



alice

Alliance for
Logistics Innovation
through Collaboration
in Europe

GENDER EQUALITY PLAN

2022 - 2025

GENDER EQUALITY PLAN WORKING GROUP

Gender Equality Committee

The various stages of drafting the Plan were followed by the ALICE Secretariat

Fernando Liesa – Secretary General

Yanying Li – Head of Programme & Knowledge Management

Andrea Annunziata – Project Support & Knowledge Manager

The Gender Equality Plan is consulted and validated with ALICE Executive Group ([link](#))

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INTRODUCTION

The Gender Equality Plan (GEP) is a strategic document that publicly acknowledges the goals of gender equality and intersectionality, calling for concrete objectives and specific priorities to be pursued, paving the way for their implementation. The document can also be considered as a diversity & inclusion strategy.

With this GEP which will cover the next 4 years, the Alliance for Logistics Innovation through Collaboration in Europe (ALICE) wants to raise self-awareness of gender equality issues, and of unconscious biases in R&I organizations, lining up with the priority of the European Commission to improve gender equality within R&I organisations.

Diversity in regards of age, culture, physical ability, sexual orientation, and multilingualism, is encouraged within our team and promoted towards the stakeholders we partner with.

At a time when many of the paradigms and long-standing assumptions of our society have been called into question by new episodes of racism and negative conservatism, ALICE renews the importance of an open and inclusive community - in other words, a community which is not only free from discrimination but is able and keen not to leave anyone behind. In this perspective, this Gender Equality Plan wants to be an enthusiastic response to the call of the Research and Innovation Directorate General of the European Commission which envisages the requirement for all organisations to have a GEP if they wish to access research funding within the framework of the next Horizon Europe programme.

The GEP will be implemented over four years (2022-2025). The objectives and implementation status of the GEP will be assessed yearly and reviewed accordingly considering the analysis of the context given each year in the Gender Equality Report.

The structure of the plan is in line with the five minimum areas indicated by the European Commission¹ which are broken down into different objectives. The present GEP, embrace these areas:

1. recruitment (with preferential recruitment of under-represented groups), and career progression
2. gender equality in decision-making processes
3. training and development initiatives
4. family-friendly measures aimed at a better work-life balance
5. prevention of harassment

The first area pursues gender equality in recruitment and career progression, promoting gender equality in the assessment and selection committees

The second area pursues gender balance in senior positions and in decision-making bodies

The third area focuses on in-company training and seeks to achieve the right breadth and depth of engagement across the organisation (building on existing gender knowledge and expertise, policy and initiatives that may already be underway)

¹ European Commission, Directorate-General for Research and Innovation, *Horizon Europe guidance on gender equality plans*,

2021, <https://data.europa.eu/doi/10.2777/876509>

The fourth area concerns work-life balance, (this includes provisions on parental, maternity, childcare and other types of family leave, special working time arrangements, organisation of working time part-time work, job-sharing, etc.)

The fifth area focuses on combatting gender-based violence and sexual and moral harassment through preventive actions and initiatives to raise awareness.

ALICE, in defining its GEP is aware that the latter represent a key requirement to have for every research organisation in Europe and is keen to step up its efforts to put European values into practice.

The specifications are structured by area and set out the objectives, actions, responsibilities, direct and indirect addressees, human and financial resources necessary to implement the plan, monitoring indicators and targets, the time schedule for implementing the actions and how the latter relates to the United Nation's SDG Agenda 2030.

The GEP is a general plan based on the value of equal democracy which calls on all those who participated and contributed, to sets high and ambitious goals and is sustained by the aspirations of those who will work to implement it.

