



Gender Action Plan



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General Information

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Document type		
R	Document, report (excluding the periodic and final reports)	X
DEM	Demonstrator, pilot, prototype, plan designs	
DEC	Websites, patents filing, press & media actions, videos, etc.	
DATA	Data sets, microdata, etc.	
DMP	Data management plan	
ETHICS	Deliverables related to ethics issues	
SECURITY	Deliverables related to security issues	
OTHER	Software, technical diagram, algorithms, models, etc.	

Dissemination level		
PU	Public	X
SEN	Sensitive, limited under the conditions of the Grant Agreement	

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Summary

This Gender Action Plan (GAP) is in support of previous and current initiatives such as the Gender Equality Plans (GEP) of all the university and research institution partners of the EUAqua.org project (Table 1). These documents themselves are comprehensive policies to support equality and equity, so this document is designed with the purpose of facilitating the full participation and commitment of all members of the project to fostering an inclusive environment, promoting intercultural respect, combating gender-biased discrimination and promoting gender equality, and a culture of respect with no tolerance for harassment.

Furthermore, the University of Padua (2012), the University of Stirling (2011), the University of Barcelona (2015), the National Research Institute for Agriculture, Food and the Environment (2010), the Institute of Agrifood Research and Technology (2015) have received the Human Resources Excellence in Research Award. This prestigious label is granted to research performing organisations that are progressing in the implementation of the principles of the European Charter for Researchers in their policies and practices. The University of Edinburgh has been awarded an Athena Swan silver award and the Roslin Institute a gold award (2024) in recognition for its commitment to promote gender equality and address particular challenges for women's career development.

This GAP outlines our commitment to eliminating gender-based disparities and promoting equal opportunities for all members of the EUAqua.org project.

Gender Equality is a fundamental value of the European Union and of all the partners institutions of this project. We are committed to making a positive difference to people's lives and to advance equality of opportunity. As such, the GAP was created as a tool and in support of activities to develop guidelines for creating an open and inclusive environment for all activities undertaken within the EUAqua.org project. By addressing key areas such as work-life balance, leadership representation, and recruitment practices, we aim to create a supportive and equitable environment. This plan aligns with our broader strategic objectives and complies with national and international frameworks, ensuring that our actions contribute to sustainable development and social justice.

1. Key Action Points for a unified Gender Action Plan

- **Cultivate Awareness:** Provide resources on gender issues, unconscious bias and inclusivity.
- **Inclusive Environment:** Foster a cultural and institutional environment that values diversity and inclusion at every level.
- **Enhance Flexibility:** Promote work-life balance through flexible work arrangements.
- **Set and monitor Goals:** Create specific, measurable targets for achieving gender parity, with regular progress assessments and transparent reporting.

1.1 Gender Representation of EUAqua.Org

EuAqua.Org consortium is composed of twelve partners from seven European countries, representing different organizational forms, including universities and research organizations, SMEs, NGO.

Table 1 provides an overview, per beneficiary, of gender balance of researchers involved in the project, whereas Table 2 shows the balance of female and male researchers in leadership roles. These two tables represent a baseline at month 6 after the start of the project.

Table 1: EUAqua.Org workforce (only researchers) involved in the project.

Institution (short)	Researchers involved		Total
	Female	Male	
UNIPD	4	2	6
UEDIN	2	1	3
USTIR	1	2	3
UB	3	3	6
UNIBO		5	5
WRG	2	2	4
INRAE	4	3	7
IRTA	1	1	2
VISIFISH		2	2
CIIMAR	2	4	6
EFFAB	1		1
CRO	1		1
Total	21 (45%)	25 (55%)	46

Table 2: Gender balance of researchers in leadership roles.

Role	Female	Male	Total
Project Management Team	3	1	4
General Assembly	4	8	12
Executive Board	3	3	6
Data Management Board	5	7	12
Stakeholder Advisory Board	To be defined	To be defined	
WP Leader	3	3	6
Task Leader	9	16	25
Total	27 (42%)	38 (58%)	65

The Tables above show there is an overall high percentage of female researchers contributing to the project, including the aggregated data about leading roles. Considering disaggregated data, women are slightly underrepresented in two leading roles: General Assembly and Task leader.

