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Deliverable leader:	Dr. Marios Demetriades (UCY)
Author(s):	Dr. Tatiana-loanna Gialama (UCY)
Contributor(s):	Dr. Marios Demetriades (UCY)
Reviewer(s)	As. Prof. Alexia Panayiotou (UCY)

List of Abbreviations and Definitions

D&I	Diversity and Inclusivity
EC	European Commission
EU	European Union
EUI	European University Institute
ERA	European Research Area
GA	Grant Agreement
GEO	Gender and Equal Opportunities
GEOP	Gender and Equal Opportunities Plan
MO	Management Office
SDGs	Sustainable Development Goals
SwafS	Science with and for Society
R&I	Research and Innovation
UCY	University of Cyprus
WP	Work Package
YUFE	Young Universities for the Future of Europe

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GENDER & EQUAL OPPORTUNITIES PLAN

1. Section: Introduction

The purpose of this document is to report on the Gender and Equal Opportunities (GEO) aspects of the YUFERING project, as well as to promote female participation. The main focus of this document is to explain the importance of including a gender perspective within the YUFERING project and to describe how these aspects will be envisioned. The project unites 10 different Universities from 10 different European countries and all partner institutions have an equal opportunities employment policy (including gender).

The present document is a deliverable related to YUFERING Work Package 1 (WP1) 'Management and Coordination, Task 1.5 Gender and Equal Opportunities Management.

The main objective of this Gender and Equal Opportunities Plan (GEOP) is to present the optimal ways to secure gender and other relevant considerations throughout the duration of the project. In order to do so, the document is structured as follows:

- Section 2 makes a revision of the relevant background information about a gender and equal opportunities perspective based on the GEO in EU Research Policy, the Legal Framework under the HORIZON 2020 and the specifications included in the Grant Agreement (GA);
- Section 3 describes the actions and measures to be implemented in YUFERING to ensure GEO and avoid gender disparities in the implementation of the project;
- Section 3 presents the conclusions and objectives of YUFERING concerning GEO.

2. Section: European Framework on Gender Equality

2.1 Gender and Equal Opportunities as an ERA priority

Gender equality and gender mainstreaming in research have been a priority in the European Research Area (ERA) since 2012 (Figure 1). The European Commission (EC) stated at the time that there must be an end to the “inefficient use of highly skilled women”. Indeed, despite the steady increase in the number of women graduates, only a few women hold leadership positions in research or are decision-makers in the field of research policy. The Commission also considers that the gender dimension has been neglected when shaping, evaluating and conducting research.

Figure 1 ERA Priorities since 2012

1	More effective national research systems – including increased competition within national borders and sustained or greater investment in research
2	Optimal transnational co-operation and competition – defining and implementing common research agendas on 'grand-challenges', raising quality through Europe-wide open competition, and constructing and running effectively key research infrastructures on a pan-European basis
3	An open labour market for researchers – to ensure the removal of barriers to researcher mobility, training and attractive careers
4	Gender equality and gender mainstreaming in research – to end the unaffordable waste of talent and to diversify views and approaches in research and foster excellence
5	Optimal circulation, access to and transfer of scientific knowledge including via digital ERA – to guarantee access to and uptake of knowledge by all

Data source: European Commission (2012).

The EU has made significant progress in the subject of gender equality over the last decades due to the introduction of relevant legislation, such as the integration of the gender perspective into its policies and the introduction of specific measures for the advancement of women. However, gender gaps remain in all sectors.

Member States, research institutions, funding organizations and the EC have been called upon to remedy this situation since 2012. ERA priority 4 focuses on gender equality in research and innovation (R&I), in order to foster scientific excellence and a breadth of research approaches by fully utilising gender diversity and equality and avoiding an indefensible waste of talent.

In the framework of ERA Priority 4, Member States are motivated to:

- Promote policies on gender equalities in R&I,
- Regularly monitor their effectiveness and
- Adjust measures as necessary.

The Member States can remove barriers to the appointment and employment of women researchers and support cultural change at centres of research and science. This includes increasing the share of women in decision-making processes and strengthening the gender dimension in national research funding. All these aspects are measured when monitoring the ERA.

The EU supports and encourages the use of equal opportunities plans to achieve institutional change in the areas of human resources management, funding, decision-making and the content of research programmes in research establishments and research funding institutions. The EU Research Framework Programmes are the major instruments for implementing the ERA priorities. The 2012 ERA Communication therefore contains a voluntary commitment on the part of the Commission itself to “foster gender equality and the integration of a gender dimension in Horizon 2020 programmes and projects from inception, through implementation to evaluation”.

