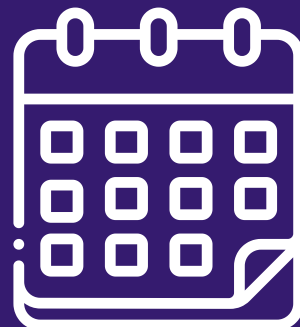


# TOWARDS NEW HORIZONS: INCLUSIVE GENDER EQUALITY IN FP10 AND BEYOND

**POLICY  
ADVANCEMENTS**



Presented on the final conference of  
**GENDERACTIONplus, 12 February 2025.**

**GENDER  
ACTION+**



Patronat polskiej prezydencji w Radzie UE  
Patronage of the Polish presidency of the Council of the EU  
Patronage de la présidence polonaise du Conseil de l'UE



# Gender-based violence and the impact on research careers

## Policy Advancements

Lucie Viktorinová, Ministry of Education, Youth and Sports, CZ

Silvia Rueda, Ministry of Science, Innovation and Universities, ES

Sophia Ivarsson, Vinnova, SE



# **POLICY ADVANCEMENT**

Compulsory Annual Reports - tool to support gender equity  
at Czech universities

Lucie Viktorinová, Gender Focal Point

Ministry of Education, Youth and Sports (Czech Republic)

# COMPULSORY ANNUAL REPORTS: TOOL TO SUPPORT GENDER EQUITY AT CZECH HIGHER EDUCATION INSTITUTIONS

- **Problem Statement**

- Lack of institutional policies and measures to support gender equity and address social safety, gender and sexual harassment in higher education and research

- **Policy Solution**

- In 2017 MEYS introduced a gender equality related section in the template for COMPULSORY ANNUAL REPORTS submitted by HEIs
  - Section 13 "Promoting well-being in the academic environment: gender equality and safe environments"
  - Gradual expansion of the topics addressed: sexual and gender harassment using the UniSAFE 7P model, GEPs and inclusion of gender perspective in research and innovation
  - Knowledge and policy transfer from GENDERACTIONplus and UniSAFE

- **What next / Impact**

- Increase in the number of measures adopted by HEIs
- Amendment to Act on HEIs: Ombudsperson at every Czech public HEI



## MEASURES ADOPTED BY HEIS ACROSS YEARS

Instrument	2017	2021	2022	2023
Ethics Code	13 (50 %)	15 (58 %)	15 (58 %)	18 (72 %)
Ethics Committee	10 (39 %)	12 (46 %)	16 (62 %)	14 (56 %)
Internal documents and directives	7 (27 %)	14 (54 %)	16 (62 %)	12 (48 %)
Specialised centre	6 (23 %)	7 (27 %)	7 (27 %)	12 (48 %)
Ombudsperson	x	4 (15 %)	6 (23 %)	11 (44 %)
Training / workshops	x	4 (15 %)	14 (54 %)	17 (68 %)
Online tools	x	2 (8 %)	12 (46 %)	13 (52 %)
Gender Equality Plan	x	x	8 (31 %)	21 (84 %)
<b>TOTAL</b>	36	58	93	118



# Contact

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[www.msmt.cz](http://www.msmt.cz)

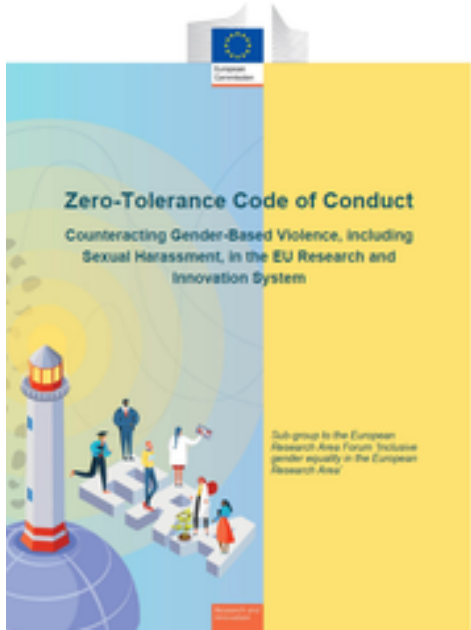


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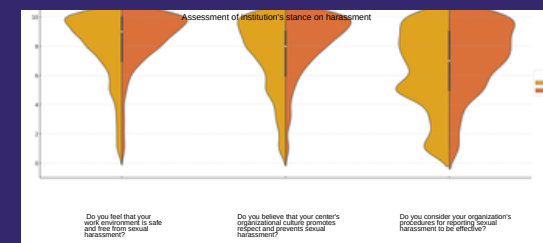
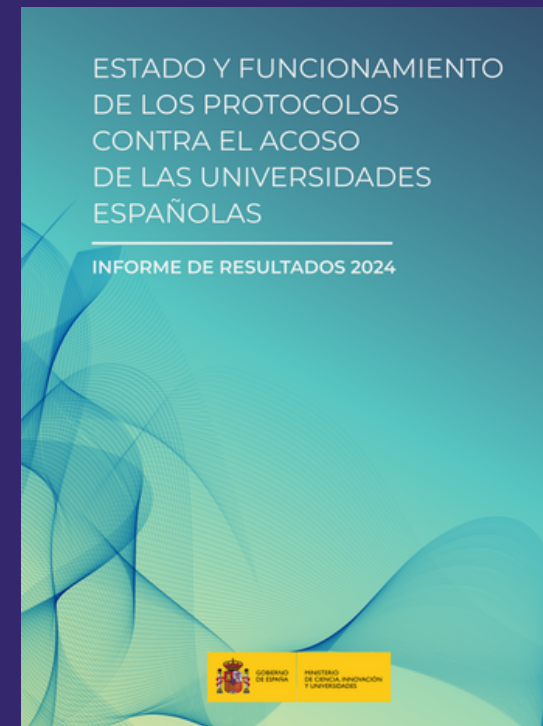
# ADDRESSING GENDER-BASED VIOLENCE ON RESEARCH: THE SPANISH APPROACH

## ACTIONS DEVELOPED BY THE WOMEN AND SCIENCE UNIT OF THE MINISTRY OF SCIENCE, INNOVATION AND UNIVERSITIES



- Promote and guarantee equal, inclusive and safe work environments, free from sexist behaviour and GVB, including sexual harassment.
- Ensure appropriate institutional mechanisms to handle cases and implement effective measures for victims that guarantee zero-tolerance and non-repetition.

