



Le linee guida per il Gender Equality Plan

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EU AFFAIRS
AND **PROJECTS**

Horizon Europe Gender

Regolamento che istituisce Horizon Europe, considerando 53 *«È opportuno che le attività sviluppate nell'ambito del programma mirino a eliminare i pregiudizi e le disparità di genere, a migliorare l'equilibrio tra vita professionale e vita privata e a promuovere la parità tra donne e uomini nel settore della R&I, compreso il principio della parità di retribuzione senza discriminazione fondata sul sesso, conformemente agli articoli 2 e 3 del trattato sull'Unione europea (TUE) e agli articoli 8 e 157 TFUE.»*

Regolamento che istituisce Horizon Europe, art. 7 *«(...) Il programma garantisce l'efficace promozione di pari opportunità per tutti e l'attuazione dell'integrazione di genere, compresa l'integrazione della dimensione di genere nei contenuti della R&I. Mira inoltre ad affrontare le cause dello squilibrio di genere. Si presta particolare attenzione a garantire, per quanto possibile, l'equilibrio di genere in seno ai comitati di valutazione e ad altri organismi consultivi pertinenti quali i comitati e i gruppi di esperti. (...)»*

Nuova condizione di eleggibilità in Horizon Europe

General Annexes Main WP 2021/2022 - lett. B «Eligibility»

“To be eligible, legal entities from Member States and Associated Countries that are public bodies, research organisations or higher education establishments (including private research organisations and higher education establishments) must have a gender equality plan, covering the following minimum process-related requirements

Approfondimenti sulla nuova condizione di eleggibilità → Guidelines Commissione europea

Gender Equality Plan

Nuovo requisito

...a chi è indirizzato?

Ogni ente pubblico, ente di ricerca (pubblico o privato) o istituto di istruzione superiore

In cosa consiste?

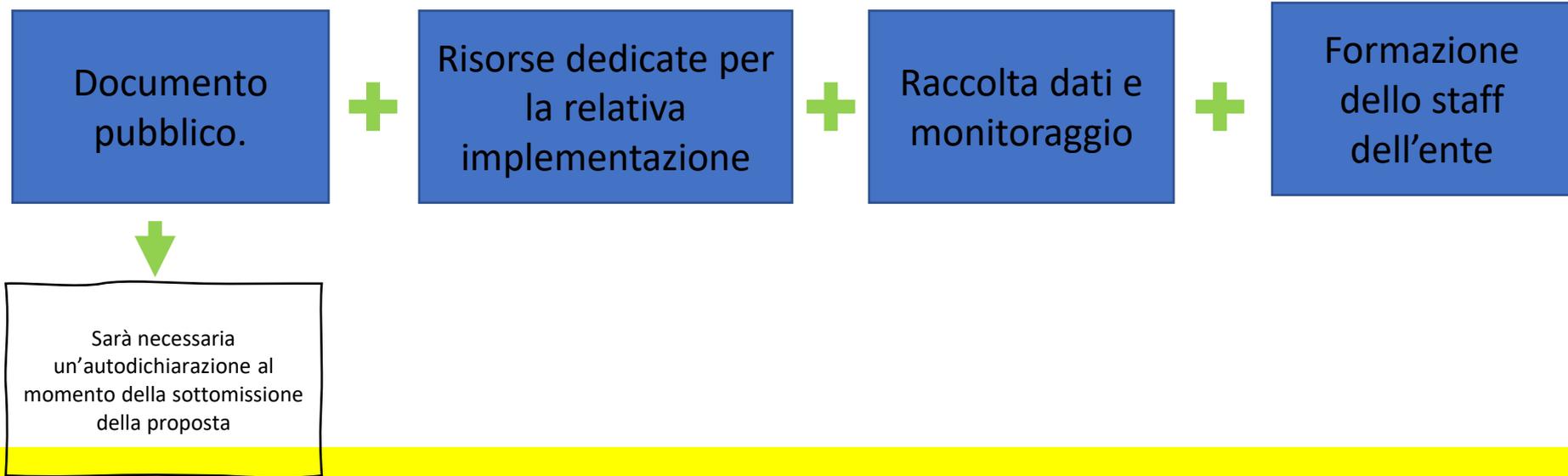
Documento pubblico



Sarà necessaria un'autodichiarazione al momento della sottomissione della proposta

Gender Equality Plan

Non solo GEP....



Submission and evaluation

Gender Equality Plan

Contenuti raccomandati

- ✓ **work-life balance and organisational culture** **Examples:** Parental leave policies, flexible work-time arrangements.
 - ✓ **gender balance in leadership and decision-making** **Examples:** Introducing gender quotas for evaluation panels or decision making bodies.
 - ✓ **gender equality in recruitment and career progression** **Examples:** Unconscious bias training for HR managers, inclusive language for job vacancies, fair evaluation for employees.
- ✓ **integration of the gender dimension into research and teaching content** **Example:** Get inspiration from the case studies and methods developed by the EC “Gendered innovations” Expert Group
 - ✓ **measures against gender-based violence including sexual harassment** **Example:** Having in place a code of conduct or an intervention protocol in case of complaints.

