

**GENDER EQUALITY
PLAN
REPORT 2024**

*The Board of Ariadne Research Infrastructure AISBL approved on 4/5/23
its Gender Equality Plan for the years 2023-2025.*

This Report presents the activities carried out in the year 2024.

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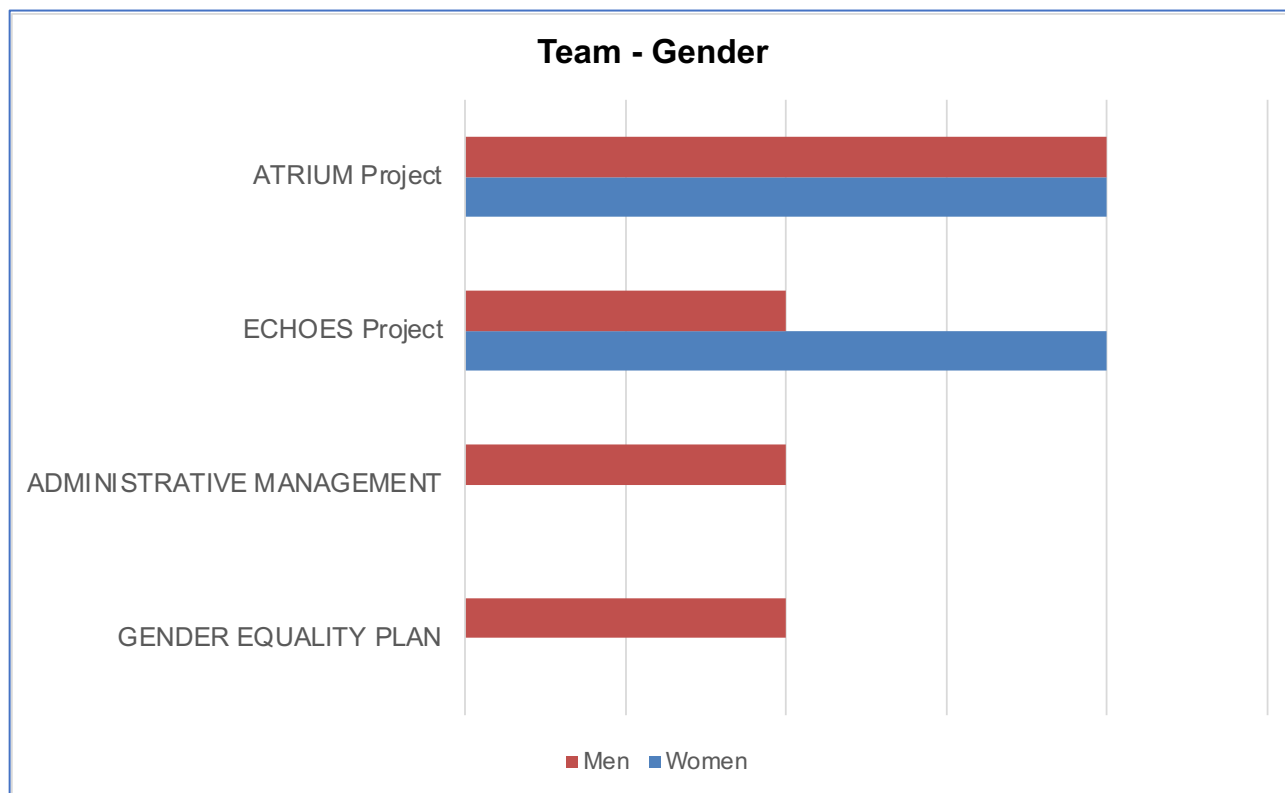
AREA 1- Work-life balance and organizational culture

ACTION 1.1.1 - COLLECTION OF GENDER DISAGGREGATED DATA ON PERSONNEL AND COLLABORATIONS IN DIGITAL FORMAT

In 2024, ARIADNE RI spent a total of €113,934.56 for research activities, administrative consultancy and activities. 4 women and 5 men were involved in these activities.

