



## Deliverable D 1.1 Gender Strategy Plan

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## 1. Executive Summary

The objective of the LOCATE project is to replace the current scheduled maintenance of locomotive bogie with predictive maintenance regime.

As for gender issues, the LOCATE project has set up a gender strategy to promote gender equality in the project, establishing a system for monitoring gender equality and setting up gender indicators to measure progress towards gender equality.

The LOCATE project is sensitive to the equal opportunities between women and men and will focus its attention on ensuring gender balance whenever possible. At the level of participants of the project, the gender balance typically depends of the types of activities involved in the project.

This document is divided in the following gender balance promotion actions:

- Equal opportunity policy
- Gender equality actions
- Targets to achieve a gender balance in the workforce
- Improve work-life balance

## 2. Abbreviations and acronyms

Abbreviation / Acronyms	Description
TD	Technology Demonstrator
WA	Work Action
WP	Work Package

### 3. Background

The present document constitutes the Deliverable D1.1 “Gender Strategy Plan” as part of the WP1 – Project Management.

It does not contribute any TD/WA.

## 4. Objective/Aim

The deliverable D1.1 – Gender Strategy Plan intends to:

- Set up a gender strategy to promote gender equality in the project;
- Establish a system for monitoring gender equality and setting up gender indicators and figures monitoring;
- Measure progress towards gender equality;
- Promote gender equality within partnerships to ensure both male and female representatives engage with the project activities (such as industry workshops or dissemination events)

## 5. GENDER STRATEGY

### 5.1. Equal opportunity policy

Equal opportunities should be provided for general measures which benefit all partners. In the LOCATE project this strategy is based on the following principles:

- Commitment of management: creation of an environment which supports equal opportunities. It requires a collective effort by everyone, consortium leader and all collaborators of each member;
- Participation of all partners: all partners know the equal opportunity policy that should be implemented, so that they understand and share the ambition and objectives;
- Equal opportunity between men and women: balanced representation of men and women at all levels;
- Ensure that all similarly qualified collaborators have equal access and opportunity to obtain training, participate in conferences, workshops and other type of activities;
- Develop a professional, gender-sensitive management culture and working environment;
- Monitor and evaluate the progress on the implementation of the Action Plan for the Promotion of Gender Equality.

### 5.2. Gender Equality Actions

To ensure gender equality, the LOCATE consortium guarantee that the following actions will be implemented:

- Human resource management takes account of the equal opportunities dimension:
  - the forward planning of personnel;
  - performance management and evaluation, to assess the existence of imbalances based on gender and to remedy them if necessary;
  - balance between work and private life.
- Balanced representation of men and women at all levels:
  - Equal merit for women and men;
  - Equal representation in the type of position;
  - Equal representation in the work packages;
  - Balanced representation in meetings.
- Ensuring that all similarly qualified collaborators have equal access and opportunity regardless of gender, age or disability.
- Ensuring that all partners make efforts to engage both male and female representatives in the project activities (such as workshops or dissemination events).



### 5.3. Targets to achieve a gender balance in the workforce

To achieve a gender balance in workforce, all LOCATE consortium ensure that the following actions are implemented:

- All collaborators have equal opportunity (regardless of gender, age or disability);
- Ensure that the same rules are apply to collaborators;
- Make sure that no collaborator is discriminated because of a personal characteristic;
- Balanced representation of men and women at all levels;
- Management of equal opportunities within consortium partners;
- Scheduled meetings either as a group or as one-on-one discussions to talk about balance issues .

### 5.4. Improve work-life balance

To improve work life balance, each LOCATE partner adopts some activities to better reconcile work and private life:

- **Create a “common space”**, where the collaborators can take a mental break when they need;
- [Team-building exercises](#): to promote the team work;
- Create an open-space environment and encourage team members to talk to you about any personal issues;
- At the beginning of a project to talk to collaborators and encourage them to be up front about their work-life balance needs;
- Ask for regular feedback from team members regarding the way you plan and delegate work and the impact it has upon them.

## 5.5. Gender Figures per Partner

Number of people planned to work on the project		
Partners	Number of Women	Number of Men
EVOLEO	1	3
IST	1	5
HUD	0	4
FGC	1	2
UIC	3	2
VIB	1	3

Table 5-1 – Gender figures per partner

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