

A decorative pattern on the left side of the slide, featuring a dark blue background with a white diagonal band. The band contains a dense arrangement of small, stylized symbols in white and red, including plus signs, minus signs, and power symbols.

GENDER ACTION

GENDER EQUALITY IN THE ERA COMMUNITY
TO INNOVATE POLICY IMPLEMENTATION

GENDER EQUALITY PLAN

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SOME PRACTICAL INFO

- You can type questions for the trainers using the chat function on the right side of the screen; the moderator will address the questions to the trainers at the end of the session (Q&A session)
 - The webinar is being **recorded** and will be made available afterwards at the GENDERACTION website <http://genderaction.eu/>
 - Useful background reading and references to relevant sources are included in PDF of this presentation (which will be provided to all participants)
- A feedback form link will be provided in chatbox. We kindly ask you to fill it in, the link will also be available after the end of the webinar
 - Participants are muted, to optimize audio quality

CONTENT

- GENDERACTION project
- Novelties of Horizon Europe
- Gender Equality Plan: Introduction
- Areas of Change & Requirements
- Plan cycle, Conditions & Updates
- Break
- Examples & Good Practice
- Q&A



GENDERACTION Project

An innovative policy community:

- bringing together representatives appointed by national authorities in Member States and Associated Countries (HG/SWG GRI members)
 - set to advance gender equality in R&I and the implementation of the gender priority in the European Research Area at national, European and international levels until 2020 and beyond
 - foster policy coordination, best practice exchange and mutual learning among more and less experienced countries to develop knowledge and build capacities, competence and know-how

The logo consists of a white circle containing the text "GENDER ACTION" in a bold, sans-serif font. "GENDER" is in dark blue and "ACTION" is in red. The "O" in "ACTION" is replaced by a red power button symbol.

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PROJECT ACTIVITIES

- Map and analyse Members States' **progress towards implementation of gender equality in R&I** through national ERA action plans and strategies
- Deliver **training events** to build consistent and professional capacity in gender equality in R&I among responsible national representatives and Horizon 2020 National Contact Points
- Provide **mutual learning opportunities (through a variety of training events and other mutual learning activities)** to maximize existing experience among policy makers and other relevant stakeholders
- Prepare **policy briefs** on advancing gender equality in ERA
- **Build new collaborations** to advance gender equality in international cooperation in science, technology and innovation

TARGET AUDIENCE

- **National level**

National authorities (incl. research attachés, civil servants), **Horizon 2020/ Horizon Europe NCPs**, RFOs, RPOs

- **European level**

SWG GRI

European Institutions (European Commission, European Parliament, Competitiveness Council)

- **Global level**

Bodies for international cooperation (UN, OECD, etc.)

- **Research community**

EIGE, The ERA Stakeholder Platform, ERA-NET-GENDERNET, Projects of cultural and institutional change

- Developing a methodology to measure progress in the implementation of priority 4 gender equality and gender mainstreaming
 - **Consistent and professional capacity** to implement ERA roadmap priority 4 among responsible national representatives
 - **Coordination of efforts** of Member States in priority 4
 - **Enhanced expertise** in gender equality and gender mainstreaming among key stakeholders (including NCPs and RFOs most notably), with a particular focus on the relatively inactive countries
 - **Consistency** between national gender equality strategies in research and innovation and Horizon 2020
 - **Shift in the imbalance between the proactive and relatively inactive countries in Europe**

IMPACT

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Gender in Horizon Europe

NOVELTIES OF HORIZON EUROPE (in comparison with Horizon 2020)



- intersectionality (broader understanding of discrimination)
- integration of **GENDER DIMENSION** into **R&D**: a requirement **BY DEFAULT** across the whole programme (**award criterion**)
- public bodies: **GENDER EQUALITY PLAN** (GEP) by 2022 - **eligibility criterion**
- specific funding for inclusive GEPs, gender studies and intersectional research
- European Innovation Council (EIC) - target of 40% women-led companies invited to **pitch their projects**, a target of 50% women among members of advisory structures, a prize for women innovators and a dedicated initiative to support women-led start-ups
- **GENDER BALANCE IN RESEARCH TEAMS** (**ranking criterion**), evaluation panels, boards and expert groups

4 levels on which gender comes into play under HE:

- eligibility criterion (GEP)
 - gender dimension by default (award criterion)
 - gender balance of research teams (ranking criterion)
 - "Beneficiaries must also take all measures to promote equal opportunities between men and women in implementing the action and, where applicable, in line with their gender equality plan. They must aim to achieve, to the extent possible, a gender balance at all levels of personnel assigned to the action (crosscutting priority, general annexes)"

Basically...