	Women	Men	Total
ATRIUM	2	2	4
ECHOES	2	1	3
ADMINISTRATIVE MANAGEMENT		1	1
GENDER EQUALITY PLAN		1	1
Total	4	5	9

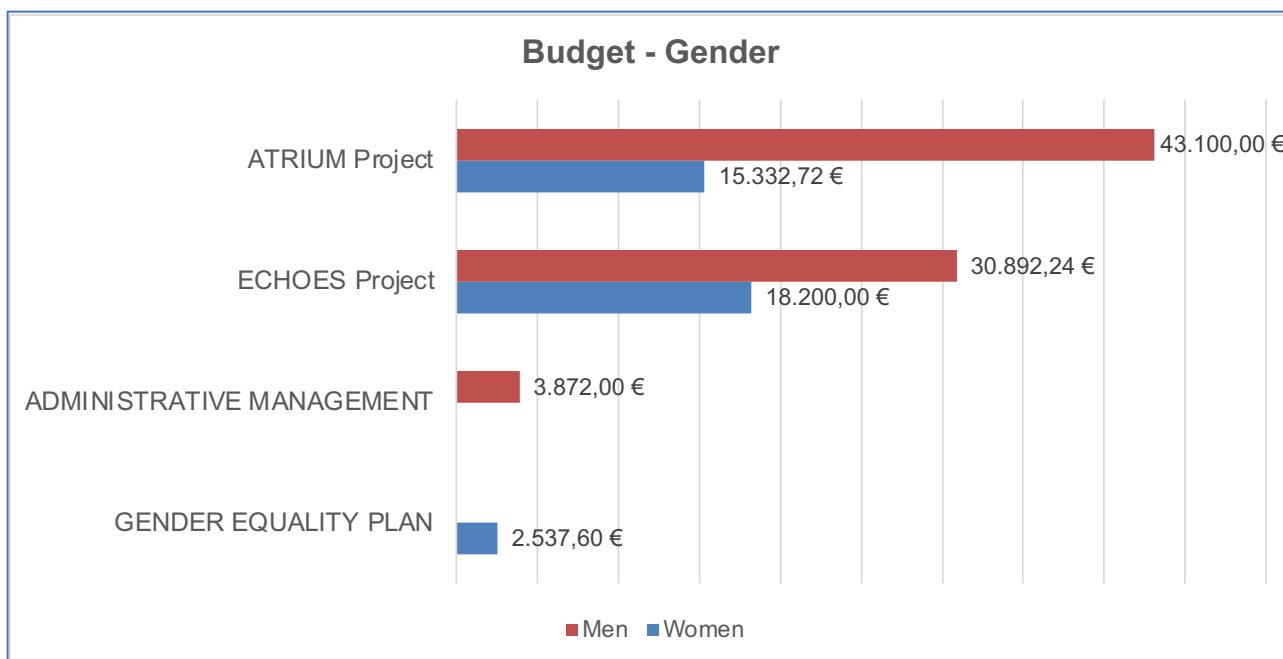
Table n.1 - Team by gender



The following table shows the areas of activity and the breakdown of funds by gender:

	Women	Men	Total
ATRIUM Project	15.332,72 €	43.100,00 €	58.432,72 €
ECHOES Project	18.200,00 €	30.892,24 €	49.092,24 €
ADMINISTRATIVE MANAGEMENT		3.872,00 €	3.872,00 €
GENDER EQUALITY PLAN	2.537,60 €		2.537,60 €
Total	36.070,32 €	77.864,24 €	113.934,56 €

Table n.2 - Budget by gender



ACTION 1.2.1 - ADOPTION OF A FAMILY FRIENDLY CALENDAR AND WORKING HOURS FOR EMPLOYEES AND COLLABORATORS

ARIADNE RI has no permanent employees or collaborators in 2025, so this activity has been postponed to 2025.

