



REsource Management in Peri-urban Areas: Going Beyond Urban Metabolism

REPAIR

D1.2 Equal opportunity plan (EOP)

Version 1.5

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Acronyms and Abbreviations

CA	Consortium Agreement
CFS	Certificate on the Financial Statement
DMP	Data Management Plan
DoA	Description of Action
EB	Executive Board
EC	European Commission
ECA	European Court of Auditors
ECAS	European Commission Authentication Service
EOP	Equal Opportunity Plan
EU	European Union
FSIGN	Project Financial Signatory
GA	Grant Agreement
GDSE	Geo-design Decision Support Environment
GF	Guarantee Fund
LEAR	Legal Entity Appointed Representative
LSIGN	Project Legal Signatory
OLAF	European Anti-Fraud Office
PaCo	Participant Contact
PM	Person Month
PO	Project Officer
PULL	Peri-Urban Living Labs
SC	Steering Committee
SP	SharePoint
UB	User Board
UoR	Use of Resources
WP	Work Package

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Publishable Summary

This equal opportunity plan (EOP) covers “actors” (employees employed by the consortium members, especially those who are working on the project, students contributing in Living Labs and other contributors working with the project, members of the executive board and Peri-Urban Living Labs (PULL) leaders, visitors and experts of the project’s events), and was adapted for the promotion of equal opportunities and for monitoring and improving the contribution of certain underprivileged groups of *actors*.

Under the umbrella of this plan, we (researchers and actors) are also focusing on equal opportunities and ethics (see details in the ethics documents of work package 9) during our field and research works.

During the project duration we are respecting the principle of equal treatment and promoting the equal opportunities taking into account gender, age, disability, family and minority aspects. Principles described here are in accordance with other documents of the work package (WP) 9 on Ethics, national and institutional legislations on equal opportunities.

1. General commitments to specific equal opportunities targets

This equal opportunity plan covers “actors” (employees employed by the consortium members, especially those who are working on the project, students contributing in Living Labs and other contributors working with the project, members of the executive board and Peri-Urban Living Labs (PULL) leaders, visitors and experts of the project’s events), and was adapted for the promotion of equal opportunities and for monitoring and improving the contribution of certain underprivileged groups of *actors*.

Under the umbrella of this plan, we (researchers and actors) are also focusing on equal opportunities and ethics (see details in the ethics documents of work package 9) during our field and research works.

All REPAiR consortium members take into consideration their own institutions’ and national ethical guidelines.

1.1. Commitments from REPAiR consortium members

Specific equal opportunity targets from REPAiR consortium members are as follows:

- TU Delft [1]: To carry out its mission TU Delft needs professional and highly competent people, plus an organisational culture that gives both them the freedom to develop themselves and encourages them to take that responsibility. The focus for 2012-2020 on academic and support staff include:
 - Introduce the concept of flexible working, in a manner adapted specifically to each faculty or department.
 - Extend the Tenure Track Scheme to cover all new academics appointed from outside the university, so that they join the Tenure Track Personal Development Programme.
 - Increase the proportion of senior academic positions held by women to 20% in 2020, and the proportion of senior support positions they hold to 40%.
 - Introduce concrete objectives and measures to improve diversity in terms of age, ethnicity and nationality.

TU Delft also wants to improve the gender balance of its academic workforce, which means recruiting more women [1-2]. They are particularly underrepresented in senior positions. DEWIS (Delft Women in Science) is the network for female scientists at TU Delft. Its primary goal is to encourage women here in pursuing their personal, professional and scientific ambitions.

- RKI: the HAS Centre for Economic and Regional Studies adapted its Equal opportunities plan as set out in (Hungarian) law 2003./CXXV./63.§(4.) on equal treatment and the promotion of equal opportunities.
- UNINA has an organization (CUG - Single Warranty Committee), for equal opportunities, the promotion of the well-being of workers and the fight against discrimination. It was established with DR / 2015/994 of 07/04/2015

(www.cug.unina.it).

- HCU: HCU we have the following legal references of Gleichstellungskonzept der HafenCity Universität that is based on the Hamburg Law of Hamburgisches Gesetz zur Gleichstellung von Frauen und Männern im öffentlichen Dienst (Hamburgisches Gleichstellungsgesetz - HmbGleiG) Vom 2. Dezember 2014. The Hamburg Law refers to the German law of "Allgemeines Gleichbehandlungsgesetz vom 14. August 2006 (BGBl. I S. 1897), das zuletzt durch Artikel 8 des Gesetzes vom 3. April 2013 (BGBl. I S. 610) geändert worden ist"

- In Poland (IGiPZ and PHH) are obligation to follow the *Kodeks Pracy* (Dz.U.2016.0.1666 t.j. - Ustawa z dnia 26 czerwca 1974 r. - Kodeks pracy) in which the §11.3 state as follows "Any discrimination in employment, either directly or indirectly, particularly on grounds of sex, age, disability, race, religion, nationality, political beliefs, trade union affiliation, ethnicity, religion, sexual orientation and also for fixed or temporary employment; not full or part-time - is unacceptable."

