

GENDER ACTION+

GLOSSARY

Reference glossaries

[The European Institute for Gender Equality](#)

Council of Europe – [Gender Equality Glossary](#) (Revision 2022)

[Gendered innovations 2 - Publications Office of the EU \(europa.eu\)](#)

[Gendered innovations - Publications Office of the EU \(europa.eu\)](#)

D

Diversity

Diversity refers to the existence of variations of different characteristics in a group of people. These characteristics could be everything that makes us unique, such as our cognitive skills and personality traits, along with the things that shape our identity (e.g. race, age, gender, religion, sexual orientation, cultural background).

Source: [Diversity definition: what do we mean by diversity in the workplace? \(workable.com\)](#)

Disability

Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. (Article 1 of the CRPD)

E

Early-career researchers

Also known as Early-Stage Researcher (ESR); the term generally refers to someone who is within eight years of the award of a PhD. Three distinct stages are identified: Doctoral; Immediately postdoctoral; and transiting to an independent researcher.

Source: Economic and Social Research Council (ESRC), UK RI (Adapted)

[Economic and Social Research Council \(ESRC\), UK RI](#)



Equality

Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents.

It is also the belief that no one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.

Equality recognises that historically certain groups of people with protected characteristics such as race, disability, sex and sexual orientation have experienced discrimination.

Source: Understanding Equality, Equality and Human Rights Commission

See also Equality, European Commission

Ethnicity

Ethnicity refers to societal groups marked by common nationality, religious faith, shared language, or cultural and traditional origins and backgrounds.

Source: The European Court of Human Rights quoted in the Handbook on European non-discrimination law, 2018 edition

F

Field

Branch of science and technology (S&T) and knowledge-based activities, also referred to as sciences or scientific disciplines, as formulated by the [OECD \(Frascati Manual\)](#).

G

Gender

Gender relates to socio-cultural attitudes and expectations about which behaviours are appropriate for women or men. These expectations and norms, which change over time and differ across cultures, form (together with existing social relations) “feminine” and “masculine” behaviours and identities. They structure societies and organisations and shape (even though usually unwittingly) scientific knowledge, products and technologies (e.g. their design or content solution).

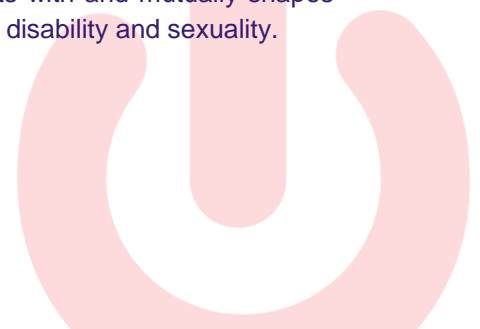
Source: EC (2021), GenderedInnovations2

See also [EIGE](#)

Gender-based violence

Gender-based violence is used to capture all forms of gender-based violence, violations and abuse, including but not limited to, physical violence, psychological violence, economic and financial violence, sexual violence, sexual harassment, gender harassment, stalking, organisational violence and harassment – in both online and offline contexts, including emerging forms of violence. The concept of gender-based violence describes and includes a continuum of violence and violations, violent behaviours and attitudes based on sex and gender, and always intersects with and mutually shapes other dimensions of inequalities, such as for example age, class, ethnicity, disability and sexuality.

Source: [UniSAFE deliverable D3.1](#) Theoretical and conceptual framework



Gender dimension in R&I (incl. sex/gender analysis)*

Gender dimension in R&I content refers to the use of sex and/or gender analysis - when appropriate - in all phases of a research and innovation project. This means taking into account the biological characteristics of women and men (sex) and the – changing – social and cultural features of women and men (gender).

Source: Women and Science Unit, MCIN (2019). Note on the integration of gender analysis in research.

*For the purposes of this survey the “gender dimension in R&I” and “sex/gender analysis in R&I” will be used as synonyms. Please keep in mind that both terms refer to the content of the research and innovation activities, and not to gender balance in the teams and other measures to promote gender equality within R&I projects (e.g., work-life balance measures).

Gender pay-gap

The difference between average gross hourly earnings of male and female researchers.

Source: Eurostat (adapted)

Gender Equality Plan

A gender equality plan is a set of commitments and actions that aim to promote gender equality in an organisation through a process of structural change.

See: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>

GEP requirement

The GEP requirement refers to the European Commission’s requirement for applicants to Horizon Europe to have a Gender Equality Plan as an eligibility criterion for funding.