- **COLLABORATION WITH PUBLIC RESEARCH ORGANIZATIONS (OPIS), DEPENDENT ENTITIES & UNIVERSITIES IN MANAGING HARASSMENT CASES.**
- **STUDY ON THE STATUS OF HARASSMENT PROTOCOLS IN UNIVERSITIES.**
- **ADAPTATION OF HARASSMENT PROTOCOLS FOR THE MINISTRY OF SCIENCE, INNOVATION, AND UNIVERSITIES, PUBLIC RESEARCH ORGANIZATIONS (OPIS), AND DEPENDENT ENTITIES.**
- **UNIFIED RECOGNITION FOR VICTIMS OF GBV, INCLUDING SEXUAL HARRASSMENT, IN THE EUROPEAN R&I SYSTEM.**
- **WOMEN IN FIGURES 2025 EVALUATION OF WORKING CONDITIONS AND GENDER EQUALITY**



Working group on equality with RFOs, RPOs & universities



Spanish network of European projects on gender



# Contact

Silvia Rueda Pascual

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Ministry of Science, Innovation and Universities

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# THE ROLE OF RFO IN MITIGATING GBV

Integrating measures in applications to mitigate gender-based violence - a pilot

PhD. Sophia Ivarsson

Vinnova

# PILOT PROJECT - VINNOVA

## Objective

Testing a part of the RELIEF model in a pilot call

## Measures

applicants are required to certify code of conduct on GBV implementation  
- In the event of any breach, appropriate actions will be taken.

### RFO FRAMEWORK

#### RELIEF-MODEL FOR RFOs

An institutional framework for implementing targeted measures ending GBV in RPOs

#### ROLE CLARITY

#### ETHICAL GOVERNANCE

#### LEGAL FRAMEWORK

#### INTERNAL PROCEDURES

#### EVALUATION & MONITORING

#### FUNDING



## What was instrumental/critical to achieving this advancement

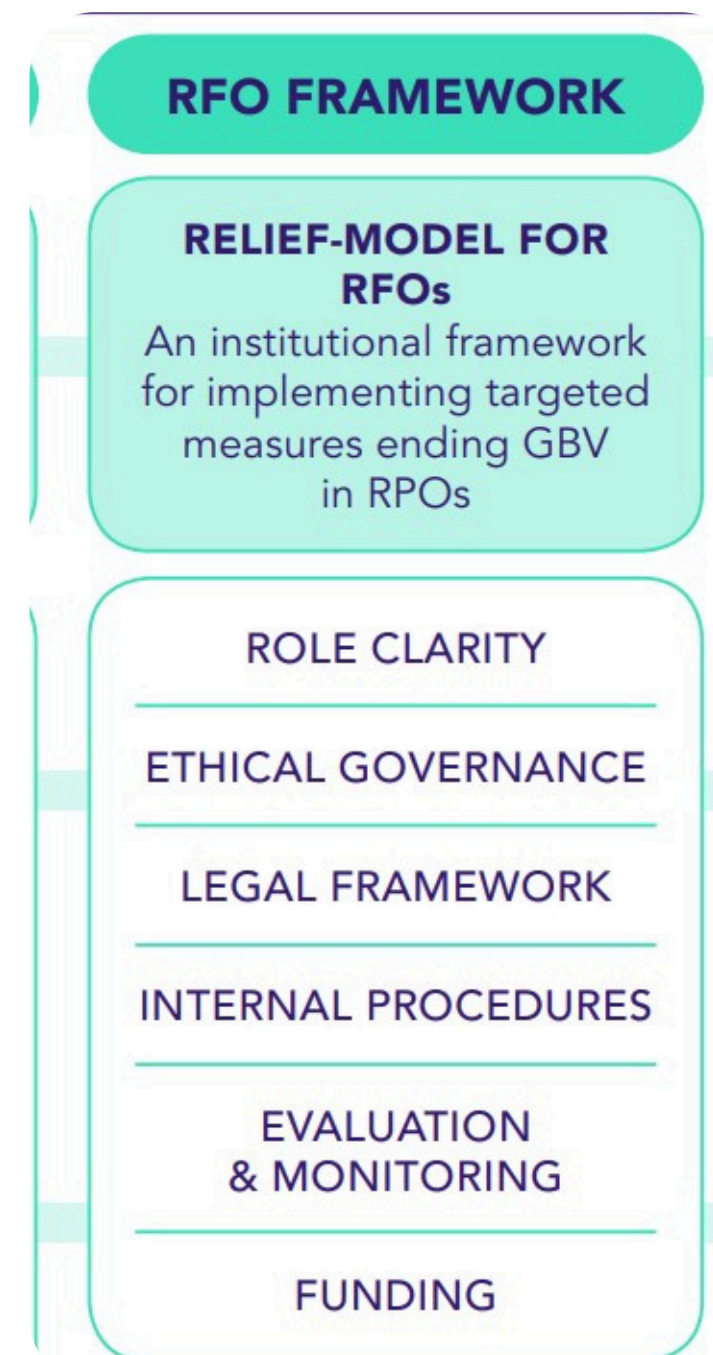
- RELIEF Model
- Cooperation with legal office

## How did GENDERACTIONplus contribute

- Co-creation during project between WP2 and RFO CoP was crucial.