ACTION 1.3.1 - PREPARATION OF INTERNAL REGULATIONS FOR SMART WORKING AND THE RIGHT TO DISCONNECT

Internal regulations disciplining agile work and the right to disconnect of employees and consultants has been approved by the Board of Directors on 2/9/2024.

ARIADNE RI

INTERNAL REGULATIONS DISCIPLINING AGILE WORK AND THE RIGHT TO DISCONNECT OF EMPLOYEES AND CONSULTANTS

ARIADNE RI AISBL, having seen the European Parliament Resolution of 21 January 2021 with recommendations to the Commission on the right to disconnect (2019/2181 (INL)), and sharing its considerations, in particular that:

- digitalisation and the adequate use of digital tools have brought numerous economic and social advantages and benefits to employers and employees, such as greater flexibility and autonomy, the possibility of improving the balance between work and private life and the reduction of travel times, but they have also caused disadvantages involving ethical, legal and employment-related challenges, such as work intensification and extension of working hours that blur the boundaries between work activities and private life;
- an ever-increasing use of digital tools for work purposes has led to the birth of an "always connected", "always online" or "constantly on call" culture, which can be to the detriment of workers' fundamental rights and fair working conditions, including fair pay, limited working hours and work-life balance, physical and mental health, safety at work and well-being, as well as equality between men and women, given the disproportionate impact of these tools on workers with caring responsibilities, who are generally women; whereas the digital transition

should be guided by respect for human rights, as well as the fundamental rights and values of the Union and have a positive impact on workers and working conditions;

- the use of digital tools for prolonged periods could lead to a reduction in concentration and cognitive and emotional overload; that monotonous and repetitive operations and a static posture for long periods of time can cause muscle tension and musculoskeletal disorders; whereas the International Agency for Research on Cancer has classified radio frequency radiation as a possible cause of carcinogenic effects; that pregnant women may be particularly at risk from exposure to radio frequency radiation;
- excessive use of technological devices can aggravate phenomena such as isolation, technology addiction, sleep deprivation, emotional exhaustion, anxiety, and burnout; whereas, according to the WHO, more than 300 million people in the world suffer from work-related depression and common mental disorders and that every year 38.2 % of the Union's population suffers from a mental disorder;
- measures taken as a result of the COVID-19 crisis have changed ways of working and demonstrated the importance of digital solutions, including the use of teleworking schemes by businesses, self-employed workers and public administration bodies throughout the Union; whereas, according to Eurofound, during the lockdown, more than a third of workers in the Union started working from home, compared to 5% who already did so before the crisis, and that there has been a substantial increase in the use of digital tools for work purposes; whereas, according to Eurofound, 27% of teleworking respondents said they worked in their free time to meet work needs; whereas remote working and teleworking have increased during the COVID-19 crisis and are expected to remain at a higher level than before the COVID-19 crisis or even increase further;
- women are subjected to a particularly high risk and are more seriously affected by the economic and social repercussions resulting from the COVID-19 crisis, due to their predominant or still traditional role as responsible for caring for the home and family; whereas the increase in teleworking during the COVID-19 crisis may also pose a greater risk for young people and people with caregiving responsibilities, such as single parents, families with children and families with dependents in need of care; that working life and private life in a period of teleworking, social distancing and confinement must be well balanced; whereas gender-related aspects should be addressed in the context of the right to disconnect;
- the right to disconnect is a fundamental right that constitutes an inseparable part of the new working models of the new digital age; whereas this right should be considered an important instrument of social policy at Union level to ensure the protection of the rights of all workers; that the right to disconnect is particularly important for the most vulnerable workers and those with caring responsibilities¹.

and within the activity of its **GENDER EQUALITY PLAN 2023-2025**, Action 1.3.1, approves the following:

INTERNAL REGULATIONS DISCIPLINING AGILE WORKING AND THE RIGHT TO DISCONNECT OF EMPLOYEES AND EXTERNAL COLLABORATORS

ART. 1

DEFINITION OF WORKING PERIOD

Working period means any period in which the employee/consultant is at work, available to the employer and carrying out his/her activities or functions.

