



Gender Equality Plan

Roessingh Research and Development

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Version 1.0

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Gender Diversity Statement Roessingh Research and Development

Roessingh Research and Development is fully aware of the importance of Gender Diversity and strives for a fully inclusive setting, as we believe this adds to more diverse research with higher impact. We aim to empower and support women and minority groups in the field we are working: Research and Innovation. Therefore, Roessingh Research and Development (RRD) strives for a representative representation of society in all roles and all layers of the organization. In its hiring policy, RRD takes into account the characteristics of the personnel at that time and, in case of equal suitability, prefers an applicant of the less represented gender or group (in the event of a lopsided distribution).

Numbers

As of 1 January 2021, RRD employed 35 people, of which 14 were men and 21 were women. At this date there were 13 students at RRD, of which 5 men and 8 women.

As of 1 January 2022, RRD employs 34 people, of which 12 are men and 22 are women. At this date there were 7 students at RRD, of which 4 men and 3 women.

We can conclude from these numbers that RRD is able to attract equal numbers of men and women and that, generally, the women outnumber the men. The mix of subject fields in RRD, namely technical sciences, health, social, behavioural, and design offers a broad spectrum of exploration possibilities which is attractive for all types of researchers.

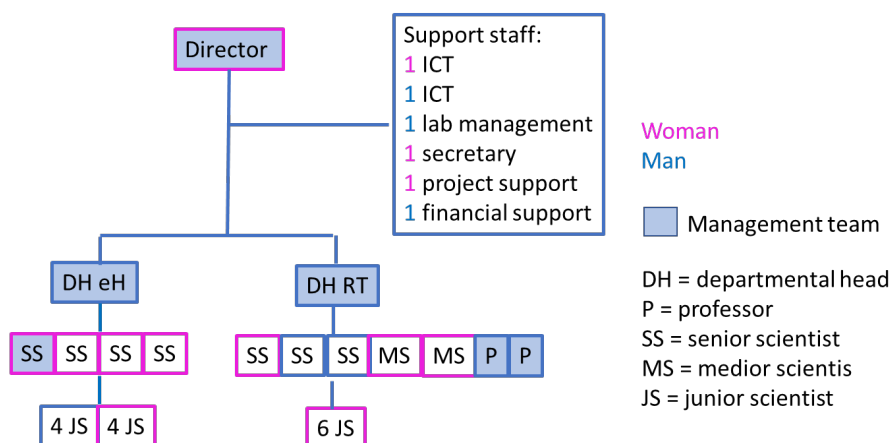
Junior scientists generally have a research contract which allows them to stay for the time needed to obtain their PhD degree. The other contracts at RRD are permanent contracts. The average contract length for permanent contracts at RRD (including people who left the last 5 years) is 15 years from which we can conclude that we have a low turnover rate.

Management decisions are taken by the management staff of RRD, consisting of 6 persons (1 director, 2 department heads, 2 professors and 1 senior scientist) of which 2 women (director and senior scientist).

There are 2 professors (2 men), 7 senior scientists (2 men, 5 women) and 2 medior scientists (2 women).

The junior scientists are 14 in total consisting of 10 female and 4 male.

The support staff consist of 3 men and 3 women.



Equal pay

For RRD, it is important that male and female staff members receive equal pay. Staff receives payment on the basis of level in the organization (junior, medior, senior, department head, support staff) and the number of years working at RRD. The salary is not based on performance appraisal unless this is reason to grow to another role. No differences have been observed between salaries from men and women.

Working conditions

RRD strives to be and remain an attractive employer. Our working conditions that help to overcome gender gap are e.g. hybrid working (RRD allows personnel to work from home 2 days a week), maternity leave and flexible worktime arrangements. We aim for a good work-life balance and improvements have continuous attention.

Policy undesirable behaviour

RRD follows the policy of undesirable behaviour of Roessingh, Centre of Rehabilitation. The policy on undesirable behaviour is aimed at the well-being of employees. Roessingh has appointed 3 confidential counsellors for health and safety in the workplace. These counsellors are also available for RRD. Employees can find the information about the confidential counsellors in the RRD employees handbook which is available on the RRD sharepoint. Undesirable behaviour (including sexual harassment) can entail anything with regard to contacts and/or communication that is experienced as unwanted or hurtful and that has the purpose or effect that one no longer feels safe in the workplace.

Career/leadership development

Our junior scientists (PhD students) mostly obtain their PhD at the University of Twente. The UT offers a wide variety of services in the field of career counselling and customised coaching trajectories (internal as well as external) are possible. Also courses are offered by the Centre for Training and Development (CTD) at the UT.

All researchers at RRD have a guest-registration at the UT. This allows them to follow courses offered by the UT for example on professional development training. The GDP of the UT can be found here: [DE&I documents and links | Gender Equality Plan \(GEP\) 2022 | Organisation \(utwente.nl\)](#).

At this time, RRD has not followed awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers. In 2022, we will decide which courses may be useful for the MT of RRD to follow.

Integration of the gender dimension into research and teaching content

RRD performs research in the context of EU subsidized projects. In these projects, the team that works on a specific EU project is generally monitored for gender equality. Also, attention is paid to distribution of gender and minority groups for data acquisition and data analysis.