



23/24

GENDER EQUALITY PLAN



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This plan uses terminology and concepts related to gender that have been agreed to on international terms and norms. These reflect a gender binary, though it is acknowledged that individuals may not identify as man or woman. Definitions of Gender are constantly evolving, and we will try our best to reflect this diversity.

Urban Electric Mobility Initiative Gender Equality Plan
Last updated: September 2023

INTRODUCTION:

The Urban Living Lab Center provides a space for collaboration among implementation oriented projects in the field of urban climate action. This includes international cooperation projects with transformative potential in key urban sectors. This partnership starts with projects funded by the International Climate Initiative and the European Union and reaches also out to other key funders to maximize synergies among projects and foster effectiveness in an effort to boost local climate change mitigation action and foster sustainable development.

The Urban Living Lab Center is co-hosted by Massachusetts Institute of Technology (MIT), Technical University Berlin (TUB) and the Wuppertal Institute, building on the collaboration with UN-Habitat. The objective is to build on a range of joint projects and providing the platform for other actors and projects in the field to broaden and sustain the program. The network of Labs and Hubs is meant to support the implementation of action-oriented urban development projects in Asia, Africa and Latin America, boost synergies and minimize duplications. The founding group acts as initial driver of the partnership and provides resources to the development and coordination of the partnership. The intention is that during the course of the program activities are integrated in the ongoing academic and capacity building work of all partners.

This Gender Equality Plan has been prepared after an analysis of the statistical figures and internal policies in place. This plan is effective for the years 2023 – 2024.

Within the scope of the United Nations Sustainability Development Goals, ULLC has committed itself to contributing towards SDG 5 – “Gender Equality and ensure the promotion of decent, secure work, based on equal opportunities” and the ILO Equality guidelines.

GOALS

1. Provide sustainable workplaces for women and other marginalized groups.
2. Promote mutual respect and ensure equality of opportunities.
3. Value diversity within the organization
4. Bring awareness to gender equality within the organization.
5. Everyone should get equal remuneration for work of equal value.
6. Discrimination should be systematically eliminated, and all employees should be treated with respect.
7. All genders have equal rights and opportunities, while taking real world differences into account
8. building workplaces where everyone can belong.
9. More representation of women in research, support of female scientists at all stages in our organization
10. Accessibility for all, including persons with disabilities

CONCEPT EXPLANATIONS:

Gender Equality:

Equal rights, responsibilities, and opportunities for individuals regardless of their gender. It does not mean everyone is the same, but that rights don't depend on one's sex assigned at birth, physical characteristics, identity, or expression. Equality is a human rights issue and important for sustainable people-centric development.

Gender Equity:

The process of being fair to all individuals of all genders. Achieving gender equity means using temporary special measures to compensate for the historical and systemic bias and discrimination women face. Equity is a means; equality is the result. Gender equity denotes an element of social justice, so the term has been determined unacceptable. (Beijing 1995)

Glass ceiling

It is an unacknowledged barrier to advancement in a profession, especially affecting women and members of marginalized groups. It is a metaphorical barrier that prevents marginalized groups from advancing beyond a certain level at a company due to biases.

What is the difference between diversity and inclusion?

The difference between diversity is, for example, the number of women on certain levels of an organization and inclusion is for example, building workplaces that are designed to fit everyone.

Gender Mainstreaming

It is a strategy, an approach, or a tool to achieving the goal of gender equality. It means taking a look at structures and working out if they are beneficial to gender equality, and then changing those non-beneficial structures.

It can bring great change to areas like policies, strategies, advocacy, research, or legislations.

Gender Identity: This reflects a deeply experienced sense of one's own gender. This may or may not correlate with the assigned gender. Trans, Transgender, and nonbinary are "umbrella terms" that represent an internal sense of gender that differs from the sex assigned. Cisgender describes people whose gender identity aligns with their assigned sex.

Gender Stereotypes

Are simplistic generalizations of gender attributes, differences between men and women, and people with different identities and orientations. These ideas are a social constructs and heavily influence how we are expected to behave and perform our gender roles. They are often used to justify gender discrimination. The idea that women are inferior to men is deep-rooted in our society, with news, media, songs and advertising replicating that idea. The use of traditional proverbs is represented here.

