



Towards an ERA free from Gender-Based Violence

UniSAFE Final Conference - Commitments addressing gender-based violence at international level
21 November 2023, University of Namur, Belgium

A photograph of a blue European Union flag with twelve gold stars, held up by two hands against a background of green trees. The flag is slightly wrinkled and appears to be in motion.

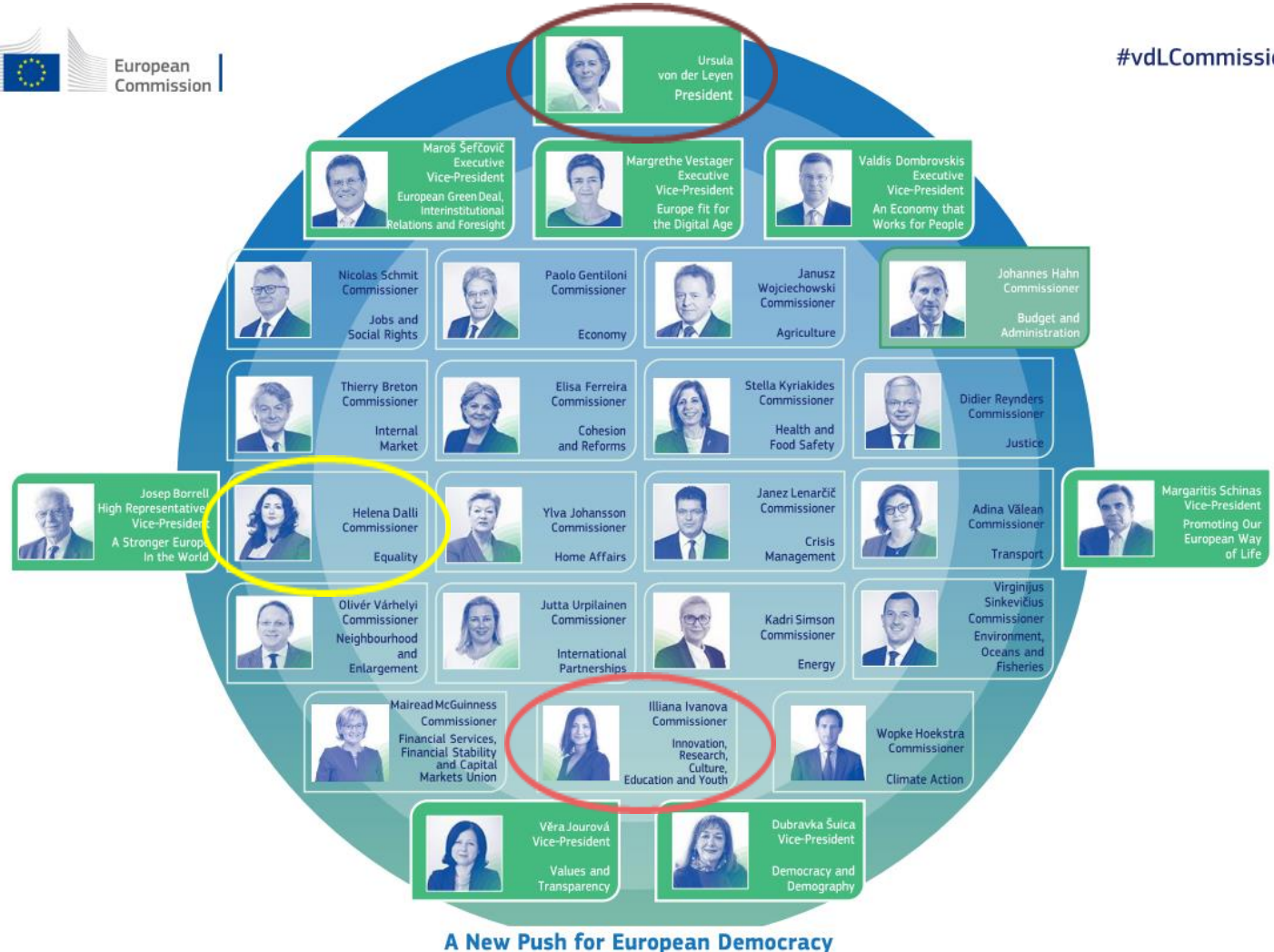
Anne PÉPIN
Gender Sector Team Leader
Unit D4-Democracy, Equality and Culture
DG Research & Innovation

