

AMIRES GENDER EQUALITY PLAN 2022-2024 2023 Report

Gender Equality in Europe is progressing, although further efforts are still needed. To achieve gender equality internally and promote it also externally AMIRES published in 2022 its Gender Equality Plan (GEP). In general, AMIRES is reaching its defined targets of this GEP. For example, the projects in implementation phase in which AMIRES participates (as project manager and/or communication&dissemination manager) the percentage of women in leading positions increased in the period from 2022 to 2023 overall, such as coordinators, and advisory board members, however in some cases our projects are still not reaching the defined target. The project proposals, which AMIRES supports to prepare, had more female coordinators than in the previous period, meanwhile the other leading positions in the project were kept at similar numbers. A development to be highlighted is the improvement on the awareness of the use of inclusive language and gender-neutral visuals in materials within AMIRES team, as well as the continued absence of negative comments from evaluators on gender aspects in project proposals. However, AMIRES finds room for improvement when it comes to avoiding zero representation of women in leading positions in ongoing projects, and keeping a good proportion of speakers and panellists in events organized by AMIRES. Further actions will be implemented to achieve the targets set out in AMIRES GEP.

According to the Gender Equality Index, a tool to measure progress of gender equality in the European Union (EU), the EU has reached 70 points¹ for the first time, (+1.6 points since 2022), and Czechia 57.9 points (+0.7 points from 2022). Within this Index, several parameters are considered (work, money, knowledge, time, power, health).

AMIRES² published in 2022 its [Gender Equality Plan \(GEP\)](#) with a clear internal and external strategy, defined actions and targets (see below), contributing to the Gender Equality in Europe.

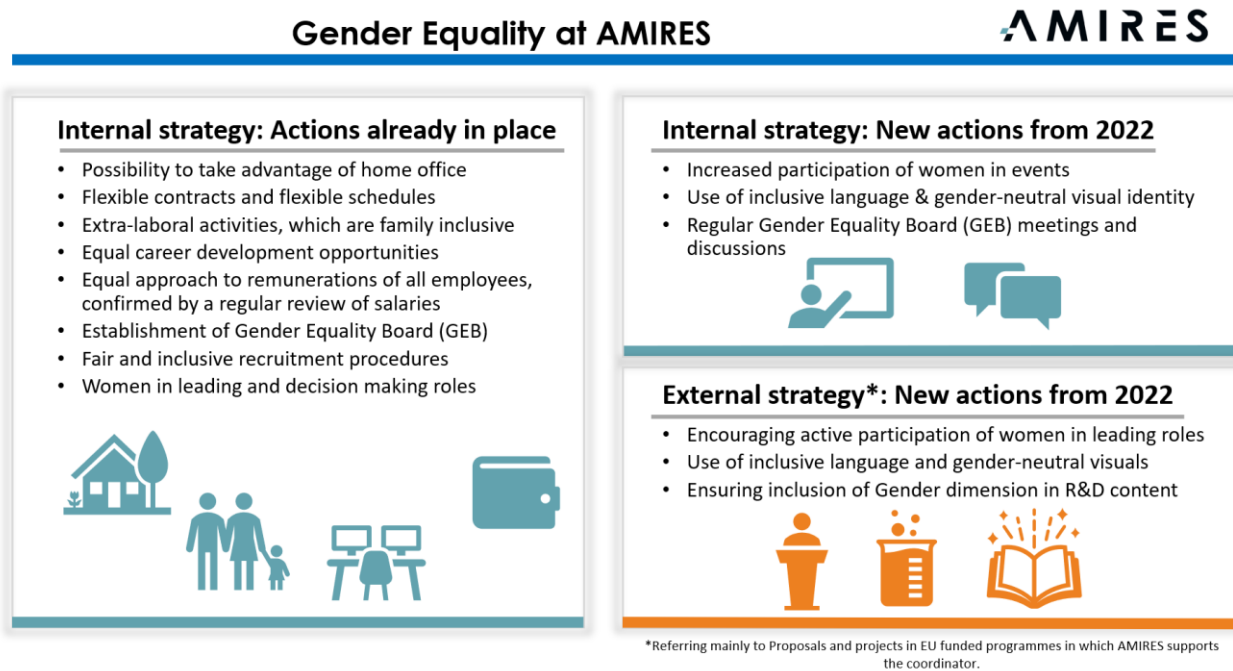


Figure 1. Internal and external strategy in AMIRES Gender Equality Plan (GEP)

