

WEBINAR

STARTING YOUR CAREER IN HERITAGE SCIENCE AT ISPC-CNR:
MARIE SKŁODOVSKA-CURIE ACTIONS POST-DOCTORAL FELLOWSHIPS

MONDAY 30TH MAY 2022



**Gender equality in EU R&I projects:
policy frame and reference tools**

Lucio Pisacane



Gender mainstreaming is a long-standing feature of EU R&I policy

- Gender equality is a fundamental value of the EU and a universal human right
- Gender equality improves working environments and talent recruitment and retention
- Improving gender equality results in boosting the quality/efficiency of the EU research and innovation
- Gender perspective in research design increases the relevance and societal impact



Policy and legal frame

- Strengthened crosscutting priority in Horizon Europe
- Political Priority for the European Commission:
Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’
- Renewed ERA policy priority: **Council Conclusions on the New ERA (1 Dec. 2020)**, and Commission’s **Communication on a new ERA for Research and Innovation (30 Sept. 2020)**, **Ljubljana Declaration on Gender Equality in Research and Innovation (2021)**
- Support to the implementation of Gender Equality Plans (GEPs) for over a decade: through FP7 and Horizon 2020, over 200 organisations supported through 30 GEP-implementing projects



Two dimension of Gender Equality in MSCA proposal

- Gender equality organizational measures in the host organization
 - Get to know your host gender equality strategy
 - Make sure you have a look to your host Gender Equality Plan
 - Find a potential link/connection between your proposal and the gender equality strategy of your host: you can contribute to make the difference!
- Gender equality in research design and contents
 - Excellence section, Soundness of the proposed methodology including interdisciplinary approaches, consideration of the gender dimension and other diversity aspects



Gender equality Plans in EU funded projects

- From calls with deadlines in 2022 onwards applicants that are public bodies, research organisations or higher education institutions established in a Member State or Associated Countries must have a **Gender Equality Plan in place**, fulfilling mandatory process-related requirements
- A self-declaration will be requested at proposal stage (for all categories of participants)



What is a Gender Equality Plan?

- A GEP is a set of actions that aim to promote gender equality through institutional and cultural change
- All organisations are different and a GEP should reflect this
- A GEP should be linked to an organisation's mission, context and created with the input of its community.
- It should be a process that involves staff, students and stakeholders from all genders

Mandatory GEP process requirements



Public
document



Dedicated
resources



Data
collection
and
monitoring



Training
and
capacity
building



Part A, section 2

Application forms

[Table Of Contents](#)[Validate Form](#)[Save](#)[Save&Close](#)

Proposal ID

Acronym **Acronym is mandatory**

Short name

Gender Equality Plan

[?](#)

Does the organization have a Gender Equality Plan (GEP) covering the elements listed below?

 Yes No

Minimum requirements (building blocks) for a GEP

Public GEP: formal document published on the institution's website and signed by the top management, addressing the following issues:

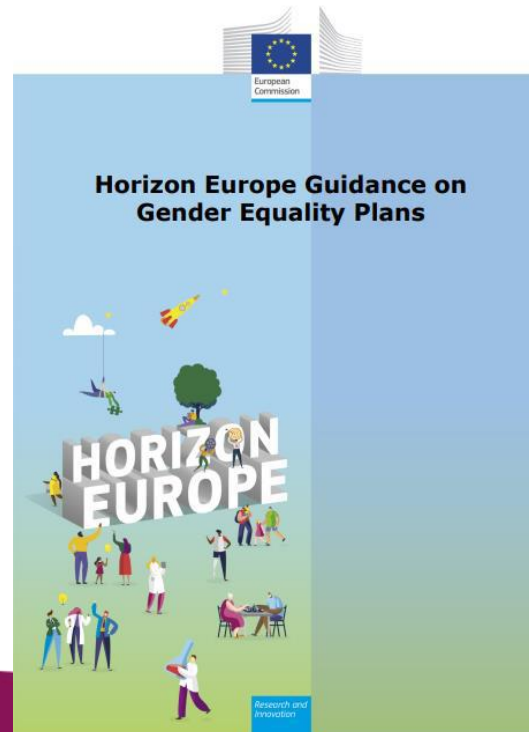
- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel and students and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.
- **Minimum areas** to be **covered** and addressed via concrete measures and targets:
 - o work-life balance and organisational culture;
 - o gender balance in leadership and decision-making;
 - o gender equality in recruitment and career progression;
 - o integration of the gender dimension into research and teaching content;
 - o measures against gender-based violence including sexual harassment.



Reference tools

Extensive knowledge and support on GEPs is already available:

- Horizon Europe Guidance On Gender Equality Plans
- The GEAR Tool
- Gender Academy
- Act project
- Gender action
- Granted
- Casper



Gender Equality in Academia and Research - GEAR tool



Making universities and research organisations equal for women and men

The Gender Equality in Academia and Research (GEAR) tool provides universities and research organisations with practical advice and tools through all stages of institutional change, from setting up a gender equality plan to evaluating its real impact.



Horizon Europe requirements: overview and guidance



GEP at CNR

- CNR recently adopted the GEP thanks to a dedicated working group and the EU funded project MINDtheGEPs
- The CNR Gender Equality Plan is now available in Italian and will be soon translated in English
- More info on gender equality policy at CNR:
- www.cnr.it
- www.mindthegeps.eu



THANK YOU

Lucio Pisacane

l.pisacane@irpps.cnr.it

