



Research Data Alliance Association AISBL

Boulevard Louis Schmidt, 24
ETTERBEEK 1040, Belgium
www.rd-alliance.org
Director: Dr. Ari Asmi, eMBA, ari.asmi@rda-foundation.org
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GENDER ACTION PLAN

Research Data Alliance Association AISBL

Authors: Ari Asmi (Director), Najla Rettberg (Project Manager)

Approved (date): 2022-09-15

Approved (by): Ari Asmi, AISBL director

Version: 1.0

Latest due to update (date): 2023-10-01

1. Status quo on the time of the plan preparation

Analysis done by: Ari Asmi, Director (*responsible for gender equality in the AISBL*)

Due to small size of the AISBL on the overall gender percentages of the whole staff are considered, as well as positions of management of 1 or more employees are considered.

Current situation in the AISBL shows that the currently employed staff (N=3) is 66.6% male and 33.3% female, with all employees hired on temporary contracts. Management is 100% male. At the time of the analysis the AISBL is also hiring two more temporary employees, changing the percentages (N=5) to 60% male and 40% female.

The association works under Belgian law and must follow the Belgian laws regarding Gender equality. Additional constraints can come from different funding agency requirements (in particular, European Commission requirements), as well as national laws, under which the employees' work contracts are in. Currently has such work contracts under Finnish, Belgian and German employment laws, and most likely will have more contracts under Irish and Swiss laws before end of the year.

There is no current Gender Action Plan in force, although the closely aligned Research Data Alliance (as a global community) has published Code of Conduct¹, which answers some of the aspects related to a GAP, and is implicitly part of the normal work behaviour of the RDA AISBL as well.

There are currently no targets or official policies specifically from the RDA AISBL regarding GAP, or any specific actions or budget reserved for it.

¹ <https://www.rd-alliance.org/rda-code-conduct-and-how-report-breach>



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2. Gender Equality plan

Balanced workforce and balanced decision making, including recruitment and career progression

Objectives: The RDA Association will have a gender balanced workforce, on all levels of operation

Measures: The organization will consider the gender aspect and equality in the hiring processes, as well as issues related to promotions and salary discussions. There will be no explicit or implied gender requirements of preference to any (or lack of) gender.

Indicators: Workforce gender balance, management gender balance

Targets: 50% when possible (N>2)

Timeline: 1 year

Responsibilities: Director of the AISBL

Work-life balance

Objectives: The RDA Association will take gender and family related issues into account in their work practices

Measures: The organization will consider the gender aspect and equality in the staff requirements, particularly in the work/life time balance, travel requirements and possibility of taking time off for e.g. sickness of a child.

Indicators: Staff response during annual evaluation, evolution of practical work practices, development of Staff manual on work time.

Targets: Positive feedback from employees

Timeline: 1 year

Responsibilities: Director of the AISBL



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Integration of gender dimension in association materials

Objectives: The RDA Association projects, services and documentation take gender dimension into account. This includes also mechanisms of evaluation or decision making when proposing tenders or 3rd party funding contracts. The Association will provide additional documentation to avoid unconscious gender biases.

Measures: Special attention to Gender aspects are used in the internal and external documents produced by the Association, particularly in the issues related to tenders or 3rd party contracts of the Association projects. Potential for committing special training for employees if deemed necessary.

Indicators: Documents and training materials including such content.

Targets: All documents have such content

Timeline: 1 year

Responsibilities: Project PIs

Measures against gender-based violence including sexual harassment

Objectives: The RDA Association has a concrete measures and policies for against the gender based violence and sexual harassment, which are fully included in the Association work culture and properly communicated to staff and clients (RDA members, etc.). The RDA Association is fully committed to be completely violence and harassment free entity, which extends to any events, meetings or similar Association activities.

Measures: Writing the internal and external code of conduct(s) and related policies, based on the RDA Code of Conduct, added with internal conflict resolution mechanisms.

Indicators: Existence of the policies and Codes of Conduct, followup (latest) during annual personnel reviews, existence of neutral supervisor to direct complaints (director, seconded by the chairperson of the Association Board of Trustees).

Targets: Policies are created and fully implemented.

Timeline: 1 year

Responsibilities: Director.



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3. Monitoring

The actions of the RDA Association GAP are followed annually, and the report is presented to the Board of Trustees of the Association.

4. Resources

The Association will commit necessary resources to fulfil the actions mentioned above.

Signature

Approved and set as Association policy 2022-09-15

A handwritten signature in black ink, appearing to be 'Ari Asmi', with a long horizontal stroke extending to the right.

Ari Asmi

Director of the Association (*Administrateur Délégué*)

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