

Deliverable 9.8: 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 Preparatory Phase Project (ACTRIS PPP, GA 739530) and in other EC projects contributing to the planning and implementation of ACTRIS. As the project draws to a close, ACTRIS recognises the need 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 28 ACTRIS PPP beneficiaries 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 reporting 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 were used as well. Data from adjacent projects contributing to ACTRIS, namely ACTRIS-2 (GA 654109) and EUROCHAMP-2020 (GA 730997), were obtained from the corresponding coordination offices and contact persons. However, the data from these projects did not always include the same level of detail as for ACTRIS PPP, resulting in limitations in the comparison of gender balance between 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).

3. ACTRIS PPP

3.1. Overview

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

The project coordination is carried out by a female coordinator and a male co-coordinator, resulting in the best possible gender balance of ACTRIS PPP coordination. Amongst the leaders of the 10 WPs, six are women and four are men. It should be noted, however, that WP10 is a virtual WP with no assigned resources, and that it is led by the WP9 leader, resulting in that male person to be counted twice. A total of 232 contributors have been listed in ACTRIS PPP, 102 (44%) of whom are women and 130 (56%) of whom are men. It seems as though across all ACTRIS PPP-related activities, there is a healthy balance between men and women (Fig. 2). In the WP and task leader positions the balance is also good, with 60% of females in these roles. The researchers within ACTRIS are dominated by men (62%), while non-

researchers are mostly women (67%). 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 PPP in involving more females for scientific roles and more males for technical and administrative roles.

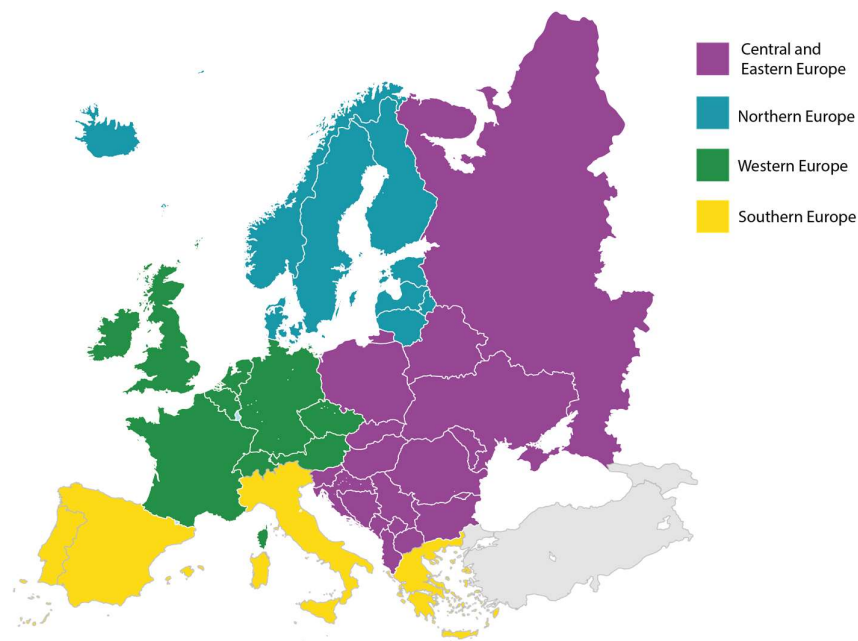


Figure 1. Classification of European countries used in this study.

