

GENDER REPORT

In 2022, nanoGUNE has been implementing 20 actions of its 2019-2022 Gender Equality Plan.

In this report, we summarize some relevant data from the year 2021, and we highlight some of the actions we have been undertaking.

All data collection corresponds to 2021.

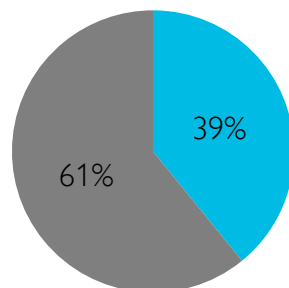
■ Women
■ Men

¹ Definitions: EIGE Thesaurus

1

WORKFORCE DISTRIBUTION

61 % (70) of our employees are men.
39 % (45) of our employees are women.

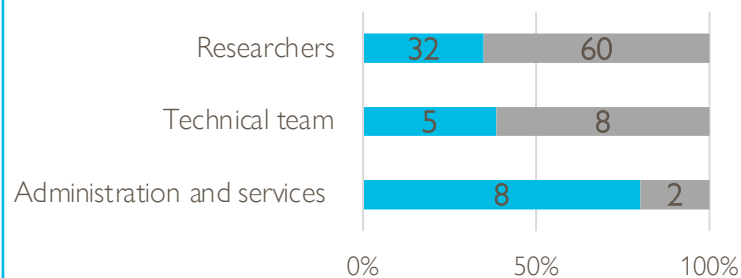


2

HORIZONTAL SEGREGATION¹

Concentration of women and men in different sectors and occupations.

Men and women are clustered into specific job types within the nanoGUNE workforce.



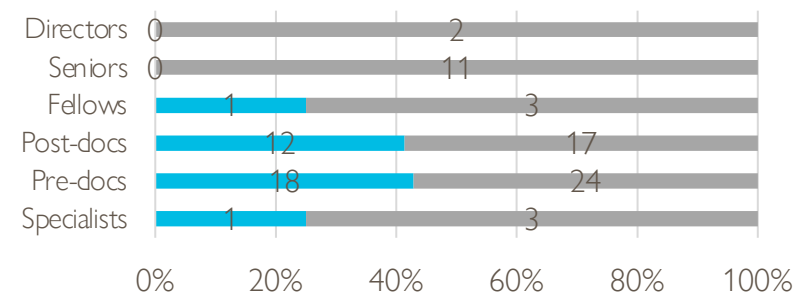
3

VERTICAL SEGREGATION¹

Concentration of women and men in different grades, levels of responsibility, or positions.

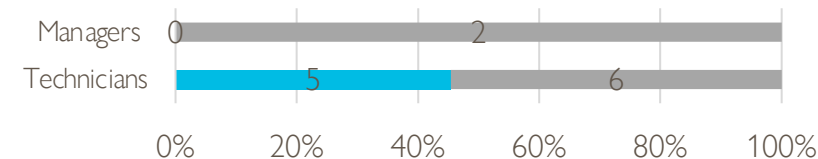
Genders are rather balanced at the junior level (pre-docs, post-docs, and fellows); but women are absent at the senior level.

Researchers

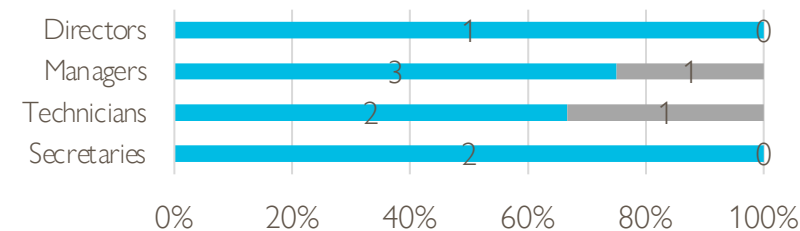


More women than men are present at administration and services, while more men than women are present at the technical team.

Technical team



Administration and Services



4

NEW COMPOSITION OF THE GEC

The Gender Equality Committee (GEC) aims at defending gender equality and ensuring a gender-bias free working environment at nanoGUNE. It has been renewed in June 2022. The new members of the GEQ are:

Senior Scientists	Fèlix Casanova
Fellows	Marco Gobbi
Post-docs	Elizaveta Nikulina Iris Niehues Sofia Ferreira Teixeira
Pre-docs	Andrea Aguirre María Barra Niklas Friedrich Harun Hano Mayank Sharma
Technical team, Administration, and Services	Ainara Miren Azurmendi

5

SEXUAL AND GENDER-BASED ANTI-HARASSMENT PROTOCOL

In April 2022, a Sexual and Gender-Based Anti-Harassment Protocol was launched, together with an awareness and information campaign. The aim of the protocol is to prevent sexual and gender-based harassment and act against it in case it occurs. The protocol and related information are available on our Intranet, and further awareness raising actions are planned for the near future. Here some highlights:

Sexual harassment

is any form of verbal or physical behavior of a sexual nature with the effect of violating the dignity of a person, in particular when creating an intimidating, degrading, or offensive environment.

Gender-based harassment

is violence directed against a person because of that person's gender, gender identity or gender expression, or which affects persons of a particular gender disproportionately.

- Both go beyond public consciousness.
- Both happen in many **ways**:
 - verbally
 - physically
 - non-verbally
- Both have **terrible effects**:
 - Physical
 - Psychological
 - Professional

If you are being harassed or think someone may be harassed, you can report it through these channels:

Confidential counselors:

Aitziber Eleta: a.eleta@nanogune.eu; 943 574 052
Itziar Otegui: i.otegui@nanogune.eu; 943 574 024
canaldenuncias@nanogune.eu

This report has been elaborated by the Gender Equality Committee and the Driving Team in charge of the implementation of the 2019-2022 Gender Equality Plan.

*To get in touch with the **Gender Equality Committee**, please send an email to gec@nanogune.eu*

R&I PEERS – This project has received funding from the European Union's Horizon 2020 research and innovation program, Grant Agreement No. 788171.