



**EUROPEAN DISTRIBUTED INSTITUTE FOR
TAXONOMY (EDIT)**

GENDER ACTION PLAN

MEMORANDUM OF UNDERSTANDING

on

Gender Issues

Final Version

Date 25 November 2009

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Paragraph 1 PURPOSE

1. The MoUs initiated by the EDIT project are intended to encourage and gradually improve collaboration and integration of the signatory's institutions. The MoUs may be thought of as a series of public declarations pinned on a noticeboard, to which Participants are invited to append their signatures. They provide evidence of concrete and specific developments in collaboration which build on the general commitment set out in the EDIT contract and Consortium Agreement.
2. The signers of this Memorandum of Understanding (MoU) have decided that gender equality within the taxonomic field was an important goal to achieve and that they were ready to make the necessary efforts to reach an equilibrium between the representation of women and men so as to enable the largest possible coverage and diversity of experts in the field.

Paragraph 2 GENERAL DEFINITIONS

2.1 EDIT Partner: A legal entity that acceded to the EDIT Contract.

2.2 Participant: Any institution or organisation that has signed this MoU and has expressed its intention to observe the provisions herein.

2.3 EDIT Contract: The legally binding document signed by the Commission of the European Communities, Research Directorate-General, and the contractor (CDC) acting as coordinator of the EDIT consortium. To this contract 26 legal entities (the EDIT partners) acceded as contractors assuming the rights and obligations established by the contract. The EDIT Contract (No 018340 - GOCE) is in the Sixth Framework Programme Sub-priority 1.1.6.3 "Global change and ecosystems".

2.4 EDIT Consortium Agreement: The formal agreement that the EDIT Partners concluded amongst themselves for the implementation of the EDIT contract.

Paragraph 3 GENERAL OBJECTIVE

The objectives of this Memorandum of Understanding are:

- To contribute to the reduction of fragmentation and the transformation of taxonomy into an integrated science
- To strengthen the scientific, technological and information capacities needed for Europe
- To progress toward a trans-national entity by encouraging durable integration of taxonomic institutions
- To promote the spreading of excellence to fulfil the needs of biodiversity and ecosystem research for taxonomy based information

Paragraph 4 AGREEMENT

The Participant will make specific efforts to address gender issues. Promoting gender equality will be part of all activities and will not be considered as an independent task. The success of this initiative will depend on everyone's involvement, not only from women.

The Participant to the MoU agrees to:

- [1] Work towards achieving gender balance in all activities;
- [2] Raise gender awareness among participants;
- [3] Promote women in science;
- [4] Consider family-friendly policies;

The Participant agrees to the dissemination of EDIT gender-related information within their institution, including the EDIT fellowships for early career women scientists, the work-life balance travel grants and the mentoring programme.

In addition, the Participant agrees to implement the actions described under the following articles to the best of the possibilities of its institution.

1) Compilation of gender statistics

The objective of this article is to collect background information on gender balance in the EDIT partner institutions. Particular attention is given to staff working directly for EDIT.

<p>Compilation of statistics for the various JPAs</p> <ul style="list-style-type: none"> - Gender balance of the staff recruited on EDIT (% of the total person-months) - Gender balance of candidates applying for an EDIT position (% of female applicants) - Gender balance of the selection panels for EDIT positions (% of female staff on the panel) - Gender balance of staff working for EDIT (but not paid by EDIT)

(% of female staff)
Integration of gender statistics in the annual report of the EDIT partner institution

2) Use of ‘family-friendly’ language in job announcements

The objective of this article is to encourage parents of young children to apply for positions open by EDIT partner institutions (E.g. pointing out the possibility of part-time hours, flexible timetables, work from home).

Use of family-friendly language in job announcements related to EDIT
Use of family-friendly language in all job announcements

3) Childcare during international meetings

The objective of this article is to encourage EDIT partner institutions to promote and make accessible to their staff the “Work-Life balance” programmes developed within the Gender Action Plan, which have for objective to help parents find appropriate and affordable childcare options while they are at work and notably during international meetings.

4) Mentoring programme

The objective of this article is to encourage EDIT partner institutions to participate to the mentoring programme developed within the Gender Action Plan by promoting it towards their staff and making it accessible to their staff. The participant agrees to contribute to this programme either in sharing his expertise in the field of mentoring and/or in encouraging his experienced scientists to be mentors and/or in encouraging his female PhD or postdoc students to be mentees. The participant supports the mentoring programme objective which is to contribute to the transfer of senior expertise in taxonomy to female scientists in early career by providing assistance and guidance through organised meetings.

Paragraph 5 AMENDMENTS AND CHANGES

6.1 Paragraph 4 of this MoU may be amended to support textual improvements, updating of nomenclature or any other minor change which does not alter the original intention of the paragraph. Any more substantial changes should be effected by termination of this MoU and its substitution with another.

6.2 Amendments can be proposed to the chair of the Gender Awareness Liaison Group by a Participant. The proposal is circulated among the Gender Awareness Liaison Group and the Participants. Taking into account comments received, the chair issues a recommendation within 6 weeks of the

original proposal. The amendment is coming into effect by unanimous vote of the Participants.

Paragraph 6 ASSOCIATION AND DISASSOCIATION OF PARTICIPANTS

6.1 Association of Participants

Association with this MoU is open to all EDIT partners and to any other institution or organisation that may assist EDIT to achieve its goals outlined in this MoU. Such association becomes effective upon signature of this MoU.

6.2 Disassociation of Participants

Any Participant may disassociate itself from this MoU by contacting the chair of the Gender Awareness Liaison Group in writing of its intention to do so and of the effective date.

Paragraph 7 INTELLECTUAL PROPERTY

This MoU adheres to the provisions with respect to Intellectual Property Rights as specified in Article 14, Annex II, Part C of the EDIT Contract and in the EDIT Consortium agreement (particularly Article 9). Additional provisions may be defined in paragraph 4 of this MoU.

Paragraph 8 DURATION

This MoU covers a period starting from 1st February 2008 and going beyond the termination of the EDIT contract.

For <Institution name>

<Institution Address>

<Institution Address>

Signed at _____ this _____ day of _____, 20__.

<Authorised person name and title>