## What next / Impact

- Calls yet to be launched
- Evaluations during a 2-year period
- Integrating EU CoC in terms and conditions



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# The future of inclusive gender equality plans and intersectionality

## Policy Advancements

Anna Knapińska & Aldona Tomczyńska,  
National Information Processing Institute, PL

Alexandra Bitušíková, Matej Bel University, SK

Maria Sequeira, Foundation for Science and  
Technology, PT



# **POLICY ADVANCEMENT**

Mapping the progress of Gender Equality Plans in Poland

Anna Knapińska & Aldona Tomczyńska

National Information Processing Institute, Poland

# WHERE WAS POLAND BEFORE THE HE GEP REQUIREMENT?

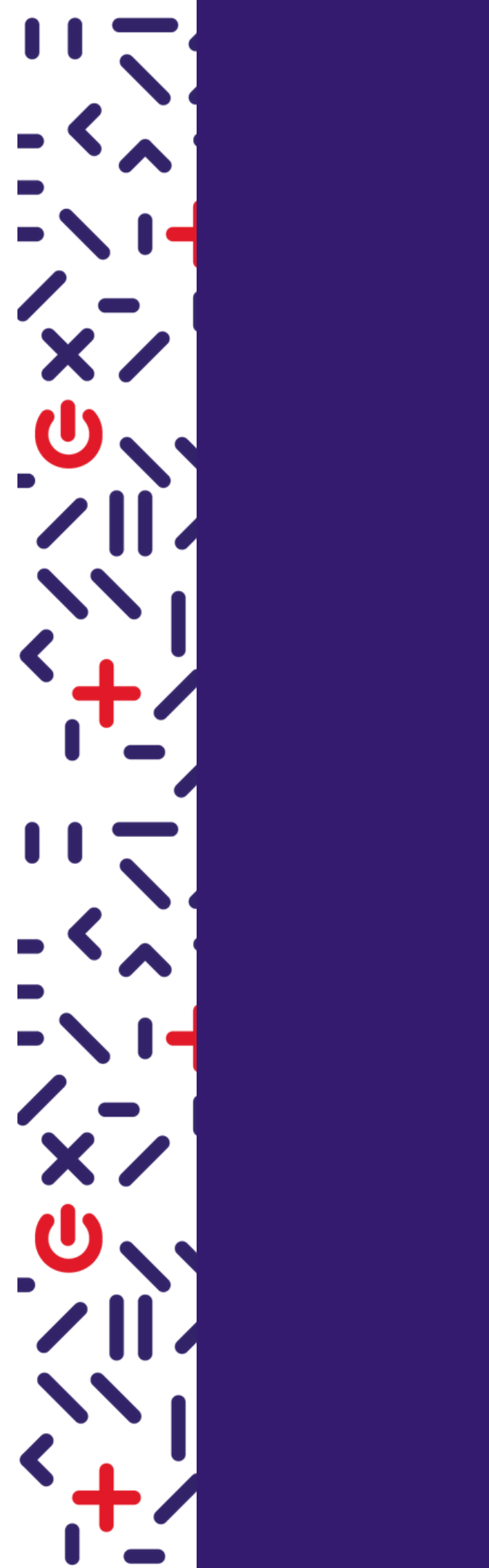
QUANTITY

1

NUMBER OF GEPs  
IN POLISH RPOs



The first GEP  
in Poland was introduced  
