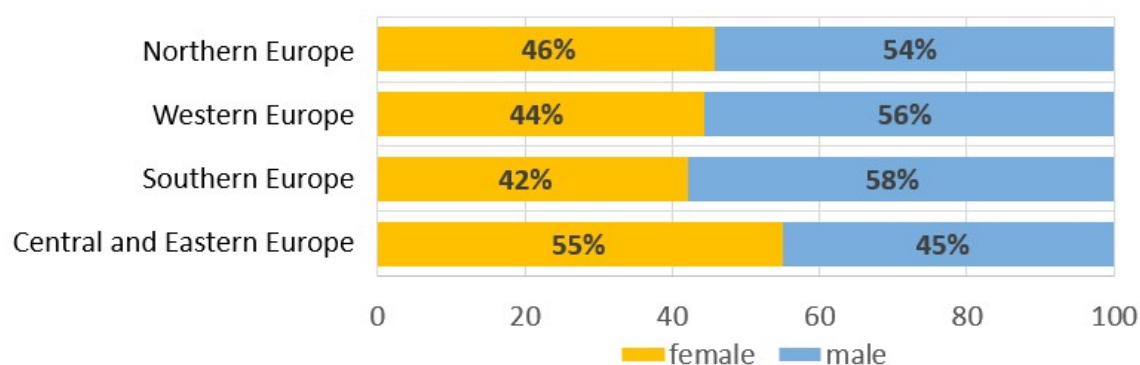


Figure 4. Gender balance of all contributors in ACTRIS IMP by region.

As mentioned in the previous section, there are fewer women among ACTRIS IMP researchers than there are men, and this trend seems to be the case in most regions of Europe as well (Fig. 5). About one-third of all researchers in ACTRIS IMP beneficiaries in Northern Europe are women, with the fraction of women in Western and Southern Europe slightly higher. The only exception to this trend is the beneficiaries in Central and Eastern Europe where there is a very good balance between male and female researchers, with female researchers actually dominating the total numbers with 53%. Central and Eastern Europe is the region with the lowest number of beneficiaries and a total of 17 researchers. Again, the data presented in Fig. 5 is similar to those in ACTRIS PPP; however, it should be noted that the fraction of female researchers in Western Europe clearly increased from 32% to 38%.

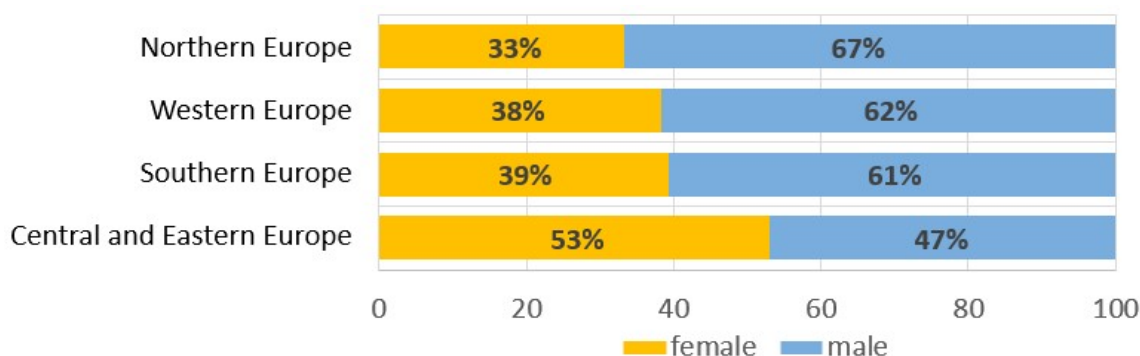


Figure 5. Gender balance of researchers in ACTRIS IMP by region.

When the gender balance of non-researchers among regions of Europe is examined, it becomes clear that the pattern of gender balance is non-uniform and exhibits clear regional differences (Fig. 6). There is a perfect gender balance among non-researchers in Southern Europe, with Western Europe not far behind. A little over one-third of non-researchers in Northern Europe is male. There are only three non-researchers in Central and Eastern Europe, two female and one male. The community of non-researchers within ACTRIS has perhaps changed the most over time. During ACTRIS PPP approximately one-third of non-researchers was male, and this was the case for all regions of Europe. As can be seen in Fig. 6, the gender balance of non-researchers has improved during ACTRIS IMP.

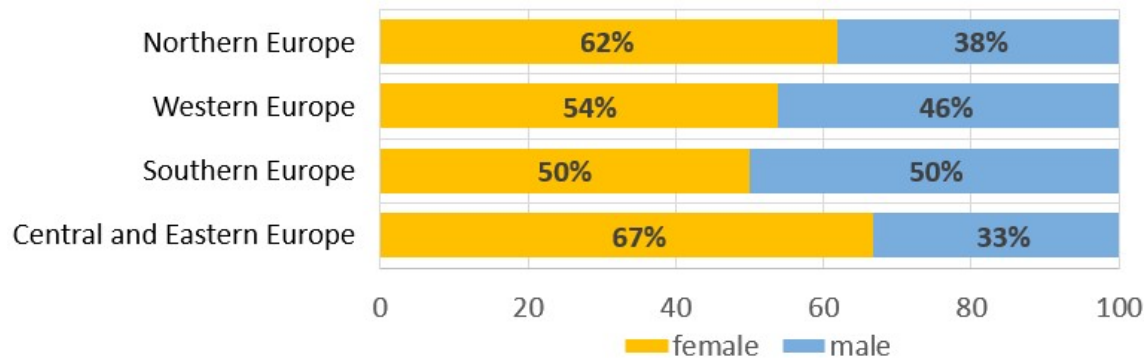


Figure 6. Gender balance of non-researchers in ACTRIS IMP by region.