ART. 2

DEFINITION OF DAILY REST

Daily rest is quantified as 11 consecutive hours, every 24 hours. Daily rest may be waived in exceptional cases, but employees/consultants will be granted equivalent periods of compensatory rest.

¹ [European Parliament resolution of 21 January 2021 with recommendations to the Commission on the right to disconnect \(2019/2181\(INL\)\)](#)

ART. 3

DEFINITION OF BREAK

If the daily working time exceeds six hours, the break allows you to recover your psycho-physical energy and to possibly consume a meal. The methods and duration of the break are established by contracts or agreements but cannot be less than 10 minutes. These intervals are unpaid and are not counted as working time.

ART. 4

DEFINITION OF WEEKLY REST

Weekly rest is the right of the employee/consultant to benefit from a rest period of at least 24 consecutive hours, usually coinciding with Sunday, to be cumulated with the 11 hours of daily rest.

ART.5

DEFINITION OF AGILE WORKING (or SMART WORKING)

Agile working (or smart working) is a method of carrying out an employment or consultancy relationship characterized by the absence of time or space constraints and an organization by phases, cycles, and objectives, established by agreement between the employee/consultant and the employer; a method that helps to reconcile life and work times and, at the same time, promotes productivity growth.

The work is organized by phases, cycles, and objectives, it is carried out without a fixed workstation and without precise constraints on time and place of work, with the possible use of technological tools.

The performance of work in agile mode is regulated by individual agreement between employee/collaborator and ARIADNE RI.

ART. 6

PURPOSE OF AGILE WORKING

The purposes of agile working are to:

- encourage, through the development of a result-oriented management culture, an increase in effectiveness and efficiency,
- promote a work organization inspired by the principles of flexibility, autonomy, and responsibility,
- optimize the uptake of digital technologies and skills,
- strengthen measures to reconcile work life and family life,
- promote sustainable mobility by reducing home-work-home travel,
- redesign workspaces by creating management economies.

ART. 7

PROCEDURE FOR ACCESS TO AGILE WORK

The employees/collaborators agree with ARIADNE RI by identifying:

- the activities to be carried out;
- the organization of the daily schedule;
- duration;
- contactability ranges;
- the methods to verify the activities carried out.

The agreement will be defined in writing using the *Agile working and disconnection* form (attached to this regulation).

ART. 8

AGILE WORKING TOOLS

The work performance in smart working is carried out with the use of suitable IT and digital devices and a suitable internet connection in the possession of the employee or collaborator.

Expenses relating to electricity consumption, the cost of data connection and the maintenance of devices owned by the employee or collaborator are their responsibility.

ART. 9

THE RIGHT TO DISCONNECT

The employee's/consultant's right to disconnect (to not respond to emails, calls or work-related messages) is guaranteed outside of the range of contactability defined in the individual agile working agreement, throughout the day on Saturdays (where not agreed otherwise), on Sundays and public holidays.

This right must be understood both in vertically (towards management personnel and vice versa) and horizontally (amongst colleagues).

ART. 10

INTERRUPTION OF THE INDIVIDUAL AGILE WORKING AGREEMENT

In the case of employees, withdrawal from the individual agreement must take place with thirty days' notice, which becomes ninety days in the case of disabled employees. In the presence of a justified reason, each of the contracting parties may withdraw without notice.

ARIADNE RI may suspend agile working at any time if the employee is found to be in breach of the provisions of this Regulation or in the event that he is unable to independently carry out the assigned activities.

ART. 11

LEGAL AND ECONOMIC TREATMENT

The employee's assignment to smart working does not affect the legal nature of the subordinate employment relationship in place, regulated by legislative and contractual rules and the conditions of the national and supplementary collective agreements in force, nor on the economic treatment enjoyed.

