

GoSAFE RAIL

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Gender Survey

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D5.1 Gender Survey
GoSAFE RAIL – Global Safety Management Framework for Rail
Operations

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Executive Summary

The Horizon 2020 Regulations state that all “the activities developed under Horizon 2020 should promote equality between women and men in research and innovation, by addressing in particular the underlying causes of gender imbalance, by exploiting the full potential of both female and male researchers, and by integrating the gender dimension into the research and innovation content as well as by paying particular attention to ensuring gender balance, subject to the situation in the field of research and innovation concerned, in evaluation panels and in other relevant advisory and expert bodies in order to improve the quality of research and to stimulate innovation. Activities should also aim at implementation of principles relating to equality between women and men as laid down in Articles 2 and 3 of the Treaty on European Union and in Article 8 TFEU”.

This report describes the results of a survey carried out within the consortium to ascertain the level of participation of women and their roles within the GoSAFE RAIL project, providing an insight into gender balance issues within the consortium.



1 Introduction

The GoSAFE RAIL project will be transformative for asset safety in the rail sector. It brings together inter-disciplinary experts from Risk based asset assessment of infrastructure, Artificial Intelligence (AI), object detection and data management sectors with leaders in network micro-simulation modelling to deliver a Decision Support Tool that will allow a step change for infrastructure safety. The involvement of Infrastructure Managers and Railway Undertakings will ensure the R&D performers have access to data and through collaboration with the Shift2Rail initiative and complementary H2020 projects, access to demonstration sites necessary to develop the tool and a ready market to commercialise it. Through the development of a Global Safety Framework fed by a Network Decision Support Tool the project will provide integrated solutions to issues related to infrastructure safety and planning considering a number of common problems faced by EU infrastructure managers.

In the GoSAFE RAIL project participation by women is high, with three of the five Work Packages being led by women. The project will work to develop greater levels of equality in infrastructure management by including targeted capacity building for women who are current and potential managers. This will include workshops and networking events (with high profile participation by our WP leaders). As a first step a review of the gender balance of the project was performed.



2 Gender Survey

The gender survey was structured in such a way as to not only determine the number of males and females participating in the project and their respective roles, but it also served as a means of obtaining an overall picture of the GoSAFE RAIL team structure and composition. The questionnaire was completed by each partner in the consortium.

The results of the survey can be used to define future recruitment strategies for the project if deemed necessary and to review recruitment procedures for future projects in which the GoSAFE RAIL partners are involved.

2.1 Questionnaire

A questionnaire was generated, which consisted of thirteen questions. Eleven of the questions required each partner to respond by indicating the number of males and females participating in GoSAFE RAIL under various headings. The final two questions are more specifically focused on employment policies to avoid gender bias within the workplace and in recruitment activities. The questions posed in the survey were as follows:

- Q. 1:** How many employees in your organisation are working on GoSAFE RAIL?
- Q. 2:** How many GoSAFE RAIL employees are PhD qualified?
- Q. 3:** If not PhD qualified, what other third level qualifications do they have?
- Q. 4:** How many GoSAFE RAIL employees are EU nationals?
- Q. 5:** How many GoSAFE RAIL employees are from outside the EU?
- Q. 6:** How many GoSAFE RAIL employees were in your employment before GoSAFE RAIL came about?
- Q. 7:** How many GoSAFE RAIL employees were recruited specifically for GoSAFE RAIL?
- Q. 8:** List the job titles/roles of the GoSAFE RAIL employees recruited specifically for GoSAFE RAIL.
- Q. 9:** How many GoSAFE RAIL employees are at Management level within your organisation?
- Q. 10:** How many GoSAFE RAIL employees do you think will remain in employment with your organisation once GoSAFE RAIL has completed?
- Q. 11:** Briefly outline the GoSAFE RAIL team structure and titles for the project. List the job titles/roles according to seniority/level of responsibility, starting with the most senior role at the top. Please also indicate the number of each role?
- Q. 12:** If hiring staff for GoSAFE RAIL detail the steps being taken to avoid gender bias?
- Q. 13:** Do working conditions allow all members of staff to combine work and family life in a satisfactory manner?

