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# UKRO Event: Gender Equality Plans in Horizon Europe

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# Structure of this presentation

- Main components of GEP requirement
- Resources for developing and implementing a GEP (CASPER; GEARING-Roles; PLOTINA; GE Academy; UniSAFE)
- Potential equivalences with existing plans/policies

# Gender Equality Plans as an eligibility criterion in Horizon Europe

From 2022 onwards, having a GEP will be an eligibility criterion for all public bodies, higher education institutions and research organisations wishing to participate in Horizon Europe, see [here](#) and [here](#)



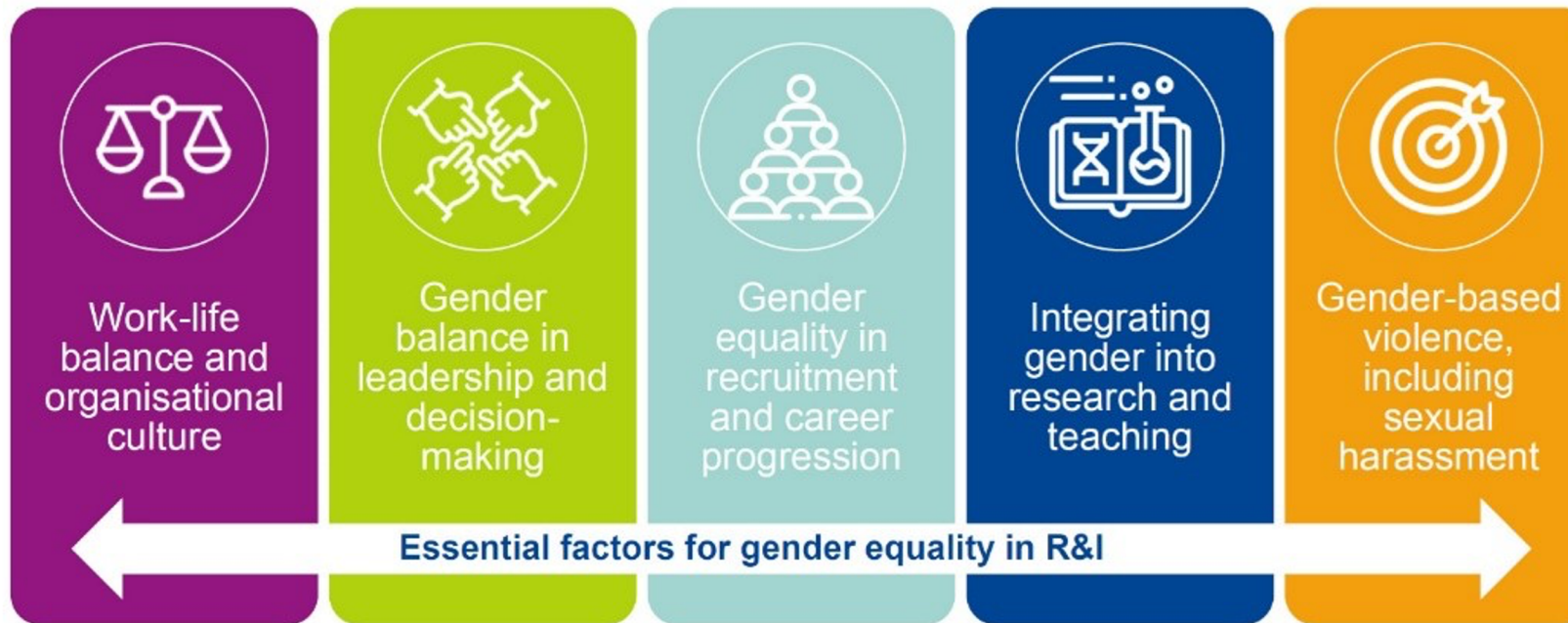
# GEP Building blocks – mandatory requirements





# GEP Recommended areas

## Recommended GEP content areas



# Resources for developing GEP

Gender equality and structural change projects

- PLOTINA
- GEARING-Roles
- UniSAFE
- CASPER



Certification-Award Systems to  
Promote Gender Equality in Research

# GEARING-Roles



- Consortium: 10 partners
- Design, implement, and evaluate 6 Gender Equality Plans (GEPs)
- Following the steps described in the GEAR tool (define, plan, act and check)
- Objective of challenging and transforming gender roles and identities linked to professional careers, and work towards real institutional change
- Careers, leadership, gender dimension in teaching

# Gender Equality Plans



Download summary



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<https://gearingroles.eu/gearing-roles/gender-equality-plans/>



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**UniSAFE**  
ENDING GENDER-BASED VIOLENCE

Welcome to the UniSAFE project

**Making universities and  
research organisations safe  
from gender-based violence**

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## UniSAFE overall aims



UniSAFE  
ENDING GENDER-BASED VIOLENCE

### Knowledge

To produce knowledge on the prevalence, determinants and consequences of gender-based violence in universities and research organisations, and to explain various forms of gender-based violence

### Tools

To translate this knowledge into operational tools for universities, research organisations and policy-makers

### Dissemination, Empowerment

To disseminate knowledge and empower universities and other research organisations to implement effective policies

# PLOTINA (Promoting gender balance and inclusion in research, innovation and training)



- Consortium: 10 partners, 6 RPOs, in UK, Italy, Turkey, Portugal, Slovenia, Spain
- Self-assessment, design, implementation and evaluation of GEP
- A library of 76 actions, good practices – inspiration
- key areas: leadership and decision making, recruitment and progression, work and personal life integration, sex/gender in research and teaching
- Browsed different criteria, by key area, by objectives, by RPO and by type of action

Do you want to share your own action? Submit it!