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Introduction

WHY A PLAN ?

- **common** for top R&D institutions and/or **compulsory** in some EU countries
 - tool of **sustainable change** towards fairer work conditions and inclusive environment
 - requirement for **funding**
 - **transparency**
 - better **quality** of **management** and **HR** work
 - **prevention** of 'inbreeding' and/or harassment
- + correlation with excellent research and innovative potential

GENDER EQUALITY PLAN (GEP)

= a holistic plan tailored by and for an institution, containing:

- Objectives
- Measures/activities
- Indicators (impact)
- Targets
- Timeline
- Division of responsibilities

Unique: type of institution, size, social, legal and historical context, new document, intersectionality

THEMATIC AREAS OF WORK



WORK-LIFE BALANCE &
ORGANISATIONAL CULTURE



GENDER BALANCE IN LEADERSHIP
& DECISION-MAKING



GENDER EQUALITY IN
RECRUITMENT & CAREER
PROGRESSION



INTEGRATION OF THE GENDER
DIMENSION INTO RESEARCH &
TEACHING CONTENT



MEASURES AGAINST GENDER-
BASED VIOLENCE INCLUDING
SEXUAL HARASSMENT



Minimum process-related requirements (building blocks)

- Publically available
- Dedicated resources (people/time/money)
- Data collection and monitoring
- Trainings - capacity building