HORIZON EUROPE

EU policy and legal context



Ursula von der Leyen's College of Commissioners



#vdLCommission

- Gender equality high on the agenda of the 2019-2024 UvdL Commission
 - 1st ever Commissioner for Equality (**Helena Dalli**)
 - Task Force on Equality
- **Iliana Ivanova**, Commissioner for Innovation, Research, Culture, Education and Youth (since mid-September 2023)
- **Marc Lemaître**, Director General DG RTD (since mid-February 2023)

A New Push for European Democracy



EC priority: Fostering a “Union of Equality”

Six Equality Strategies adopted

1. [Gender Equality Strategy 2020-2025](#) (05/03/2020)

1. Being free from violence and stereotypes

➤ **Ending gender-based violence**

“The EU will do all it can to prevent and combat gender-based violence, support and protect victims of such crimes, and hold perpetrators accountable for their abusive behaviour”.

➤ The Commission calls on the Member States to: *“(…) systematically collect and report data on gender-based violence;”*

• **R&I directly addressed: New measures to strengthen gender equality in Horizon Europe:**

➤ Possibility to request a **Gender Equality Plan** from applicants

➤ **Funding for gender and intersectional research** also made available

➤ An initiative to increase the number of women-led technology start-ups

EU priority: Combating Violence Against Women

- March 2022: The European Commission's Proposal for a [Directive on combating violence against women and domestic violence](#)
 - Third round of inter-institutional (trilogue) negotiations on 14 November 2023
- June-October 2023: [Accession of the EU to the Council of Europe's 'Istanbul Convention'](#)
- September 2023: [SOTEU UvdL](#): *"I know this house supports our proposal on combating violence against women. Here too, I would like that we cast into law another basic principle: No, means no. There can be no true equality without freedom from violence"*.
- October 2024: [EC Work Programme 2024](#): *"We also call on co-legislators to find agreement on the proposals for the Directive on combating violence against women and domestic violence, and the [victims' rights Directive](#)"*



EU Funding addressing GBV in Academia

- **Rights, Equality and Citizenship Programme 2014-2020 (DG JUST) – Daphne Strand**
 - [Project USVreact](#) (Universities Supporting Victims of Violence)
 - [Project ESHTE](#) (Ending Sexual Harassment and Violence in Third Level Education – It Stops Now)
- **ERASMUS+**
 - [Project PREVEX](#) (PLATEFORME DE FORMATION SUR LA PRÉVENTION DES ABUS ÉMOTIONNELS ET SEXUELS CHEZ LES JEUNES)
- **Horizon 2020 (2014-2020) – Science with and for Society (SwafS) Work Programme**
 - Initiatives on GBV in Gender Equality Plan (GEP) related projects, some of them featured in the EIGE-DG RTD [Gender Equality in Academia and Research \(GEAR\) tool](#)
 - She Figures 2021 report mentions gender-based violence + good practices from FR, IE
 - Research and Innovation Action (RIA) Topic [SwafS-25-2020 - Gender-based violence including sexual harassment in research organisations and universities](#)
 - ❖ [Project UniSAFE](#) (*started 1 February 2021, ending 31 January 2024*)



HORIZON EUROPE

THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

Gender equality: a strengthened crosscutting priority in Horizon Europe

- Article 7(6) and Recital 53 of [Framework Regulation](#)
- Articles 2(2)(e) and 6(3)(e) of the [Specific Programme](#)