1. KEY PRIORITY GEP AREAS

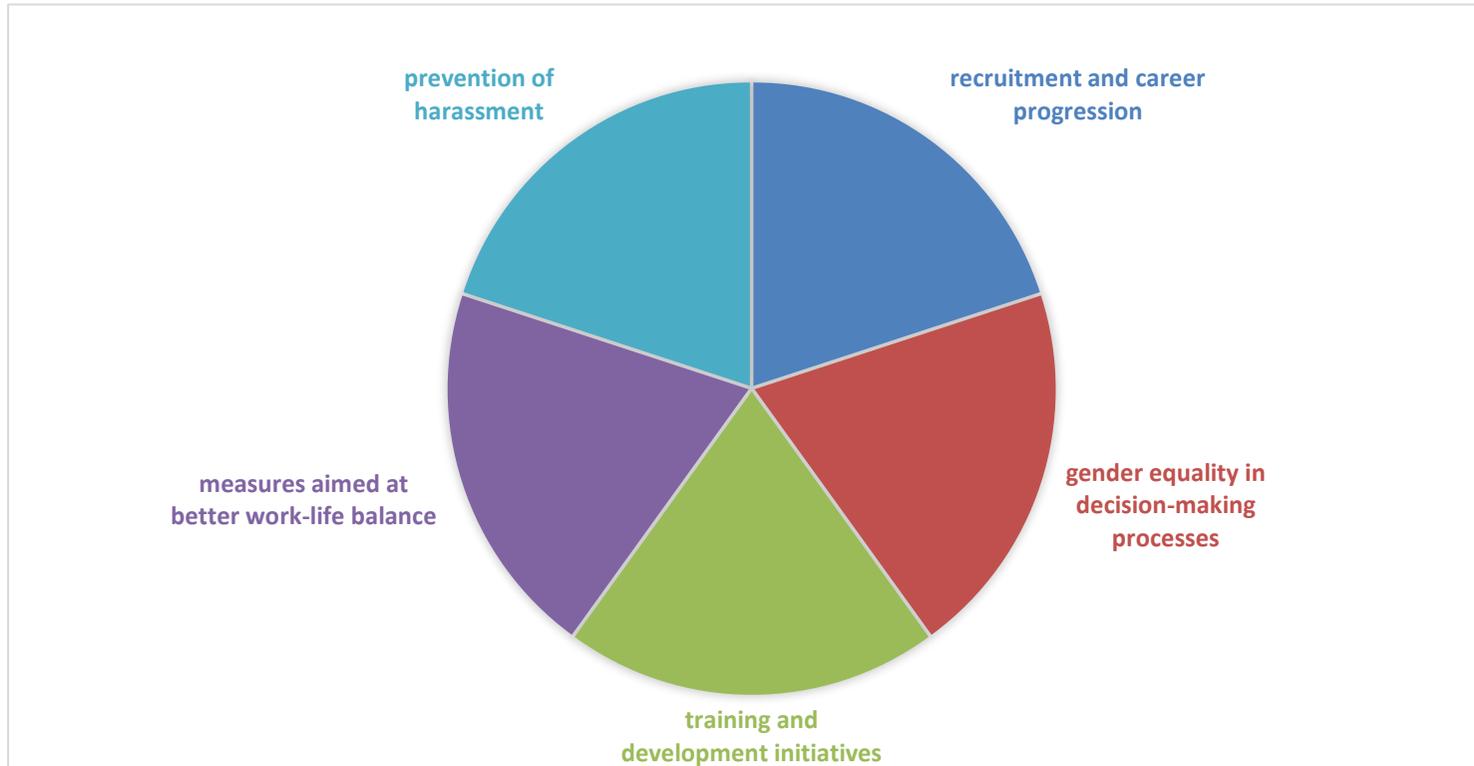


Figure 1

2. CONTENT

About ALICE

ALICE, the Alliance for Logistics Innovation through Collaboration in Europe is a not-for-profit industry-led association based in Brussels with 160+ members reaching the full stakeholders' groups within freight transport, logistics and supply chain. ALICE is the Alliance of European leading companies and experts in implementing logistics and supply chain innovation.