¹ Being 100 points, full equality between women and men, according to the [European Institute for Gender Equality \(EIGE\)](#)

² AMIRES s.r.o. and AMIRES, The Business Innovation Management Institute, z.ú.,

1. AMIRES internal actions

AMIRES continues implementing actions that were in place before the publication of the GEP as indicated in Figure 1. Regarding the flexibility of work contracts, which cater to employees' specific family or personal needs, currently 10% of the employees at AMIRES work part time, and 90% full time, one employee is on parental leave combined with part time. Employees have the opportunity to come back from maternity/parental leave as soon as their situation allows them and in the percentage of time it fits them best. In relation to the recruitment of new employees, it has always been done based on merit and compatibility with the role, regardless of age, nationality or gender. Currently, 67% of all employees at AMIRES are female.

The actions implemented as part of the GEP, have the following results:

Action 1: Salary review

The management of AMIRES performs periodic reviews of salaries (at least 2 times a year) to monitor any potential salary inequalities between men and women (both genders should be protected equally) and employees with the same position. In addition, salaries of new hires are based on this analysis. During 2023, no gender pay gap was identified.

Action 2: Encouraging the active participation of women in events

AMIRES plays an exemplary role in the European innovation ecosystem, especially in the STEM (Science, Technology, Engineering and Mathematics) areas. AMIRES actively welcomes the presence of excellent female professionals in events and workshops. In 2023, for the events which AMIRES organized, an average of 42% of the speakers and moderators were female, with the lowest share of female speakers at 10% and highest at 65% (lower from previous period³, 51% in average, lower 18% and 83% highest). However, this is still fully aligned with internal target of a minimum of 40%.

Since 2023, AMIRES has undertaken another action in encouraging the participation of women in STEM areas (irrespective of age), namely through a podcast "In Her Shoes" hosted by Jana Mwangi in which remarkable female scientists uncover the journey and life of women in science.

AMIRES attended the European Diversity Day 2023 organized by the Business for Society in the Chamber of Deputies of the Parliament of the Czech Republic where topics, such as gender pay gap, were discussed and top companies from Czechia shared the best practices. The content was shared internally among AMIRES colleagues. AMIRES also joined an inspiring Education, Diversity and Inclusion session during the European Quantum Technologies Conference (#EQTC2023) hosted by Quantum Valley Lower Saxony in Hannover. Tech conferences taking the initiative to educate audiences about important topics like gender discrimination present a significant step forward.

Moreover, AMIRES demonstrates proactive engagement on social media platforms, consistently sharing pertinent content, exemplified by the International Day of Women and Girls in Science and AMIRES' Post - SheFigures 2021.

³ 2021-2022

Further partnerships will be sought with initiatives in which female participation in STEM areas as well as women entrepreneurs of STEM business are encouraged. An example is the upcoming event: [Women of Quantum](#) (8th of March 2024), a showcase of female talent across the various fields within the quantum industry.

Action 3: Use of an inclusive language⁴ and gender-neutral visual identity

The Gender Equality Board (GEB) organized an internal seminar on the inclusive language and gender-neutral visuals. GEB also carefully evaluates that all written content created by AMIRES uses inclusive language and gender-neutral visuals. This includes, but is not only restricted to, the AMIRES website and social media, publications, presentations, promotional material, videos, internal reports, etc.

Action 4: Regular Gender Equality Board meetings and discussions

The Gender Equality Board and management of AMIRES meet regularly, every 6 months, and communicate constantly among other channels. During these meetings, status of the GEP and other open topics related to the gender are discussed.

2. AMIRES external strategy and commitment beyond the organisation

In addition to the internal strategy, AMIRES promotes gender equality beyond its organisation; namely, among its partners and clients. These activities mainly relate to the proposal preparation and project implementation phases where AMIRES is involved. All proposals and projects in AMIRES are thematically allocated to one of the three programmes: i) Energy& Sustainability (ENESUS) - related to energy and sustainability; ii) Health&Biotech - focusing on biotechnology and innovations in the health sector; iii) DeepTech - corresponding to research and scientific advances in deep technology and engineering.