For more information see: [Horizon Europe Guidance on Gender Equality Plans](#)

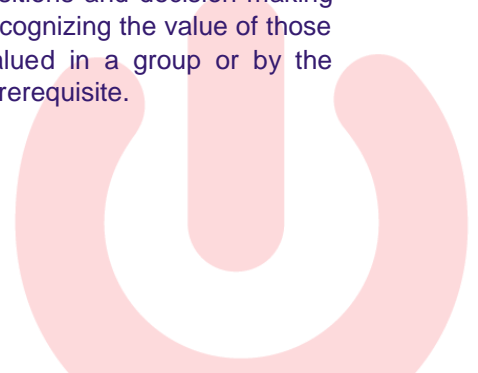
Grounds of inequality

EU’s non-discrimination directives forbid differential treatment based on defined protected grounds, i.e., a characteristic of an individual that should not be considered relevant to the differential treatment or enjoyment of a particular benefit. These include sex (Gender Goods and Services Directive (2004/113/EC)430, gender (Gender Equality Directive (2006/54/EC)), sexual orientation, disability, age or religion or belief (Employment Equality Directive (2000/78/EC)432), and racial or ethnic origin (Racial Equality Directive (2000/43/EC)433). Inclusiveness.

I

Inclusion

Inclusion refers to intentional efforts to ensure that women and men with different identities are able to fully participate in all aspects of an organisation, including leadership positions and decision-making processes. This includes acknowledging differences among people and recognizing the value of those differences. Inclusiveness also refers to diverse backgrounds being valued in a group or by the institution, which needs awareness about differences and privileges as a prerequisite.



Inclusive research careers

Acknowledgement and valorisation of the diversity in research roles and careers, considering gender balance and gender dimension, taking into account diversity in the broader sense (e.g., racial or ethnic origin, sexual orientation, socio-economic, disability) in research teams at all levels, and in the content of research and innovation.

Source: Agreement on Reforming Research Assessment (Adapted)

Interdisciplinary mobility

Interdisciplinary mobility refers to the movements researchers do during their academic research career, with the purpose of switching to another (sub)field.

Source: MORE 4 Report 2021, Annex to conceptual framework: definitions and policy-driven developments compared to MORE 3 (Adapted)

International mobility

International mobility refers to the movement of researchers during their academic research career, with the purpose of doing their research in another country other than the country of citizenship.

Source: MORE 4 Report 2021, Annex to conceptual framework: definitions and policy-driven developments compared to MORE 3 (Adapted)

Intersectionality

Intersectionality describes overlapping or intersecting categories such as gender, sex, ethnicity, age, socioeconomic status, sexual orientation and geographical location that combine to inform individuals' identities and experiences. The term was coined by legal scholar Kimberlé Crenshaw in 1989 to describe how multiple forms of discrimination, power and privilege intersect in Black women's lives, in ways that are erased when sexism and racism are treated separately (Crenshaw, 1989). Since then, the term has been expanded to describe intersecting forms of oppression and inequality emerging from structural advantages and disadvantages that shape a person's or a group's experience and social opportunities.

Source: Gendered innovations 2

Intersectoral mobility

Intersectoral mobility refers to the movements researchers do during their academic research career, with the purpose of working in another sector (working in non-academic sectors).

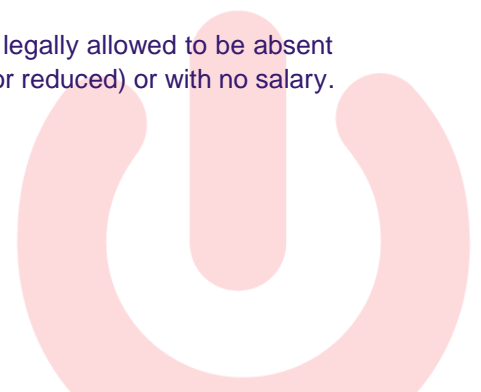
Source: MORE 4 Report 2021, Annex to conceptual framework: definitions and policy-driven developments compared to MORE 3 (Adapted)

M

Maternity and parental leave

Maternity or parental leave is intended to mean a leave where a parent is legally allowed to be absent from work on the grounds of caregiving to their children, with a salary (full or reduced) or with no salary.

Source: Guide 2017, Science Europe (Adapted)



Mid-career excellence

Researchers in the midst of their research careers (8-15 years post PhD)

Source: Society for Molecular Biology & Evolution (Adapted)

Mobility

Researcher 'mobility' refers to the movements researchers make during their career, which can be of varying lengths, with different goals, with different types of destinations and coming from different types of originating countries.

Source: MORE 4 Report 2021, Annex to conceptual framework: definitions and policy-driven developments compared to MORE 3

N

Nonlinear research careers

Non-linear research careers involve transitions to a different path, sometimes more than once. These transitions may reflect the researcher's freedom of choice, as mobility options (international, intersectoral, interdisciplinary, other), or negative constraints (as job precarity).

Source: Types of Non-linear Career Paths, Maryville University (Adapted)

P

Participation/participatory process of ERA action development

Experiences with previous NAPs showed the relevance of a broad consent among relevant stakeholders regarding priorities and measures. A participatory process allows relevant stakeholders in R&I (e.g., RPOs, RFOs, national/regional authorities, NGOs) to provide input to ERA action development which increases the acceptance and support of policies and measures to be implemented.

