



# Gender Equality Plan (GEP) of IGCOORD



**Funded by  
the European Union**



The Gender Equality Plan (GEP) of IGCOORD is a policy document covering the next three years of implementation of the Action.

Its original intention is to offer a detailed overview of the various options for implementing actions and measures aimed at reducing gender inequality and emphasizing the importance of diversity, of which gender is only one in a series to be addressed (starting from cultural, sociological differences, through the diversity of physical abilities, age, to sexual orientation and multilingualism).

The European Union has acknowledged that the Gender Equality Plan is a significant tool in the effort to offer future generations a variety of options in the fight against prejudice and stereotypes. It is also a departure from the significant consequences that an inadequate attitude towards gender inequality can have on work-life balance, career advancement, motivation and in general, the freedom of individuals to express themselves in their own original way. However, it is necessary to work on new ideas that will be able to respond to the challenges that constantly arise; in this sense, embracing the individuality and authenticity of each individual primarily means providing a framework of practical measures and actions to overcome the cultural status quo.

Planning and designing the necessary measures to create structural changes in order to achieve but also maintain gender equality needs to be implemented in all areas of work and research, and at all levels.

All participants of IGCOORD should implement the plan should and be actively engaged and aware of the importance of all its components of the plan, especially relying on advice, case studies and resources. A number of measures and actions, although already in place, need to be built on the experience of GEPs implemented in previous years and use the results of recent research.

The objectives of a GEP are multiple, but the most important could be described as follows:

- strengthening the visibility of gender equality, as well as raising awareness of the importance and benefits of gender balance at all levels;
- building capacity to identify and analyze relevant data;
- establishing procedures and information systems to improve data collection and solve problems caused by data shortages;
- strong emphasis on promoting gender diversity within academic structures, introducing various specific calls and expanding the framework of application; promoting greater participation of women in decision-making bodies and decision-making processes, in accordance with institutional, national and other regulatory frameworks;
- achieving a high degree of reduction of any kind of violence;
- overcoming stereotypes related to gender intolerance;
- rejecting and eliminating gender inequalities in the implementation of the Action; insisting on greater involvement of women in all events and activities;

- expanding and improving friendly life-work practices, with special emphasis on working conditions in relation to parenthood;

The Strategy for Gender Equality is being developed as part of the European Commission's efforts to achieve significant progress in the field of equality and equal rights for all. Although a number of Horizon 2020 activities have made significant progress towards gender balance, the new Gender Equality Strategy 2020-2025 upgrades and enriches its goals, modernizing the new Horizon Europe program.

**Key objectives of the Gender Equality Plan are set and summarized as follows:**

- eliminate at the very beginning the possibility of gender-based violence
- the overcoming of gender stereotypes at all levels
- the elimination of the gender gap in the labour market
- greater participation of women in all economic sectors
- the settlement of wage and pension differences
- the achievement of gender balance in decision-making and politics

**1. Terms and definitions**

**Gender** -Social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and between men. These attributes, opportunities and relationships are socially constructed and are learnt through socialisation processes. They are context- and time-specific, and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, and decision-making opportunities. Gender is part of the broader sociocultural context.

Gender is also an important term to understand in the context of gender identity.

Gender equality - Equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men. Gender equality is not a women's issue, but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

Gender equity - Provision of fairness and justice in the distribution of benefits and responsibilities between women and men.

Gender mainstreaming- Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.

Equal opportunities for women and men - Absence of barriers to economic, political and social participation on grounds of sex and gender.

Equal treatment of women and men- A state of no direct or indirect discrimination based on sex and gender, including less favourable treatment for reasons of pregnancy and maternity.

Diversity - Differences in the values, attitudes, cultural perspectives, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge and life experiences of each individual in any group of people. It is important to consider the lived realities of women and men in all their diversity.

Intersectionality - Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination. Gender analysis considers the different experiences of women and men depending on their different characteristics, such as age, socioeconomic background, poverty, race, ethnicity, location (rural/urban), disability, sexual orientation (lesbian, gay, bisexual, transgender and others) or religion. This intersectional analysis of the characteristics that affect women's and men's daily lives is essential to understand inequality.

Intersectional discrimination - Discrimination that takes place on the basis of several personal grounds or characteristics/identities, which operate and interact with each other at the same time in such a way as to be inseparable.

Inclusion - The practice or policy of including and integrating all people and groups in activities, organisations, political processes, etc., especially those who are disadvantaged, have suffered discrimination or are living with disabilities. (Inclusion definition and meaning | Dictionary.com)