Gender Equality Plan (GEP): **Eligibility Criterion**



Integration of the gender dimension in R&I content: **Award Criteria**



Gender balance: **Ranking Criteria** – for *ex aequo* proposals

Target of 50% women in Boards, Expert Groups, Evaluation Committees

+ Researchers can declare their gender along three categories: **woman, man, non-binary**



Eligibility Criterion

Gender Equality Plan (applicable from calls with deadlines in 2022 onwards)

Participants (as Beneficiaries and Affiliated Entities) that are **public bodies, research organisations or higher education establishments*** from a Member State or an Associated Country **must have a gender equality plan** in place, fulfilling **mandatory requirements**

- A self-declaration is requested at proposal stage – based on a GEP questionnaire in the [Participant Register](#) to be filled by the Legal Entity Appointed Representative (LEAR)
- Included in the legal entity validation process

* Private-for-profit entities (incl. SMEs), NGOs, CSOs, as well any types of organisations from non-associated third countries, are exempted for the criterion. [See legal categories definitions in the Funding & Tenders Portal](#)

Mandatory GEP process-related requirements



Public document

- Formal document
- Published on the institution's (public) website
- Signed by top management



Dedicated resources

- Commitment of resources and expertise in gender equality to implement the plan



Data collection and monitoring

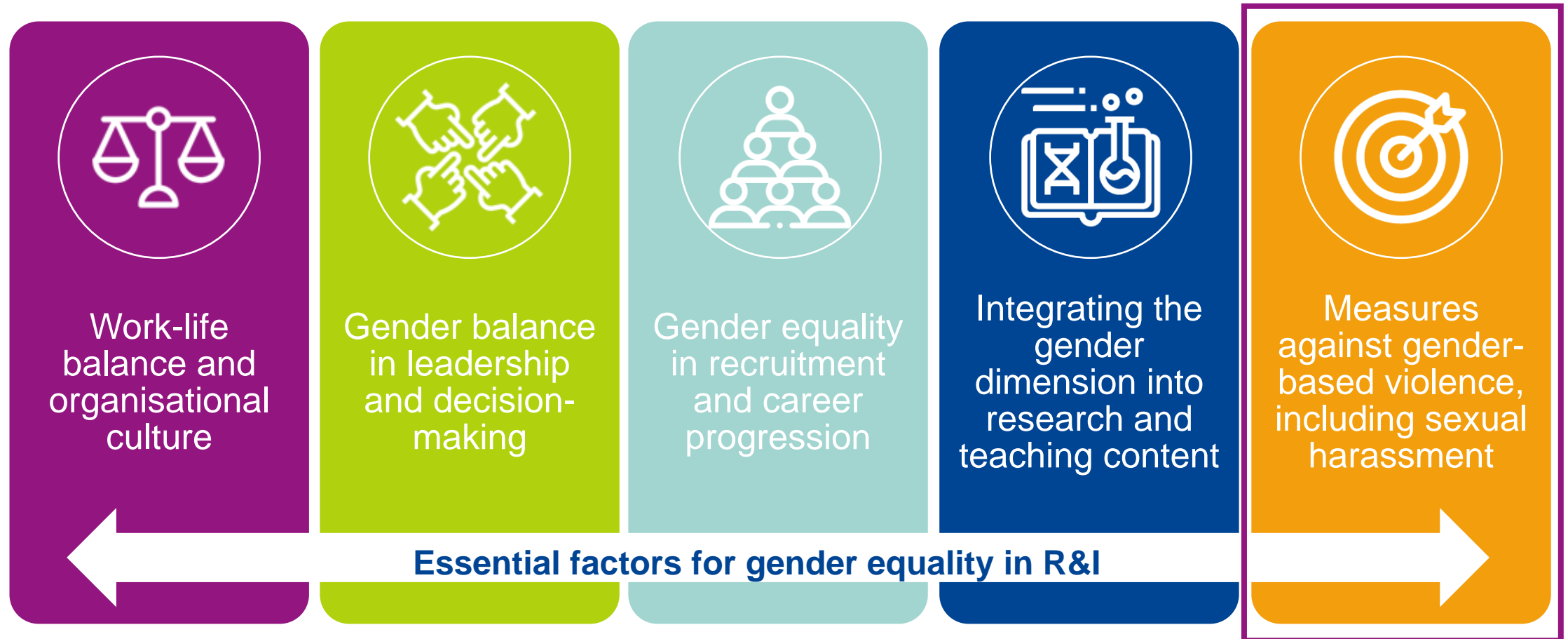
- Sex/gender disaggregated data on personnel (and students, for establishments concerned)
- Annual reporting based on indicators