Action 5: Encouraging active participation of women in leading roles

AMIRES encourages and supports its partners in including activities that seek gender equality during project proposal preparation and during the execution of funded projects⁵. If such activities are non-existent in their organisations, AMIRES provides an example and stimulates its partners to improve and expand their efforts to pursue gender equality. AMIRES encourages the participation of female coordinators and promote female participation as Work Package leaders and external advisors.

EU PROJECT PROPOSALS

During 2023, 43% of EU proposals in which AMIRES had been involved⁶ were coordinated by female coordinators (increase from 39% recorded during 2021-2022). Interestingly, out of the 43%, Energy and Sustainability-related proposals had the highest percentage of female coordinators 45%⁷, followed by 33%⁸ for Health and 22%⁹ for DeepTech proposals (Figure 3). In other leadership positions, overall, 33% of the Work Package¹⁰ leaders in the proposals were female, strikingly with 0% being the lowest vs 88% the highest share of female WPLs. In the case of advisory roles, only 25% (in scientific, external or ethics boards) were proposed to be taken by female professionals, with shares ranging from 0% to 100% of female advisers. The main difference between 2022 and

⁴ Examples using instead of *First Man studies*, use *First in Human studies*, *businessperson* instead of *businesswoman* or *businessman*. Other examples: https://www.europarl.europa.eu/cmsdata/151780/GNL_Guidelines_EN.pdf

⁵ Projects refer to successful proposals which were granted funding and are being implemented

⁶ including those projects which have not yet been evaluated and proposals that were not funded.

⁷ 29% of total of coordinators.

⁸ 21% of total of coordinators.

⁹ 14% of total of coordinators.

¹⁰ A work package is the backbone of an EU project that aims to carry out its concept and fulfil the objectives.

2023 is the proportion of female representation within the programmes (the comparison can be found in Table 1.) Unfortunately, the target of avoiding zero female advisory role, was not achieved at proposal preparation (33% of all proposals had zero female advisers proposed). However, the overall targeted percentage of coordinators, WPLs and advisory roles (i.e. 35%, 25% and 25% respectively). were achieved.

Interestingly when a woman was the coordinator of the proposal, on average 54% of the WP leaders were also women (vs 21% when coordinators were men), and null-female WPLs were not found (vs 0% of WPLs were identified for proposals with male coordinators).

EU-FUNDED PROJECTS

Additionally, AMIRES is involved in the project management and/or dissemination and communication in dozens of EU-funded projects, 62% of which belong to the Horizon 2020 funding programme and 38% to Horizon Europe (HE)¹¹. In 2023 only 23% of all projects (19% during 2021-2022) are coordinated by women (33% in each of the programmes¹², Figure 3). Meanwhile, on average, 29% of the Work Package leaders are female. Interestingly, from these 29%, 34% belong to ENESUS, 30% to Health and finally 24% to DeepTech projects. The lowest recorded female representation among WPLs, 0%, was in a DeepTech-related project, whereas the highest percentage, 63%, was found also in DeepTech as well as in Energy and Sustainability-related project group. On average, only 26% of advisory roles in the running projects are taken up by women (highest 75% in health-related project; lowest 0%, mainly in DeepTech-related projects). Even though the target of 25% of female coordinators and 35% of female WPLs was not achieved there was 21% improvement from last period. Although the 0% female representation in WP leader and adviser positions was not achieved, the target of 25% female advisers, was reached.

Once again, in projects coordinated by women, female WPLs and advisers were on average 32% and 30% respectively. On the other hand, in projects managed by male coordinators, female WPLs and advisers made 28% and 15% respectively.

Therefore, the ambitious target for 2024 specified in AMIRES GEP, 40% female Work Package leaders, 30% female coordinators, and 30% female advisory board members will be quite challenging to achieve.

In addition, AMIRES encourages scheduling the meetings in the 9-16h timeframe to facilitate working parents' schedules. During 2023, in a sample week (with heavy load of meetings), 87% of the meetings were scheduled within this timeframe.

¹¹ Important to note that gender related aspects are obligatory in HE, such as the need of a Gender Equality Plan for public institutions.

¹² 8% of all the coordinators.