- In Flanders the 'Decree establishing a framework for the Flemish equal opportunity and equal treatment policy' was adopted on 10th of July 2008. It makes special efforts to protect target groups, that, because of certain characteristics (gender, sexual orientation, disability, ethnic origin,...) are easily exposed to discrimination. The Flemish administration has a Strategic plan for equal opportunities and diversity, 2016-2020. Each year, OVAM draws up an equal opportunity and diversity plan. This plan entails a number of actions to achieve equal opportunities for male and female staff, for staff of foreign origin and for staff with disabilities or chronic illnesses employed by OVAM. OVAM also signed a non-discrimination engagement.

- Ghent University's research integrity policy is based on universal values as reflected in the Code of Ethics for Scientific Research in Belgium. Despite the great diversity that typifies academic research in terms of research discipline and research methods, there are general principles and rules of conduct which all scientists must abide by. The philosophy underlying this policy is, therefore, borne by the entire research community. <https://www.ugent.be/en/research/research-staff/organisation/research-integrity/ri-en-fulltext.pdf>

Whilst respecting the principle of equal treatment and to promote the equal opportunities the parties signing this plan hereby commit to collaborate in taking measures in the interest of especially the following target groups within the research teams and the subjective of the research (e.g. interviewees, participants of the events etc.).

- Women;
- Older than 50 years of age;
- Belong to a *minority* (e.g. Roma in Hungary);
- Disabled actors of the project or those whose ability to contribute has deteriorated;

- Actors who raise children under 18 years of age;
- Actors raise their children alone;
- Actors raise disabled children;
- Actors who care for an elderly or permanently ill family member;
- Career-starter (with a specific focus on PhD candidates and early career researchers, e.g. researcher within 5 years after their PhD).
- Actors because of their level of proficiency in English.

1.2. National ethical guidelines from REPAiR consortium member states

The target groups are treated during the project actions accordingly. It means – for instance – that in the phase of organisation of a project event we are preferring rooms easily available for disabled actors, or give possibility to choose alternative food due to cultural persuasions, belief or minority belonging.

Project partners – in their institutions – seek together the possibilities to define additional equal opportunities targets and tasks, and to implement possible benefits and actions especially in the fields of remuneration, allowances, working conditions, health maintenance also considering circumstances necessary to reconcile work and family life.

Minorities defined in the consortium member's states:

- In the Netherlands, minority groups include Frisians, Indonesians, Turks, Surinamese, Moroccans, Antillean/Aruban, Chinese, Moluccans, Jews, Roma/Gypsies/Sinti. (data: Central Statistical Agency, 2002) [3].

Article 1 of the Dutch constitution (Artikel 1 Grondwet) [4-5] against discrimination:

"All persons in the Netherlands shall be treated equally in equal circumstances. Discrimination on the grounds of religion, belief, political opinion, race or sex or on any other grounds whatsoever shall not be permitted."

Besides the Article 1 of the Dutch Constitution, other equal opportunity and ethical regulations include but not limited to:

- The Equal Treatment Act (**Algemene wet gelijke behandeling**) prohibits unequal treatment on the basis of race or ethnic origin, including in the labour market [5-7];
- The Equal Treatment of Men and Women Act (Wet gelijke behandeling van mannen en vrouwen) [8] prohibits unequal treatment on the basis of gender;
- Wet onderscheid arbeidsduur / Wijzigingswet Burgerlijk Wetboek en Ambtenarenwet ivm verbod tot maken van onderscheid tussen werknemers naar arbeidsduur [9] prohibits unequal treatment on the basis of full-time or part-time working arrangements.