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graph TD; A[ANALYSIS (AUDIT)] --> B[DESIGN & PLANNING]; B --> C[IMPLEMENTATION]; C --> D[EVALUATION & MONITORING]; D --> A;
```

ANALYSIS
(AUDIT)

DESIGN
&
PLANNING

IMPLEME-
NTATION

EVALUATION
&
MONITORING

Cycle

Conditions for success

- **knowledge** of institution & context + **availability of data**
- **commitment of top management**
- gender equality officer & **internal expertise**
- strategy for **communication**, negotiation, and awareness raising
- **time** for preparation & audit
- **participatory approach** (transformational network)
- **clear** objectives, targets, and measures
- **indicators** for M&E
- **financial resources**
- **external expertise**
- **sustainability** – implementation of GEP into current processes and documents + strategic goals
- **flexibility** in change process (revised GEP)
- strategy for dealing with **resistances**

Communication

- crucial part of substantial and successful plan
- consider how you will present the topic/activities/project at your institution
- include as many people from different positions as possible
- participatory or co-creational approach

TIPS

- clear visual style & custom bookmark on the organization's website
- continuously analyse which strategies were effective and had an impact, what obstacles you encountered and what will need to be changed considering the communication style

Updates on eligibility criterion



- **transition period:** calls for proposals with deadline in 2021 (no retroactivity) - applicable for 2021 calls BUT with deadline in 2022
- **self-declaration of institutions** that GEP is implemented and it meets the minimal requirements ("building blocks") at proposal stage
- if selected for funding following evaluations, there is a **period until Grant Agreement signature to confirm a GEP is in place**
- random checks from European Commission
- if all the minimum requirements are met and the recommended areas are covered, **another strategic document can be considered as a GEP**
 - only applicable for public bodies, research organisations or higher education institutions (not for private ones, NGOs etc.)
 - **GEP does not have to be in English** (BUT if you have international pool of employees or/and students, it is recommended)

The background is a light gray field filled with a repeating pattern of dark blue geometric shapes: plus signs, minus signs, and right-pointing chevrons. A large, dark blue, semi-transparent trapezoidal shape is positioned in the center, tilted slightly to the right. The word "break" is written in a bold, orange, sans-serif font, centered within this dark blue shape. In the bottom-left corner, there is a solid orange triangular shape. Additionally, there are three red power button symbols (a circle with a vertical line) scattered across the background: one in the upper right, one on the left side, and one near the bottom right.

break

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EXAMPLES & GOOD PRACTICE

Work-life balance & organizational culture

For parents and people with caring responsibilities:

University of Warwick, UK

- fund to support staff who care for children or others to attend conferences

Universität Konstanz (University of Konstanz), Germany

- child care services
- kindergartens & playroom (short-term babysitting)
- babysitting for staff and students partially funded by university
- babysitting at events organised by the university

University of Southern Denmark

- on parental leave - continuous academic updates
- returning from parental leave - offered a teaching-free period

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Organizational culture & symbolic order

- compulsory awareness raising and gender sensitivity trainings, removing stereotypes through capacity building, gender-sensitive communication
 - emphasis on gender-sensitive language and balance in visual representation
 - explicit support from the management of the institution for gender equality
 - creation of a position or unit with specific responsibility regarding gender equality problematics

Gender balance in decision making & leadership

- one of the priorities of European Commission for European Research Area
 - specific trainings for women (who are under represented) to support leadership skills mentoring, coaching
 - specific funding for women allowing them to be freed from teaching and to focus intensively on research and publication
 - setting targets or quotas for the proportion of women in leadership (or decision-making) positions
 - **Ghent University:** 40/60 % gender-balanced representation of Board of Governors (highest body), faculties are required to have at least one male and one female candidate

Gender equality in recruitment & career progression



- open position advertising
- gender sensitive language describing the position (possibly even the formula 'women are welcome' when underrepresented)
- actively finding and reaching out to possible female candidates (or men if underrepresented)
- possible gender balance among candidates selected for interviews
- **University of Copenhagen** at least one applicant of either sex before a vacant post can be filled, at least one person of each sex in all appointment and review committees
- **Hungarian Academy of Sciences**: the 2 y. extension of age limits for the researchers who have children under the age of 10 (scholarships, fellowships and grants)

Integration of the gender dimension into research & teaching content



- first to be educated in gender problematics - trainings and workshops
- integration of gender dimension into research content is mandatory for Horizon Europe projects

Vives University Network: Guidelines for mainstreaming_gender in university teaching.

University of Santiago de Compostela (Spain): The prize for the best integration of the gender perspective into research and teaching

Measures against gender-based violence including sexual harassment

- comprehensively and explicitly explained
- official policy
- everybody needs to become familiar with the provisions and to become sensitive to potential forms of gender based violence
 - tailor-made compulsory trainings and workshops
 - official policy with a clear explanation of reporting
 - special position for reporting and support

For inspiration visit:

- Guidelines of SciencePo (France)
- Oxford University (UK)
- University of Lund (SE)
- William & Mary University (USA)

EXAMPLES OF THE PLAN

The logo for Gender Action, featuring the words "GENDER" and "ACTION" in white, with a red power button symbol replacing the letter "O" in "ACTION".

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- SUPERA PROJECT
- GEARING ROLES
- Examples provided and collected by EIGE
- EQUAL-IST

Challenge Title	Objective(s) to Address the Challenge	Action(s)	Main Area
Challenge 1: Low share of young women among Information Systems Bachelor students.	Objective 1: Increase the share of young women among Information Systems Bachelor students.	<u>Action 1</u> <u>Action 2</u> <u>Action 3</u> <u>Action 4</u> <u>Action 5</u>	Institutional communication
Challenge 2: Lack of awareness about the topic of gender equality and interest in it.	Objective 2: Raise awareness about the topic of gender equality and interest in it.	<u>Action 6</u> <u>Action 7</u>	Institutional communication
Challenge 3: Lack of seeing value in gender-sensitive language.	Objective 3: Raise awareness about the value of gender-sensitive language.	<u>Action 6</u> <u>Action 7</u>	Institutional communication
Challenge 4: Negative attitude (of both men and women) towards existing actions promoting women.	Objective 4: Raise awareness about the goals and content of existing actions promoting women.	<u>Action 7</u>	HR and management practices
	Objective 5: Critically analyse existing actions promoting women and propose suggestions for their improvement.	<u>Action 8</u>	
Challenge 5: Perceived exclusion of international students.	Objective 6: Enhance inclusion of international students.	<u>Action 9</u>	Teaching and services for (potential) students
Challenge 6: Difficulties in balancing work and family life.	Objective 7: Improve work-family balance of academic staff members.	<u>Action 10</u> <u>Action 11</u>	HR and management practices
Challenge 7: Vertical gender segregation.	Objective 8: Improve gender balance at higher academic ranks.	<u>Action 12</u>	HR and management practices

University of Münster

RESOURCES

- [GENDERED INNOVATIONS](#)
- [GENDER EQUALITY IN HORIZON EUROPE](#)
- [GENDERACTION: HORIZON EUROPE](#)
- [EIGE: GENDER EQUALITY PLAN](#)
- [ATHENA SWAN CHARTER](#)
- [LERU: IMPLICIT BIAS IN ACADEMIA](#)
- [GENDER EQUALITY TRAINING](#)
- [EUROPEAN INSTITUTE FOR GENDER EQUALITY](#)
- [GENDER EQUALITY IN ACADEMIA AND RESEARCH](#)



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Disclaimer —The views and opinions expressed in this document are solely those of the project, not those of the European Commission. The European Commission is not responsible for any use that may be made of the information it contains.

Thank you

<https://genderaction.eu>

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