



FRAUNHOFER CHALMERS  
RESEARCH CENTRE FOR INDUSTRIAL MATHEMATICS

# Gender Equality Plan

Public Document

*Decided by FCC management team in February 2024*



## Introduction

Our organization is committed to promoting gender equality and creating an inclusive environment. This Gender Equality Plan outlines our strategies, actions, and targets to achieve these goals. It is designed to meet the eligibility criterion for European Commission-funded projects, specifically within the Horizon Europe Framework Programme for Research and Innovation 2021-2027<sup>1</sup>.

## Mandatory requirements

- **Public document** - a formal document published on the institution's website, signed by the top management, and actively communicated within the institution.
- **Dedicated resources** - dedicated resources and expertise in gender equality to implement the plan. Organisations should consider what type and volume of resources are required to support an ongoing process of sustainable organisational change.
- **Data collection and monitoring** - sex/gender disaggregated data on personnel (and students for establishments concerned) and annual reporting based on indicators
- **Training** - awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.

## Recommended content

- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measure against gender-based violence including sexual harassment

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<sup>1</sup> Horizon Europe guidance on gender equality plans. <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>



Based on the criteria listed above, the following applies for FCC.

### Work-life balance and organisational culture

To make it easier for all employees, regardless of gender, to achieve a good work-life balance, FCC provides a number of different accommodation options. FCC offers flexible working hours, allowing employees to adjust their start and end times. Our employees also have the opportunity to work remotely when their duties allow it, and we offer our staff a higher remuneration in connection with parental leave through so-called parental pay.

### Gender balance in leadership and decision-making

We note that FCC's research departments all have a skewed gender balance, with few women included. The balance is better for FCC's management team. In the case of FCC's service group, there are few men.

### Gender equality in recruitment and career progression

FCC is working to improve the gender balance through recruitment measures and strives for a mixed workplace with both women and men.

Surveys carried out have shown that there is a skewed gender balance in all departments, but that the recruitment procedure is fair and does not discriminate against female applicants. They also show that FCC's recruitment base mainly is doctors, engineers, and graduates with a master's degree in mathematics or mathematically oriented subjects and includes significantly more men than women.

To encourage and facilitate female applicants, we will, for example, (i) actively contact any suitable female applicants, (ii) consider the gender aspect by ensuring that both genders are represented in the final round of interviews and prioritising the under-represented gender in case of equal merits, and (iii) annually evaluate the impact of implemented measures.

FCC aims to have a workplace without unnecessary and unjustified hierarchies. Therefore, the majority of our employees have the same job title, and salary progression is based on education, performance, and qualification years instead of basing salary levels on job titles. All employees also have equal training and skills development opportunities.

To ensure that salaries are equal, FCC conducts an annual salary survey, which is regulated by the Discrimination Act. The results show that FCC does not have any unreasonable differences in pay, and that women and men who do the same or equivalent work receive the same pay.

### Integration of the gender dimension into research and teaching content

The products and research created by FCC are evaluated with respect to their gender equality aspects and impacts. The Management team ensures and supports project leaders to perform the evaluation.

### Measure against gender-based violence including sexual harassment

FCC does not accept sexual harassment, i.e. unwelcome behaviour based on gender or unwelcome behaviour of a sexual nature that violates the employee's integrity. This means that no one should have to feel offended or uncomfortable because of, for example, statements, images and text posted or visible in the workplace.



## Public document

The GEP is a formal document published on FCC's website, signed by the top management, and actively communicated within the organization. It demonstrates a commitment to gender equality, set clear goals and detailed actions and measures to achieve them.

## Dedicated resources

Objective	Approach	Time aspect	Responsible
Statistics on gender by department and employment	Continue to keep updated lists of data and evaluate them	Ongoing	HR
Organisational culture that allows for work-life balance	Encourage and facilitate planning for parental leave etc	Ongoing	MT
Increased knowledge of sex and gender issues, as well as subconscious bias for employees	Compiling web-based videos and/or documents, employees shall view all material to comply with regulations	<ul style="list-style-type: none"><li>All employees shall complete viewing by 2024;</li><li>Updating of material every two years;</li><li>Employees updated every two years</li></ul>	HR
Resources for specialised knowledge on gender issues	Employee responsible for gender equality keeps the course alive and up-to-date, employees spend working time on the course	Evaluation according to SAM, ongoing responsibility	HR
Work to avoid gender-based violence and sexual harassment	Handled in the documentation to be viewed by all employees, and clarification of information on how to proceed if you are a victim	Information on the new intranet at launch, updating of documents every two years	HR
Equal recruitment and personal development at work	Salary mapping, performance reviews	Annually	MT/HR
Gender equality in the management team		Ongoing	MT

HR=Human resources; MT=Management team





## Data collection and monitoring

The following gender data are collected, and corresponding charts are updated annually:

- distribution at FCC and departments (heads)
- salary comparison
- statistics for applications
- statistics for interviews

The numbers include total heads per year, including the following employment categories: applied researchers, engineers, administration, and students.

FCC's recruitment base mainly is doctors, engineers, and graduates with a master's degree in mathematics or mathematically oriented subjects. FCC collects and monitors these recruitment bases compared to FCC gender outcome. This is presented in a chart "Percentage of women graduates, by programme and year".

## Training

It is perceived that gender equality at FCC is not a problem except in terms of gender balance. We will survey all staff once a year at the time of the performance appraisal to confirm this perception, or to highlight any shortcomings.

To raise awareness of equality issues among staff, a number of videos and/or documents introducing the concept of equality and focusing on unconscious bias, gender-based violence and sexual harassment, norms and stereotyping will be posted on the intranet. These videos should be viewed by employees at least every two years.

By keeping statistics on the gender distribution of the workplace and analysing the results on an ongoing basis, we create a picture of how well our actions towards a more equal workplace are proceeding. The analysis weighs the various efforts made during the year to evaluate their effect.

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