ALICE's vision is to achieve an affordable transition towards zero emissions logistics. Logistics, from global to urban, will evolve. Assets and resources, including transportation means, need to be fully accessible and interoperable. By creating seamlessly interconnected logistics networks (i.e. the Physical Internet (PI), resources and assets will be used to the max while providing supply chains with improved flexibility, agility, and resilience.

The actions rolled out in this 'Gender Equality Plan 2022-2025' apply to all staff involved and paired activities. With the implementation of this plan, which will be published online and will lay down alongside the other policy documents to strengthen its foundations, ALICE wants to contribute by promoting a new culture that embrace *"ending gender-based violence; challenging gender stereotypes; closing gender gaps in the labour market; achieving equal participation across different sectors of the economy; addressing the gender pay and pension gaps; closing the gender care gap and achieving gender balance in decision-making and in politics"*²

We hope that the efforts made and the expected results of this plan can actually trigger concrete improvement in the coming years, by ensuring room, more attention, support and respect to anyone who is currently part of ALICE as an employee, stakeholder, partner, or it will be in the future; despite their gender, colour, sex, or nationality.

² https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

3. COMPOSITION AND FUNCTIONING

ALICE functioning and structure is described in the [Statutes of ALICE AISBL](#) and [ALICE Terms-of-Reference](#)³. Figure 2 includes a scheme of the different groups in ALICE.

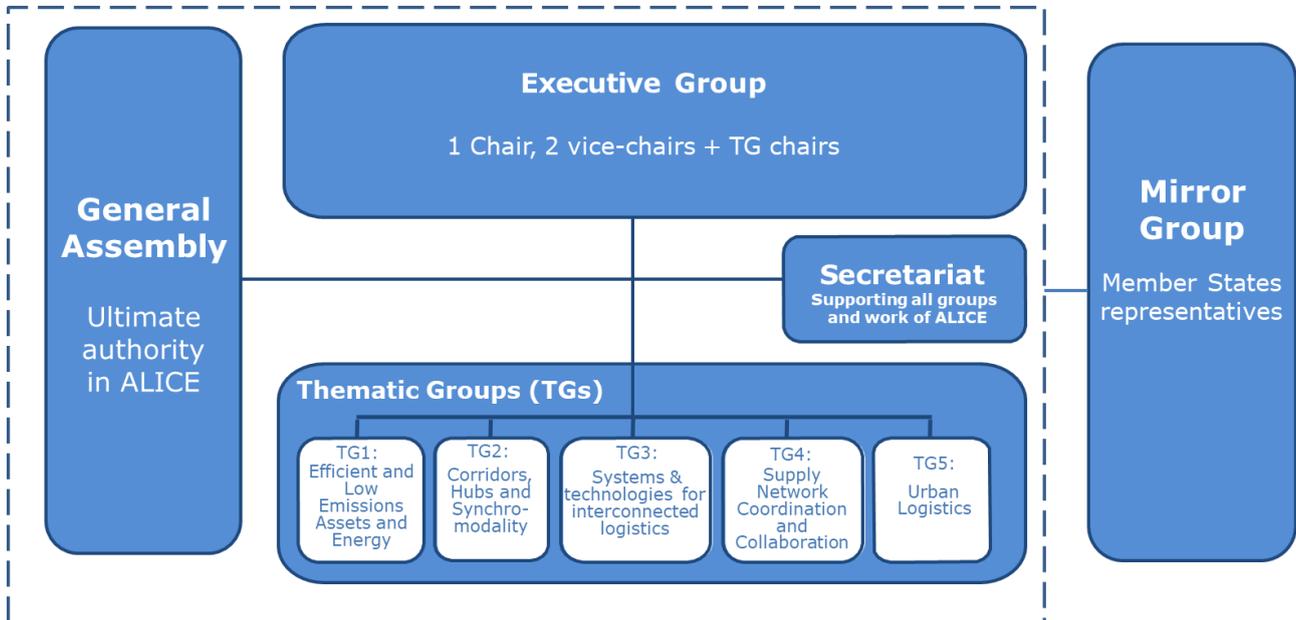


Figure 2 ALICE structure

The ALICE Secretariat will be responsible for monitoring, evaluating and annually reviewing the equality plan. It will also ensure that the plan is implemented and carried out correctly recurring to a combined top-down and bottom-up approach.