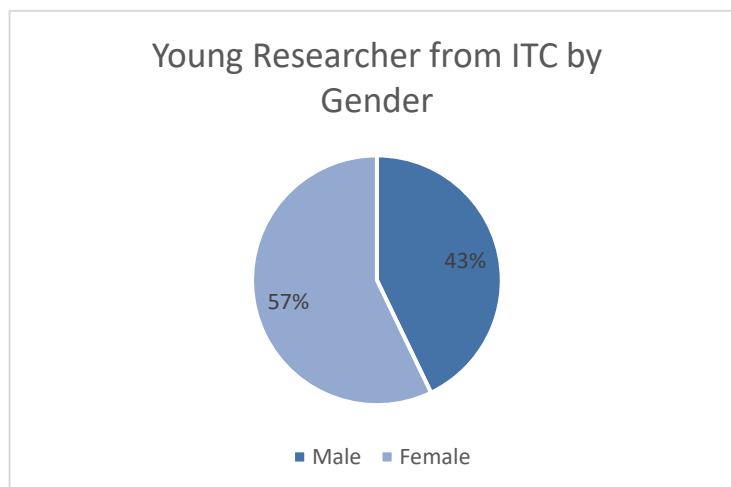
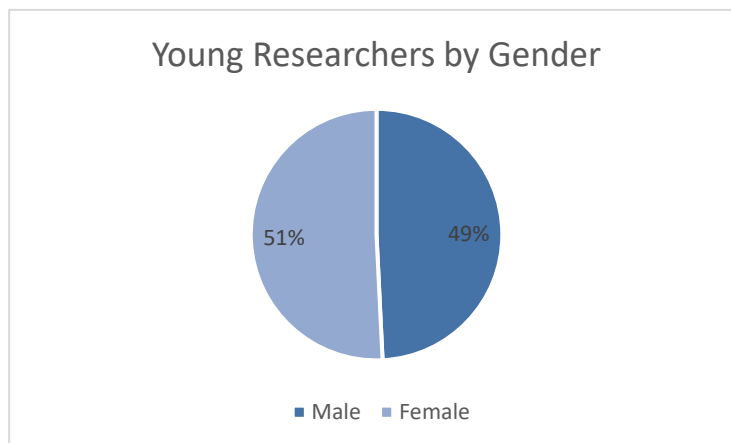
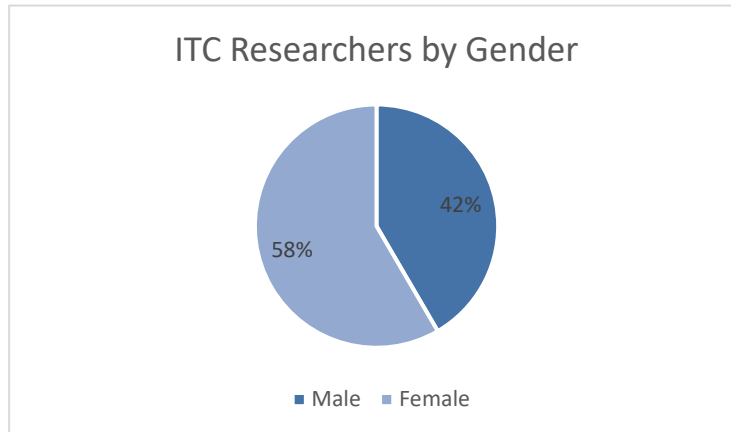
Gender identity - Each person's deeply felt internal and individual experience of gender, which may or may not correspond to the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms.

Institutional or structural change - Institutional change is a strategy aiming to remove the obstacles to gender equality that are inherent in the research and innovation (R & I) system itself and to adapt the practices of organisations. Within an institutional change approach, the focus is on the organisation.

'Institutional change' was originally known as 'structural change'. Furthermore, structural change has been complemented with the terms 'structural and cultural change' and 'organisational change'. While the concept of structural, cultural and organisational change can still be found in several documents, publications and research papers, it is now referred to as 'institutional change' in European research area communications

and in EU Council conclusions. For the purpose of this tool, these concepts are used in an interchangeable manner.

## 2. IGCOORD Participation by Gender – Gender Equality Assessment



### 3. Pillars of intervention

IGCOORD has identified 4 pillars of intervention:

- 1- Enhancing gender equality in decision-making positions ( CORE Group of the Action)
- 2- Raising awareness of gender equality and preventing gender-based discrimination and violence
- 3- Promoting work-life balance with consideration of personal circumstances, incl. gender
- 4- Integration of the gender dimension, neutrality and sensitivity into official documents, publications, and research activities
- 5-

IGCOORS has adopted the following measures and indicators for each of the 4 pillars.

Pillar	Measure (activity)	Indicator(s)	Indicator baseline value	Indicator target value
Enhancing gender equality in decision-making positions ( CORE Group of the Action)	Gender-disaggregated analysis of Actions' participants, considering <i>inter alia</i> country, work position, and age of the participant	Ongoing data analysis and monitoring, included in annual reports	Baseline analysis completed	Analysis, including disaggregated gender data on specified items, included in annual reports
	Enhancement of gender balance in all positions of the Action's management.	Number of men and women in governing bodies' meetings	Unknown/ fluctuating	Gender balanced attendance of governing bodies' meetings
Raising awareness of gender equality and preventing gender-based discrimination and violence	Alignment of gender equality and gender-based discrimination preventive measures and activities of IGCOORD	Agreement on cooperation with other actions organizing gender equality-related activities	0	2

	Incentivizing participants to attend dedicated training programs on gender equality in research and science.	Number of participants attending training  Number of trainings attended	0  0	14  1
Promoting work-life balance with consideration of personal circumstances, incl. gender	Adjustments and flexibility in the participation in the action, work time and space	Possibility to conduct Hybrid meetings and to undertake Virtual Mobility Grants	Internal agreement on remote meetings	Formal agreement on remote meetings
Integration of the gender dimension, neutrality and sensitivity into official documents, publications, and research activities	Revision of IGCOORD website to include gender neutrality and gender-sensitive language	Website revised with consideration of gender equality, sensitivity, neutrality	0	1
	Analysis of and guidelines on gender equality in research	Baseline document on gender equality in energy, mobility, sustainability research	Partial analysis and guidelines prepared for STSMs/ VMG/ ITC and overall participation in the action	Baseline guidelines and content integrated in a document, disseminated among participants