

SCK CEN GENDER EQUIVALENCE PLAN

In its ethical charter, SCK CEN states that it wants to base its activities on a responsible organisational culture. This responsible organisational culture also includes a view to and respect for diversity, which includes consideration for gender equivalence.

By diversity, we mean that no two individuals are the same and that there are differences in all areas such as nationality, age, religious beliefs, ethnicity, political beliefs, health status, etc.

Our gender equivalence considerations apply to all interpretations people use to identify themselves, i.e. both binary (female/male) and non-binary interpretations.

The following plan for the promotion of gender equivalence and diversity has been conceived as, on the one hand, an awareness of our good practices and, on the other, a call to vigilance to continue to invest actively in them.

As a research institution with a passion for science, SCK CEN aims to focus on factual reporting and accompanying analysis. Factual figures on gender equivalence and diversity therefore form a basis for this plan. This factual and neutral approach is also followed by SCK CEN in its approach to its personnel: the professional qualities of each individual, regardless of gender, age, nationality, ethnicity, political or religious beliefs, etc., are the guiding principle for our decisions.

The report below is based on criteria for which we have data. For example, we currently only have data on whether a person is male or female for gender and data on nationality for diversity.

Below, you will find some basic information about the personnel at SCK CEN.

Table 1: Percentages of male and female employees in 2013 and 2020

	Men	Women
2013	77.97%	22.03%
2020	75.23%	24.77%

Table 2: Percentage of employees with Belgian nationality and other nationalities in 2013 and 2020

	Employees with a different nationality	Employees with Belgian nationality
2013	9%	91%
2020	13%	87%

SCK CEN aims to base its gender equivalence policy on the following pillars:

1. Organisational culture and awareness

SCK CEN aims to have conscious regard for gender equivalence in its corporate image. For example, the company website and intranet take into account a gender and diversity balance in imagery and topics posted. We also invariably participate in externally organised theme days, such as International Women's Day, Women in Science, etc.

In addition, we try to communicate in a gender-neutral way to all employees so that everyone feels addressed by the message as well as involved in the organisation. In the new personnel database system, it will also be possible to indicate "X" for gender in addition to male/female.

We are aware that sustained consideration for and awareness-raising on diversity and gender equivalence are (still) needed in our organisation. This is why we want to underline the importance we attach to this through certain initiatives such as reporting the figures, as well as punctual but regular messages or training sessions on (gender) equivalence.

2. Leadership

SCK CEN strives for a sufficient representation of all genders in management positions and boards, without setting any quotas in advance. Priority is given to the competencies of the person.

The work-life balance is also monitored for managerial positions at SCK CEN (just like for other staff). For example, there should be continued consideration for making working conditions in managerial positions sufficiently family-friendly. An example of this is that we try to plan no more meetings after 5pm.

Table 3: Managerial positions (split by gender and nationality) in 2021

Men	63 (72.4%)
Women	24 (27.6%)
Non-Belgian nationality	8 (10.9%)
Belgian nationality	79 (89.1%)
Total number of managers	87 (100%)

Table 4: Male and female members of the permanent Management Committee in 2021

Men	Women	Total
6 (75%)	2 (25%)	8 (100%)

The complement of managerial positions held by women at SCK CEN itself is in line with the gender distribution across the total employee population (table 1: 75% men and 25% women) and between Belgians and non-Belgians (table 2: 87% versus 13%).

Table 5: Male and female members of the Scientific Council in 2021

Men	Women	Total
9 (75%)	3 (25%)	12 (100%)

Table 6: Male and female members of the Board of Directors as appointed by the government in 2021

Men	Women	Total
7 (58%)	5 (42%)	12 (100%)

The Scientific Council is predominantly male, the Board of Directors is well balanced.

3. Recruitment and career development

The vacancies at SCK CEN are open to anyone. Permanent consideration is given to the gender-neutral wording of the vacancy texts. Vacancies are posted on all kinds of platforms that are widely accessible.

The application process is based on facts and common ground. For example, an initial interview always takes place in the form of a jury interview. This jury is composed of several members who assess the candidacy from different points of view: someone from line management, employees with similar expertise, internal customer, HR. We look for the best mix of jury members in terms of gender, management level, expertise, (nationality if necessary), etc. per vacancy. We make sure that the jury does not consist exclusively of members of the same sex.

In consensus, the best candidate is chosen based on competencies, motivation and potential.