Training

- Awareness raising/training on gender equality and unconscious gender biases
- For staff and decision-makers

Recommended GEP content areas



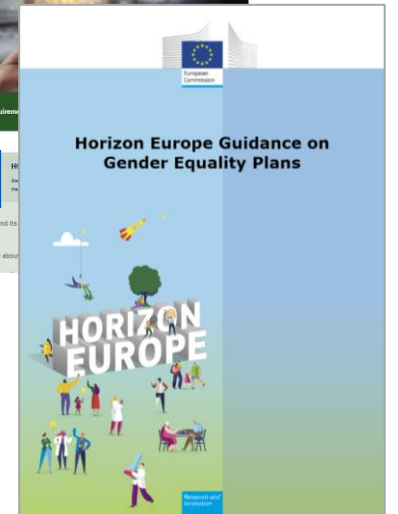


Supporting GEP practice and knowledge

- Dedicated (23/06/2022: [The Gender Equality Plan eligibility criterion in Horizon Europe: Who is concerned? How to comply with it?](https://eige.europa.eu/gender-mainstreaming))
- EIGE-RTD ([GEAR tool](#)) updated in Spring 2022
- **Pilot EU ‘knowledge & support facility on institutional change through GEPs’**
 - ✓ [Horizon Europe Guidance on Gender Equality Plans](#) (28/09/2021)
 - ✓ Online trainings to countries with higher amounts of organisations without GEP
 - ✓ Online mutual learning workshops, building on [European Universities Alliances](#)
- **Evaluation study** on the impact that EU and national policies and programmes supporting or imposing GEPs have had on gender equality in R&I across the ERA
 - [Policy Brief on Gender-Based Violence in R&I](#)
- Upcoming **EU Gender Equality Competence Facility** (open public procurement)



Gender Equality in Academia and Research - GEAR tool



European Commission's Communication 'A new ERA for Research & Innovation' 30 September 2020

Deepening the ERA: Gender Equality to strengthen the European R&I potential

*“There is also a need to address diversity by opening policy to intersections with other social categories, such as ethnicity, disability (including accessibility and inclusion) and sexual orientation, **as well as gender-based discrimination and violence in R&I organisations**⁵⁴ “.*

⁵⁴ Henning, M.A., Zhou, C., Adams, P., Moir, F., Hobson, J., Hallett, C. & Webster, C.S. 2017. Workplace harassment among staff in higher education: a systematic review. *Asia Pacific Education Review*, 18: 521–539

The Commission will:

12. Propose as of 2021, in line with the Horizon Europe programme objectives, the development of **inclusive gender equality plans** with Member States and stakeholders in order to promote EU gender equality in R&I

New European Research Area Policy Framework

Package adopted in the Competitiveness Council of 26 November 2021:

- The [Council Recommendation for a Pact for R&I in Europe](#) sets gender equality and inclusiveness as principle and value of the ERA
 - I Values and principles for research and innovation in the Union - Upholding Values – (c) Gender equality and equal opportunities for all : “(...) **combatting gender-based violence and harassment** and tackling gender bias; (...)’
 - II Priority areas for joint action in the Union - Deepening a truly functioning internal market for knowledge – (c) Gender equality, equal opportunities for all and inclusiveness : “(...) **counteract gender-based violence and sexual harassment**; (...)”

