



Rigorous empirical
research on
intellectual property

Gender Equality Plan



FEBRUARY, 2023

1. Introduction

4iP Council (“4iP”) is a European research council dedicated to developing high-quality academic insight and empirical evidence on topics related to intellectual property and innovation. We work with academia, policymakers, regulators, business stakeholders of all sizes, educators and students to facilitate a deeper understanding of the invention process and technology investment decision-making. 4iP Council was established in February 2013 and is a non-for-profit organisation.

4iP values and promotes gender balance and currently has a gender-balanced leadership. As an organisation striving for high quality and focused on improving the understanding of how innovation happens, diversity is essential to our work's greatness.

The adoption of this Gender Equality Plan (GEP) aims to analyse gender balance along with other intersections with other inequalities at 4iP Council and identify and implement strategies to correct any possible bias.

To address and monitor any biases, 4iP Council has chosen to focus on the following areas:

- Representation
- Researchers
- Organisational Culture
- Work-life balance

2. Focus Areas

2.1. Representation

At 4iP Council, we are committed to creating an environment where everyone has equal opportunities to contribute with their skills and expertise, and we value diversity and inclusion as key drivers of our success. Our recruiting decisions are based on the merits and qualifications of the applicants.

We are proud to say that our team of collaborators is mainly composed of people that identify themselves with the female gender, which is approximately 66% of the collaborators. We also have female representatives at our Executive Board and in the General Assembly.

We are dedicated to creating a supportive and inclusive environment where everyone can thrive and contribute with their best work.

2.2. Researchers

We are committed to conducting high-quality empirical research and ensuring our work is based on the best available evidence. To achieve this goal, we have an Advisory Committee that provides guidance and expertise on our research agenda. Currently, our advisory committee is composed of five members, of which 3 identify themselves as females.

Our main goal is to work with the best researchers in their field, and we look for talent and expertise to achieve our mission.

2.3. Organisational culture

4iP recognises the importance of using inclusive language that is free of gender bias in all our communication. We recently updated our statutes with a more neutral language and committed to adopting that in official messages in social media and internal communications.

We believe that using inclusive language is not only a matter of respecting and valuing diversity, but it also helps to create a more welcoming and inclusive environment for all. We also encourage our team to bring new ideas that could promote a better organisational culture, and we value innovation and creativity as essential drivers of our daily work.

2.4. Work-life balance

We highly value our collaborators' well-being and understand that supporting work-life balance is essential for ensuring equal opportunities for all and balancing work and personal responsibilities.

We have embraced a flexible work environment that allows our team to work remotely and manage their own responsibilities while staying connected through online meetings and collaboration tools.

At the same time, we recognise the value of in-person interactions, so we periodically organise physical meetings and events where we can connect and collaborate in person.

3. Objectives and Implementation

As part of our commitment to promoting gender equality and diversity in all aspects of our work, we have decided to set in motion the following steps:

- Monitor the percentage of researchers, speakers and representatives of all genders, including but not exclusively, the female gender.
- Manage and centralise that data to maintain control and follow through with improvements in any biases that this data could reveal.
- Address any biases with the scheduling of internal periodical meetings.
- Establish a system for tracking and reporting our progress.
- Provide training and support for all team members for a better understanding of the concepts of gender identity, discrimination and gender biases in the workplace.

We believe that by adopting these measures and tracking the abovementioned data, we will contribute to a more inclusive and supportive work environment. Overall, 4iP Council believes in the greatness of diversity and its major contribution to all aspects of our work.