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## IS EVERYONE READY WITH THE GENDER EQUALITY PLAN?

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GEH MasterClass on Best Practices for Call Mechanisms

Vasia Madesi, Consultant at Yellow Window  
Thursday, 30 November 2023



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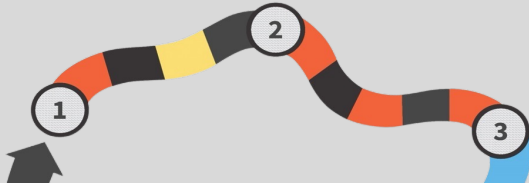
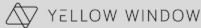
## YELLOW WINDOW EXPERTISE

- Development of the **UnisAFE toolkit** to support higher education institutions & research organisations in addressing **gender-based violence**
- Development of **GEAR Tool**
- Supporting partner in 5 **institutional change projects (GEPs)**: GEECCO, SUPERA, Gender-SMART, GEARING-Roles, AGRIGEP
- Extensive **training experience**: In 2009, Yellow Window developed (together with Engender and Genderatwork) the toolkit 'Gender in EU-funded Research'. In 2021, the GE Academy capacity-building material
- Partner in 3 **(horizontal) projects**: Scientific coordinator of Gender Equality Academy, CASPER (certification); UnisAFE (Gender-based Violence)

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## ROADMAP TO GENDER EQUALITY PLANS (GEPs)

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## ELIGIBILITY CRITERION

### Gender Equality Plan

Participants that are **public bodies, research organisations or higher education institutions\*** established in a Member State or Associated Country **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)
- Included in the entity validation process (based on self-declaration)

\* Private-for-profit entities (incl. SMEs), NGOs, CSOs, as well any type of organisations from non-associated third countries, are exempted for the criterion




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### MANDATORY GEP PROCESS REQUIREMENTS




**Public document**

- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution




**Dedicated resources**

- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality




**Data collection and monitoring**

- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes




**Training and capacity building**

- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics




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### RECOMMENDED GEP CONTENT AREAS




Work-life balance and organisational culture




Gender balance in leadership and decision-making



Gender equality in recruitment and career progression




Integrating the gender dimension into research and teaching content




Measures against gender-based violence, including sexual harassment

**Essential factors for gender equality in R&I**




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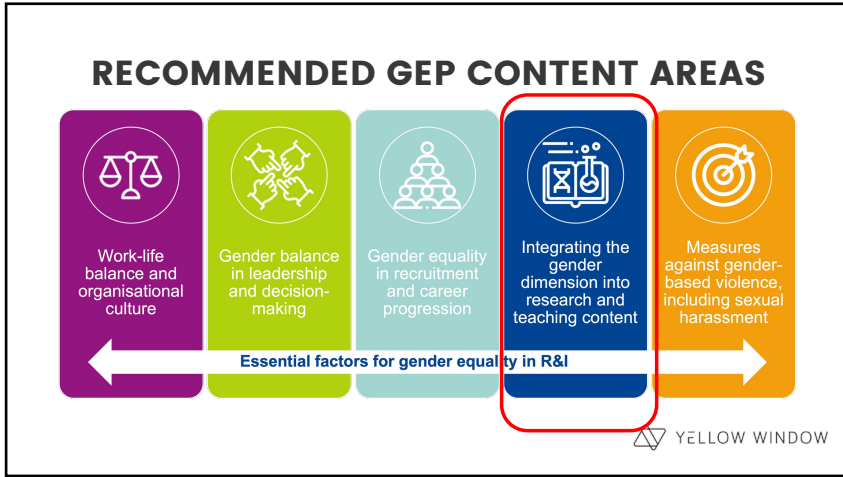


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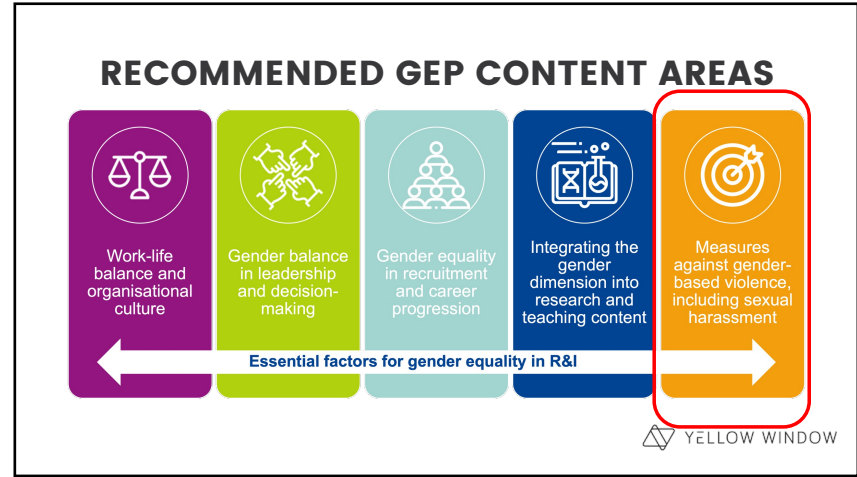
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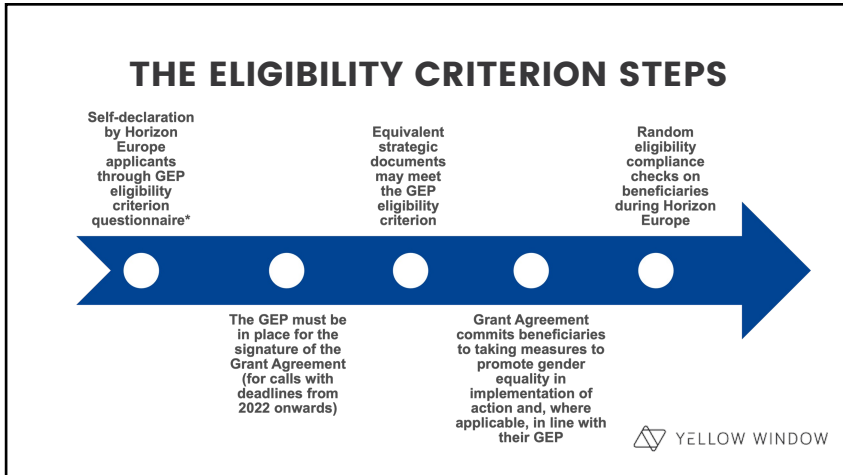
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## GENDER EQUALITY PLANS