ARIADNE RI guarantees that employees who make use of smart working do not suffer penalties for the purposes of recognition of professionalism and career progression.

The work performed through the agile working method is assimilated to the service ordinarily rendered at the usual place of work and is considered useful for the purposes of career progression and the calculation of length of service.

Due to the flexible distribution of working time, overtime work is not recognized on working days carried out outside the administrative premises.

No allowances are provided to cover expenses relating to electricity consumption, connection to the internet and telephone communications with the office.

ART. 12

OCCUPATIONAL SAFETY

ARIADNE RI guarantees the health and safety of its employees in accordance with work carried out in agile mode and provides each individual employee and the employee's safety representatives with written information that indicate the general and specific risks connected to the particular method of carrying out the work. The information thus provided will enable the employee to make an informed decision where they will carry out the work activities.

The employee who carries out his work in smart working mode, based on the training/information received, in compliance with the requirements of this regulation, the provisions of the information and the administrative procedures, must respect and correctly apply the directives of the employer, and in particular take care of their own health and safety.

ACTION 1.4.1 - TRAINING TO CONTRAST STEREOTYPES AND PREJUDICES

This activity has been moved to the year 2025 when it is planned to include new collaborators in the research team.

AREA 2 - Gender balance in leadership and decision-making

ACTION 2.1.1 - PREPARATION OF GUIDELINES FOR A FAIR GENDER COMPOSITION IN THE EXAMINING COMMISSIONS FOR THE IDENTIFICATION OF EMPLOYEES AND/OR COLLABORATORS

This activity will be carried out in 2025.

AREA 3 - Gender balance in leadership and decision-making

ACTION 3.1.1 - COLLECTION OF DATA DISAGGREGATED BY GENDER ON THE PARTICIPATION OF EMPLOYEES, COLLABORATORS AND COLLABORATORS IN RESEARCH ACTIVITIES AND PROJECTS

The data relating to this activity are visible in table no. 1 and no. 2 of Activity 1.1.1

AREA 4 - Integration of the gender dimension into research and teaching content

ACTION 4.1.1 - COLLECTION OF DATA DISAGGREGATED BY GENDER ON THE PARTICIPATION OF EMPLOYEES, COLLABORATORS AND MAPPING OF GENDER CONTENT IN RESEARCH ACTIVITY AND PROJECTS

Ariadne Ri has submitted research proposals to the European Commission in recent years that have been approved and funded. In 2024, the European projects in which Ariadne RI participates are:

“ATRIUM – Advancing Frontier Research In the Arts and hUManities”

coordinated by DARIAH-Digital Research Infrastructure for The Arts and Humanities - HORIZON-INFRA-2023-SERV-01-02 (contract no. 101132163) with start of activity on 01/01/2024 and expiry on 31/12/2027.

Ariadne Ri participates in the project as a partner together with the following members who intervene as affiliates:

7 PRISMA-Prisma Cultura S.r.l. IT

8 SND- GOETEBORGS UNIVERSITET SE

9 USW - UNIVERSITY OF SOUTH WALES PRIFYSGOLDE CYMRU UK

10 LNEC- LABORATORIO NACIONAL DE ENGENHARIA CIVIL PT

- 11 FORTH- IDRYMA TECHNOLOGIAS KAI EREVNAS EL
- 12 CYI-THE CYPRUS INSTITUTE CY
- 13 TOURS- UNIVERSITE DE TOURS FR
- 14 ARUP - ARCHEOLOGICKY USTAV AV CR PRAHA VVI CZ
- 15 ARUB - ARCHEOLOGICKY USTAV AV CR BRNO VVI CZ
- 16 PIN- PIN SOC.CON.S. A R.L. - SERVIZI DIDATTICI E SCIENTIFICI PE IT

This is the chapter dedicated to gender equality in the Atrium project:

1.4 GENDER

Gender, as a **cultural construct** and an **analytical category**, is an important factor in the planning and implementation of any research, especially when the research itself addresses issues of cultural attitudes and behaviours. We recognise that sex and gender are not simply biologically determined and that gender identity is a **complex spectrum of gendered identities and identifications that need to be reflected in our research**.

