

GENDER EQUALITY PLAN



2022-2024

The Gender Equality Plan (GEP) of the QUANTUM ESPRESSO FOUNDATION Slovenia is a policy document covering three years (2022-2024) with which the QEF aims to implement actions to **reduce gender inequalities** and to **enhance diversity** with regard to age, culture, physical ability, sexual orientation, multilingualism...

The plan is a tool to encourage a cultural change, with the aim of reinforcing an effective and welcoming working environment where people are treated equally, where discrimination of any kind does not find space and where diversity can truly be a force for mutual enrichment.

The Foundation is keen to express firmly its commitment to the development of policies that put into the day-by-day practice the equality of treatment and opportunities between all individuals, without even indirectly discriminating for reason of sex, nationality, race, culture, religion.

In addition to this, the QEF will continue to have, among its daily objectives, the commitment to create conditions for which the entire world of research becomes more attractive to women, therefore to ensure that the presence of women in research results much more impressive.

Starting from the Commission ERA Communication of 2012, gender equality as a priority has strengthened progressively. From the three basic objectives identified, gender equality in careers at all levels, gender equality in decision making, integration of the gender dimension into Research and Innovation (R&I) content, new objectives were added along the years, such as removing barriers to the recruitment, retention and career progression of women researchers, addressing gender imbalances in decision making processes, integrating the gender dimension in research and innovation content.

The services and the activities that the Foundation offers to the community of researchers and scientists are coordinating and supporting research within the QUANTUM ESPRESSO developers community and promoting education and advanced training in the field of the quantum simulation of materials, by organizing or sponsoring courses, conferences, and workshops based on the use of the QUANTUM ESPRESSO software worldwide.

Albeit its extremely small structure in terms of personnel and corporate organization, the QEF has always done everything to apply its equality policies in the day-by-day life.

Assessment, prevention and treatment of compensation gaps

Study the differences in cumulative remuneration, in particular for expert functions
Study the income gaps linked to intellectual property
Reinforce actions and communication aimed at highlighting the career paths of women in scientific professions, aimed at students, researchers and science managers
Develop mentoring actions for post-docs
Identify and recommend measures to reduce gaps related to career progression
Diagnose and recommend measures to reduce the gaps in the bonuses of researchers

Governance, management and monitoring of the professional equality policy

Promote equality as a priority
Evaluate the implementation of the action plan
Establish a communication plan beyond the dissemination of the action plan
Establish a follow-up of the indicators, identify the brakes and the solutions to be brought
Evaluate the implementation of the action plan
Establish a follow-up of the indicators, identify the brakes and the solutions to be Brought and make recommendations to the management board
Promote appropriation of the professional equality policy in all QEF actions and events

Guarantee of equal access for women and men to bodies, ranks and jobs

Recruit without gender bias
Ensure equality in career progressions
Perpetuate the principle of "cascading promotions" (proportion of female researchers promoted greater than or equal to the proportion among those eligible for promotion)
Introduce measures to increase the number of women in positions of responsibility
Ensure there is a gender balance in the distribution of management functions, collective tasks
Assess and remedy gender gaps in responses to calls for projects
Increase the visibility of women in research
Check that women are present in scientific events; associate with and fund only with scientific events where women are present at all levels and in a proportion that meets or exceeds that of the discipline
Strengthen the presence of women experts in the media

Articulation between professional life and personal and family life

Enable a work organization favorable to professional equality
Update the time charters in the internal regulations of the laboratories, schools, events, meetings
Systematize pre- and post-maternity or parental leave interviews
Foster investment in parenthood
Launch communication campaigns to encourage fathers to take childcare