

SUS (Sustainability-Oriented Actions)

GEP Targets	Strategies (Activities)	Direct Target	Indirect Target	Indicators	Person in charge, his role within MIGAL	Planned start and end dates
1	2	5	6	4	7	8
1. Mentoring	[SUS] Yearly statistics statistic indicators of career paths of young researchers	Researchers / Professors	Key actors and decision-makers (e.g. Departments Directors), technical and administrative staff; Students	<p>1. Analysis of needs of young and senior researchers:</p> <ul style="list-style-type: none"> • Regular statistic indicators of career paths of young researchers <p>2. Support female young and senior research:</p> <ul style="list-style-type: none"> • Regular workshops dedicated to grant and project application writing • Regular workshops on gender in research • Tailored mentoring (from different research groups to protect privacy) • Peer to peer mentoring for female (students and pupils also) <p>3. Improve self-efficacy for mentors and mentees</p> <ul style="list-style-type: none"> • Regular trainings for mentors • Skills training (negotiation, funding, management, leadership), <p>4. Effective presence of role models</p> <ul style="list-style-type: none"> • Support to women researchers to achieve fellowships and to continue PhD path 	<p>Dr Daniela Levi, Senior Expert in European Research Funding Programmes</p> <p>Prof Uri Marchaim, Head of European Desk at the Research Authority;</p>	<p>07/2018 – 04/2022</p>
	[SUS] Regular trainings for mentors					
	[SUS] Regular workshops dedicated to grant and project application writing					
	[SUS] Regular workshops dedicated to academic writing					
	[SUS] Regular workshops on the criteria for promotion and how to achieve them					

				<p>5. Operative academic articles writing workshops</p> <ul style="list-style-type: none"> • Increasing number of women’s publication by special mentoring • Regular workshops dedicated to academic writing <p>6. Dissemination</p> <ul style="list-style-type: none"> • Effective information of training courses for mentees through social media 		
<p>2. Reducing gender gap for researchers (job offering)</p>	<p>[SUS] Analysis and refinement of textual and visual material used for promotion of MIGAL’s activities</p> <p>[SUS] Encouragement of female candidates to apply for jobs at MIGAL in job announcement texts (a statement of positive discrimination?)</p>	<p>Researchers / Professors; Newly recruited staff,</p>	<p>Researchers/Professors and technical and administrative staff, students; Candidates; Students</p>	<p>1. Gender Analysis of the status quo among researchers</p> <ul style="list-style-type: none"> • Analysis of the status quo among researchers • Provision of sex disaggregated data in periodic report • Dissimilarity Index <p>2. Gender salary gap</p> <ul style="list-style-type: none"> • Gender Pay Gap • Gender Wage Gap • Negotiated starting salaries by gender and job grade for age in the non-academic research sector <p>3. Gender fairness of selection committees</p> <ul style="list-style-type: none"> • Availability of a guide on Transparent and fair selection criteria • Share of women/men among successful main applicants • % of women in selection committees • Share of men and women among person recruited 	<p>Prof Uri Marchaim, Head of European Desk at the Research Authority;</p> <p>Prof Snait Tami, Head of Human Health and Nutritional Science Laboratory, MIGAL- Galilee Research Institute; Vice President for Academic Affairs, Tel-Hai Academic College</p>	<p>10/2018 – 04/2022</p>

				<p>4. Equal opportunities for career progression for male and female researchers</p> <ul style="list-style-type: none"> • Measuring glass ceiling index*¹ • Establish a well-settled dissemination of competition and job offering position • Number of times website is updated (date of the last post, etc.) • Success rate for women and men applicants*² <p>5. Strategies for positive discrimination in job offering</p> <ul style="list-style-type: none"> • Number of positive discrimination strategies settled in job offering 		
3. Supporting career and excellence of female researchers	[SUS] Organisation of girls/Women in Science activities and programmes	Researchers and Professors	<p>Technical and Administrative staff, Students;</p> <p>Families of researchers and professors</p>	<p>1. Gender-sensitive analysis of existing promotion practices (social media, conferences, awards)</p> <ul style="list-style-type: none"> • Share of men/women attended trainings for empowering career • Number of existing promotion practices implemented 	<p>Mrs. Aviv Elbaz Nudel, Human resources management, MIGAL - Galilee Research Institute</p> <p>Dr Daniela Levi, Senior Expert in European Research</p>	<p>10/2018 – 04/2022</p>

	<p>[SUS] Organisation of events in which female role-model will present their “success and private story”, including some women entrepreneurs</p>			<ul style="list-style-type: none"> • Number of female research scientific article/books published 	<p>Funding Programmes</p>	
	<p>[SUS] Establishment of special fellowship for women to continue with their PhD</p>			<p>2. Visibility of women researchers’ results</p> <ul style="list-style-type: none"> • Training for researchers on research finding’s skills • Share of women and men among applicants for promotion • Share of women and men among promoted researchers 		
	<p>[SUS] Introducing mechanisms to facilitate leaves for education and research (e.g. sabbatical, nonpaid leave, fellowship abroad)</p>			<p>3. Researchers women Excellence prize</p> <ul style="list-style-type: none"> • Regular workshops on the criteria for promotion and how to achieve them • Number of excellence women researchers prize or success rate for women and men applicants* • Institutionalisation of prizes for study and research including a gender <p>4. Promotion of dissemination of the results</p> <ul style="list-style-type: none"> • Number of training events and workshop with the presence of role models present their "success and private story" • Training for young female scientists on how to communicate their research results 		