2.2 Survey Results and Analysis

The following results are presented for the consortium as a whole. The individual responses from each partner are not provided. Furthermore, only one person from each partner completed the questionnaire.

Q. 1: How many employees in your organisation are working on GoSAFE RAIL?

This question sought to ascertain the percentage split between males and females participating in GoSAFE RAIL. In total there are 33 people working on the project across the nine participating organisations. As illustrated in Figure 1, the consortium as a whole consists of approximately 76% males and 24% females. Unfortunately, the female participation of approximately 24% falls short of the EU target of 40%.

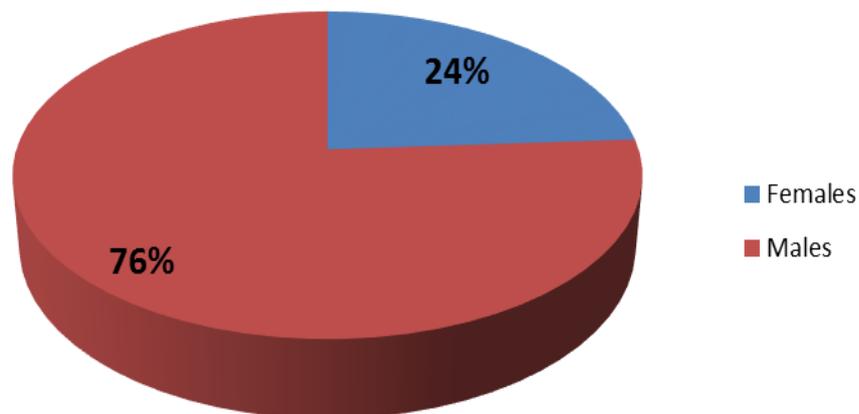


Figure 1: Percentage female and male employees in GoSAFE RAIL (total no. = 33 people)

Q. 2: How many GoSAFE RAIL employees are PhD qualified?

In total, 14 of the employees are PhD qualified, as illustrated in Figure 2, out of which approximately 79% are males and 21% are females.

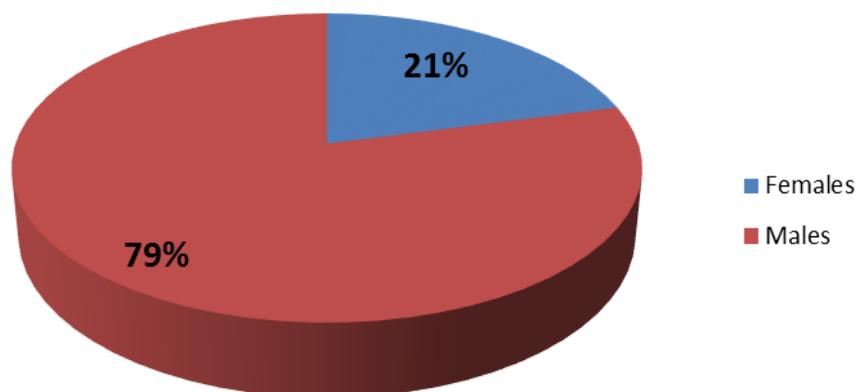


Figure 2: Male and female employees with PhD qualification (total no. = 14 people)

Q. 3: If not PhD qualified, what other third level qualifications do they have?

From the 33 employees in the project, at least 15 have third level qualifications other than a PhD (the question was not answered by 4 individuals). The third level qualifications, other than a PhD, have been separated into two groups, BSc and MSc/MEng. The results presented in Figure 3 show that all female employees with third level qualifications other than PhD were qualified with MSc/MEng. Out of the total number of people qualified at the level of MSc/MEng, 75% (or nine) of the are male and 25% (or three) are female.