More information equal opportunity and ethical regulations can be found at the

following websites (in Dutch):

- <http://www.art1.nl/artikel/6443-Nederlandse-wet-en-regelgeving-tegen-discriminatie>
 - <https://www.mensenrechten.nl/gelijkebehandelingswetgeving>
- In Hungary, the Act LXXVII 1993 defined Roma as ethnic minority (and defined 12 other national minorities living in Hungary) and gave a possibility for preserving their cultures and identities avoiding assimilation. The “amendment” of the Law in 2011 (Act CLXXIX/2011) defined Roma as national minority such as the other 12.
 - As for minority groups in Italy the first legislations comes from the Constitution (Art. 3, 6, 37, 51 and 117). The principles of equal opportunities laid down in European legislation have been transposed into Italy by Legislative Decree 215/2003, Legislative Decree 216/2003 and L. 67/2006. Furthermore, law 482 of 1999 officially recognizes all the minorities present in Italian territory, with the exception of the Roma and Sinti. An exclusion that is in contradiction with Article 6 of the Italian Constitution, and there are law proposals to overcome this exclusion.
 - In Germany, persons with a migrant background who have not full German language skills and with a rather low educational and / or professional training level are considered as minority. Among this group especially elderly persons, women and parts of the younger persons are facing equal opportunity problems.
 - In Poland The Bill on Ethnic and National Minorities and Regional Languages of 6 January 2005 (Ustawa o mniejszościach narodowych i etnicznych oraz o języku regionalnym) stipulates that in order to be recognized as an ethnic or national minority a given group must reside in Poland for at least 100 years. There are presently three categories of recognized minorities in Poland: 9 national minorities (Belorussians, Czechs, Lithuanians, Germans, Armenians, Russians, Slovaks, Ukrainians, Jews), 4 ethnic minorities (Karaites, Lemkos, Roma and Tatars), and a regional linguistic minority (Kashubians).

2. Specific equal opportunities targets and plans of action

2.1. Equal opportunities, equal Treatment

In course of the recruiting and hiring procedures, employment and selection for research interview or survey the Consortium Members assert the requirement for equal treatment, prevents and prohibits negative discrimination of *actors* and interviewees/surveyed people, and abstains from any conduct that may result in direct or indirect, negative discrimination, reprisal, harassment or unlawful of certain *actors* or groups of *actors* on the ground of certain features such as sex, racial origin, colour, nationality, origin of national or ethnic minority, mother tongue, disability, state of health, religious or ideological conviction, political or other opinion, family status, motherhood (pregnancy) or fatherhood, sexual orientation, sexual

identity, age, social origin, financial status, part-time nature or definite term of the employment relationship or other relationship aimed at work, membership in an organisation representing employees' interests, any other status, characteristic feature or attribute.

Parties place on record that the prohibition of discrimination and the respect for the principle of equal treatment does not on its own ensure the elimination of all eventual inequalities that may be faced by those who contribute to the REPAiR project. Therefore Parties subscribing to this equal opportunities plan work out positive, equitable and flexible measures and that reveal eventual problems and promote the improvement and reinforcement of the positions of the persons concerned.

This means the actors of the project shall not receive upon their perceived or real qualities and features less favourable treatment than persons or group of persons being in comparable position.

2.2. Respect for human dignity

The REPAiR project will respect human values, dignity and diversity of the *actors, contributors and interviewees*. REPAiR will take into consideration its own interests and the interests of the actors, contributors and interviewees coordinate such interests and create such an environment and atmosphere that may contribute to the preservation and enhancement of these basic values.

2.3. Partnership relations and cooperation

In the frame of actions the project aims to implement the principle of partnership. For this purpose the consortium members create transparent contractual relations by bearing in mind the aspects of mutual advantages.

2.4. Equitable and flexible treatment

Parties place on record that the prohibition of discrimination does not on its own ensure the elimination of all eventual inequalities. Therefore Parties work out positive, equitable and flexible measures and that reveal eventual problems and promote the improvement and reinforcement of the positions of the persons concerned.

2.5. Commitments of the Consortium Members to extend advantages

In the hiring process of Consortium members shall consider skills and competences necessary for the actual contribution. When selecting candidates long years of work experience and the reliability based upon the latter shall be considered the same important aspect as other dispositions and abilities.

2.6. Commitments to develop human resources in the field of further

education and training and lifelong learning

Consortium members shall promote the lifelong learning of its employees, and contributors; create opportunities for further education for all age groups of its employees and contributors; create, if necessary, the opportunity for its employees over the age of 50 for re-education.

3. Reporting

Based on this plan, each of the consortium member will be noticed to report their activities relating to equal opportunities. Besides reporting equal opportunities within the member's institution, Consortium Members are focusing on the reporting equal opportunities of events (e.g. PULL, meetings) and other relating actions. The summary of the action taken to ensure equal treatment and recommendation to fellows (if there is any) will be sent to the consortium partners and for the Commission. The reporting period is one year. After a project year, within 15 days, consortium members collect the actions taken and send the report to RKI. Within 30 days after the project year closure RKI and TUD will send the short summary report to the partners and TUD will send it to the Commission.