				<ul style="list-style-type: none"> • Trainings for researchers for achievements to broader audiences • Special promotion campaigns and channels of social media <p>5. Mobility</p> <ul style="list-style-type: none"> • Share of women applying for mobility programs • share of women supported by mobility programs • Share of researchers that have worked abroad for more than 3 months in the last 10 years • Share of researchers that have worked abroad for less than 3 months in the last 10 years • Percentage of non-mobile, by gender and stage of career 		
4. Work-life balance	[SUS] Introducing mechanisms to provide financial support for families (husbands) when women go abroad for a research stay	Key actors and decision-makers; Regional Authorities	Technical and Administrative staff, Students; Families of researchers and professors	<p>1. Analysis of professional women and men needs</p> <ul style="list-style-type: none"> • Personnel satisfaction rate among researchers • Number of beneficiaries of specific working facilities • Routinely workshop to raise awareness • Systematic annual collection of gender-sensitive statistics • Analysis of researchers needs through focus groups, world café, etc. (evaluation how effective are existing measures) • Send periodic questionnaire specifically tailored to analyse 	Mrs. Aviv Elbaz Nudel, Human resources management, MIGAL - Galilee Research Institute	01/2019 – 04/2022
	[SUS] Introducing the possibility of flexible working hours	Researchers / Professors;				
	[SUS] Introducing the possibility of telework					

				<p>needs and expectations in terms of parental leave</p> <p>2. Clear and fairness policy</p> <ul style="list-style-type: none"> • Standard and clear procedure for parental leave • Institutionalisation of financial support section in internal document • Wide dissemination of the parental leave policy through updated website and internal publicity <p>3. Support form men and women to optimize work-life balance</p> <ul style="list-style-type: none"> • Summer camp for wide age range and long-time (e.g. children aged 5-14, time up to 17:30 hour) • Flexible working hours parents • Increasing availability of telework <p>4. Informing and communication on work-life balance possibilities.</p> <ul style="list-style-type: none"> • Provision and diffusion of a Career support scheme (before, during and after parental leave) • Publishing on the institute's website a clear policy on work-life balance • Dissemination of measure have took/have been implementing in supporting work-life balance 		
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<p>5. Reducing gender gap in promotion committees</p>	<p>[SUS] Regular obtaining of statistic indicators on ratio between men and women in DMB</p>	<p>Key actors and decision-makers;</p> <p>Technical and Administrative staff</p>	<p>Researchers / Professors;</p> <p>Technical and Administrative staff, Students;</p> <p>Families of researchers and professors</p>	<p>1. Gender balanced board of directors and decision making bodies</p> <ul style="list-style-type: none"> • % of women responsible of European project • Share of women and men among reviewers • Share of women and men among heads of departments • Share of women and men in funding decision making bodies • Promotion of turnover policy for directors of department ensuring the alternation men/woman • Number of strategies to maintain gender balance in decision making processes • Increasing women presence in boards and in evaluation panels 	<p>Prof Uri Marchaim, Head of European Desk at the Research Authority;</p> <p>Prof Snait Tami, Head of Human Health and Nutritional Science Laboratory, MIGAL- Galilee Research Institute; Vice President for Academic Affairs, Tel-Hai Academic College</p>	<p>10/2018 – 04/2022</p>
<p>6. Raising awareness of gender equality within the organisation</p>	<p>[SUS] Organising yearly workshops on gender bias in decision making bodies</p>					

				<ul style="list-style-type: none"> • Number of PhD students who foresee a section in their thesis concerning gender issues • Number of assigned post-doc research fellowships for gender studies • Number of meeting for GEPs implementation • Online platforms/websites to communicate initiatives linked to the gender equality and diversity policy of the organization. • Other communication/diffusion means: social networks, websites, newsletters, etc. <p>3. Preventing gender harassment</p> <ul style="list-style-type: none"> • % of Training on how to tackle the permissive climate toward gender harassment • % of psychological assistance courses to elicitate reporting formally, • Existence of clear sanctions against offenders • Guidelines and code of conduct available • Code of conduct made public 		
7. Gender perspective in research and curricula	[SUS] Regular organisation of workshops on how to include gender into research design	Key actors and decision-makers; Technical and Administrative staff	Students and Scientific Community	<p>1. Inclusion of gender studies in curricula</p> <ul style="list-style-type: none"> • Creation of a figure/role of gender and diversity coordinator that refers to top decision bodies 		<p>03/2019</p> <p>–</p> <p>04/2022</p>

		<p>Researchers / Professors;</p>		<ul style="list-style-type: none"> • Availability of guides, trainings, workshops, on integration of equality in curriculum design as a teaching and learning support for staff 2. Inclusion of a gender dimension as precondition in all research programs • % of research projects including gender analysis in the content of research • Number of workshop by years for people participating in evaluation of research proposal and % of participants, • Analysis of the research funded proposals (how gender plays a key role in the proposal) • Creation of a figure/role of gender and diversity coordinator that refers to top decision bodies 3. Effective funding's support • Amount of dedicated budget for gender equality dimension • Share of funded and coordinated projects, by gender 		
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