New European Research Area Policy Framework

Package adopted in the Competitiveness Council of 26 November 2021:

- [Council Conclusions on the future governance of the ERA of 26 November 2021](#)
 - New **governance** structure, in addition to ERAC ensuring strategic oversight:
 - **ERA Forum** (Commission Expert Group) for ERA Policy Agenda implementation
 - [ERA Policy Agenda](#) (2022-2024), annexed to the Council Conclusions, including **Action 5. Promote gender equality and foster inclusiveness, taking note of the [Ljubljana Declaration](#)**



ERA Policy Agenda Action 5 - Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration

Four interlinked outcome deliverables

1. Develop a policy coordination mechanism to support all aspects of gender equality through inclusive Gender Equality Plans and policies, and a dedicated EU network on their implementation

2. **Strategy to counteract gender-based violence including sexual harassment in the European R&I system** and to assure gender equality in working environments through institutional change in any research funding or performing organisation

3. A policy approach to strengthen gender equality, that addresses gender mainstreaming to advance the new ERA

4. Develop principles for the integration and evaluation of the gender perspective in research and innovation content in cooperation with national research funding organisations



ERA Action 5 subgroup

- **Creation of an ERA Forum subgroup for Action 5 implementation** (Kick-off 14 March 2023)
 - **Elected Member State Co-Chair:** Marcela Linková (CZ)
 - **Current nominations:**
 - **22 Member States :** AT, BE, BG, CY, CZ, DE, DK, EE, ES, FI, FR, HR, IE, LT, LU, LV, NL, PL, PT, SE, SI, SK
 - **3 Associated Countries :** GE, NO, IL
 - **14 Stakeholder umbrella organisations from 5 categories :**
 - Category 1 - Higher education instit.: AURORA, CESAER, Coimbra Group, EUA, EuroTech, The Guild, YERUN
 - Category 2 - Research performing organisations: EARTO, EASSH, EU-LIFE, G6
 - Category 4 - Individual Researchers & Innovators: Eurodoc
 - Category 6 - Academies of Science: ALLEA
 - Category 7 - Research funding organisations: Science Europe
- **Task Force on Gender-Based Violence** launched on 18 October 2023
- Experts from 6 MS & 1 AC (BE, CZ, ES, NO, SE, SL, SK) & 4 SHO (Eurodoc, AURORA, The Guild, EASSH)**

GBV in the ERA Action 5 : Ljubljana Declaration

- [The Ljubljana Declaration on GE in R&I](#) (26/11/2021)

Priorities: “(...) Address and counteract gender-based violence;(...)”

“**Gender-based violence**

Gender-based violence in higher education and research, including sexual harassment, is a serious and under-recognised issue with severe negative impacts on study and career outcomes in research and higher education. A cohesive infrastructure and procedures for preventing and tackling gender-based violence and harassment in academia in the Member States and other countries are missing.

There is a prominent lack of relevant policies, legislation/regulations, responsible authorities, gender-based violence/sexual harassment experts, gender-sensitive protocols and reporting procedures and up-to-date prevalence data. To this end, we welcome that gender-based violence is included as part of data collection practices for She Figures, and as a thematic area to be addressed in Gender Equality Plans. Furthermore, we recognise there is need for additional policy coordination and action from Research Funding Organisations, Research Performing Organisations and other relevant stakeholders in the European Research Area”