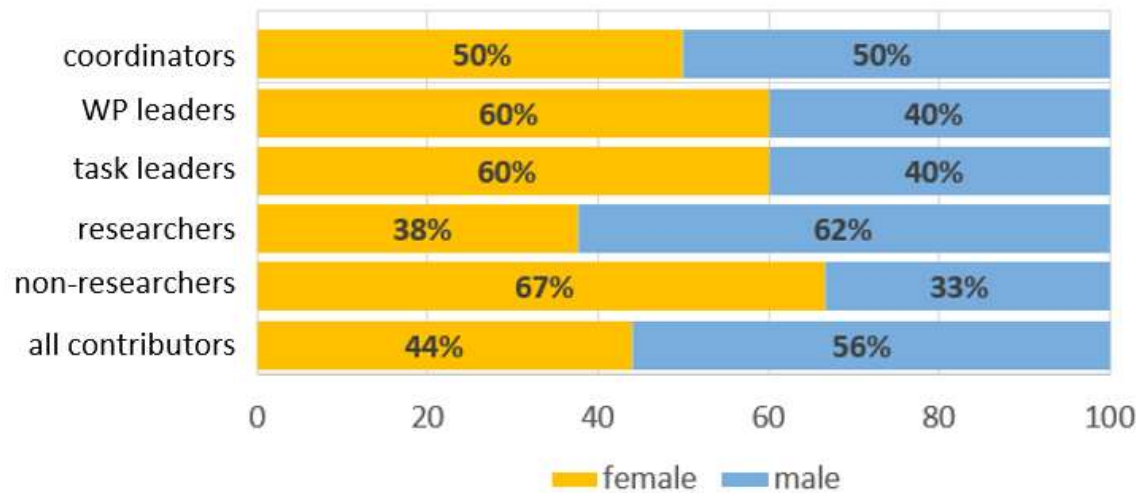


Figure 2. Gender balance in ACTRIS PPP.

3.2. Regional differences

Due to a large number of ACTRIS PPP beneficiaries across Europe, it is possible to conduct a basic geographical analysis of gender balance. Results can be seen in Figs. 3-5.

The best gender balance between men and women amongst all ACTRIS PPP contributors is achieved in Central and Eastern Europe (Fig. 3). It is also the only region where more women are involved in ACTRIS PPP activities than men (54% and 46%, respectively). The balance is almost as good in Northern Europe with 45% of contributors being women and 55% men. In Southern and Western Europe, the balance is also quite good with women comprising 42% and 40% 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 PPP.

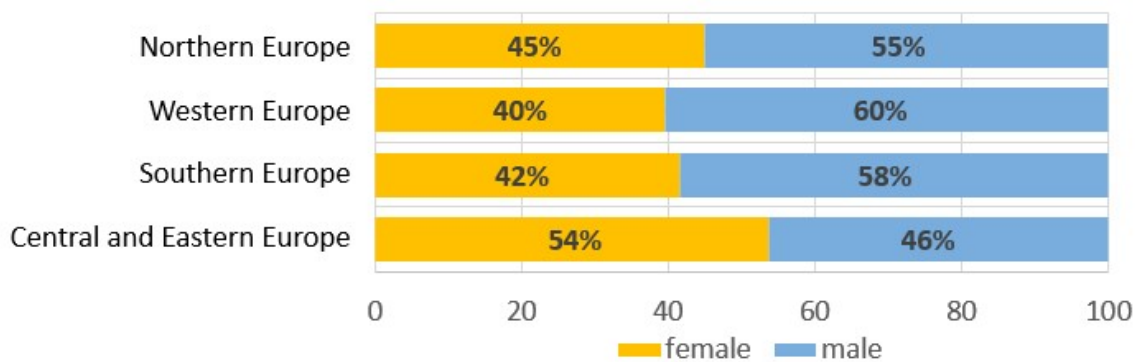


Figure 3. Gender balance of all contributors in ACTRIS PPP by region.

As mentioned in the previous section, there are fewer women among ACTRIS PPP researchers than there are men, and this trend seems to be the case in most of the separate regions of Europe as well (Fig. 4). About one-third of all researchers in ACTRIS PPP beneficiaries in Northern, Southern and Western Europe are women. The only exception to this trend is the beneficiaries in Central and Eastern Europe where there is a good balance between male and female researchers. Central and Eastern Europe is the region with the lowest number of beneficiaries (four), with a total of 34 researchers equally divided between men and women.