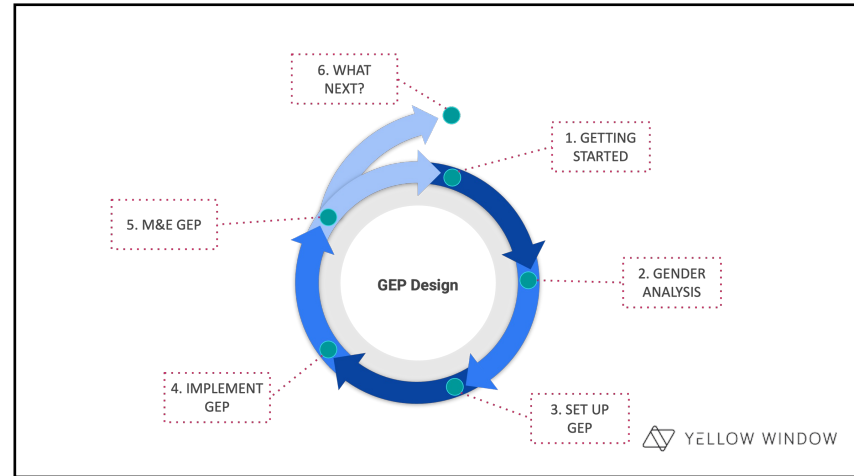
- ✓ GEP is not an aim in itself, but should be understood as a process
- ✓ It should engage with both **formal and informal ways** of the organisational functioning within an institution
- ✓ It includes **a set of actions** with different degrees of complexity. Its scope can vary depending on the organisation

A gender equality plan is **NOT**:

- The mere adoption of general objectives fostering GE
- A broader strategy or plan including a gender dimension among others (e.g. a diversity or anti-discrimination plan)

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## SUPPORTING GEP PRACTICE

**The GEAR Tool**  
Gender Equality in  
Academia and  
Research

The GEAR tool: a step-by-step online guidance for implementing GEPs, including e.g.:

- Action toolbox: key themes to consider in a GEP
- Concrete examples of good practices, building on GEP projects
- Who is involved in GEPs
- Legislative and policy backgrounds in each Member State

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## MAIN GENERAL TIPS: SUCCESS FACTORS


- ✓ A comprehensive legal and policy setting
- ✓ Support and formal commitment from top management
- ✓ Top-down & Bottom-up approach
- ✓ Well-equipped supporting structures
- ✓ Community members' engagement
- ✓ Sufficient funding
- ✓ Identify and manage resistances

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## GEP EXAMPLES


SUPERA GEPS




GEARING-Roles GEPS



Gender-SMART GEPS




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## USEFUL LINKS AND RESOURCES

- Infosheet about gender equality commitments in Horizon Europe: [link here](#).
- GEAR (Gender Equality in Academia and Research) Tool: [link here](#).
- Gendered Innovations : How inclusive analysis contributes to research and innovation [Policy Review Report](#) and [Factsheet](#)
- EC, [She Figures 2021](#)
- [Repository](#) of EU documents regarding Gender and Science
- SUPERA project Toolkit: Resistances to structural change in gender equality. Available [here](#)
- SUPERA project Participatory technique cards, Available [here](#).
- GE Academy (Gender Equality Academy) Capacity building sessions: [link here](#).
- GEECCO (Gender Equality in Engineering through Communication and Commitment) tutorials on GEP Evaluation & Monitoring: [link here](#).


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## USEFUL LINKS AND RESOURCES



Participatory approaches towards GEP design and implementation guide SUPERA Project 2022  
Available, [here](#)



Gender Equality Plan template SUPERA Project 2022  
Available, [here](#)

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# THANK YOU



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