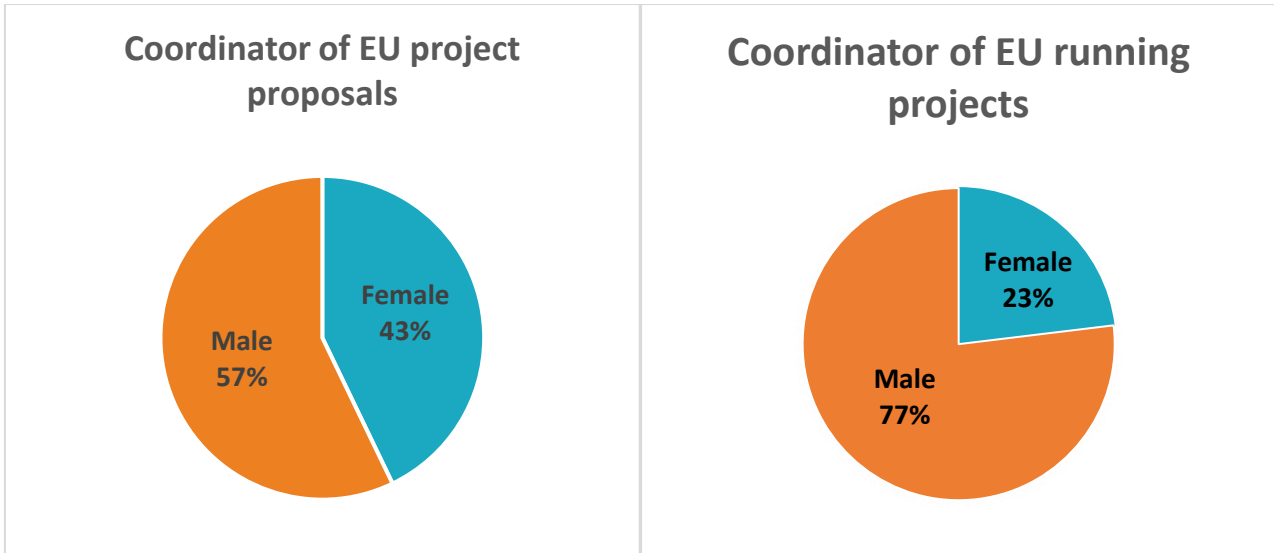


Figure 2. Percentage of female coordinators in EU proposals in 2023 (in which AMIRES supports the coordinators in the proposal preparation) (left) and in on-going projects (AMIRES acting as project manager and/or communication and dissemination manager) (right).

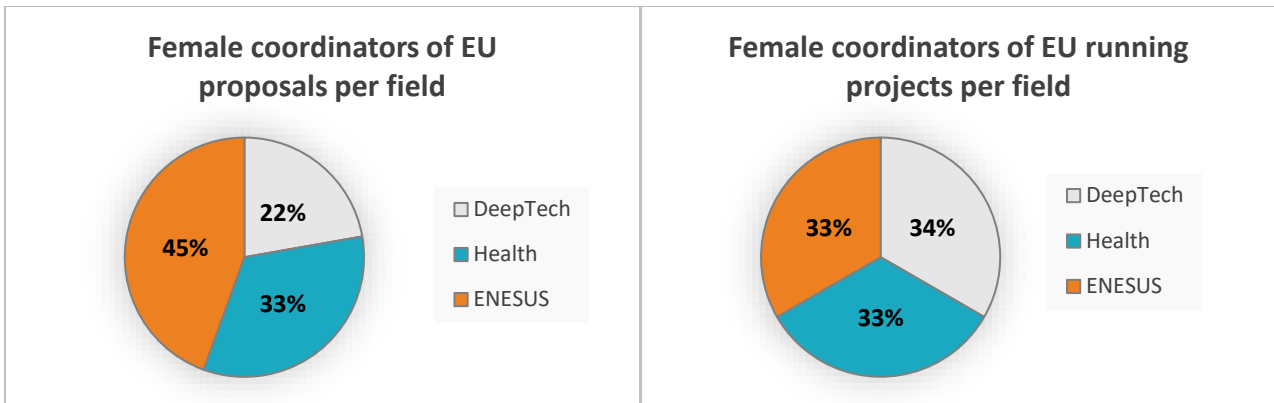


Figure 3. AMIRES Programme (ENESUS, Health, and DeepTech) shares in the total number of proposals (left) and projects (right) with a female coordinator in 2023.