4. ACTRIS PPP among adjacent RIs

Figure 7 presents the gender balance of all contributors in ACTRIS IMP as well as in former ACTRIS and other ACTRIS-related EC projects. The figure demonstrates that, quite surprisingly, the gender balance in all of the presented projects is pretty much the same, with women comprising 41-45% of the total number of contributors. While ACTRIS IMP does have the highest fraction of female contributors (45%) and the best gender balance, statistically speaking there is likely no difference among the projects.

Overall, the gender balance issue in ACTRIS IMP has been considered in planning and execution quite well over the past four years. The overall fraction of women in ACTRIS IMP has increased by 1% over the past four years, highlighting the good traditions in gender balance and women playing a strong role in developing ACTRIS over the years. The gender balance of researchers in Southern and Western Europe has improved. The gender balance of non-researchers in all regions of Europe has improved as well.

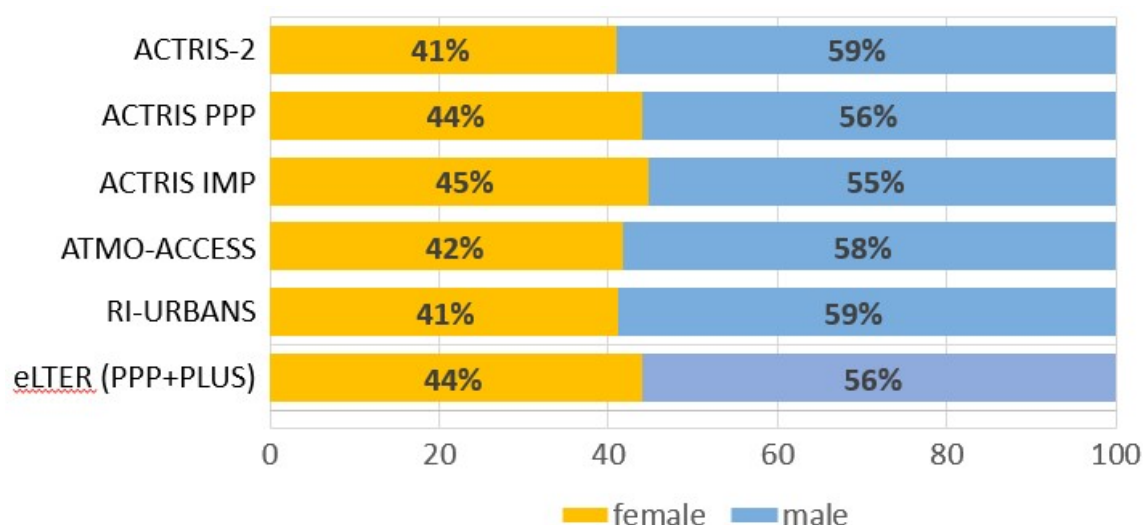


Figure 7. Gender balance of all contributors in ACTRIS IMP and adjacent projects.

5. ACTRIS beyond ACTRIS IMP

In all, ACTRIS IMP has so far been successful in ensuring that both men and women are given equal opportunities for involvement in various aspects and tasks of the project. While there is some room for improvement, ACTRIS IMP has evolved since the previous ACTRIS PPP project and has the best balance between men and women in the workplace compared to the other analysed projects. The future development surrounding gender balance in ACTRIS will focus on making sure that women are further encouraged to assume research positions and men are given equal opportunities for carrying out technical and administrative tasks in the coming ACTRIS-related projects. As ACTRIS becomes operational as an RI, the gender issue shall be considered in the recruitment of staff for the ACTRIS Head Office, Data Centre and Topical Centres, as well as at the National Facilities. More details about this can be found in ACTRIS PPP deliverables D2.7 (ACTRIS staff policy) and D1.4 (Strategy for ACTRIS human resources). It should be noted here, of course, that research performing organisations (RPOs) in Europe typically have their own gender and non-discrimination plans and strategies, and ACTRIS ERIC will encourage and promote the gender balance both internally and externally.

6. Gender dimension and other dimensions of equality

The research field of ACTRIS focuses on physical and chemical phenomena of the atmosphere. These phenomena are not gender-related and, therefore, the concept of gender dimension in research questions is seldom directly applicable.

There are, however, numerous other aspects in ACTRIS where the gender dimension needs to be taken into account. ACTRIS works on the building of physical access schemes to its Topical Centres and Observational and Exploratory Platforms such that it would allow equal participation of genders as well as equal participation of individuals in other dimensions of equality. It is important that the services built around the facilities enable users and managers in all life situations to be able to work at these prestigious facilities. ACTRIS will also actively support and promote the balance in gender, age, ethnicity, scientific seniority etc. in the technical training of ACTRIS NF and CF operators, managers and users.

Attention will be given to the gender-dimension aspect and other dimensions of equality when defining the user requirements, identifying and working with user groups and coordinating internal and external collaborative actions. ACTRIS is aiming to act as a role model in atmospheric research and in the research infrastructure area and to facilitate mentoring and networking opportunities equally. Again, more details about this can be found in ACTRIS PPP deliverables D2.7 (ACTRIS staff policy) and D1.4 (Strategy for ACTRIS human resources).

Acknowledgements

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