EBRAINS Annual Report on Gender Equality

Year 2022 | Prepared by Human Resources

Reporting period 1 January to 31 December 2022 | Workforce reference date 31 December 2022

Scope EBRAINS AISBL, including its Geneva branch (EBRAINS, Ixelles, succursale de Genève). This report discloses the measures and indicators of the Gender Equality Plan (approved 26 January 2022), as required by sections 5 and 7 of the Plan.

1 Measures and progress

Status of the measures in the eight areas of section 8 of the Gender Equality Plan during the reporting period.

Measure or plan area	Status and result during the period
Strategy and values	Gender Equality Plan approved on 26 January 2022 and published on the EBRAINS website in 2022. The Gender Equality Plan is available to all staff on the Employees SharePoint and is referenced in the onboarding guide given to every new employee. The related HR policies are being implemented and shall be published on the Employees SharePoint. Collection and analysis of workforce data by gender: completed for the year (this report).
Access to employment	Ongoing. 9 employees joined (5 women, 4 men). Every post was filled on the basis of a written job description and published offer, and for each vacancy both women and men candidates were included at interview stage. Recruitment Policy: being implemented and shall be published on the Employees SharePoint.
Training	Ongoing. Access to training and professional development is open to all employees on the same terms. Gender-equality training for staff: covered by the HR policies, which are being implemented and shall be published on the Employees SharePoint.
Equal pay and working conditions	Ongoing. Annual performance evaluation and objective-setting forms were used for staff in 2022 (plan section 8.4). Benefits and contractual working time are the same for all employees of each employing entity. Average fixed annual pay of non-management staff by gender: see section 2. Equal Pay Policy: being implemented and shall be published on the Employees SharePoint.
Parenting and caring	Ongoing. Statutory maternity, paternity and parental leave entitlements applied where requested; all absences and leave follow the Absence Policy available to every employee. Dedicated awareness measures for parental and care leave: covered by the HR policies, which are being implemented and shall be published on the Employees SharePoint.
Work life balance	Ongoing. Part-time work granted on request (1 part-time contract at year end). Hybrid working (teleworking) applies. Work-Life Balance Policy: being implemented and shall be published on the Employees SharePoint.
Violence and harassment prevention	Ongoing. External person of trust and confidential support service (Mediwet) in place and presented to every new employee; the Belgian workplace regulations (règlement de travail) are available on SharePoint. Anti-Harassment Policy and Complaint Procedure and No Retaliation Policy: being implemented and shall be published on the Employees SharePoint.
Women in decision making	Ongoing. Management Board at 31 December: 1 woman of 6 (17%). Board of Directors at 31 December: 3 women of 8 (38%).

2 Gender indicators

Number of women and men, with the percentage of each in the row total in brackets (the row total is the denominator).

Indicator	Women	Men
Total employees	18 (45%)	22 (55%)
Employees by country – Belgium	10 (59%)	7 (41%)
Employees by country – Switzerland	8 (35%)	15 (65%)
Employees by department – Executive Management	1 (25%)	3 (75%)
Employees by department – Programme	8 (62%)	5 (38%)
Employees by department – Communications & Content	3 (60%)	2 (40%)
Employees by department – Operations	5 (100%)	0 (0%)
Employees by department – Information Infrastructure	1 (8%)	12 (92%)
Board of Directors	3 (38%)	5 (63%)
Management Board	1 (17%)	5 (83%)
Permanent contracts	18 (45%)	22 (55%)
Fixed-term contracts	0	0
Full-time contracts	18 (46%)	21 (54%)
Part-time contracts	0 (0%)	1 (100%)
Average fixed annual pay of non-management staff, full-time equivalent – Belgium (EUR)	70 390	85 822
Average fixed annual pay of non-management staff, full-time equivalent – Switzerland (CHF)	100 953	114 119
Incoming employees during the period	5 (56%)	4 (44%)
Outgoing employees during the period	1 (25%)	3 (75%)

Basis of the figures: employee and board figures show the position on 31 December; entries and departures cover the reporting period. Pay is the average gross fixed annual contractual salary of non-management employees (management = members of the Management Board and chief officers), converted to full-time equivalent and excluding variable pay, allowances and benefits; EUR (Belgium) and CHF (Switzerland) figures are shown separately and averages for fewer than three people are not published. External consultants are not counted as employees.

Confidentiality: This report contains group figures only. Names, personnel files and individual salaries are not published. Figures are combined or left out if they could reveal information about an individual. Detailed records are kept securely and are accessible only to authorised staff.