by the University of Warsaw  
in 2020



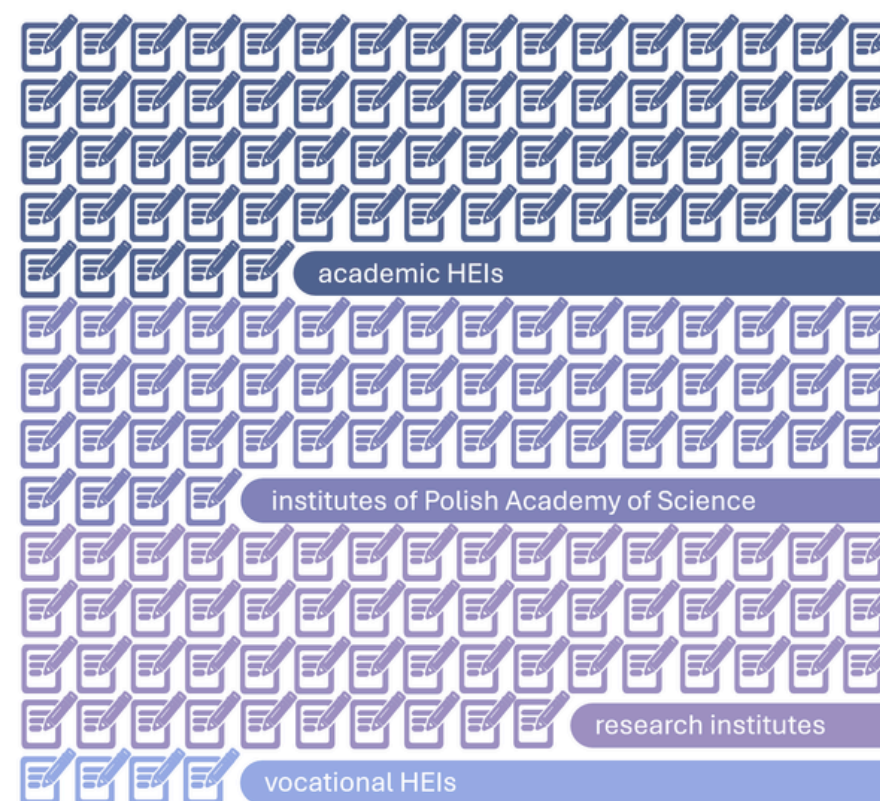


## WHERE IS POLAND NOW

QUANTITY

# 183

**NUMBER OF GEPs**  
IN POLISH RPOs



## 33% of all Polish RPOs

implemented GEPs  
after the HE GEP  
requirement was introduced

# BUT DOES QUANTITY EQUAL QUALITY?

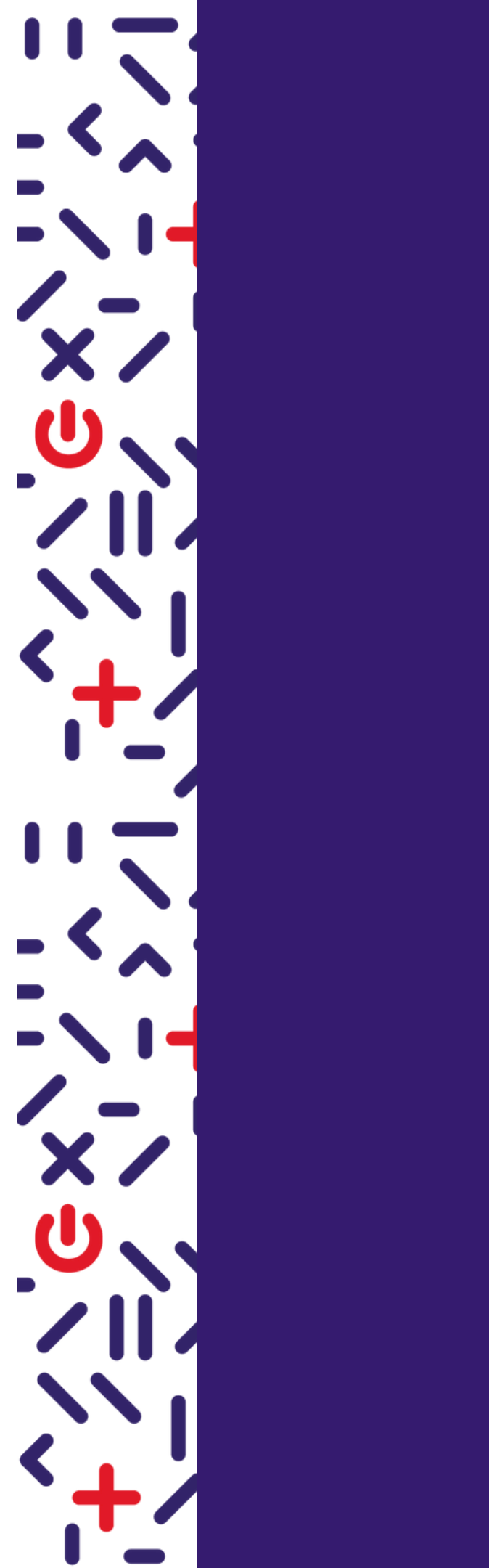
Do these plans **comply** with European Commission requirements?

Who is responsible for the implementation of GEPs, and are they **satisfied** with their roles?



What **actions** are being taken?

What **challenges** do they face, and what do they **expect**?



# POLICY SOLUTION

## STUDY

commissioned by the Polish Ministry of Science

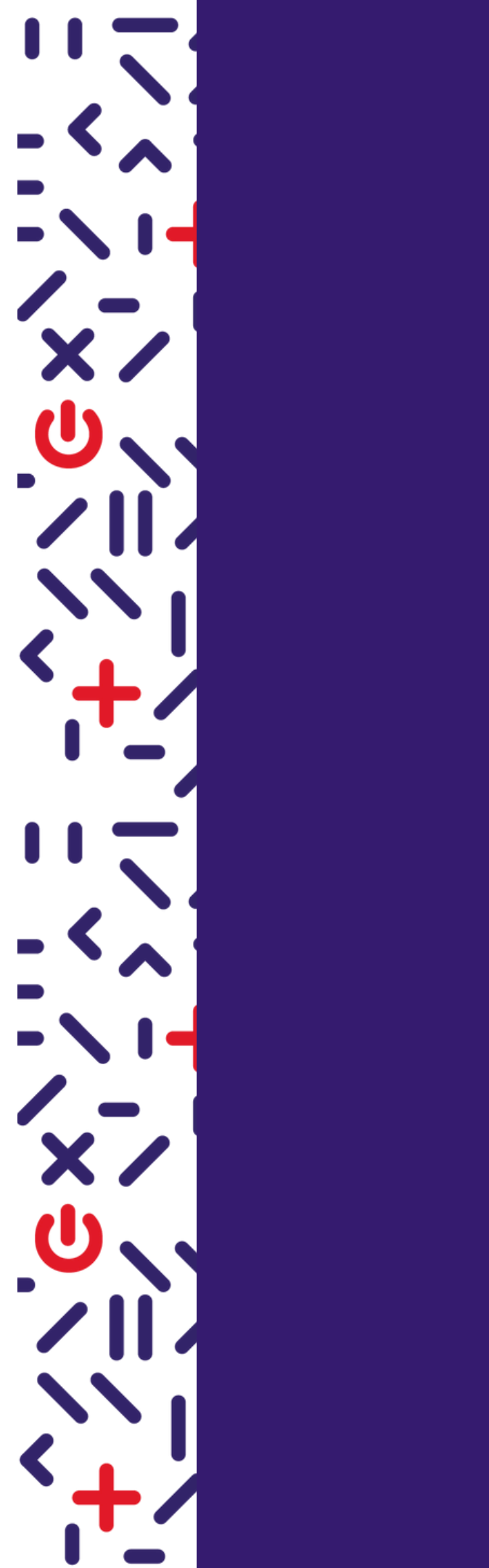
1. We analysed the **content** of the GEPs using a LLM
2. We **surveyed** institutions that had GEPs in place