The plan and the achievement of its objectives will be assessed annually by the ALICE's Executive Group, and reported to the General Assembly, identifying opportunities for improvement in the policies implemented and future challenges to be addressed.

In this way, ALICE renews its commitment to equal opportunities for all, as a key and transversal principle within our organization. ALICE principles are:

- **Openness**
- **Participation**
- **Accountability**
- **Effectiveness**
- **Coherence**

As part of its communication strategy, ALICE commits itself to promote the principle of equality and inclusivity for women, men, and LGBTQIA+ people. Every person as a human being deserves respect and equal access to opportunities and services.

³ Booth documents are public: <https://www.etp-logistics.eu/about-alice/documents-publications/>

4. DIAGNOSIS OF THE SITUATION

The ALICE Secretariat as of April 2022 consists of 7 people of which 2 women and 5 men. 3 of them are full time employees under a labour contract (1 women and 2 men) while 4 (1 women and 3 men) are working for ALICE under contracts between ALICE and the organizations the persons work for. These persons have 5 different nationalities.

This disproportion in terms of gender is due to pure casualty in the growth of the organisation, which does not relate to the choices of components per se. However, despite a good mix of cultural backgrounds, we recognise the gap in terms of gender as a clear area of improvement. Nonetheless, as ALICE work and activities are ramping up, we expect to have soon available new positions by the end of 2022.

ALICE believes in strive to respects the principle of equal opportunities; it supports and promotes diversity and inclusion in recruitment procedures and selection processes.

The following sentence in each selection process in English:

"At ALICE, we strongly believe that inclusive and diverse teams benefit from higher levels of innovation and creative thought. We encourage applications from women, LGBTQIA+ and individuals from all nationalities"

There is currently no gender pay gap in the organisation thanks to the implementation of the equal opportunities' principle.

Within the framework of this plan, there will be continuous monitoring of the activities carried out to ensure compliance with the planned actions and objectives. It is expected that the progressive implementation of the measures proposed by the organisation will have a positive impact on the increase of female participation in the different areas of activity of ALICE. An evaluation of the results obtained by the plan will be carried out after its implementation and reviewed annually.

To enhance the flexibility of working time arrangements and work-life balance ALICE guarantee

- flexible teleworking measures
- parental leave policies
- Support for caring responsibilities

5. QUALITATIVE AND QUANTITATIVE OBJECTIVES

The GEP objectives are:

1. Promote gender equality in the areas of personnel management, selection, recruitment, and training.
2. Respect the principle of equal opportunities without any discrimination based on gender, race, birth, opinion or sexual orientation.

Concrete measures

5.1.1. Improve gender indicators

Through the different measures proposed in this equality plan, the aim is to achieve a significant improvement in the current indicators: 1.1 Work-life balance and organizational culture; 1.2 Gender balance in leadership and decision-making; 1.3 Gender equality in recruitment and career progress; 1.4 Integrating gender into research; 1.5 Prevention of sexual harassment.

5.1.2. Detection of opportunities for improvement

With the announced resignation of Sophie Punte, the executive group lost not only an exceptional leader but also reversed the progress done so far on gender balance. The issue was noted, and several members of the elected executive committee and the chair committed to proactive remediation actions as well as planning ahead for the next election to have more diverse candidatures.

5.1.3. Attracting female talent

Despite in the areas of equality ALICE tick different boxes positively, (no current salary pay gap, flexible conditions for employees, etc.), over the past few years there has been a low proportion of shortlisted female applicants compared to that of men. More in general, Transport and Logistics sector lack more female participation. Within this framework, it is hoped that the participation of more women candidates will increase in ALICE.