ATRIUM is fully aware of the **risk of unconscious gender bias** in collaborative initiatives and is committed to ensuring and promoting gender equality throughout its activities. Gender parity is reflected on a high level in the project composition, with male and female members represented almost equally (54 vs. 49). In addition, however, we must also be mindful of the fact that **access to and use of Research Infrastructures may harbour gender biases**. A 2018 report by the UK Royal Society noted that of their survey participants that provided gender data, only 30% of reported staff were female. The fact that the number is higher than this in the social sciences and humanities (51%) but lower in the physical sciences and engineering (25%) begged the question of which of the two paradigms digital humanities infrastructures would follow (Royal Society, 2018), and whether staff ratios have any impact on access or participation.

The ATRIUM Consortium Agreement will clearly spell out our **commitment to gender equality**, set clear goals and detailed actions and measures to achieve them within the project with a **zero tolerance policy for any kind of violence, including identity-based violence and sexual harassment**. All members of the consortium will be required to have adopted Gender Equality Plans (GEP) before the start of the project.

In order to avoid gender bias ATRIUM will take into account and focus on both the research groups' gender assumptions and behaviours in the design phase of the project. This includes the determination of our background assumptions in a way that they do not introduce hidden stereotypes in the research, the analysis of the gender-specific needs of the research subjects as well as the transparent reporting of the results of the research. In particular, when developing and curating datasets in the context of workflows and demonstrators, the project team will ensure the possibility of, and encourage research into, gender-related themes.

WP2 will support gender balance by ensuring that project dissemination lists and events include balanced representations of gender. WP8 will take the necessary measures to ensure gender equity in the TNA grant scheme.

ATRIUMS's commitment to Responsible Research and Innovation (RRI), however, goes beyond the question of gender representation. We will also coordinate our work to understand the status of **multiple underrepresented communities within Arts and Humanities research infrastructures**, such as **independent researchers, early-career stage researchers, citizen scientists** and **researchers from widening countries**. This commitment to RRI extends to our data as well: we will adhere to the principles of Ethics by Design when it comes to respect for human agency, privacy and personal data protection, fairness, individual, social and environmental well-being, transparency, accountability and oversight; as well as CARE Principles for Indigenous Data Governance (**Collective Benefit, Authority to Control, Responsibility, Ethics**) which build upon the FAIR Principles of Open Science by requiring that we consider power differentials and historical contexts when handling data originating from indigenous communities.

ECHOES – European Cloud for Heritage OpEn Science s”

coordinated by CNRS (Centre National De La Recherche Scientifique)- HORIZON-CL2-2023-HERITAGE-ECCCH-01-01 Contract no. 101157364, starting on 01/06/2024 and expiring on 31/05/2029.

Ariadne Ri, participates in the project as a partner together with the following members:

PRISMA-Prisma Cultura S.r.l. IT

PIN- PIN SOC.CON.S. A R.L. - SERVIZI DIDATTICI E SCIENTIFICI PE IT

These are the parts of the Echoes project dedicated to gender equality:

1.2.5 Gender dimension

Gender as a cultural construction and an analytical category, is an essential factor in the planning and implementing of any research. Gender assumptions often go unnoticed in the design and implementation of research, resulting in gender biases. To avoid this, we plan to take into account and focus on both the research groups' gender assumptions and behaviours in the phase of the design of this project as well as the research subjects' gender needs regarding the proposed project. The interdisciplinary team of ECHOES is also fully aware of the gender biases that come with AI and CH data and intends to make a real contribution to the discussion through its interdisciplinary research areas, for example, through the CRS. ECHOES is committed to ensuring Gender Equality in the implementation of the project and will use gender mainstreaming to build gender-balanced teams in all project activities (including in the Cascading Grant Programme, the selection of VA and use cases) to minimise the risks of gender bias. Developing adapted training activities and materials (WP5) and promoting women role models in WP4 will be essential tools to achieve this goal.