The first report about the first two years is an Annex attached the to EOP.

References

1. TU Delft Roadmap 2020:
[https://d1rkab7tlqy5f1.cloudfront.net/TUDelft/Over TU Delft/Strategie/roadmap_UK.pdf](https://d1rkab7tlqy5f1.cloudfront.net/TUDelft/Over%20TU%20Delft/Strategie/roadmap_UK.pdf).
2. Delft Women in Science (DEWIS): <https://www.tudelft.nl/en/about-tu-delft/strategy/diversity-policy/dewis/>.
3. Minority groups in the Netherlands: <http://minorityrights.org/country/netherlands/>.
4. Dutch Constitution: <http://wetten.overheid.nl/BWBR0001840/2008-07-15>.
5. Art.1: [http://www.art1.nl/artikel/73-General information about Art1](http://www.art1.nl/artikel/73-General%20information%20about%20Art1).
6. "Migrants, minorities and employment in the Netherlands", RAXEN 3 report to the European Monitoring Centre on Racism and Xenophobia (EUMC) by the RAXEN Focal Point for the Netherlands Dutch Monitoring Centre on Racism and Xenophobia, June 2002: https://fra.europa.eu/sites/default/files/fra_uploads/237-NL.pdf.
7. The Equal Treatment Act (Algemene wet gelijke behandeling): <http://wetten.overheid.nl/BWBR0006502/2015-07-01>.
8. The Equal Treatment of Men and Women Act (Wet gelijke behandeling van mannen en vrouwen): <http://wetten.overheid.nl/BWBR0003299/2015-07-01>.
9. Wet onderscheid arbeidsduur / Wijzigingswet Burgerlijk Wetboek en Ambtenarenwet ivm verbod tot maken van onderscheid tussen werknemers naar arbeidsduur: <http://wetten.overheid.nl/BWBR0008161/2012-10-01>.
10. *Decree establishing a framework for the Flemish equal opportunity and equal treatment policy*, 10 July 2008

Annex

Equal Opportunities Report – Period 01.09.2016-31.08.2018

Objectives of the report

The consortium of the REPAiR has been paying attention to equal opportunity principles since the preparation phase of the project proposal. In order to handle equal opportunities the REPAiR consortium created an Equal Opportunities Plan (EOP). In the plan, the consortium indicated that there will be a report on the progress in equal opportunities on a yearly basis. As the plan was only finalised and submitted in the second project year we decided to present a merged report for the first two years.

Summary of what has been achieved with regard to the project objective

During the preparation of the EOP the Consortium opened the document (as always) for everyone to comment and add. What took time is to collect national specialities in order to include as equal aspect as possible from all the consortium's countries and also give possibility consortium members to contribute with their own EOP/regulation aspects. Fellows could learn about changing EU policies such as anti-discrimination, gender mainstreaming or anti-segregation "fight" (gender, race, ethnicity, religion, age, disability, sexual orientation). They were also informed about their rights and possibilities to keep contact with the Ethics Responsible (Judit Tímár) and equal opportunity policy in general and the fair treatment of the young researchers in particular.

First of all, in order to everyone in the project would get familiar with the EOP and its content, a gender expert and researcher (from RKI), Prof. Judit Tímár was asked to give a presentation about equal opportunities and gender approach in project life. The presentation was held in Naples (09-06-2017) on the second consortium meeting in the project in order to give the opportunity to all the members to have information about the issue.

All over in the project there are more male than female researcher, however, we are trying to keep or improve the gender balance. Once – for instance in the case of TUD – female young researcher (Carolin Bellstedt) left the project and new female young researcher (Cecilia Furlan)

was hired. Also, once a female researcher from the RKI team went for maternity leave, another female researcher was/is substituting her.

Although, in the project, none of the partners reported about disabled member, in the jointly organised conference (connecting to the consortium meetings) we are preferring those place (as a venue) where physical accessibility is available for everyone - both in Warsaw (October, 2017) and in Pécs (April, 2018).

Contribution of carrier starters are in the focus of REPAiR project. Working in Peri-Urban Living Labs students were asked to contribute as an independent entity. Students workshops for discussing EIS under the umbrella of PULLs were organised in Delft, in Naples and in Hamburg as well.

UNINA - working on the solution for peri-urban areas - organised the workshop series in the peri-urban areas (Afragola) to ensure local people to participate in the events avoiding extra costs for them.