What is the Patriarchy?

It refers to a system where men hold power over women across civil, political, religious, legal and economic domains in addition to prevailing social and cultural authority. It is not the result of biological attributes, but socially constructed and sustained through male privilege and gender discrimination.



GUIDELINES, LAWS AND PRINCIPALS:

ILO Equality Guidelines:

1. Equal Remuneration Convention, 1951: the principle applies to all workers, men and women should get equal remuneration for work of equal value (Term explanation: remuneration= includes the ordinary basic or minimum wage or salary and any additional emoluments payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the workers' employment)

2. Discrimination (Employment and occupation) Convention, 1958: Discrimination should not play into, access to education, employment and the terms and conditions of that employment. Discrimination should be systemically eliminated, and all employees should be treated with respect. (Term explanation: defines discrimination as "any distinction, exclusion or preference made on the basis of race, color, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation" this term can also be extended)

3. Workers with Family Responsibilities Convention, 1981: Persons with family responsibilities who are engaged or wish to engage in employment can access their right to do so without being subject to discrimination and, to the extent possible, without conflict between their employment and family responsibilities.

4. Violence and harassment Convention, 2019: Everyone should recognize the right of persons to a world of work free from violence and harassment, including gender-based violence and harassment.

EU-Laws

- Being free from violence and
- 1.** stereotypes
- Thriving in a gender-equal economy
- 2.**
- Leading equality throughout Society
- 3.**
- Gender mainstreaming and an
- 4.** intersectional perspective in EU policies
- Funding actions to make progress in
- 5.** gender quality in the EU
- Addressing gender equality and
- 6.** women's empowerment across the world

German Laws

- 1.** Everyone is equal.
- 2.** Germany is committed to fulfill its gender equality obligations under European law as well as international human rights law
- 3.** The aim is to increase the number of women in leadership positions
- 4.** Government and industry are working together to promote career development opportunities for women

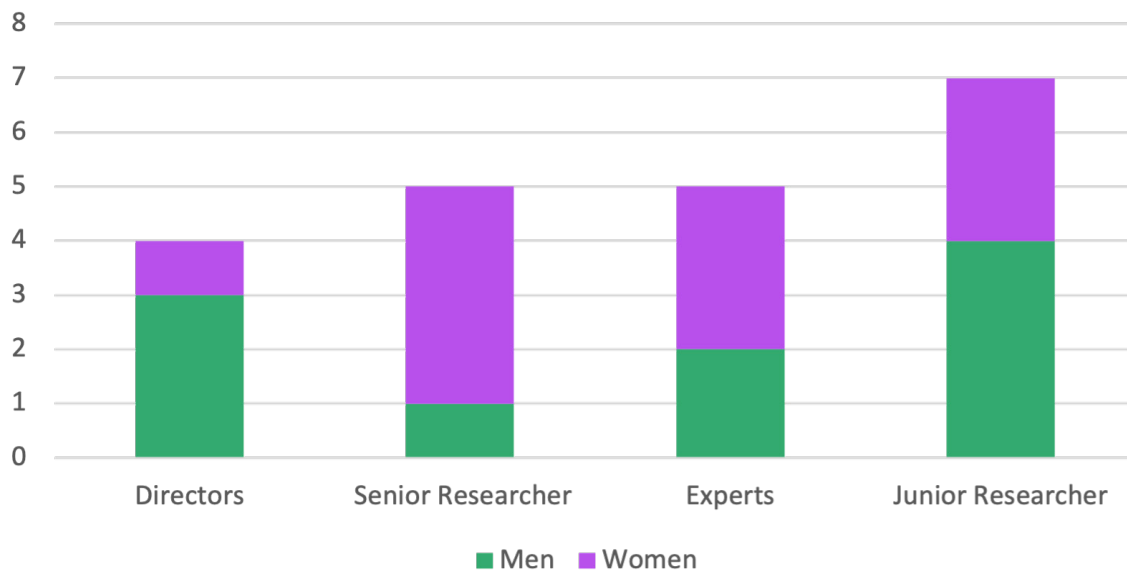


The Sustainable Development Goals (SDG) SDG 5 - Gender Equality

ULLC supports the Sustainable Development Goals

1. End all forms of discrimination against women and girls everywhere.
2. End all forms of violence against women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.
3. Eliminate all harmful practices, such as child, early and forced marriages and genital mutilation.
4. Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.
5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life
6. Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Program of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences
7. Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws
8. Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women
9. Adopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels

