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:

**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