



# HORIZON 2020

## SCIENCE WITH AND FOR SOCIETY

*SwafS-09-2018-2019 – Supporting  
research organisations to implement  
gender equality plans (CSA)*

***Policy briefing***



*Disclaimer: This policy briefing, based on the Work Programme topic description, is intended to guide applicants and experts but is not a legal reference in itself.*



Within the European Research Area:  
Gender equality is one of the key priorities!

Member States are invited to :

- Create the appropriate legal and policy environment; provide incentives, designed national action plans with concrete actions to advance gender equality

Research performing and funding organisations are invited:

- To implement institutional changes through Gender Equality Plans GEPs

European Commission :

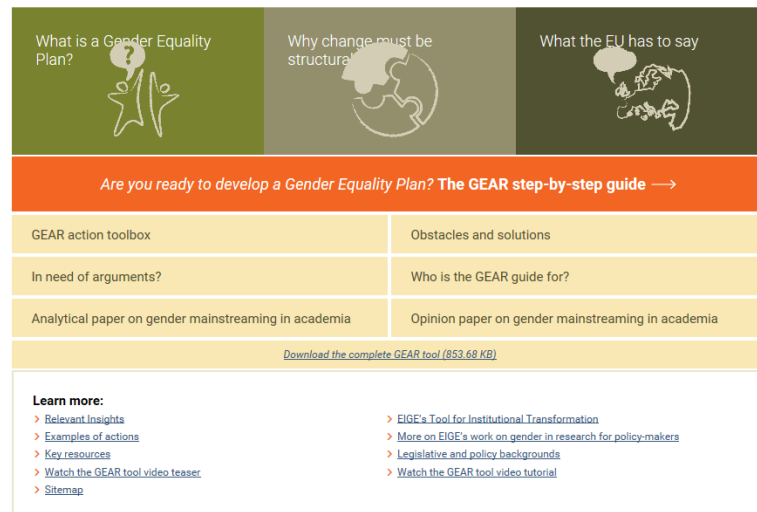
- Provides funding through Horizon 2020 to research organisations for the implementation of GEPs and provides possibilities of funding for the gender dimension

## Background: SwafS-09-2018-2019: Supporting research organisations to implement gender equality plans

- funding for GEPs so far (2011-2016): €39.000.000
- 113 research organisations and universities in 17 projects
- Resources with state of the art knowledge:

### Gender Equality in Academia and Research - GEAR tool

*Making a Gender Equality Plan*



The screenshot shows the GEAR tool website layout. At the top, there are three panels: 'What is a Gender Equality Plan?' with a question mark icon, 'Why change must be structural' with a brain icon, and 'What the EU has to say' with a globe icon. Below these is an orange banner with the text 'Are you ready to develop a Gender Equality Plan? The GEAR step-by-step guide →'. Underneath is a table with two columns: 'GEAR action toolbox' and 'Obstacles and solutions'. The table contains four rows of links. Below the table is a link to 'Download the complete GEAR tool (853.68 KB)'. At the bottom, there is a 'Learn more:' section with two columns of links.

GEAR action toolbox	Obstacles and solutions
In need of arguments?	Who is the GEAR guide for?
Analytical paper on gender mainstreaming in academia	Opinion paper on gender mainstreaming in academia

[Download the complete GEAR tool \(853.68 KB\)](#)

**Learn more:**

- > [Relevant Insights](#)
- > [Examples of actions](#)
- > [Key resources](#)
- > [Watch the GEAR tool video teaser](#)
- > [Sitemap](#)
- > [EIGE's Tool for Institutional Transformation](#)
- > [More on EIGE's work on gender in research for policy-makers](#)
- > [Legislative and policy backgrounds](#)
- > [Watch the GEAR tool video tutorial](#)

**GenPORT**  
The world's best resources on gender and science

GenPort is the online community  
of practioners for sharing knowledge  
and inspire collaboration.

[www.genderportal.eu](http://www.genderportal.eu)

<http://eige.europa.eu/gender-mainstreaming/tools-methods/GEAR>



## **Requirements:** SwafS-09-2018-2019: Supporting research organisations to implement gender equality plans

- *It's about: IMPLEMENTATION of GEPs*
- *GEPs structure of at LEAST:*
  - *Conducting impact assessment/audits of procedures and practices to identify gender bias.*
  - *Implementing innovative strategies to correct any bias.*
  - *Setting targets and monitoring progress.*
- *Work to be done already for the proposal:*
  - *Explain the planned GEPs in the content of national provisions and national action plans*
  - *Explain previous steps already taken in the institution*
  - *Gather proof of long term commitment from highest management*
  - *Describe the role of middle management and relevant departments*
  - *Include a methodology for impartially evaluating the progress made*
- *Sustainability of the structural change process after the project has finished*
- *Partners must be at a starting /initial stage in the setting-up and implementation of GEPs*



**Impact:** SwafS-09-2018-2019: Supporting research organisations to implement gender equality plans

- *Increase in the participation of women in research and innovation and improvement of their careers prospects;*
  - *Improvement of gender balance in decision-making bodies in research organisations;*
  - *Inclusion, where relevant, of the gender dimension in research content and increase in the quality and societal relevance of produced knowledge, technologies and innovations.*
- *Relates to the three objectives for institutional change in ERA and H2020*