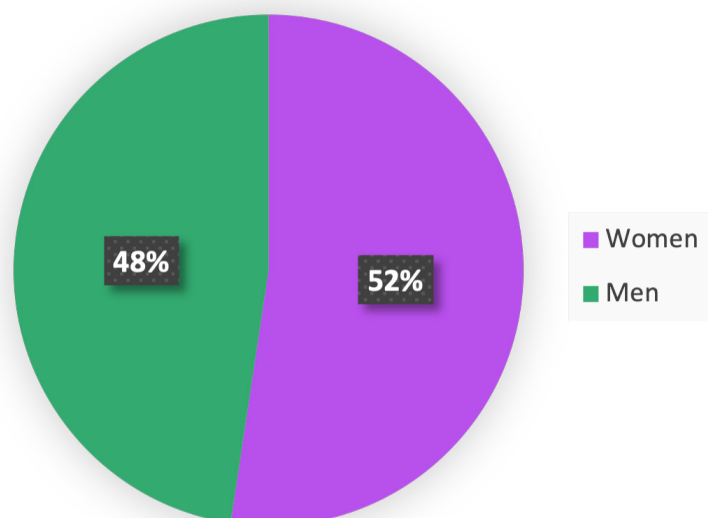
REFLECTION ON OUR GENDER REPORT FROM 2023/24



Women are still underrepresented in management positions. The recruitment process can be one reason why less women apply for a job opening in the first place. Transparency and awareness in the recruitment process is therefore urgently needed. Additionally, equal opportunities need to be established, starting at recruitment possibilities, flexible working hours, open-minded work environment, child-care, and online access to workshops and conferences.

As of August 2023, a total of 21 staff members were working at ULLC, of which 48% were men and 52% were Women. As for career levels, ULLC had three male and one women director, one male and four women senior researchers, three women and two male experts and three women and four male junior researchers.

The objective of ULLC is to promote and support female scientists at all stages in our organization.



EQUALITY IN THE WORKPLACE: OUR PRINCIPLES AND MEASURES

Recruitment and career progression:

Measurement 2.1:

To ensure a fair and unbiased recruitment process, all job offers must be checked by the gender officer for unconscious bias, securing equal opportunities for all. Measure the gender pay gap and perform gender-neutral job evaluations.

Measurement 2.2:

All employees have an annual consultation to evaluate the current situation, bring feedback about their work-life balance, highlight family commitments, address possible concerns, and readjust issues.

Measurement 2.3:

ULLC encourages women and men, equally, to continue learning and making full use of their skills and knowledge. And promotes training, retraining and upskilling with focus on women and girls.

Measurement 2.4:

ULLC works towards more visibility for women. Therefore, all employees (with an emphasis on young female researchers) are mentored to increase their network visibility.

Measurement 2.5:

To establish a comprehensive equal-pay policy, all employees are paid in line with the TVL-Entgelt without any gender differences. Social dialogue and collective bargaining will also be promoted.

Measurement 2.6:

ULLC will provide e-learning courses, handbooks, and workshops to educate employees on the topic of equity and provide a handbook on equality with further information from partners.