75% response rate

## SOLUTION

**data-driven** report with **actionable** recommendations coming straight from **equality officers** in Polish RPOs



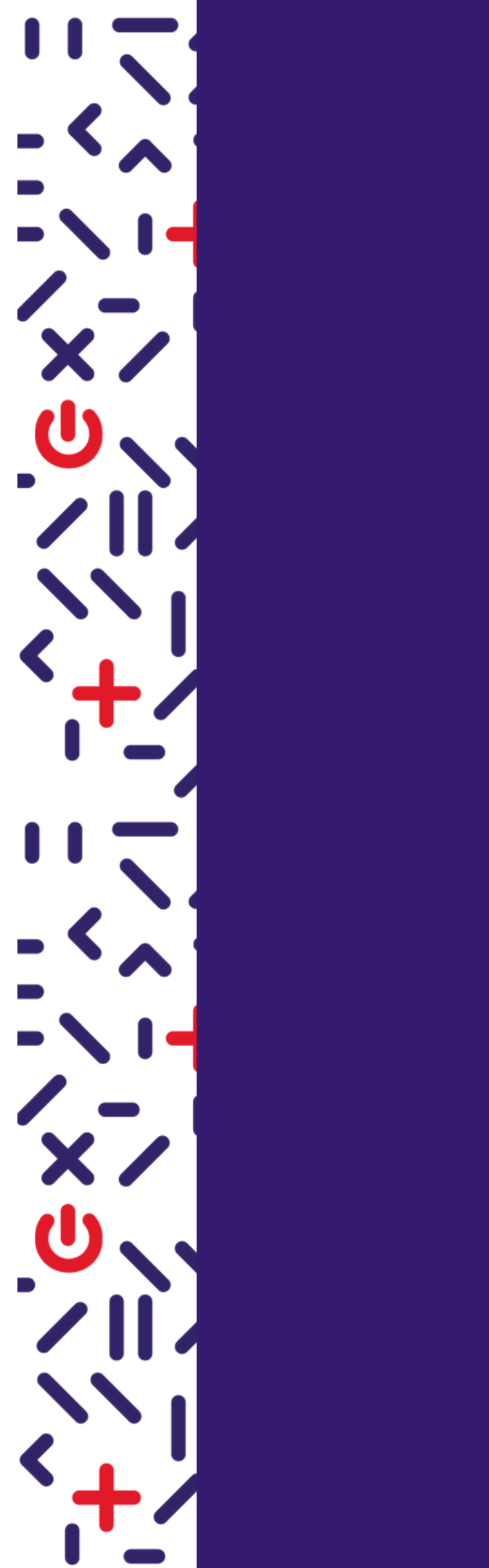
# IMPACT

## CHALLENGES

The **gender dimension** is misunderstood and is a low priority among respondents