Policy

Policy refers to the existence of a coherent set of measures with a clear vision and comprehensive strategy or specific documents that detail such measures.

Policy monitoring

Monitoring is defined as a continuing function that uses the systematic collection of data on specified indicators to provide management and key stakeholders of an ongoing policy with indications of progress and achievement of the objectives as well as the use of any allocated funds.

Policy evaluation

Evaluation is the systematic and objective assessment of an ongoing or completed project, programme or policy, its design, implementation and results.



Portability of social security

The possibility to transfer acquired social security coverage across different countries and systems, enabling international mobility of researchers and reducing individual risks. This may require bilateral and multilateral agreements.

Source: [IZA, World of Labour](#)

Positive action measures

Also known as **temporary special measures** aiming at correcting gender imbalances such as women's underrepresentation among research staff but especially in decision-making and leadership positions. According to the CEDAW Committee of the UN, temporary special measures are a means to make substantive equality a reality rather than an exception to non-discrimination norms. These measures aim to correct women's underrepresentation - especially those belonging to vulnerable groups that suffer multiple forms of discrimination – in the different areas of the public domain as well as in the distribution of resources and power between women and men.

Positive action measures may comprise, for instance, quotas for the participation of women or preferential treatment in recruitment, promotion and awards, as well as special programmes or services targeting only women.

Source: GENDERACTION policy brief no. 14 (2020) Disruptive measures for Gender Equality in R&I

Precarity

A phenomenon related to employment that involves instability, lack of labour protection, insecurity and social and/or economic vulnerability. In this context, precarity applies to research careers and varies according to the field of research, and the attractiveness of alternatives to academic research careers in certain fields. It is defined as postdoctoral researchers holding fixed-term positions without permanent or continuous employment prospects.

Source: Reducing the Precarity of Academic Research Careers, OECD Science, Technology and Industry Policy Papers, May 2021, [N° 113](#)

R

Research assessment

The evaluation of research performing organisations and research units/research projects/individual researchers and research teams, by assessment authorities, for the purposes of allocating funding, informing project management decisions and professional development review.

Source: Agreement on Reforming Research Assessment (Adapted)

[Agreement on Reforming Research Assessment](#)

Research careers

A research career is a professional work life lived through the production of scientific knowledge, which emphasises the continuous learning and accumulation of competences and connections. Research careers encompass four career stages: R1: First Stage Researcher (up to the point of PhD); R2: Recognised Researcher (PhD holders or equivalent who are not yet fully independent); R3: Established Researcher (researchers who have developed a level of independence); R4: Leading Researcher



(researchers leading their research area or field). These different stages are sector-neutral (applicable to companies, NGOs, research institutes, research universities or universities of applied sciences).

Source: MORE 4 Report 2021, Annex to conceptual framework: definitions and policy-driven developments compared to MORE 3 (Adapted)

[MORE 4 Report 2021, Annex to conceptual framework: definitions and policy-driven developments compared to MORE 3](#)

Researcher

Researchers are PhD holders (or equivalent) or PhD candidates, dedicated to developing scientific activities. They are normally employed by a Research Performing Organisation (RPO) or a company, on a permanent or on a temporary basis, and are paid by a salary or by an individual research fellowship/grant.

Source: Guide 2017, Science Europe (Adapted)

[Guide 2017, Science Europe](#)

S

Senior excellence

Outstanding senior researcher, with a sustainable contribution to science

Source: Hunter Medical Research Institute HMR (adapted)

[Hunter Medical Research Institute HMR \(adapted\)](#)

Sex

Sex refers to biological characteristics that distinguish between male, female, and intersex (in humans) or hermaphrodite (in animals)

Source: EC (2021), GenderedInnovations2

T

Temporary action measures

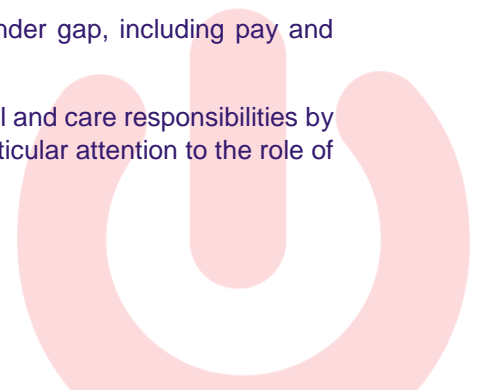
See **Positive action measures**

W

Work-life Balance

The combined legislative and non-legislative measures set up a modern policy framework for work life balance that seeks to:

1. increase female participation in the labour market and reduce the gender gap, including pay and pension gaps;
2. give workers more opportunities and choice to balance their professional and care responsibilities by updating and modernising the current legal and policy framework, with particular attention to the role of men;



3. support Member States' modern family policies including to address demographic and societal challenges;
4. address shortcomings in care services facilities and eliminate economic disincentives to work for second earners.

Source: AN INITIATIVE TO SUPPORT WORK-LIFE BALANCE FOR WORKING PARENTS AND CARERS



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