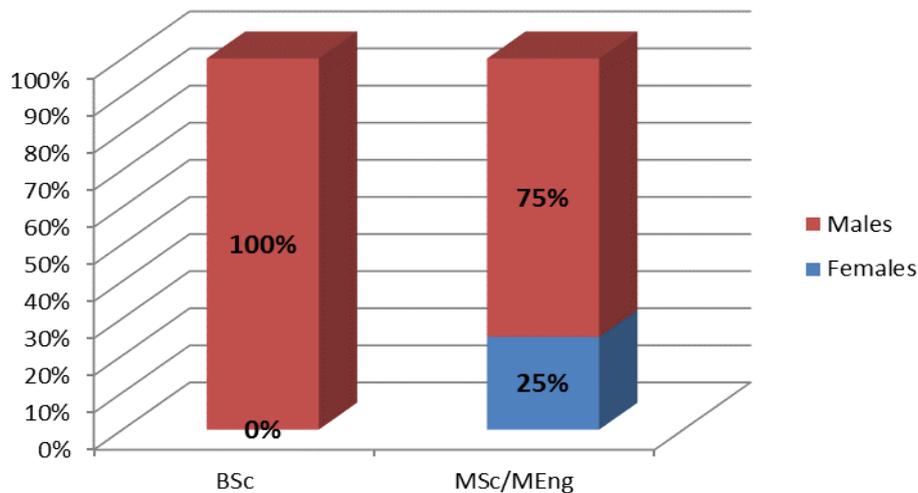


Figure 3: Male and female employees with third level qualifications other than PhD (total no. = 15 people)

Of the employees who completed their education at BSc level, 100% are male and none are female. All three male employees who have BSc qualification were from the same organisation.

The two female employees that no answer was given for third level qualification are working as a data analyst and administrative staff. Job descriptions do not appear to be listed for the two males for which no answer was given for third level qualification.

Q. 4: How many GoSAFE RAIL employees are EU nationals? AND

Q. 5: How many GoSAFE RAIL employees are from outside the EU?

The combined responses to question 4 and question 5 are illustrated in Figure 4. 26 of the participants, or 79% of the total participants, are EU nationals with only seven participants, or 21%, from outside the EU. The percentage of male and female EU nationals is 77% and 23% respectively. Out of the non-EU participants, there is a higher ratio of male (86%) to female (14%).

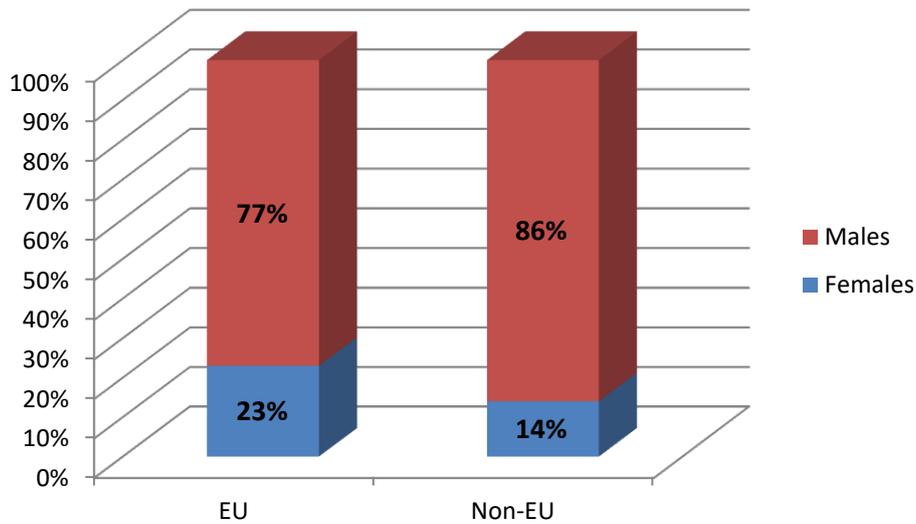


Figure 4: Male and female employees from within/outside the EU (Total no. = 33)

Q. 6: How many GoSAFE RAIL employees were in your employment before GoSAFE RAIL came about? AND

Q. 7: How many GoSAFE RAIL employees were recruited specifically for GoSAFE RAIL?

Of the 33 employees working on the project, five (or 15%) were recruited specifically for the project. As illustrated in Figure 5, almost half of the recruited employees, or 40% of them are female and 60% of them are male. With regard to the existing employees of the partner organisations, 72% of them are male and 28% of them are female.