2.2 Gender and Equal Opportunities under Horizon 2020

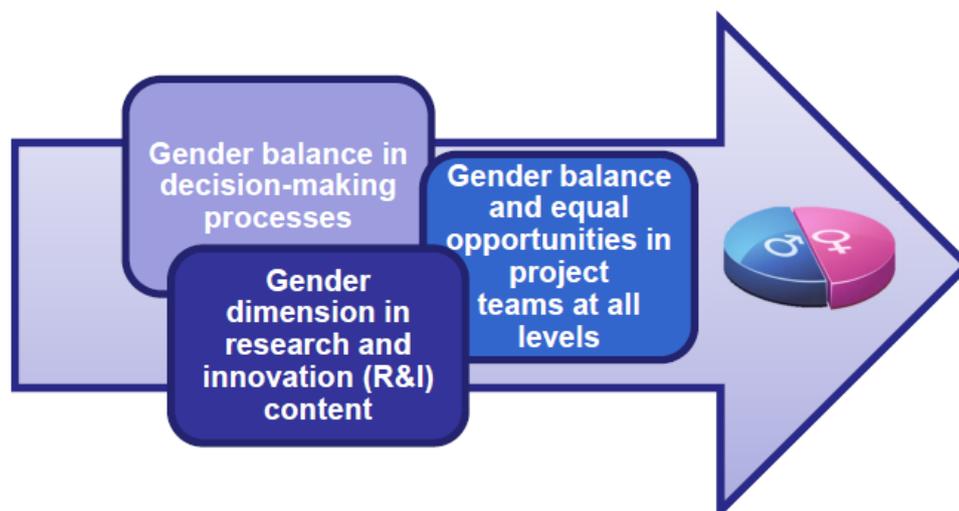
Horizon 2020 is the first Framework Programme with an article specifically devoted to gender and equal opportunities, thus providing a central legal basis: “Horizon 2020 shall ensure the effective promotion of gender equality and the gender dimension in R&I content. Particular attention shall be paid to ensuring gender balance, subject to the situation in the field of R&I concerned, in evaluation panels and in bodies such as advisory groups and expert groups. The gender dimension shall be adequately integrated in R&I content in strategies, programmes and projects and followed through at all stages of the research cycle.” (Article 16 of the Regulation establishing Horizon 2020).

The Horizon 2020 programme promotes gender equality through three documents:

- The Horizon 2020 Regulation;
- The Rules for participation;
- The Specific Programme implementing Horizon 2020.

The EU has set itself three concrete goals (Figure 2). Members of the respective under-represented sex should make up at least 40 percent of the evaluation committees subject to the situation in the specific research field. The aim is to ensure a gender balance (50:50) in all expert bodies advising the Commission. The EU will benchmark itself against this target as it is part of its indicator-based monitoring scheme (Art. 31 of the Regulation establishing Horizon 2020).

Figure 2 The 3 Gender Equality Objectives under H2020



The Rules for Participation for Horizon 2020, which are regarded as a kind of superordinate legal basis, also refer to both the principle of the unqualified equality of women and men and the obligation of applicants to describe the gender dimension of their research questions and research design. By signing the GAs, that is to say the

funding contract, the consortium agrees to gender equality (Art. 33). The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of -staff assigned to the action, including at supervisory and managerial level. This means that all institutions aim for a gender balance at all project levels. In everyday practice, this involves, for example, ensuring transparent procedures when recruiting new staff, issuing promotions or distributing tasks within a project. It also includes measures to improve the reconciliation of work and family life. The actual implementation of these measures must be documented in regular progress reports. If a beneficiary breaches its obligations under this Article, the Agency may apply any of the measures described in Chapter 6 of the GAs.

The Commission has committed itself to conducting extensive measures to monitor Horizon 2020. These refer among other things to all cross-cutting aspects including gender and equal opportunities in research. The monitoring exercise is based on three goals:

- Fostering gender balance in Horizon 2020 research teams;
- Ensuring gender balance in decision-making (e.g. advisory and evaluating bodies);
- Integrating gender/sex analysis in R&I content.

Figure 3 summarises the indicators established to monitor progress.

