



Institute of Sociology
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gender & science

GENDER EQUALITY IN THE EUROPEAN RESEARCH AREA: BUILDING ALLIANCES, SHARING PRACTICES

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GENDER EQUALITY IN R&I

- **Institutional change through gender equality plans** marks a shift in approach from “fixing women” to “fixing institutions” and “fixing knowledge”
- Importance of a **policy coordination structure** in place to push and implement at EU and national levels (Wroblewski 2021)
- Uneven policy development (Linkova & Mergaert 2021)

GENDER EQUALITY IN THE EUROPEAN RESEARCH AREA

- 2021: Gender equality is one of the priorities of the renewed ERA
 - Communication from the Commission “A new ERA for Research and Innovation” ([COM/2020/628 final](#)) – Recommendation 12: Inclusive gender equality plans
 - Communication from the Commission on the Global Approach to Research and Innovation ([2021](#) 252 final) - Gender equality, diversity and inclusiveness
 - Council Conclusions on the New European Research Area of 1 December 2020 ([13567/20](#))
 - Council Conclusions on the future governance of the European Research Area ([14308/21](#)) - ERA Policy Agenda Action 5: Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration
 - [EU Pact for Research and Innovation](#)



HORIZON EUROPE

- **Eligibility criterion: Gender Equality Plans**
 - As of 2022, applicant institutions must have a gender equality plan (in place by the time of the grant agreement signature)
- **Award criteria:** Integration of the gender dimension in the R&I content becomes a default requirement
- **Ranking factor:** Gender balance for ex aequo proposals
- Gender equality as a **cross-cutting priority**



ERA POLICY AGENDA: ERA ACTION 5

- Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration
 - [Overview of actions for the period 2022-2024](#)
 - 4 interlinked deliverables
 1. Develop a **policy coordination mechanism** and a **dedicated EU network on their implementation**
 2. **Strategy to counteract gender-based violence** including sexual harassment in the European R&I system
 3. **A policy approach** 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.

INCLUSIVE GENDER EQUALITY IN THE ERA:

SUB-GROUP TO THE INFORMAL COMMISSION EXPERT GROUP 'ERA FORUM'

- Set up in March 2023, reports to the ERA Forum
- 21 Member States and 2 Associated countries including Norway
- Tasks
 - Exchange of experience and promote mutual learning
 - Provide advice and support to the EC
 - Facilitate coordination and cooperation among the Commission, the Member States – and as appropriate, Associated Countries, relevant third countries and stakeholders
 - 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;
 - 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.

GENDERACTIONplus COMMUNITIES OF PRACTICE

**GENDER
ACTION+**

GENDER EQUALITY NETWORK TO DEVELOP
ERA COMMUNITIES TO COORDINATE INCLUSIVE
AND SUSTAINABLE POLICY IMPLEMENTATION

- Horizon Europe GENDERACTION project (2022-2025)
- National authorities and Research Funding Organisations
 - 26 beneficiaries and 14 associated partners from 22 MS and 3 AC
- 5 thematic areas
 - Intersectionality and inclusiveness
 - GBV and sexual harassment in ERA
 - Gender dimension in R&I
 - Monitoring and evaluation of ERA GE policies
 - Advancing institutional change through GEPs

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- **OBJECTIVE 1:** Develop **strategic policy advice** on existing and emerging policy solutions in the five key thematic areas in two Communities of Practice
- **OBJECTIVE 2:** Enhance the **policy-making process** by engaging **stakeholders, CSOs, and citizens** in the five thematic areas
- **OBJECTIVE 3:** Build **capacities, competence, and expertise** for gender equality and mainstreaming in R&I among the policy CoP and RFO CoP members, **with special attention devoted to countries with a less comprehensive policy**
- **OBJECTIVE 4:** Create **impact** through communication, dissemination and exploitation

HIGHLY OPPORTUNE TIME FOR GENDER EQUALITY IN RESEARCH AND HIGHER ED

- EU policy for gender equality in Research & Innovation
 - 2019: danger of backsliding and pushback from some Member States (Linková, Mergaert 2021)
 - 2021: GE confirmed as a priority for the renewed European Research Area
- Institutional change through gender equality plans
 - 2009: EU-funded structural change projects
 - 2021: [GEP eligibility criterion in Horizon Europe](#)
- [Inclusive gender+ equality](#) – on the path to intersectionality
- Gender-based violence in research and higher education
 - [CZ PRES conference](#) in Nov 2022 to launch ERA Action 5 on GBV: [Call for Action](#)

THANK YOU

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