2.2.1 Communication

ECHOES communication will highlight the following key message: “The ECCCH brings state-of-the-art technological advancements into heritage methodology and practice, ultimately enhancing its understanding, knowledge, enjoyment and participation across Europe. It fosters collaboration among professionals and institutions.

It improves citizens' participation, understanding and access by overcoming cultural, social, and physical barriers.”

Communication activities will last for the entire duration of the project, divided in five main phases aligned with the project methodology (Tab.2). All communication activities will be underpinned by environmental considerations (aligned with the objectives of the Green Deal), as well as gender equality, accessibility, diversity and inclusions.

2.3.1. Stage 2 Evaluation (applies to Calls 1 and 3)

An Open Call for External Experts and peer reviewers will be issued at the very beginning of the project to form a gender-balanced **Selection and assessment Committee** composed of at least 40 external reviewers (at least 40% of representatives from each gender) and a further ten reviewers from the ECHOES consortium members. The committee will ensure the selection process takes place fairly and timely, avoiding any conflicts of interest. Attention will be paid to appointing reviewers with a diverse range of expertise across the cultural heritage sector. In parallel, ECHOES will use its networking power (see Part-B Section 2.2) to inform the sector of the ECHOES Open Call for projects.

Values (— ARTICLE 14)

Gender mainstreaming

The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action and, where applicable, in line with the gender equality plan. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

Work package WP1 – Project Management

T1.3: Implementing responsible and open science

This task will first produce the ECHOES Data Management Plan (DMP) and monitor its implementation at the project level (T1.3.1). This task aims at ensuring project activities are conducted in accordance with the principles of research ethics, data management compliant with the open science and FAIR principles, gender equality and non discrimination, the Do No Significant Harm principle, and the implementation of GDPR requirements.

T10.1 Defining the requirements for the Cloud governance (M1-12)

This task defines strategic governance objectives, including the ethical principles to ensure a balanced and harmonious








representation of the communities concerned and to respect the principle of subsidiarity. To this end, the consortium will define standards that can be ethically based on clouds, compare the ambitions of the Cloud with other similar initiatives, and define conditions for inclusion before formalisation of legal entities. Alongside ethical principles, issues relating to intellectual property (IPR, GDPR, licensing) will be raised. Particular attention will be paid to gender balance and integrating young researchers into governance. Identify mechanisms for sharing and harmonising existing infrastructures to ensure long-term access and preservation of distributed data in accordance with international standards. Moreover, efficiency and communication requirements will be set, including the design of a quality management system that includes integrated governance (and the definition of standards: commitment to user needs, continuous improvement, mutually beneficial relationships with stakeholders).

AREA 5 - Measures against gender-based violence, including sexual harassment

ACTION 5.1.1 - TRAINING ON GENDER-BASED VIOLENCE AND HARASSMENT (SEXUAL AND OTHERWISE)

This activity has been moved to the year 2025 when it is planned to include new collaborators in the research team.

GANTT

	2023	2024	2025
1.1.1 Collection of gender disaggregated data on personnel and collaborations in digital format (Gender Budget)		✓	
1.2.1 Adoption of a family friendly calendar and working hours for employees and collaborators			
1.3.1 Preparation of internal regulations for smart working and the right to disconnect		✓	
1.4.1 Training to contrast stereotypes and prejudices			
2.1.1 Preparation of Guidelines for a fair gender composition in the examining commissions for the identification of employees and/or collaborators			
3.1.1 Collection of data disaggregated by gender on the participation of employees, collaborators and collaborators in research activities and projects		✓	
4.1.1 Mapping of gender content in research activity and projects	✓	✓	
5.1.1 Training on gender-based violence and harassment (sexual and otherwise)			

GEP TEAM

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Approvato dal Board di Ariadne Research Infrastructure AISBL 24/06/2025.