Gender Equality Plan

Tempistiche

- A partire dal 2022

Come verrà implementato?

- Un'autodichiarazione sarà richiesta al momento della sottomissione della proposta (successivamente verrà incluso nel profilo dell'ente nel F&T Portal)
- Non dovrà essere inviato alcun documento alla Commissione
- Anche dei documenti equivalenti possono essere ritenuti adeguati
- Gender audit nel corso dell'implementazione del progetto

Gender Equality Plan Proposal template

Gender equality plan

Having a gender equality plan is an eligibility criterion for Public bodies, Higher education establishments and Research organisations from Member States and Associated Countries. Be aware that if the proposal is selected, having a Gender Equality Plan will be necessary before the grant agreement signature (applicable on calls with deadlines in 2022 and beyond).

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

Yes No

Minimum process-related requirements (building blocks) for a GEP

- **Publication:** formal document published on the institution's website and signed by the top management
- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel (and students for establishments concerned) and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.

Content-wise, recommended areas to be covered and addressed via concrete measures and targets are:

- 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.

Gender Equality Plan (GEP):

'yes/no' tick box question to be filled in by the HI contact person.

Only Public bodies, Higher education establishments and Research organisations must answer this question.

This answer will not affect the evaluation of the project.

In case the proposal is selected for funding, having a Gender Equality Plan (with minimum requirements) will be necessary before the grant signature.

Gender Equality Plan Grant Agreement Preparation

Gender equality plan (GEP) ✕

Do you have a gender equality plan? * Yes No

Please provide answers to all the questions below. This is an obligation for all types of organisations.
For the Gender Equality plan to be considered compliant you must be able to answer 'yes' to all the questions below.
Please note that for public bodies, research organisations, and higher and secondary education institutions the existence of a Gender Equality Plan is an eligibility criterion, meaning that without it an organisation of this type will not be allowed to submit a grant proposal.
This is a self-assessment and you are not required at this stage to upload the Gender Equality Plan document. The declaration will be considered an official statement and by selecting 'yes' you are formally confirming that your organisation has a gender equality plan and that this document is signed by senior management and available on the organisation's website.
Filling the questionnaire is based on self-assessment. You will not be required at this moment to upload the document, however your answers to the questions below will be considered as official statement; failure to provide the Gender Equality Plan if/when requested, may lead to exclusion from the list of successful applicants, or - in case of signed grant - may lead to grant termination and/or recoveries of amounts paid.
It must cover at least the following building blocks
Failure to provide the Gender Equality Plan if/when requested, may lead to exclusion from the list of successful applicants, or - in case of signed grant - may lead to grant termination and/or recoveries of amounts paid.

Public GEP: the GEP is a formal document published on the Institution's website and signed by the top management * Yes No :-)

Dedicated resources: commitment of resources and gender expertise to implement it * Yes No

Data collection and monitoring: sex/gender disaggregated data on personnel and students \nand annual reporting based on indicators * Yes No :-)

Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers * Yes No

Minimum areas to be covered and addressed via concrete measures and targets:

Work-life balance and organisational culture * Yes No

Gender balance in leadership and decision-making * Yes No

Gender equality in recruitment and career progression * Yes No

Integration of the gender dimension into research and/or teaching content * Yes No

Measures against gender-based violence including sexual harassment * Yes No

✕ Cancel ✓ OK

Declaring a Gender Equality Plan in participant register

- In the wizard that opens, you need to select yes to the first question: does your organization have a gender equality plan?
- Then you need to carefully read all the required criteria and answer the subsequent questions
- Failure to fulfil one of the required criteria (at least the top 4 ones) is equivalent to not having a gender equality plan-> the initial question (if you have a GEP) will be automatically set to 'No'.
- Please read all the relevant information and answer carefully; Failure to provide the Gender Equality Plan if/when requested, may lead to exclusion from the list of successful applicants, or - in case of signed grant - may lead to grant termination and/or recoveries of amounts paid.

Gender Equality Plan

Cosa succede a partire dal 2022?

Condizione di eleggibilità non applicabile nelle call con scadenza nel 2021. Troveremo la domanda all'interno in fase di GAP, ma la condizione di eleggibilità (possessione del GEP per alcune tipologie di enti) non sarà ancora applicabile



La condizione di eleggibilità trova applicazione per le call con scadenza nel 2022.

Gender Equality Plan

Cosa succede a partire dal 2022?

Il GEP deve essere adottato entro la firma del Grant Agreement.

“for calls with deadlines in 2022 and beyond, once a project proposal is selected for funding following evaluations, consortium partners concerned by the eligibility criterion will have until Grant Agreement signature to confirm they have a GEP in place.”

Link utili

- Guidelines

<https://apre.it/wp-content/uploads/2021/10/KI0221806ENN.pdf>

- FAQ

https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ec_rtd_gep-faqs.pdf

Grazie per l'attenzione!