List of actions sorted by key areas

List of actions sorted by pursued objectives

Actions selected as good practices by each RPO partner

List of actions sorted by type of action

Complete list of actions



KA 1 The governance bodies, key actors and decision-makers [Show specific actions](#)



KA 2 Recruitment, career progression and retention [Show specific actions](#)



KA 3 Work and personal life integration [Show specific actions](#)



KA 4 Researchers and research: gender equality and sex and gender perspective [Show specific actions](#)



KA5 – Integration of sex and gender dimension in teaching curricula [Show specific actions](#)

<https://www.plotina.eu/plotina-list-of-actions/>



## Other useful resources - European projects

Gender Equality Academy: <https://ge-academy.eu/repository/>

ACT: <https://act-on-gender.eu>

SUPERA: <https://www.superaproject.eu>

GARCIA: <http://garciaproject.eu>

SAGE: <https://www.sage-growingequality.eu>

# CASPER Aim and objectives



Certification-Award Systems to  
Promote Gender Equality in Research

Aim: Examine the feasibility of establishing a European award or certification system

## Main objectives

- A. Map and assess existing award and certification systems; distil pre requisites
- B. Design three different award/certification scenarios and assess the feasibility of these scenarios plus a fourth no-action scenario
- C. Prepare the grounds for a successful roll-out of a European award/certification scheme



# Methodology and consultation

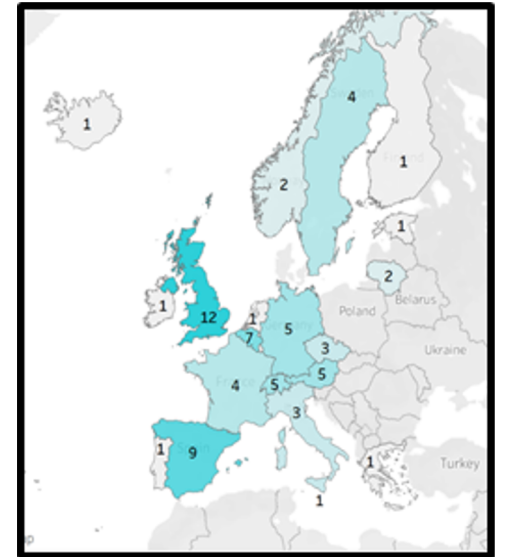
National researchers- 133 CAs mapped

Semi structured interviews + checklist (67 interviews, 74 participants

31 CAs) -Europe, Australia and US

Online forum and interviews with stakeholders for validation of scenarios

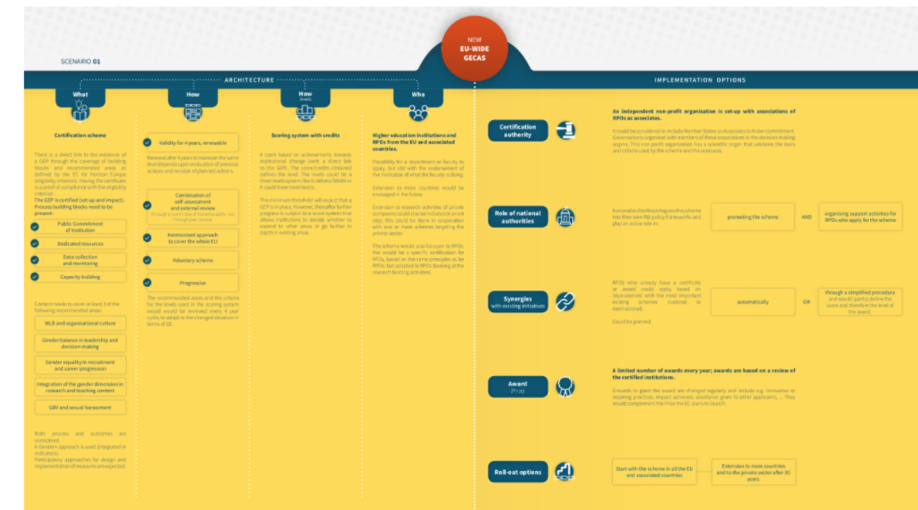
Walk-through with stakeholders to assess feasibility



# Development of three 'Concept Scenarios'

- New EU-wide GECAS (scenario 1)
- Gender Equality Strategy for Researchers (GES4R) (scenario 2)
- Europeanisation of a national GECAS – Athena SWAN – (scenario 3)

+ A fourth scenario where the EC would not take directly action, incentivising instead EU member states to set up their own gender equality certification/award systems



# CASPER-Equivalence

- CASPER coincided with announcement of eligibility criterion for GEP
- Benchmarking and stakeholders consultation to assess the equivalency of existing GECAS (Gender Equality Certification and Award Schemes) to the EC new Horizon Europe eligibility criterion.

