

AMIRES Gender Equality Manifesto

Is it possible to live in a society in which no matter the gender or sex, you are treated equally? To live in a society in which your ideas, experience, knowledge, and capabilities are appreciated just by the weight of themselves and not if you were born with XX or XY chromosomes?

AMIRES believes and manifests that this shall become reality and already has in place at the organization level to achieve this. AMIRES shares the values of the European Commission and the United Nations sustainable development goals in reaching Gender equality. Gender equality is not only about promoting equal professional independence between men and women, closing the pay gap, advancing gender balance in decision making, but also ending gender-based violence and re-adjusting gender roles definitions.

AMIRES knows that 44% of Europeans still think that the most important role of women is to take care of the home and family¹. Overall, women in EU spend 22 hours vs men 9 hours per week in care and household work. At the same time, we know that although more women graduate from universities in Europe than men, women remain underrepresented in higher paid professions² (incl. science, technology, engineering and mathematics - STEM areas). For instance, more women than men work in low-paid jobs and sectors, and in lower positions³. Unfortunately, discriminatory social norms and stereotypes about women's and men's skills and roles still exist, which is contributing highly to the undervaluation of women's work. Additionally, women still earn on average less than men⁴. In consequence, pay gaps heap resulting in an even wider pension gap making older women more prone to risk of poverty than men.

AMIRES is aware that in Europe women are underrepresented in decision-making bodies, only 7.5% on board chairs and 7.7% as CEOs of largest companies are women. In the National parliaments, only 32.2% members in the European Union are women⁵.

AMIRES understands that this will not be transformed by waving a magic wand, this is a process that requires constant and emphasised effort. AMIRES encourages and supports partners in including such activities that seek gender equality during project proposal preparation and during the execution of funded projects. If such activities are non-existent in their organisations, AMIRES will give an example and stimulate its partners to improve and expand.

Another necessary approach is in the use of an inclusive language at all levels, written content on websites, proposal preparation writing, presentation at fairs, conferences, meetings, in job adds, in dissemination materials, in publications. AMIRES implemented a Gender equality board, which is diligently consulted during preparation of proposals. This board monitors among others a language and visual identity that maintains gender neutrality in all communication and dissemination activities.

In addition, AMIRES Gender equality board wants that all research and technological development considers gender dimension, the biological and social characteristics of women and men. In which diseases are not misdiagnosed (e.g. because of biased data / not enough data of women were gathered). Therefore, AMIRES encourages strong emphasis on gender dimension and following of Sex and Gender Equity in Research (SAGER) guidelines⁶ during proposal preparation.

¹ EC A Union of Equality: Gender Equality Strategy 2020-2025

² PISA report 2019, <http://www.oecd.org/pisa/PISA%202018%20Insights%20and%20Interpretations%20FINAL%20PDF.pdf>; European Commission, 'Women in the Digital Age – Final Report', 2018; and World Economic Forum Global 'Gender Gap Report 2020'

³ Eurostat, 'A decomposition of the unadjusted gender pay gap using Structure of Earnings Survey data', Statistical working paper, 2018.

⁴ Eurostat, 2018 at https://ec.europa.eu/eurostat/databrowser/product/view/SDG_05_20?lang=en;

⁵ EC A Union of Equality: Gender Equality Strategy 2020-2025

⁶ <https://researchintegrityjournal.biomedcentral.com/articles/10.1186/s41073-016-0007-6>

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AMIRES will launch other proactive initiatives, e.g. to engage and stimulate young girls and women in areas attributed traditionally to male participation, such as STEM areas. Additionally, AMIRES will search for efficient partnerships to boost internal and external activities towards gender equality awareness and implementation.

AMIRES wants women being represented in all areas, specifically in STEM areas and innovation; and therefore, plays the exemplary role in the European innovation ecosystem. AMIRES plays an important role in these areas, in which it manages many top-scientific, technological and development projects. AMIRES welcomes the presence of excellent female professionals. These highly skilled women share discussions, lead events, and steer the outcomes of high-quality innovation projects, whose consortia consist of companies, research centres, innovation centres, universities and even hospitals. The AMIRES Managing Director, Lenka Bajarova, has outstanding innovation project management expertise and leads the whole AMIRES team. The Health Programme Manager, Martina Nesverova, is a senior team member with expertise in the Health and Biotech fields. With her thriving trajectory she has successfully led the preparation of proposals, which have been funded by extremely competitive EU funding programmes. In addition, she had started long-standing partnerships with companies and research organisations not only in the Czech Republic.

AMIRES believes that a successful team is based on diversity and acknowledging the importance of a multidisciplinary approach. Besides the gender diversity, AMIRES is an example of social and cultural diversity, bringing together individuals from Bulgaria, Czechia, Croatia, Slovakia, France, Ukraine, the Netherlands, Italy and even Mexico. In addition, the AMIRES female team is a perfect example of multidisciplinary expertise, bringing up a combination of skills and knowledge that encompasses different fields such as business, political sciences, international affairs, languages, biomedicine, and even forensic entomology. Therefore, in AMIRES we have learned that tackling situations from different angles provides more efficient and effective solutions thanks to a multidisciplinary and enriched vision.

At AMIRES we are conscious that an equal sharing of care responsibilities at home is crucial, and we support the reconciliation of work and personal life for AMIRES employees. For example, even before the COVID pandemic impacted the way of working and living, working from home was an option for all parents with children. Flexible schedule and flexible contracts are also available for AMIRES employees according to the personal/family needs. Moreover, AMIRES outside of work activities always take into consideration the families and children. At AMIRES, all team members have the same opportunities for career development.

For instance, the management of AMIRES commits to establish and continuously improve a methodology for salary monitoring, including at least: position in the company, responsibilities, experience, time in the company and gender, in order to have a fundamental data for solid, data-driven evidence of equal compensation. The management will perform periodic reviews of salaries (at least 2x a year) in order to analyze any potential salary inequalities between men and women (both genders should be protected equally). The methodology also allows to identify a salary level appropriate for new hires or promotion within the company, which avoids salary inequalities during the professional career changes.

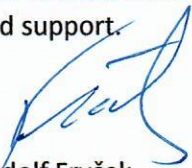
Thanks to the implemented activities AMIRES can be summarized as:

- A** – action
- M** – motion
- I** – independence
- R** – rationalism
- E** – equality
- S** – strength

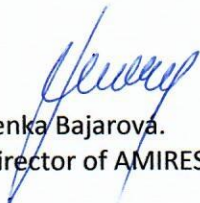
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We do not live in an utopian problem-free world, however at AMIRES we constantly always strive to find balance in our team, in terms of gender and life-work duties. Reaching gender equality will change our world, it will bring benefits, because empowered women can provide more, can contribute more and can create more. Let's treat people based on who they are rather than on their sex, let's make this real, together.

This AMIRES manifesto was collectively approved by all AMIRES employees as a gesture of full acceptance and support.



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Mariana Pacheco Blanco



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