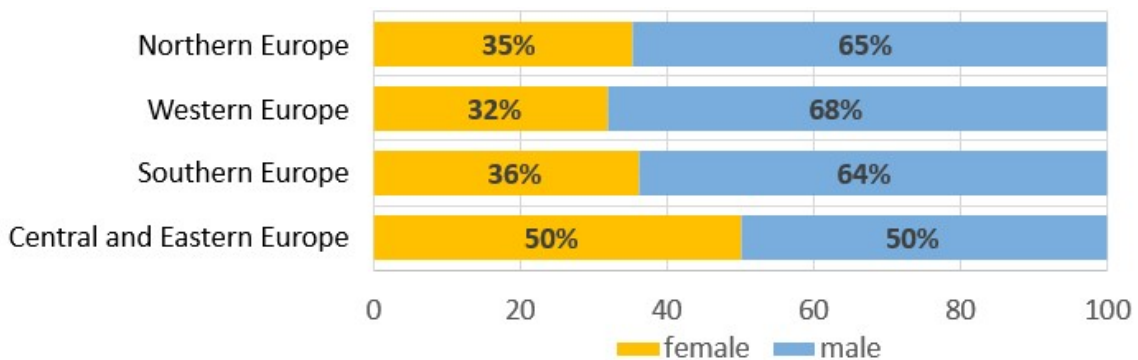


Figure 4. Gender balance of researchers in ACTRIS PPP by region.

When the gender balance of non-researchers among regions of Europe is examined, it becomes clear that the pattern of gender imbalance is uniform (Fig. 5). Approximately one-third of non-researchers in all regions of Europe is male, with regional differences being negligible.

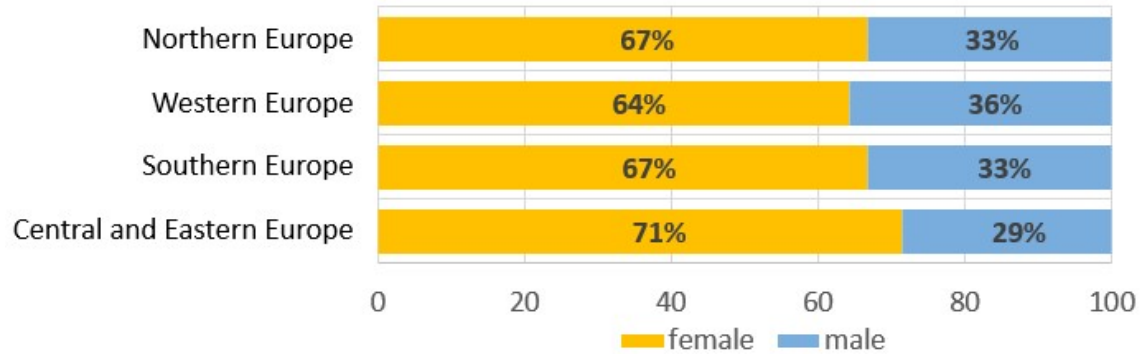


Figure 5. Gender balance of non-researchers in ACTRIS PPP by region.

4. ACTRIS PPP among adjacent RIs

Figure 6 presents the gender balance of all contributors in ACTRIS PPP as well as in other ACTRIS-related EC projects. The figure demonstrates that ACTRIS PPP has the best gender balance among the projects examined, with ACTRIS-2 and EUROCHAMP-2020 both having a smaller fraction of women than ACTRIS PPP. EUROCHAMP-2020 has less than one-third of women as its contributors. These results indicate that in ACTRIS PPP the gender balance issue has been considered in planning and execution better than in other projects. Although, this might also be a direct result of ACTRIS PPP being driven more by science management than other projects.