GBV in the ERA Action 5 Subgroup's Mandate – 3. Tasks

- (a) **Facilitate the exchange of experience and promote mutual learning** regarding all aspects of gender equality in research and innovation (R&I) organisations through inclusive Gender Equality Plans and policies;
- (b) Provide advice and support to the Commission to address policy challenges related to gender equality and inclusiveness in R&I, including as core tasks:
 - a. the development of an **EU baseline strategic document on gender-based violence in R&I, such as EU zero-tolerance code of conduct**, in line with other related EU initiatives; (...)
- (c) Facilitate coordination and cooperation on Action 5 among the Commission, the MS – and as appropriate, AC, **relevant third countries** and stakeholders – including through joint transnational activities;
- (d) Facilitate regular collection of sex- and/or gender-disaggregated data for the '**She Figures**' publication and, where possible, of inclusive gender equality indicators in the field of R&I, in collaboration with national statistical offices;
- (e) **Liaise with related projects and other actions** funded through Horizon 2020 and Horizon Europe, to build upon the knowledge, findings and activities;
- (f) **Liaise with national and European stakeholders and networks** on matters relating to gender equality plans and inclusive gender equality policies in R&I in Europe;
- (g) Interact closely with several other ERA Policy Agenda actions, including Action 3 on research assessment, **Action 4 on research careers**, Action 13 on universities, as well as Action 19 on the ERA monitoring mechanism, to ensure effective gender mainstreaming across the ERA.

Synergies on GBV with other ERA Actions 2022-2024

Action 4 (Research careers)

→ Commission's [proposal for a Council Recommendation on a new European framework for research careers](#) adopted on 13/07/2023, *now under discussion at the Council*

→ Annex II: new [Charter for Researchers](#) – (4) **Gender Equality**

“All stakeholders should foster gender balance in research teams, managerial, decision-making bodies, recruitment and promotion committees, and advisory groups. This also includes fostering the integration of the gender dimension in research, teaching and innovation content in order to improve the scientific quality, excellence, and societal relevance of the produced knowledge. **Gender Equality also aims at combating gender-based violence and sexual harassment.**

Gender Equality shall be understood from an intersectional perspective, where different systems of power between gender and other social categories and identities intersect and reinforce each other. Sustainable institutional changes, channelled through Gender Equality plans⁷ or similar, that allow for proper reporting of infringements, and include monitoring and evaluation systems, are adequate mechanisms to promote Gender Equality”.

⁷ See https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/genderequality/gender-equality-strategy_en and <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/whatgender-equality-plan-gep>



The ERA Action 5 GBV Task Force will build upon...

- **Horizon 2020 SwafS project UniSAFE**
- **ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI)**
[Policy Brief 'Mobilising to eradicate GBV and sexual harassment. A new impetus for gender equality in the ERA'](#)
[Sexual Harassment in the Research and Higher Education Sector: National Policies and Measures in EU MS and AC](#)
- **Horizon Europe WIDERA project GENDERACTIONplus**
[Benchmarking report on GBV and SH targeting national authorities and RFOs](#)
- **Horizon Europe WIDERA project INSPIRE – case studies**
- **Upcoming Horizon WIDERA Europe project GenderSAFE (1 March 2024 – 28 February 2027)**
[HORIZON-WIDERA-2023-ERA-01-09 - Policy support to facilitate the implementation of a zero-tolerance approach towards gender-based violence in the ERA](#)
- **CZ Presidency Conference Ending Gender-Based Violence in Academia, Nov. 2022 - Call for Action**
- **ES Presidency II Conference Ending Gender-Based Violence in Academia, Oct. 2022**

Gender Equality in R&I policy webpage

Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

PAGE CONTENTS

The Commission's gender equality strategy

Gender equality in Horizon Europe

Gender Equality Plans as an eligibility criterion in Horizon Europe

Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

She Figures monitoring report

Networks

Publications

Latest

Related links

The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework of directives, which apply widely across the labour market including:



EUROPEAN UNION #HorizonEU
GENDER EQUALITY PLANS (GEPs)
 Frequently Asked Questions
 May 2021



EUROPEAN COMMISSION
SHE FIGURES 2021
 Gender in Research and Innovation
 Statistics and Indicators

EU support to strengthen gender equality in STEM

The gender gap in STEM

When considering all fields of study, women outnumber men in tertiary education (ISCED levels 5-7), and there is almost gender balance among doctoral graduates (ISCED level 8), yet large gender gaps persist across specific fields of study, particularly in science, technology, engineering and mathematics (STEM). The She Figures 2021 report shows that less than a third of undergraduate students in science and engineering in the EU are women (31.4%), and while the proportion of women slightly increases across the graduates (38%), the gender gap levels increase with women holding PhD research positions (Grade A).

