

Gender Equality Plan Erasmus UPT

December 2022

Erasmus UPT has part of the Erasmus University Rotterdam

The Erasmus Centre for Urban, Port and Transport Economics BV (hereinafter Erasmus UPT) is a limited liability company, of which 100% of the shares are held by Erasmus University Rotterdam Holding BV (hereinafter EUR Holding), with Erasmus University Rotterdam (hereinafter EUR) holding 100% of the shares of EUR Holding. While Erasmus UPT and EUR are therefore different legal entities, having come forth from the university and still being associated with it like that, Erasmus UPT does share the norms and values of the university, such as reflected in the [Code of Conduct for Research Integrity and](#) in the [Inclusion, Diversity, Equity & Access policy](#).

Both EUR Holding as a group, as well as Erasmus UPT as a singular company, underline the importance the UN, European Union, and the international community in general, give to gender equality and the aim of gender equality in academia. The director involved has supported and has been facilitating measures to this end in the past years and will continue doing so in the future.

EUR Holding BV and Erasmus UPT strive to instill a culture of integrity. The organisation aspires to satisfy the necessary conditions to encourage people within EUR Holding BV to abide by the set standards for ethical conduct, both individually and collectively. These set standards form the basis for the [rules of ethical behavior](#) within EUR Holding BV.

Dedicated resources

With this document the director of Erasmus UPT states that it has dedicated resources in the form of human resources and gender expertise, to further develop and implement gender equality measures, amongst others, those listed hereafter

- A diversity officer who focusses on targeted measures to further improve gender equality amongst staff and other stakeholders.
- The provision of parental leave (beyond what is legally required)

Monitoring

The HR unit within EUR Holding, that Erasmus UPT shares, monitors sex/gender disaggregated data on personnel and provides annual reporting based on the required indicators. This report will be embedded in the annual financial statements of Erasmus UPT, and thus structurally discussed between the directors and the supervisory board of Erasmus UPT.

Training

Erasmus UPT seeks collaboration with EUR and other companies in EUR Holding on providing training opportunities to raise awareness on gender equality and for unconscious biases for staff and decision makers, as well as organizes such training opportunities inhouse where needed. We are aiming to participate in the training that the University is developing to give tools and skills on how to avoid/diminish the biases in regular work processes (such as inclusive recruitment and selection, as well as inclusive communication).

Work-life balance and organizational culture

Erasmus UPT is aware that organizational culture and work-life balance are key components for establishing an environment where both men and women can thrive in and have equal opportunities in building a fulfilling career. Organizational culture and work-life balance is a broad thematic area that covers issues such as:

- Gender-sensitive communication
- Childcare provision
- Maternity/paternity/parental leave provisions

Gender balance in leadership and decision-making

The above-mentioned measures are part of an integral policy on HR and working conditions, that it has developed jointly with other companies within EUR Holding and such policies are often inspired by policies set by EUR for the university. These policies facilitate measures towards a healthy work/life balance for all employees, such as arrangements for raising a family, the opportunity for a hybrid workplace and raising awareness on topics like the importance of timemanagement.

A practical outcome of the culture that such policies foster is that EUR Holding as a group adheres to gender equality targets set by the Dutch government, with having already in 2019 about 30% female directors and supervisors.

Erasmus UPT has the ambition to strongly interweave these activities within Erasmus UPT, with activities in the group of Erasmus subsidiaries (EUR Holding) and the Erasmus University community as a whole.

Gender equality in recruitment and career progression

As part of a higher educational institution, we at Erasmus UPT have a say in who gets to build our future societies. Therefore, we find it important that our educational environment is free of gender bias. To reduce bias in our research and education content, it is vital to take into consideration the equality dimension of gender, from biological traits and social features of both men and women.

Integration of gender dimension into research and teaching content

Erasmus UPT strives to be a socially responsible institution that successfully integrates and proliferates gender conscious research and education.

We aim to integrate the gender dimension into research and teaching following the related general [guidelines](#) of the EUR.

Measures against gender-based violence including sexual harassment

At Erasmus UPT we strive to cultivate an Erasmian community that operates fundamentally on the grounds of mutual respect between all its members. Consequently, gender-based violence is not tolerated within our institution. Dedicated structures have been set up to tackle this problem.

EUR has developed several measures to eliminate gender-based violence such as sexual harassment within our community. We have a network of confidential counsellors and an ombudsperson who is there for student and staff members. In addition, EUR has developed guidelines on our intranet (MyEUR) for managers on how to handle undesirable behavior, and formed a [committee](#) on dealing with undesirable behavior.

Inclusive organisational culture

An inclusive culture first and foremost needs to be created and carried within the community of our staff (and other stakeholders). Such a culture can be fostered by having proper facilities and procedures in place. Staff of Erasmus UPT have access to clear procedures and guidelines, as well as confidential counsellors for support & guidance and if needed an independent complaints committee. This is on top of support services as a company doctor, a social worker, a psychologist, etc.

Erasmus UPT collaborate with other companies within EUR Holding to further align its own policies, facilities and resources with those of EUR In that regard talks have been initiated with the Diversity & Inclusion Office of the university, to find out how forces could be joined where that is beneficial to all those involved.

With all these continuing efforts we believe we are, and will be able in the future, to further contribute to gender equality in academia.



13-01-2023

Dr. Larissa M. van der Lugt
Director Erasmus UPT