Measurement 2.7:

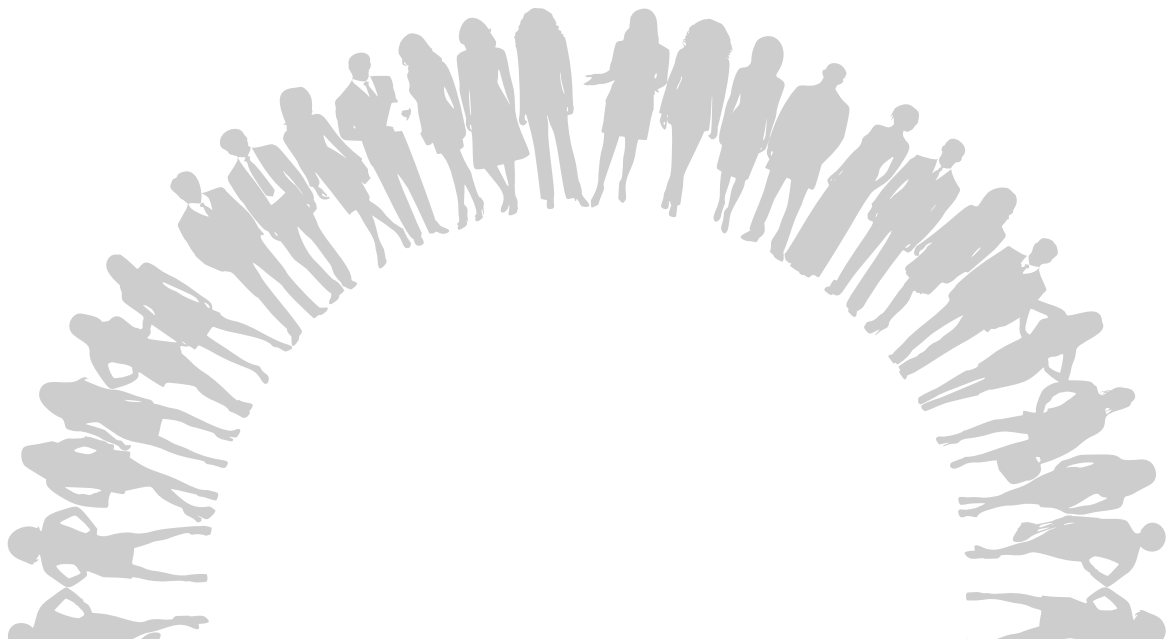
Write gender-neutral job descriptions (with the gender sensitive knowledge provided by the E- Learning course)

Measurement 2.8:

ULLC is guided by the principle of non-discrimination throughout their operations of opportunity and treatment in employment. UEMI should accordingly make qualifications, skill and experience the basis for the recruitment, placement, training, and advancement of their staff at all levels.

Measurement 2.9:

ULLC is going to pursue policies designed to promote equality of opportunity and treatment in employment, with a view to eliminating any discrimination based on race, color, sex, religion, political opinion, national extraction, or social origin.



WORK-LIFE BALANCE AND ORGANIZATIONAL CULTURE:

Measurement 3.1:

ULLC should give the employees the opportunity to work remotely:

Why do we need flexible and remote work?

-It can be a great tool for more stability in the work environment, expands the talent pool, drive empowering work environments

-It can also improve access for those with visible and invisible disabilities and can redefine industries.

-The key is providing flexibility in schedule, location, outcomes, and expectations and so that women don't feel that they must leave the workplace.

Measurement 3.2:

ULLC has an internal rule, which allows flexible working hours. This provides a pleasant work-life balance achieved for men and women. Part-time work is available at all positions.

Measurement 3.3:

ULLC will be providing parental leave and flexible working arrangements for new parents:

Why is parental leave relevant?

-Paid parental leave can help close the gender pay gap, broadening maternity leave for parental leave expands policies to include mothers, fathers, same-sex couples etc.

-It can promote gender equity (woman experience a 4% wage loss per child and men a 6% increase)

-An effective parental leave policy promotes adequate pay, flexibility, job security, inclusion, and transparency.

Measurement 3.4:

Most conferences and workshops can be attended online, bringing more flexibility to the work-life balance.

Measurement 3.5:

This Gender Equality Plan makes our intentions around gender equality visible to our staff members. The plan is published on the ULLC website and sent to all employees, we will also provide every employee and partner with an Equity handbook.



INTEGRATION OF GENDER DIMENSIONS INTO RESEARCH AND TEACHING CONTENT

Measurement 4.1:

We want to make underrepresented groups more visible. Therefore, we want to work towards engaging women as speakers at future events and workshops more often. We also want to build a network of female lead initiatives to partner with

Measurement 4.2:

ULLC will make an effort to partner with colleges, schools and universities to offer internships, especially to persons belonging to marginalized groups.