**39%** of the GEPs analysed address gender dimension measures

**10%** of the respondents consider the issue to be important

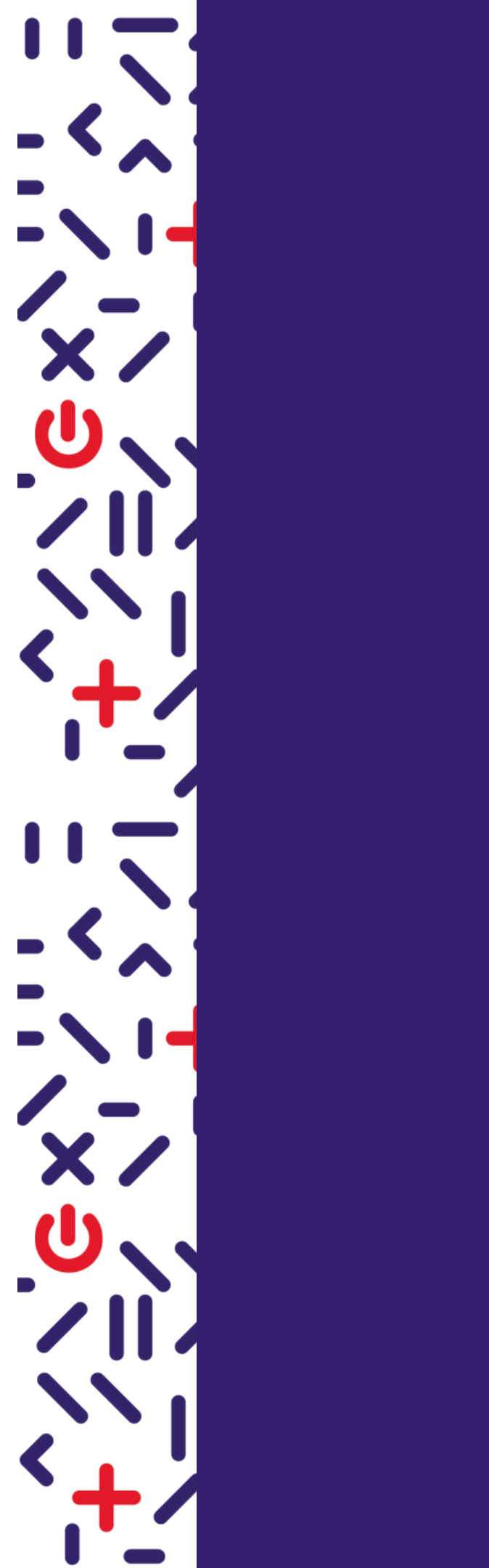


# IMPACT

## EXPECTATIONS & RECOMMENDATIONS to the Ministry of Science



**71%**  
of the respondents expect  
**a national strategy**  
on gender equality  
for science to be established



# IMPACT

1

GEP in 2020

moderate

gender equality effort

QUANTITY

policy advancement

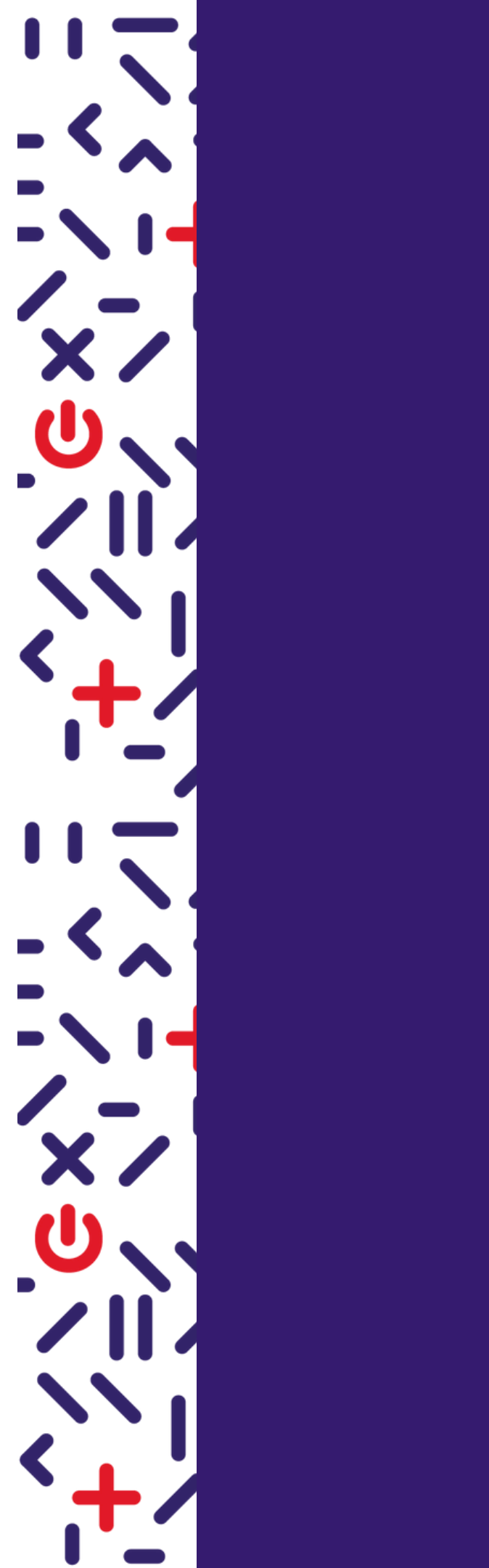
QUALITY

183

GEPs in 2024

substantive

gender equality effort



**WHAT NOW?**

**NOW IT'S YOUR TURN**



**QUANTITY**



use our  
algorithms & questionnaire

**QUALITY**



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# **POLICY ADVANCEMENT**

Small steps, small advancements, big hopes: The case of Slovakia

Alexandra Bitušíková

Matej Bel University in Banská Bystrica, Slovakia

# THE STATE-OF-THE-ART ON GENDER EQUALITY IN RESEARCH AND INNOVATION IN SLOVAKIA

## Key challenges:

- The current government largely resists gender-related topics, with gender equality scarcely mentioned in policies and strategies.
- The **Ministry of Education, Science, Development, and Youth** lacks dedicated staff and policies in this area. However, it does not actively oppose the agenda and allows institutions to develop their own strategies.

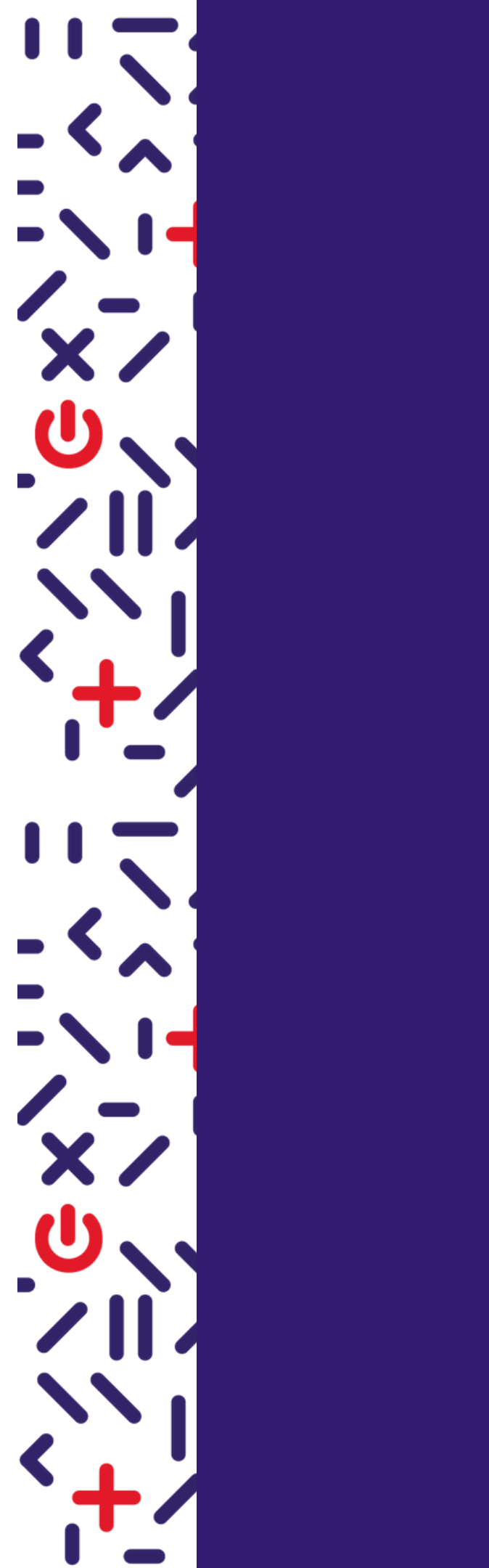
## Policy Solution (Post-2023 Parliamentary Elections)