If the comparison among projects is done at coordinator level, ACTRIS-2 has a female coordinator and male co-coordinator, identically to ACTRIS PPP. In EUROCHAMP-2020 there is only one coordinator (male) so a balance cannot be achieved. At the task leader level (Fig. 7), the situation is similar as for all contributors, i.e. ACTRIS PPP has the highest fraction of female task leaders (60%) compared to other projects. In ACTRIS-2 and EUROCHAMP-2020 the gender balance of task leaders is good as well. This fact demonstrates that the gender balance has been promoted in all three projects by giving women important responsibilities as WP and task leaders.

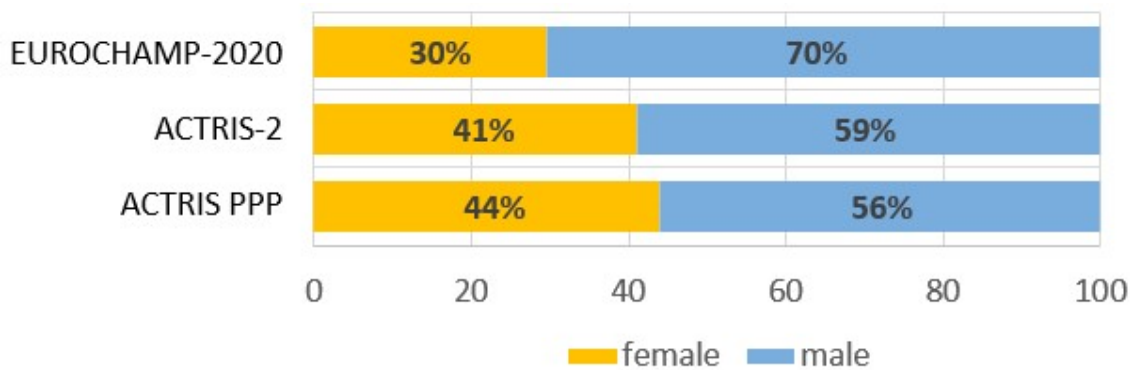


Figure 6. Gender balance of all contributors in ACTRIS PPP and adjacent projects.

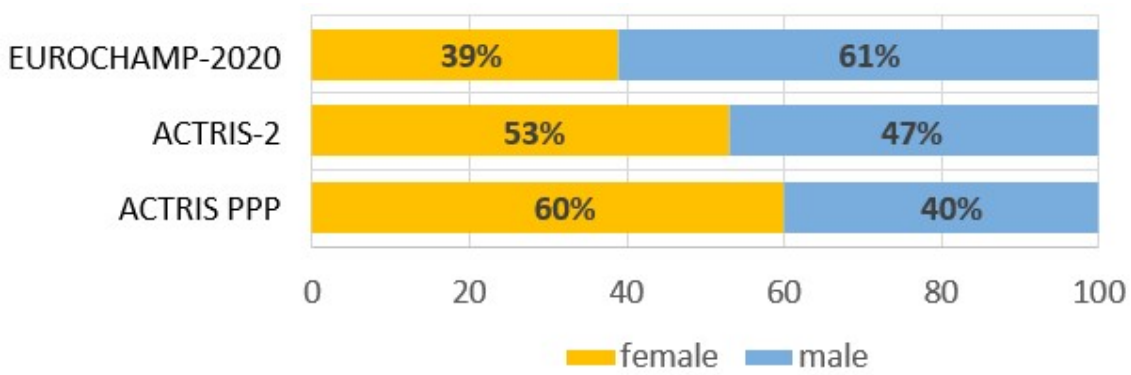


Figure 7. Gender balance of task leaders in ACTRIS PPP and adjacent projects.

5. Conclusion and moving forward

In all, ACTRIS PPP has been so far successful in ensuring that both men and women are given equal opportunities for employment in various aspects and tasks of the project. While there is some room for improvement, ACTRIS PPP 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 PPP will focus on making sure that women are 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 Deliverables D2.7 (ACTRIS staff policy) and D1.4 (Strategy for ACTRIS human resources).

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 balance in gender, age, 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 Deliverables D2.7 (ACTRIS staff policy) and D1.4 (Strategy for ACTRIS human resources).