Measurement 4.3:

Empowerment of young students in perusing a research career, with a special focus on young female students.

Measurement 4.4:

Ensuring an equal representation in ongoing and future projects.

Measurement 4.5:

All employees have the opportunity to attend conferences online.

Measurement 4.6:

We will be promoting women's entrepreneurship, within our Projects and with our employees.

Measurement 4.7:

Project leaders should use all the tools at their disposal, in particular, the possibilities offered by the guidelines, network and workshops and ensure the improvement in gender equality

Measurement 4.8:

To ensure the equality in Projects and our company, we will be implementing a gender sensitive workshop for our employees and projects.

THE E-LEARNING COUSE

This course is an accumulation of different aspects of gender inclusivity. On one hand, new employees, partners or universities learn about our goals and principles and can implement our measures into their organization. On the other hand, the course is open access to inform everybody about the importance of gender equality.

It is made up of three parts. In the first part, we will inform about some statistics and have a few interviews with women in the mobility field to share their experiences. Then we will have an expert Interview on the topic of measures to make the mobility sector more inclusive and show projects where they have been implemented. The last part will be about gender sensitive speech

in papers, proposals, job descriptions and so on. This part will also be about uncovering stereotypes in the workplace and to show measures to make sure everyone gets equal opportunities.

MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT

Measurement 5.1:

ULLC's Gender Officer is ensuring a non-bias recruitment process, a career progression of female researchers, as well as being the internal contact person for any complaints about gender-based violence.

Measurement 5.2:

Implementation of an internal procedure to ensure that all complaints can be brought forward in a secure environment. Here, we will implement an E-Mail address on the website for employees to bring forward their problems.

Measurement 5.3:

Ensure that an offense to the physical or moral integrity, freedom, honor, or dignity of a female or male worker is a just cause for the termination of the contract.

Measurement 5.4:

ULLC has a dedicated budget for gender related training activities, awareness raising or further education for its employees, so we will implement a Workshop on gender-based violence, including sexual harassment.

Measurement 5.5:

All employees are encouraged to familiarize themselves with the Gender Equality Plan.

Measurement 5.6:

We have a zero tolerance Workplace policy on harassment and violence in the workplace. When there are unequal gender-based power relations, we will address them.

MONITORING PROCESS

To ensure that the equality plan is being acted upon, there will be an annual monitoring and evaluation of statistics, and measures, Interview with employees. This will give employees the opportunity to bring up ideas at workshops, annual meetings and at the interviews.

Measurement 6.1:

There will be annual evaluation of statistics, which will be made transparent for our employees and the public on our social media accounts. These reports will serve as an annual stock-taking of progress made.

Measurement 6.2:

Monitoring the impacts of the measurements, not only in our company but also with our partners and within the projects.

Measurement 6.3:

Monitoring of the measures and continuing improvement (annually).

Measurement 6.4:

The updated report will be made available on the website.

Measurement 6.5:

We strive to create a network of knowledge and problem-solving techniques in partnership with civil society and women's rights organizations and equality and mobility initiatives.

Measurement 6.6:

We will be ensuring commitment and leadership from the top and having committed principles.

Measurement 6.7:

We will have a specific time to overview the progress we have made and ensure all the gender equality guides are put in place.

FURTHER INFORMATION:

UNESCO: Priority Gender Equality:

<https://www.unesco.org/en/gender-equality?hub=375>

UNESCO: Inclusive and Resilient Societies, Equality, sustainability and efficiency:

<https://unesdoc.unesco.org/ark:/48223/pf0000384351> (Published: 2022 by the United Nations Educational, Scientific and Cultural Organization)

UN-Women: The Paths to equal, Twin indices on women ´s empowerment and gender equality:

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efaidnbmnnnibpcajpcglclefindmkaj/
<https://www.unwomen.org/sites/default/files/2023-07/paths-equal-twin-indices-women-empowerment.pdf>

United Nations, Sustainable Development Goals, Goal 5: Achieve gender equality and empower all women and girls:

