



CBRA 2023 PLAN FOR GENDER EQUALITY

A PLAN FOR PROMOTING
GENDER EQUALITY IN
R&D PROJECTS



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Equality at CBRA

Cross-border Research Association (CBRA) is a private research organisation focusing on supply chain and transportation security; customs and border management security; and global trade facilitation. Since its inception in 2005, CBRA has played a role in around 40 research, development and innovation (RDI) projects. CBRA's role across these RDI projects include core research such as case studies, surveys, cost-benefit analysis, and literature reviews; risk management; optimization and simulation models and tools; development of advanced e-learning materials; innovation intermediary work; standardization, policy development and dissemination work; as well as project coordination work. The CBRA team consists of leading academic and practitioner experts in supply chain and customs security as well as in trade facilitation.

Gender equality – and diversity in general – are fundamental for CBRA for three reasons. First, while the fields CBRA is involved are global and in many ways diverse in nature, they tend to be male dominant. There is thus room for more equal representation of genders. Second, it is important that in RDI projects the views and the voice of all genders are present, in order to achieve non-biased results. Third, as a frequent recipient of public funding, CBRA must ensure that it is promoting a more equal and just society.

In order to ensure that gender equality is institutionalized and continuously improved within CBRA, the management have put in place the **CBRA Gender Equality Plan (GEP)**. The GEP is a public document signed by the CBRA top management and published on the association website (<https://www.cross-border.org/>). This document has been signed on 21 June 2023 and will be regularly updated and revised on an annual basis.

Main purposes of the CBRA GEP are:

- ✓ Raising gender awareness among the CBRA team (both employees and contracted)
- ✓ Adhering to the principles of equal treatment as an organization
- ✓ Improving gender balance among the staff employees, external experts and advisors
- ✓ Contributing to improve gender balance among the RDI projects CBRA participate
- ✓ Implementing a gender-sensitive communication strategy

The first release of the plan is the CBRA GEP 2023 that establishes the baseline set of goals and measures that are in place or will be implemented from June 2023 onwards. Starting the process of monitoring data, further measures will be put in place with the principles of continuous improvement, thus making gender equality a living process. CBRA wants to ensure that the GEP activities are adequately resourced and has appointed Equality and Diversity Officer, who will facilitate the implementation of the GEP. The ultimate responsibility of the implementation lies with the CBRA top management.

The CBRA Gender Equality Plan (GEP) meets the set of mandatory requirements established by the European Commission in the General Annexes to Horizon Europe 2021-2022 work programme¹. As a private research organisation CBRA has to put in place the GEP in order to be fully eligible under the Horizon Europe programme.

¹ https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-13-general-annexes_horizon-2021-2022_en.pdf

Tasks from June 2023 onwards

CBRA has selected three themes for 2023 to focus on, with a goal for each theme. To ensure the implementation of the plan and to make it more actionable, 2-3 tasks have been agreed for each theme. This plan focuses on three main areas, which will be described in more detail below:

1. Work-life balance and organisational culture
2. Awareness on gender equality and diversity
3. Discrimination and harassment prevention

Work-life balance and organisational culture

Aim: CBRA promotes an open and respectful organisational culture

Task 1: All governing documents that are produced (guidelines, plans, etc.) will be reviewed from a gender equality perspective.

Tools: Follow-up by the gender equality manager, top management and senior experts

Responsible: Top management

Task 2: Avoiding reinforcing stereotypes by promoting equality and diversity by an active use and encouragement of inclusive language in all internal and external messages produced by CBRA

Tools: Checking the content of the CBRA websites, social media channels, brochures, call for submissions, prizes, grants, external experts

Responsible: Anyone producing the above content

Task 3: Creating an inclusive and open work environment

Tools: Remote working, part-time, flexible working hours, management of the work-load among the staff

Responsible: Top management

Awareness

Aim: CBRA intends to increase knowledge about gender equality in order to promote a change of attitude, behaviors and beliefs that reinforce inequalities between women and men

Task 1: Data on sex or gender of CBRA team collected every year. A first step towards raising awareness is being fully conscious of data. Collecting adequate and relevant sex-disaggregated baseline information is a minimum standard for activity design, implementation and monitoring.

Tools: To collect gender data on annual basis and stored into an internal platform for monitoring purposes, with the aim to create an historical archive on gender issues

Responsible: Equality and Diversity Officer

Task 2: Implement measures to increase awareness of gender equality and diversity in general among senior members of the CBRA team. The staff meets at least once a year to discuss experience, observations, and requests, in order to inspire active gender equality efforts at CBRA and to develop a shared vision and explicit consensus on gender equality objectives

Tools: Meetings with the senior staff members, awareness-raising training

Responsibilities: Equality and Diversity Officer

Discrimination and harassment prevention

Aim: *CBRA promotes an open-minded work environment to combat discrimination and harassment*

Task 1: Conduct periodic training for the staff and management on unconscious bias

Tools: Training, webinars, seminars

Responsibilities: Equality and Diversity Officer

Task 2: Adopt an inclusive approach with the staff

Tools: To allow all individuals an equal and fair chance to access opportunities without any prejudice against national minority, birth, disability, age or sexual orientation

Responsibilities: Top management

Task 3: Promote a good gender balance among all categories of employees

Tools: To ensure fair pay and a safe environment

Responsibilities: Top management

Signed on 21 June 2023



Dr Juha Hintsu, CEO of Cross-border Research Association