Action 6: Use of an inclusive language and gender-neutral visuals

The GEB revises the gender, communication and dissemination section of all proposals that are fully supported by AMIRES with regards to the inclusive language and provides suggestion if applicable.

In addition, AMIRES promotes the use of inclusive language and gender-neutral visuals by its partners during the proposal preparation stage as well as during the implementation of projects. This is especially relevant for those projects in which AMIRES has the role of a dissemination and communication manager.

Currently, 46% of project managers at AMIRES consider always using gender neutral images and language in the projects, 23% often, 12% sometimes, 12% rarely and 8% never (vs 23%, 19%, 19%, 27% and 12% respectively during 2021-2022). A very good improvement from the last period, which can be attributed to the related seminars on the topic. The reasons for the responses are quite variable, between others: sometimes the role of AMIRES does not include the communication/dissemination of the project, in other cases, usually there is the use of real photos of partners, which are mostly men. A common challenge seems to be that some projects are primarily related to technology development, and related images do not show people, thus making it difficult to show the relevance of using gender neutral images and language.

Action 7: Gender dimension in R&D

The GEB revises, at the least, the gender and communication & dissemination section of all proposals that are fully supported by AMIRES with regards to the gender dimension in R&D. Additionally, it will monitor the gender aspects in projects currently being implemented.

Out of all proposals submitted with full support of AMIRES during 2023, 38% received positive comments from evaluators on the Evaluation Summary Report (ESR) regarding gender aspects (including gender dimension) (vs 23.5% 2021-2022), and no proposals received negative comments. The remaining proposals have either not yet been evaluated, had no comments on gender, or the gender criterion was not an obligatory aspect. With this the target of 95% of proposals in which AMIRES is fully supporting the preparation not receiving negative comments on the ESR was achieved.

From the running projects at AMIRES, 23% consider gender dimension in the research and development (R&D) activities. On the other hand, the remaining projects which do not consider it, do not either because it is not relevant or because requirements for addressing the gender dimension do not apply, as per the call text. It should be noted that in Horizon 2020, the gender dimension of R&D was not an obligatory criterion.

3. Summary of AMIRES Gender Equality Action Plan

With all the measures put in place, AMIRES contributes, on a small scale, to the EU gender equality goals and to a better and fairer society. Some targets are more challenging to achieve, particularly in the external strategy. Additional measures will be implemented in these cases. The AMIRES management together with the Gender Equality Board ensures that attention is paid to gender aspects and will suggest appropriate actions and recommendations where necessary. AMIRES is proud to create a positive and favourable working environment for all its employees regardless of their nationality, gender, age, ethnicity, religious affiliation or disability. This action plan is a living document and will be continuously updated.

4. Table 1. Action Plan and status of Gender Equality activities at AMIRES

Strategy	Challenge identified	Targets	Timeline	Responsible	2022	2023
Internal strategy	Pay gap	Fair salaries ensured by a regular review of compensation to analyse any potential salary inequalities of employees with the same position	Monitored twice a year/every six months.	AMIRES management	No gaps	No gaps
	Underrepresentation of women at STEM events	40% of female speakers and/or moderators at events organised by AMIRES	Monitored twice a year/every six months.	AMIRES GEB	51% female speakers/moderators	41% female speakers/moderators
	Gender-bias in the language used to talk about AMIRES projects, research and innovation content	Use of inclusive language and gender-neutral visual identity	Continuous monitoring, revision by end of 2023 by GEB.	AMIRES GEB	-	No bias identified
	Keeping Gender on the agenda	Regular GEB meetings and discussions (at least every 6 months)	Monitored twice a year/every six months.	AMIRES management and GEB	-	GEB meets accordingly and are in continuous communication via other channels
External strategy	Underrepresentation of female leading roles	By 2023 , AMIRES mainly wants to avoid null representation of women in leading and advisory roles. To achieve that, AMIRES will try to involve 35% female WP leaders, 25% female coordinators	Monitored at least twice a year/every six months.	AMIRES GEB	RUNNING PROJECTS Female coordinators: 19% Female WP Leaders: 27% Female Advisory boards members: 17%	RUNNING PROJECTS Female coordinators: 23% Female WP Leaders: 31% Female advisory boards members: 24%