Proportion (%) of women and men in a typical academic career in science and engineering, students and academic staff | EU-27

Year	Women (%)	Men (%)
2018	32%	68%
2019	33%	67%
2020	34%	66%
2021	35%	65%

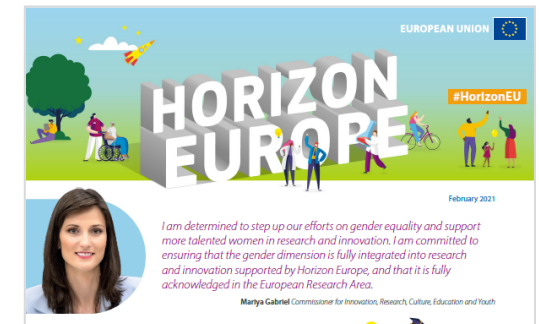
Source: She Figures 2021

The roadmap towards gender equality in STEM

The commitment of education and R&I stakeholders, as well as national authorities in EU Member States, is needed to strengthen women's participation in STEM. The European Strategy for Women and Gender Equality, adopted by the Commission in January 2022, sets the objective to address the underrepresentation of women in leadership of activities spanning across education and research policies.



EUROPEAN COMMISSION
Approaches to inclusive gender equality in research and innovation (R&I)



EUROPEAN UNION #HorizonEU
HORIZON EUROPE
 February 2021

I am determined to step up our efforts on gender equality and support more talented women in research and innovation. I am committed to ensuring that the gender dimension is fully integrated into research and innovation supported by Horizon Europe, and that it is fully acknowledged in the European Research Area.

Maryna Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth



GENDER EQUALITY
 A STRENGTHENED COMMITMENT IN HORIZON EUROPE

What is the challenge?

Despite progress achieved on gender equality in research and innovation under the [Horizon 2020](#) research and innovation programme, we still need better implementation of EU gender equality objectives by research and innovation organisations across the EU, notably:

- More women participating in research and innovation programmes
- Better integration of the gender dimension in the content of research and innovation projects
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation

The Commission is taking concrete steps to address these challenges through [Horizon Europe](#), in line with the Communication A New ERA for Research and Innovation and the new [Gender Equality Strategy 2020-2025](#).



DRIVE THE CHANGE

This prize will reward academic and/or research organisations with a Gender Equality Plan in the following 3 categories:

- Sustainable gender equality champions
- Newcomer gender equality champions
- Inclusive gender equality champions

APPLY NOW!

@EUScienceInnov
 #UnionOfEquality #GenderEquality #GEP

EU Award for Gender Equality Champions

https://research-and-innovation.ec.europa.eu/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en



Thank you for your attention!

For other questions and further information on gender equality provisions, please contact:
RTD-GENDERINRESEARCH@ec.europa.eu

#HorizonEU
<http://ec.europa.eu/horizon-europe>



© European Union 2021

Unless otherwise noted the reuse of this presentation is authorised under the [CC BY 4.0](https://creativecommons.org/licenses/by/4.0/) license. For any use or reproduction of elements that are not owned by the EU, permission may need to be sought directly from the respective right holders.

Image credits: © ivector #235536634, #249868181, #251163013, #266009682, #273480523, #362422833, #241215668, #244690530, #245719946, #251163053, #252508849, 2020. Source: Stock.Adobe.com. Icons © Flaticon – all rights reserved.