Table 7: New recruits (gender and nationality) in 2018, 2019 and 2020

	2018	2019	2020
Men	47 (72%)	95 (80%)	49 (80%)
Women	18 (28%)	24 (20%)	12 (20%)
Belgian nationality	56 (86%)	90 (75%)	45 (74%)
Non-Belgian nationality	9 (14%)	29 (25%)	16 (26%)
Total number of new recruits	65 (100%)	119 (100%)	61 (100%)

The majority of recruits are Belgian men. Of course, this should also be considered in the light of the gender and nationality of the total number of applicants. When applying, a candidate is not required to mention his/her gender, which means that we cannot report on this matter. As far as nationality is concerned, we have the following data:

Table 8 : number of applicants (nationality) in 2020

	2020
Belgian nationality	882 (66,5%)
Non-Belgian nationality	441 (33,5%)
Total number of applicants	1323 (100%)

The starting salary is determined based on objective criteria. Any breaks due to maternity leave or career break will not be taken into account to determine seniority. This is how SCK CEN aims to ensure equivalence in salary.

Career development is anchored in two collective labour agreements with rules to avoid arbitrariness and subjectivity. Everyone is encouraged to develop themselves and pursue their ambitions. This personal development, in addition to experience and seniority, is the basis for any pay progression. In addition, every employee has the opportunity to raise a career progression gap with a committee. This committee will judge whether any injustices have occurred in the career.

The Works Council (WC) will also submit an annual report (although it is only a biennial requirement) on pay equivalence pursuant to the Pay Gap Act 2012.

Table 9: Pay progression for women and men in relative figures (how many men and women were able to get a percentage pay rise) in 2014 and 2020

	Men	Women
2014	14.83%	15.78%
2021	14.92%	13.99%

4. Work-life balance

A gender-conscious personnel policy takes account of measures that facilitate the work-life balance of employees. There are the following measures within SCK CEN:

- An extensive leave system through a contractual 36-hour week, supplemented by reduced working hours days
- Flexible working hours schedule
- Ability to convert the end-of-year bonus (13th month) into extra leave days
- All the options for time credit and thematic leave are supported
- Contractual part-time work is possible
- Ability to work from home where possible
- Family-friendly initiatives, such as a St Nicholas party

Table 10: Part-time employees (gender and nationality) in 2020

Men	9 (27%)
Women	24 (73%)
Belgian nationality	30 (91%)
Non-Belgian nationality	3 (9%)
Total number of part-time employees	33 (100%)

Table 11: Employees on time credit / thematic leave (gender and nationality) in 2020

Men	26 (53%)
Women	23 (47%)
Belgian nationality	48 (98%)
Non-Belgian nationality	1 (2%)
Total number of employees	49 (100%)

Table 12: Employees converting 13th month (gender and nationality) in 2020

Men	60 (66%)
Women	31 (34%)
Belgian nationality	86 (95%)
Non-Belgian nationality	5 (5%)
Total number of employees	91 (100%)

Although female employees in particular work part-time on a structural basis (considerably more than their share in the absolute number of employees), this picture becomes somewhat more nuanced when we look at the temporary or part-time regimes. But just like for the employees with non-Belgian nationality (especially for the data in tables 11 and 12), there remains an under-representation of male employees.

5. Gender in education and science

Through SCK CEN Academy, we guarantee the transfer of all nuclear knowledge, skills and attitudes of both students and professionals in nuclear fields. For example, SCK CEN Academy has an extensive PhD programme, an internship programme for bachelor and master theses, and organises numerous activities for teachers and pupils. SCK CEN is aware that investing in knowledge and training is crucial for the future generation of scientists, and supports sharing knowledge and new, innovative applications that society as a whole can enjoy.

The programme of the SCK CEN Academy is open to anyone. Students are carefully supervised by staff with the most experience.

A doctorate student is also chosen by the Scientific Council so that the most suitable student is selected. The doctoral subjects are evaluated by this Scientific Council too, so that there is sufficient diversity in research.

In this way, SCK CEN is actively contributing to the future of all scientists.

Table 13: PhD students (gender and nationality) in 2021

Men	29 (32%)
Women	61 (68%)
Belgian nationality	24 (27%)
Non-Belgian nationality	66 (73%)
Total number of students	90 (100%)

The male-female ratio approaches equal distribution. SCK CEN clearly shows that it supports and encourages women to consider a scientific career. The majority of the PhD students have a non-Belgian nationality.

Table 14: Female and male mentors

Men	60 (67%)
Women	30 (23%)
Belgian nationality	68 (75%)
Non-Belgian nationality	22 (25%)
Total number of mentors	90 (100%)

SCK CEN also gives attention to diversity and gender in its research activities. In social science research, a balanced gender representation among respondents is ensured. Gender is also a factor that is taken into account in biomedical research, research on radiation protection and modelling.

6. Measures against gender-based violence

In the terms and conditions of employment, a separate chapter is dedicated to the prevention of psychosocial risks at work, including, in particular, violence, harassment and unwanted sexual conduct at work.

This document describes, among other things, how SCK CEN aims to prevent this by appointing and training several employee confidants in the organisation and by giving everyone the opportunity to call upon them, as well as to speak to the occupational physicians, HR colleagues or external prevention advisor for psychosocial aspects.

Moreover, every 3 to 4 years, a staff survey is organised in order to enquire as to general well-being and respect for individuality in particular, as is also described in the ethical charter.