## Equivalence exercise - 4 Steps (March 2022)

1. Preliminary validation - compatibility with requirements by pre-selected GECAS owners (focus on building blocks and recommended areas)
2. One-to-one semi-structured interviews with pre-selected GECAS owners
3. Participatory workshops with GECAS owners to promote exchange, inform the process of integrating the GECAS to the Horizon Europe eligibility criterion
4. Final validation by external experts of the selected GECAS as potentially equivalent to the Horizon Europe requirement

# Equivalence with Athena Swan UK - building blocks

- (1) Not mandatory but strongly encouraged
- (2) Charter principle + section about recognition and reward of EDI work
- (3) Disaggregated data required - annual reporting not required but implicitly done but applicants collect and monitor data annually
- (4) Not required explicitly but most if not all GEPs seem to have such activities (in alignment with specific principles 2,3,5 of the Transformed Athena Swan Charter)

## **PUBLICATION**

a formal document published on the institution's website and signed by the top management.

1

## **DEDICATED RESOURCES**

a commitment of resources and expertise in gender equality to implement the plan.

2

## **DATA COLLECTION & MONITORING**

sex/gender-disaggregated data on personnel (and students, for the establishments concerned) and annual reporting based on indicators.

3

## **TRAINING**

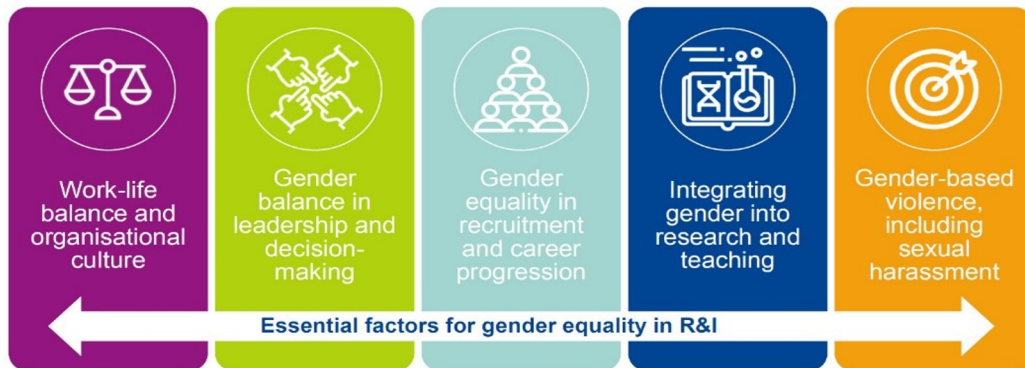
awareness-raising/ training on gender equality and unconscious gender biases for staff and decision-makers.

4

# Equivalence with Athena Swan UK - recommended areas

- Covers the first three areas explicitly (assessed as part of evaluation criteria)
- Integrating gender in research and teaching (not explicit requirement but could be key priority - up to applicant)
- Gender based violence (principle 3; evaluation of culture including questions about bullying/harassment)

## Recommended GEP content areas





# Important considerations

Equivalencies with existing GECAS are not finalised yet - remains to be seen how the EC would manage this feature

UK HEIs have already a lot in place due to Athena Swan which seems to cover many/most requirements

HEIs could be more proactive in addressing the requirements - e.g. make public the document, provide evidence of annual reporting, explicit actions on GBV and gender in research/teaching (many benefits)

Athena Swan UK could also make some of these requirements more explicit in the future (Athena Swan Ireland example)

# To sum up

- Tendency for eligibility criterion to become box ticking
- But also space for meaningful work on gender equality, more engagement with staff/students that might not have been involved with gender equality work
  - Benefits for researchers /teachers who do not consider sex/gender as relevant/important in their work
  - Benefits for improving the wider workplace environment
- Watch the European space - a lot of momentum and drive on gender equality work

# References and links

Europeanisation of a national GECAS – Athena SWAN – Concept Scenario 3

<https://www.caspergender.eu/blog/europeanisation-national-gecas-athena-swan-concept-scenario-3>

European Commission – Gender equality in research and innovation -

[https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation\\_en#gender-equality-plans-as-an-eligibility-criterion-in-horizon-europe](https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation_en#gender-equality-plans-as-an-eligibility-criterion-in-horizon-europe)

Gender Equality Strategy for Researchers (GES4R) – Concept Scenario 2

<https://www.caspergender.eu/blog/gender-equality-strategy-researchers-ges4r-concept-scenario-2>

New EU-wide GECAS – Concept Scenario 1 <https://www.caspergender.eu/blog/new-eu-wide-gecas-concept-scenario-1>

Tzanakou, C., Chilcott, S., Clayton-Hathway, K. and Humbert, A. L. (2020) – Key prerequisites for a Europe-wide gender equality scheme - <https://zenodo.org/record/4428168#.YNMZfkVKiUk>