		in consortia for which AMIRES supports proposal preparation and running projects, as well a 25% of advisory board members . By the end of 2024 , the targets will be increased to 40% female WP leaders, 30% female coordinators, and 30% of women as advisory board members .			<p>PROPOSALS</p> <p>Female coordinators: 39%</p> <p>Female WP Leaders: 36%</p> <p>Female Advisory boards members: 26%</p>	<p>PROPOSALS</p> <p>Female coordinators: 43%</p> <p>Female WP Leaders: 33%¹³</p> <p>Female Advisory boards members: 25%¹⁴</p>
	Gender-bias in the language or images used in projects and proposals, research and innovation content	Use of inclusive language and gender-neutral visuals in all texts and materials produced by AMIRES.	Continuous monitoring, revision by end of 2023	AMIRES GEB	<p>23% of colleagues always consider using gender neutral images and language in their projects and 12% Never</p>	<p>46% of colleagues always consider using gender neutral images and language in their projects and 8%, which never consider it</p>

¹³ Considering that some proposals are two- stage proposals, and considered due to the timeline, only first stage submission, in which WPs are not yet planned, and therefore WP leaders are not identified.

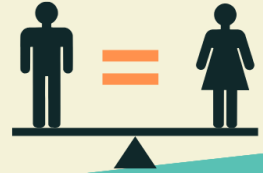
¹⁴ Considering that at this stage some consortia do not have planned this type of board, including two-stage proposals, when submitting first stage.

	<p>Lack of consideration of the Gender dimension in R&D content</p>	<p>Not more than 5% of proposals in which AMIRÈS is fully supporting the preparation receive negative comments on the ESR (evaluation summary report) of HE applications on the gender section, namely gender dimension, or gender aspects.</p> <p>Projects that included gender dimension during proposal preparation should consider it during implementation.</p>	<p>Monitored twice a year/every six months.</p>		<p>No negative comments on ESR regarding gender aspects</p> <p>23% of running projects consider gender dimension in R&D activities, 87% do not as this is not relevant to the requirements of the grant</p>	<p>No negative comments on ESR regarding gender aspects</p> <p>27% of running projects consider gender dimension in R&D activities, 73% do not as this is not relevant to the requirements of the grant</p>
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AMIRÈS

GENDER EQUALITY PLAN REPORT

2023



INTERNAL STRATEGY

41%

FEMALE SPEAKERS AND MODERATORS

NO

BIAS IDENTIFIED IN LANGUAGE AND VISUALS



GENDER EQUALITY BOARD MEETS REGULARLY

NO

PAY GAPS BETWEEN EMPLOYEES



EXTERNAL STRATEGY

FEMALE REPRESENTATION

RUNNING PROJECTS

23%



FEMALE COORDINATORS

31%



FEMALE WP LEADERS

24%



FEMALE ADVISORS



PROPOSALS

43%



33%



25%



GENDER BIAS

CONSIDERATION OF GENDER NEUTRAL IMAGES AND LANGUAGE

46%

ALWAYS

23%

OFTEN

12%

SOMETIMES

12%

RARELY

8%

NEVER

GENDER DIMENSION

73%

DO NOT AS THIS IS NOT RELEVANT TO THE REQUIREMENTS OF THE GRANT

27%

RUNNING PROJECTS CONSIDER GENDER DIMENSION IN R&D ACTIVITIES



NO NEGATIVE COMMENTS ON THE EVALUATION REPORTS REGARDING GENDER ASPECTS ON PROPOSALS

Figure 4. Infographic of 2023 results regarding AMIRÈS GEP. In the external strategy results, specifically female representation, check in green means the targets on the GEP were achieved, and red cross this was not achieved.

*Gender bias-the consideration of gender-neutral images and language of AMIRÈS' project managers.

ANNEX: AMIRES Gender Equality Board

4.1. Role and responsibilities

- Propose activities and actions to promote and improve gender equality
- Monitor the actions and targets contained in the Gender Equality Plan with the specified timelines (internal and external strategies)
- Meet with AMIRES management to discuss topics related to Gender Equality, revise the action plan and adapt the GEP
- Report the results to AMIRES employees every six months and publicly every year (after approval of AMIRES management)

4.2. Members

- The members should be AMIRES employees
- The members can be added or revoked anytime by AMIRES management
- Current GEB Members (as of December 2023):
 - Jana Mwangi
 - Anastasia Grozdanova
 - Kristin Aldag
 - Olja Kristic
 - Mariana Pacheco Blanco