- **Advancing Policy Change – GA+ Contribution**
  - Gender equality in R&I is primarily driven by a **bottom-up** approach, focusing on institutional strategies.
  - Key actions are led by the **Centre for Scientific and Technical Information (CSTI)**, an entity under the Ministry of Education and Science.
- **GENDERACTIONplus Contribution**
  - GA+ deliverables play a crucial role in shaping institutional and national strategies (D.6.1. –Benchmarking Analysis – monitoring of GEPs)



## ACHIEVEMENTS:

- The **GA+ team** and its collaborators focused on creating a **network** of institutional actors and stakeholders to promote gender equality in R&I and support the **implementation of GEPs**.
- To achieve this goal, **numerous online meetings** were held.
- On **January 27, 2025**, the first meeting of the **Community of Practice (CoP) on Gender Equality** took place, bringing together 30+ representatives from various academic and research institutions.
- **CoP members** demonstrated their **commitment** to fostering fruitful, long-term collaboration based on mutual support and trust.



## What next

- **Four annual meetings of the Community of Practice (CoP) on Gender Equality in R&I** – fostering cooperation and trust within the network.
- **Fair Academy Conference (May 2025)** – organized by **CSTI** in close collaboration with the **CoP**.
- **Networking with the newly established Slovak Association of Female Researchers and Innovators (SAVIA).**
- By building this **value-driven gender equality network**, we aim to **strengthen civil society in Slovakia and across Europe.**



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**GENDER  
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**fct**

Fundação  
para a Ciência  
e a Tecnologia

# **POLICY ADVANCEMENT**

**GEPs as a catalyst for Inclusive Gender Equality**

**Maria João Sequeira**

**Fundação para a Ciência e a Tecnologia - FCT**

# GEPS AS CATALYST FOR GE POLICY ADVANCEMENT

- **Problem Statement**

- Gender Equality did not have enough policy structure and visibility in FCT before 2022, despite already existing gender-sensitive initiatives

- **Policy Solution**

- FCT established an internal working group dedicated to gender equality, diversity and inclusion
- First FCT GEP 2022-2023: organisation-centred rationale, resulting in new internal guidelines and procedures, in updating codes, whistleblower mechanism, and staff training
- The new FCT GEP 2024-2026: is already on another level, with an EDI approach, integrating the intersectional concept and opening-up to the role of funding.

- **What next / Impact**

- Gender dimension in research content /inclusive gender analysis in R&I content
- NIP implementation, as defined within the GENDERACTIONplus



# GEPS AS CATALYST FOR GE POLICY ADVANCEMENT

## Expected Structural Outcomes

Implemented Zero-Tolerance Policy, systematic monitoring and proceeding with complaints

Stabilised GEPs and respective monitoring and better articulation with other policies

Increased commitment at the highest level and a structured policy for EDI

EDI policies extended from internal staff to the beneficiaries of FCT funding

Gender domain in research content / inclusive gender analysis in R&I content





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# The future of research assessment

## Policy Advancements

Emer Cahill, Irish Research Council, IE

Jana Dvořáčková, Technology Agency of the  
Czech Republic, CZ

Lydia González, Spanish Foundation for  
Science and Technology, ES



# Action Plan For the GEP

The finer details

Emer Cahill

Taighde Éireann - Research Ireland

# Action Plan For the GEP

The value of the GENDERACTIONplus engagement can be best seen in the multitude of smaller details that significantly improve the bigger picture

- **Policy Solutions**

- GBV Policy in the new agency
  - GENDERACTIONplus workshop in Milan helped demonstrate what is possible and how external actors can help strengthen the policy
- Targeted engagement with underserved communities
  - Workshop last November discussed bias and underserved communities, providing amazing learnings from other agencies
- AI is peer review currently banned
  - Discussions in GENDERACTIONplus RFO group feeding back into internal discussion on how to manage AI in a responsible yet realistic manner



# What next / Impact

## What next / Impact

- Additional measures to support awardees with disabilities
- Additional funding for leave, including sick leave
- Plans to expand the sex and/or gender dimension in research to include other elements of diversity
- Maintain international dialogue to keep gender and EDI on the agenda

[2024.]

*Research and Innovation Act 2024.*

[No. 15.] Pr.2 S.7

(b) purporting to be sealed with the official seal of the Agency authenticated in accordance with *subsection (3)*,

shall, unless the contrary is shown, be received in evidence and taken to be such an instrument without further proof.