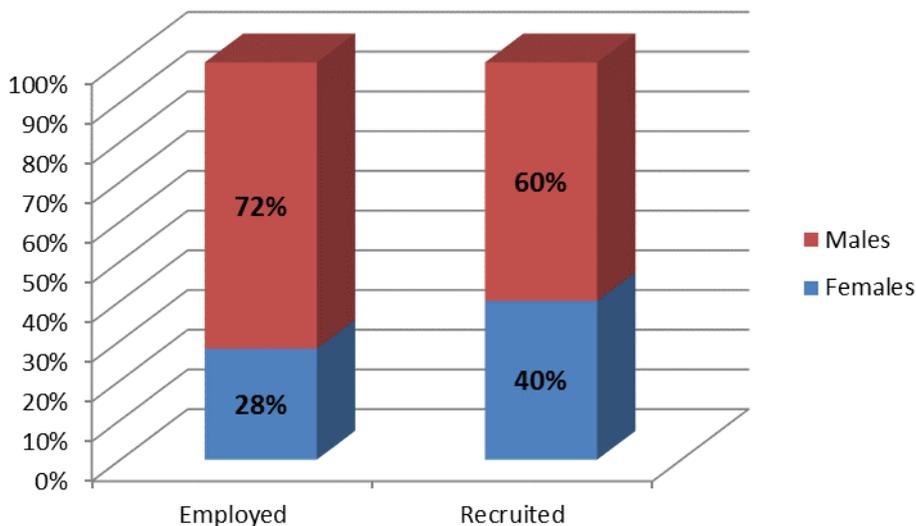


Figure 5: GoSAFE RAIL Employees

Q. 8: List the job titles/roles of the GoSAFE RAIL employees recruited specifically for GoSAFE RAIL.

The following are the job titles/roles of all GoSAFE RAIL employees that were recruited specifically for the project:

- Project Manager (Female)
- Consultant (Female)
- Software Developer (Male)
- Software Engineer (Male)
- On site data acquisition and analysis (Male)

Q. 9: How many GoSAFE RAIL employees are at management level within your organisation?

Figure 6 illustrates the percentage of male and female employees who are at management level with their organisation and, therefore, involved in decision making processes within their organisations.

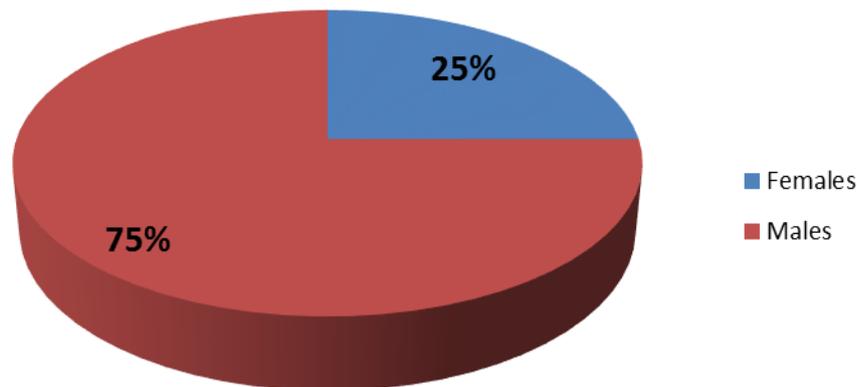


Figure 6: Employees at management level (total no. = 12 people)

Out of the 12 people that are at management level within their organisation, 75% of them are male and 25% are female.

Q. 10: How many GoSAFE RAIL employees do you think will remain in employment with your organisation once GoSAFE RAIL has completed?

From the responses received, it is estimated that 31 or 94% of the current total of 33 employees will remain in continuous employment with their respective employer post GoSAFE RAIL. Of these, 77% are male and 23% are female, as illustrated in Figure 7. It should be noted that this is an estimate and that a post project evaluation would be required to determine the accuracy of this prediction.