<https://www.un.org/sustainabledevelopment/gender-equality/>

Gender Stereotyping:

<https://www.ohchr.org/en/women/gender-stereotyping>

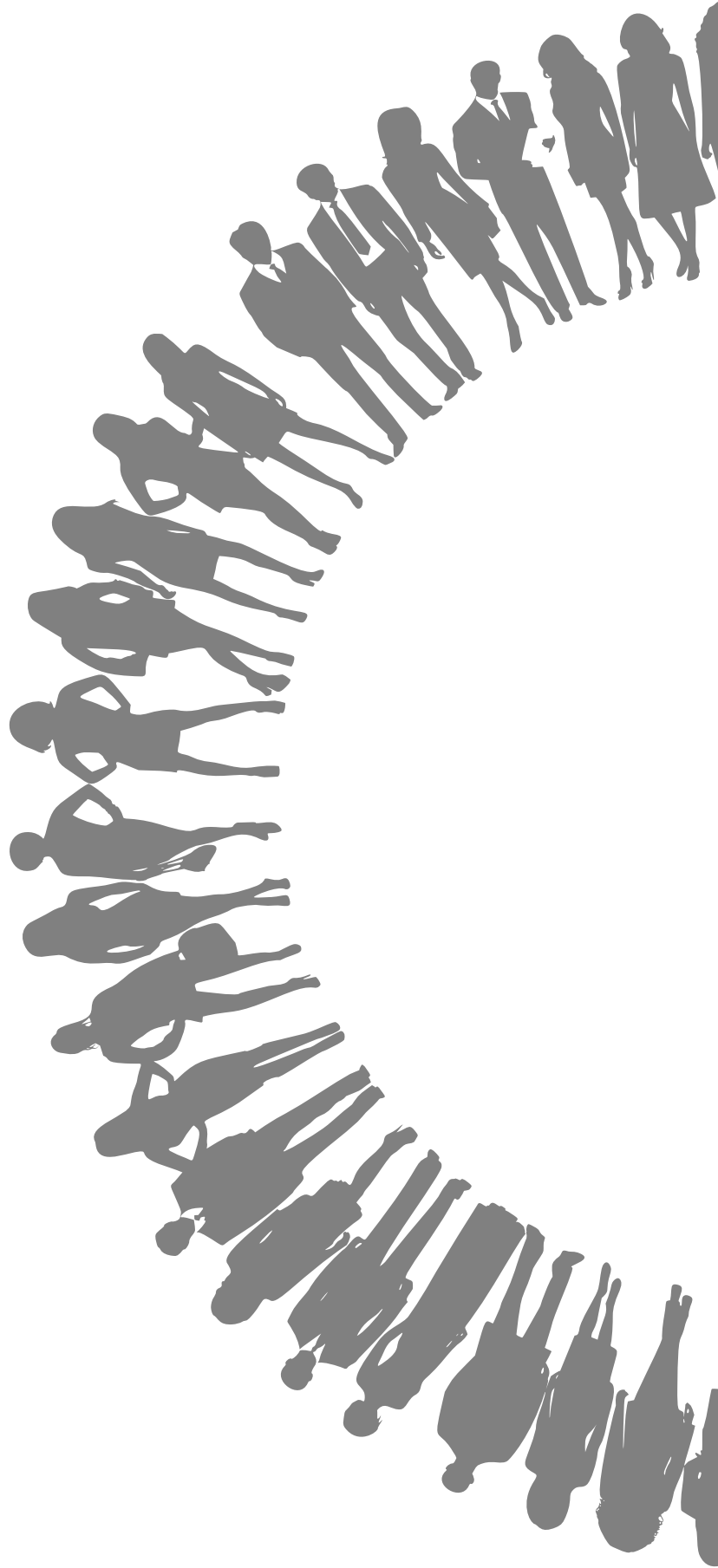
What is gender socialization and why does it matter:

<https://www.unicef-irc.org/evidence-for-action/what-is-gender-socialization-and-why-does-it-matter/>

UN-Women: Gender Equality Glossary:

<https://trainingcentre.unwomen.org/mod/glossary/view.php?g=2>





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