Within their Gender Equality Plans, all partners institutions emphasized their commitment to promoting gender equality and eliminating discrimination. All partners adhere to an equal opportunity policy that guarantees equal treatment in the promotion and access of women and underrepresented minorities to job within the organisation.

Partners institutions have specific action plans to implement gender equality measures, often involving training, awareness campaigns, and policy changes.

1.2 Actions to promote equal opportunities

EUAqua.Org is committed to provide a guidance to all beneficiaries, on equal employment opportunity, regardless of age, national origin, citizenship status, religion, sexual orientation and other discriminating factors. Here a list of actions that will be put in place to promote gender equality and equal opportunities of workforce involved in the project.

1.2.1 Recruitment

We will ensure gender-balanced recruitment processes for all new collaborators hired through the EUAqua.org project. To do so we will use unbiased language in job postings, we will have gender-balanced recruitment panels and we will judge CV on merit and skills regardless of the gender or other discriminating factors.

1.2.2 Work life balance and Support

We will enhance flexible working (within respect of each institution policies of working days and hours), using hybrid meetings, and acknowledgement of flexible working hours, respect for caregivers including avoiding planning important meetings such as general assemblies within school holidays.

1.2.3 Promote an Inclusive Culture

EUAqua.Org will foster an inclusive environment and a culture of respect with zero tolerance for harassment.

We will promote intercultural respect and celebrate diversity. We will enhance the visibility of role models through the website, newsletter and other social network pages. We will take the opportunity of days such as February 11 “International Day of Women and Girls in Science” and March 8 “International Women’s Day” to highlight and promote women working in the project.

Care will be taken to ensure gender equality in the portraits presented and in pictures and illustrations as well as using gender-sensitive writing when promoting our research.

Partner institutions implementing the GEP, have initiatives to support underrepresented genders and promote diversity such as a grant to help pay for additional child-care support for parents attending conferences or work-related meetings. A number of training courses on gender equality, unconscious bias, preventing and reporting sexual violence within an institution have been developed and made mandatory by research institution partners of the EUAqua.Org project, all collaborators from those institutions are expected to have followed those training within their institution.

1.2.4 Collaboration and Engagement

The Stakeholder Advisory Board (SAB) is one of the governance bodies of EUAqua.Org that guides the project to ensure maximum impact across all relevant aquaculture sectors. By fostering direct interactions with key stakeholders, the SAB accelerates adoption, encourages user engagement, and incorporates valuable, diverse expertise from outside the consortium. In order to foster a culture of inclusivity and respect, we will aim to make the SAB as gender-balanced as possible.

1.2.5 Monitoring and Evaluation

We will monitor throughout the project the gender balance of collaborators involved in each WP and we will report those numbers in subsequent versions of the GAP.

We will monitor throughout the project the gender balance of collaborators involved in the project, considering different categories of employees (e.g., researcher, administrative managers, technical staff, PhD students) and we will report those numbers in subsequent versions of the GAP, updating the tables 1 and 2 present in the current version.

References

University partner	Link to Gender Equality Plan
CIIMAR	Gender Equality Plan - CIIMAR
INRAE	Gender Equality In the Workplace - INRAe Action Plan
IRTA	IRTA Equality Plan
UB	Areas and actions the III Equality Plan - University of Barcelona
UEDIN	Gender Equality Subcommittee Equality, Diversity and Inclusion - UEDIN ; Athena SWAN Equality, Diversity & Inclusion Equality, Diversity and Inclusion
UNIBO	Gender Equality Plan (GEP) of the Alma Mater Studiorum - University of Bologna
UNIPD	Gender Equality Plan of the University of Padua 2025 - 2027
USTIR	Gender Action Plan - University of Stirling