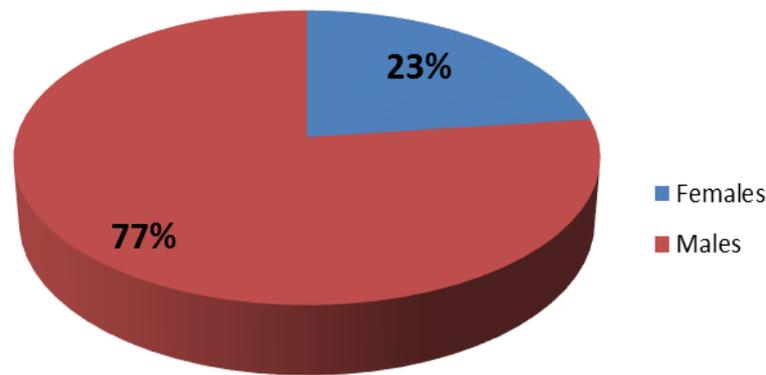


Figure 7: Number of people who will remain in employment following GoSAFE RAIL (total no. = 31 people)

Q. 11: Briefly outline the GoSAFE RAIL team structure and titles for the project. List the job titles/roles according to seniority/level of responsibility, starting with the most senior role at the top. Please also indicate the number of each role?

Table 1 presents the various job roles of the GoSAFE RAIL team, according to their gender.

Table 1: Title/roles of the GoSAFE RAIL employees

Female	Male
2 Senior Researchers	2 Project Owners
1 Infrastructure Management Specialist	1 Project Executive Board Member
2 Consultant	2 Senior researchers
1 Transport engineer	1 Senior Project Manager
1 Data Analyst	1 Internal Manager
1 Administrative	1 Technical Lead
	4 Task Leader
	1 Senior Geohazards Specialist
	1 Project Engineer
	1 Mechanical Engineer
	2 Software Engineer
	1 Railway Operation Expert
	2 Computer Science Experts
	2 PhD Researchers
	1 Program developer and administrator
	1 Assistant Engineer



Q. 12: If hiring staff for GoSAFE RAIL detail the steps being taken to avoid gender bias?

A response to this question was only received from those partners who recruited personnel for GoSAFE RAIL. The responses we received are stated below:

- Hiring decisions were made solely based on potential of candidate;
- Hiring decisions will be made solely based on potential of candidate and in accordance with IE Policies and Procedures which do not allow for any gender bias;
- Hiring decisions are based solely on the potential of the candidate, regardless of their gender, age or religion;
- Establishment of clear criteria for evaluation of necessary requirements.

Q. 13: Do working conditions allow all members of staff to combine work and family life in a satisfactory manner?

All partners responded affirmatively to this question.

3 Summary and Conclusions

This report details the results of an internal survey carried out within the GoSAFE RAIL consortium primarily with a view to determining the gender balance within the consortium. From the results of the survey conducted, it is possible to see that the majority of the project's employees are male (76%), and the female participation of approximately 24% falls short of the EU target of 40%.

In terms of qualifications, there is a lack of balance between male and female PhD researchers, of which 79% of them are male. When it comes to MSc/MEng qualification, there is a slight increase in the ratio of female to male, that is 25% to 75% respectively. This shows that the higher the qualification level is; the less female percentage participation is seen.

When it comes to the participants' nationality, the majority of them are from EU countries, 77% of whom are male; and for those who are not, 86% are male. This shows that there is a higher percentage representation of females for employees from EU countries than employees from non-EU countries.

Considering that only 15% of employees were recruited specifically for the GoSAFE RAIL project, almost half of them are female (40%). This shows that the recruiters are following their policies to avoid gender bias. On the other hand, there appears to be a lack of gender balance amongst employees at management level.



References

EUROPEAN UNION. Gender Equality in Horizon 2020, v1. 26/02/2014

http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/hi/gender/h2020-hi-guide-gender_en.pdf