Based on the work and activities of ALICE as a European platform, could be pursued through webinars/workshops with wider participation of women speakers from the industrial scene or hosting roundtables of women professionals and researchers in line with ALICE's activities and vision. When ALICE is invited to join any events, if gender balance in speakers are not satisfied, ALICE should notify organizer of the event to raise the issue.

5.1.4 Prevention of sexual harassment and/or harassment on grounds of sex in the workplace

Sexual and/or gender-based harassment in the workplace is an expression of violence that violates several fundamental rights and that undoubtedly has a highly devastating effect on the physical, psychological, and moral integrity of people, with special attention to women.

Harassment in any form and of any member of the ALICE (whether internally or externally) is expressly prohibited.

ALICE does have an extended policy addressing harassment cases, in the title V section A under articles 11-17 of the "ALICE règlement de travail pour employés" that embraces five principles. Behaviours: a

code of conduct to codify all fields of applications for harassment in the workplace concerning both verbal and physical violence; reporting: a policy to establish how all members of the organisation can report instances of sexual harassment; investigation: a policy to set out easy-to-understand information about the investigatory and decision-making process including associates timescales; supporting victims: advice and information on support available to victims and witnesses; disciplinary measures and prosecution: measures in place and (re)actions to be taken by managers.

To this end, within the framework of this equality plan, one of the first actions that will be solidified is the implementation of a 'Gender equality strategy' that will evolve through the next four years. The main objective of which will be to raise awareness against violence and discrimination, gender and language biases, thus complying with current legislation and embracing full effective awareness of this issue.

With the adoption of a protocol for the prevention of and action against harassment in any of its forms, ALICE wants to level up the culture of its employees as much as possible in this field.

The main lines of the action protocol for the prevention of harassment can be summarised as follows:

- Increase awareness of prevention of sexual and/or gender-based harassment in all areas and at all levels
- Zero tolerance towards situations of sexual and gender-based harassment that may be detected.
- Facilitate the identification and prevention of conduct constituting sexual and/or gender-based harassment.
- Support measures for the victim, providing any psychological or social support they may need.

The monitoring and evaluation of the action protocol, as well as the implementation of the corrective measures, shall be the responsibility of the management

6. ACTIONS MONITORING AND REVIEW

The following table shows the timetable for the proposed measures, as well as their foreseeable execution for the review and monitoring of each of the actions proposed in this equality plan.

Objective	Actions	Timeline			
		2022	2023	2024	2025
1.1 Work-life balance and organizational culture	→ Full-time teleworking				
	→ Possible measures (support for workload management; advice and support on work-life balance)	X	X	X	X
1.2 Gender balance in leadership and decision-making	→ Monitoring of the ratio of gender balance in the Secretariat/Executive Group/Board	X	X	X	X
	→ Identify and put in place measures to improve gender balance across Secretariat/Executive Group/Board			X	X
	→ Review procedures for selection/appointment of staff to gender balance	X	X	X	X
	→ Ensuring gender balance through monitoring and identifying correcting actions when needed;	X	X	X	X
1.3 Gender equality in recruitment and career progress	→ Encourage the equal participation of internal promotion processes		X	X	
	→ Upload the GEP on the ALICE website and make public that ALICE has a GEP in place	X	X	X	X
	→ Make ALICE's commitment more explicit in recruitment processes	X	X	X	X
	→ Possible measures (unconscious bias training for recruiters)		X	X	X

	→ Encouraging and providing support to women employees to be part of external public events.				
1.4 Integrating gender equality culture into ALICE policy	→ Mainstreaming gender (women, trans/non-binary gender) in new projects, and activities, as well as by and organizing/participating in more online events with women speakers in the logistics sector		X	X	X
1.5 Prevention of sexual harassment	→ Implementation of a training and capacity building → ALICE will integrate anti-sexual harassment training courses to raise awareness of this issue, including unconscious/language gender biases	X	X	X	X

Table 1