### Objects of Agency

8. The Agency shall have regard to the following objects in performing its functions:

- (a) to promote the attainment and maintenance of excellence in the standard and quality of research and innovation undertaken;
- (b) to support the undertaking of research and innovation in all fields of activity and disciplines by researchers with different levels of knowledge, experience and specialist skills in such fields or disciplines;
- (c) to promote and support the contribution made by research and innovation to economic, social, cultural and environmental development and sustainability in the State;
- (d) to strengthen the engagement of the research and innovation system with—
  - (i) the Government, Ministers of the Government and bodies (whether statutory or otherwise) which are funded wholly or partly by public moneys, and
  - (ii) enterprise, non-governmental organisations, cultural institutions and society generally;
- (e) to promote and develop the reputation of the State internationally as a location that is favourable for undertaking research and innovation;
- (f) to advance the principles of equality, diversity and inclusion with regard to opportunities to undertake research and innovation and in the undertaking of that research and innovation.

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Czech Academy  
of Sciences

**GENDER  
ACTION+**

# National RFO Community of Practice

Jana Dvořáčková

Technology Agency of the Czech Republic  
Institute of Sociology of the Czech Academy of  
Sciences

# National RFO Community of Practice

- **Problem statement / gap addressed**
  - Limited activities of Czech RFOs to promote gender equality and inclusiveness among researchers and inclusive gender analysis in research, inconsistencies among their approaches → lack of understanding of the respective measures among researchers and evaluators, resistances, inconsistencies in the assessment of proposals
  - = **Barriers to achieving policy objectives**
- **Policy solution**
  - Creation of the Czech RFO CoP to discuss existing policies and measures of other RFOs (described in GENDERACTIONplus benchmarking analyses or policy briefs), to share experiences among Czech RFOs and to support the harmonisation of approaches in the Czech Republic
- **What next / Impact**
  - 3 meetings for RFOs organised so far (with 21 participants)
  - Sustainability of this activity (until 2030) ensured by a national project "Strategic Intelligence for Research and Innovation" supported by the Czech Ministry of Education, Youth and Sports





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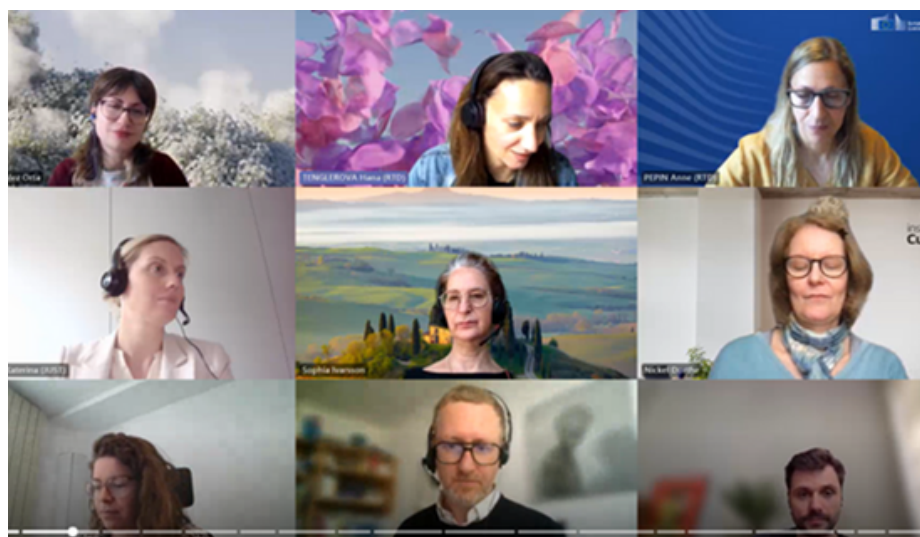
# FRAMEWORK FOR THE INTEGRATION AND EVALUATION OF AN INCLUSIVE GENDER ANALYSIS IN RESEARCH AND INNOVATION CONTENT

**AN OUTPUT OF THE ERA FORUM SUBGROUP ON INCLUSIVE GENDER EQUALITY**

## A DEDICATED TASK FORCE FOR POLICY COORDINATION ADVANCEMENT

The need at ERA coordination level:

- Guidance to national authorities and RFOs
- Common principles for the integration and evaluation of the sex/gender analysis
- Renewal and adaptation to the policy context: intersectionality and new challenges



## ERA ACTION 5 (2022-24)

*“Promote gender Equality and Foster inclusiveness, taking note of the Ljubljana Declaration”:  
Develop principles for the integration and evaluation of the **gender perspective in research and innovation content** in cooperation with national RFOs*



## KEY POLICY ADVANCEMENTS

### INCLUSIVENESS PERSPECTIVE



Sex/gender analysis in the content of research and innovation throughout the whole R&I project and the whole R&I funding process



Intersectional factors of inequality that may be intersecting with sex/gender in the object of study



Including diverse target groups and end-users in co-creation methods and innovation projects and engaging diverse patients in health research

### A FRAMEWORK FOR RFOs



**QUANTITATIVE INDICATOR**  
Proportion of applicants acknowledging relevance of inclusive gender aspects in the content of their project proposal



**QUALITATIVE INDICATOR**  
Quality of inclusive gender analysis

#### OBJECTIVE

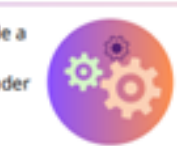
Monitor the proportion of applicants who identify whether inclusive and gender aspects are relevant to their project.



Evaluate the quality of the inclusive gender analysis provided by applicants who answer “yes” to the relevance question.

#### MECHANISM

Proposal templates should include a mandatory question asking applicants about the inclusive gender analysis of their research and innovation proposal.



Applicants who acknowledge relevance must provide a motivation and analysis detailing how sex and gender considerations impact their research design, methods, and outcomes.



**NATIONAL MANDATE FROM A WHOLE SECTOR APPROACH**

**GENDER ACTION+**

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# Thank you for your attention!

## GENDERACTIONplus

 [genderaction.eu](https://genderaction.eu)

 <https://www.youtube.com/@genderactionplus>

 <https://www.linkedin.com/company/genderactionplus/>



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