Figure 3 Indicators to monitor Gender Equality under H2020

Definition of the indicator	Type of data required
Percentage of women participants in Horizon 2020 projects	Gender of participants in Horizon 2020 projects
Percentage of women project coordinators in Horizon 2020	Gender of MSCA fellows, ERC principal investigators and scientific coordinators in other Horizon 2020 activities
Percentage of women in EC advisory groups, expert groups, evaluation panels, individual experts, etc.	Gender of members of advisory groups, panels, etc.
Percentage of projects taking into account the gender dimension in research and innovation content	Projects properly flagged

Source: Horizon 2020 indicators. Assessing the results and impact of Horizon
<http://ec.europa.eu/programmes/horizon2020/en/news/horizon-2020-indicators-assessing-results-and-impact-horizon>

3. Section: Gender and Equal Opportunities Aspects within YUFERING

YUFERING addresses both the SwafS call requirements (by proposing a number of R&I transformation modules for the consortium partners) as well as the ERA priorities, by placing emphasis on:

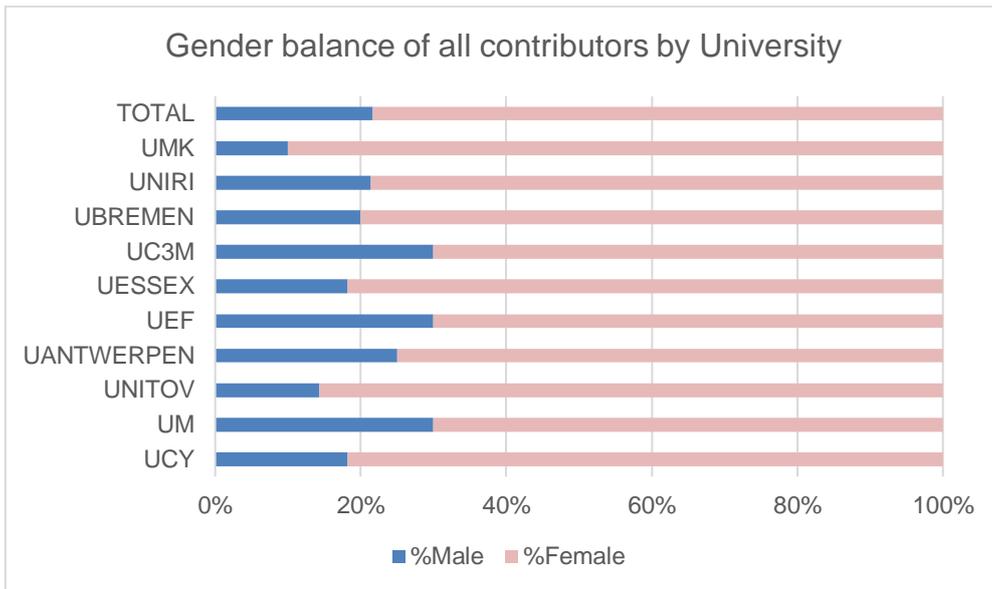
- Optimal circulation of, access to and transfer of scientific knowledge, including ‘knowledge circulation’ and ‘open access’ and further more Open Science.
- Optimal transnational cooperation and competition, including ‘jointly addressing grand challenges’ and ‘research infrastructures’.
- An open labour market for researchers.
- **Gender equality and gender mainstreaming in research.**
- International cooperation.
- Integration.

The YUFERING consortium aims to enhance gender balance and equal opportunities for all in science and adopts the equal opportunities strategy for women and men set forward by the EU (Articles 2 and 3 of the Treaty of the European Union, 2009). The gender distribution of YUFERING staff holding research and innovation- related academic and administrative positions, from the 10 (ten) partner institutions, is representative of the novel approach YUFERING aims to bring to the R&I forefront. Table 1 and Figure 4, below indicate that over 70% of the participating staff is female.

Table 1 Gender balance of all Contributors by University

Partner Name	Short Name	Total	Male	Female	%Male	%Female
UNIVERSITY OF CYPRUS	UCY	11	2	9	18%	82%
UNIVERSITEIT MAASTRICHT TOR VERGATA	UM	10	3	7	30%	70%
UNIVERSITA DEGLI STUDI DI ROMA	UNITOV	7	1	6	14%	86%
UNIVERSITEIT ANTWERPEN	UANTWERPEN	4	1	3	25%	75%
ITA-SUOMEN YLIOPISTO	UEF	10	3	7	30%	70%
UNIVERSITY OF ESSEX	UESSEX	11	2	9	18%	82%
UNIVERSIDAD CARLOS III DE MADRID	UC3M	10	3	7	30%	70%
UNIVERSITAET BREMEN	UBREMEN	10	2	8	20%	80%
SVEUCILISTE U RIJECI	UNIRI	14	3	11	21%	79%
UNIWERSYTET MIKOLAJA KOPERNIKA W TORUNIU	UMK	10	1	9	10%	90%
TOTAL		97	21	76	22%	78%

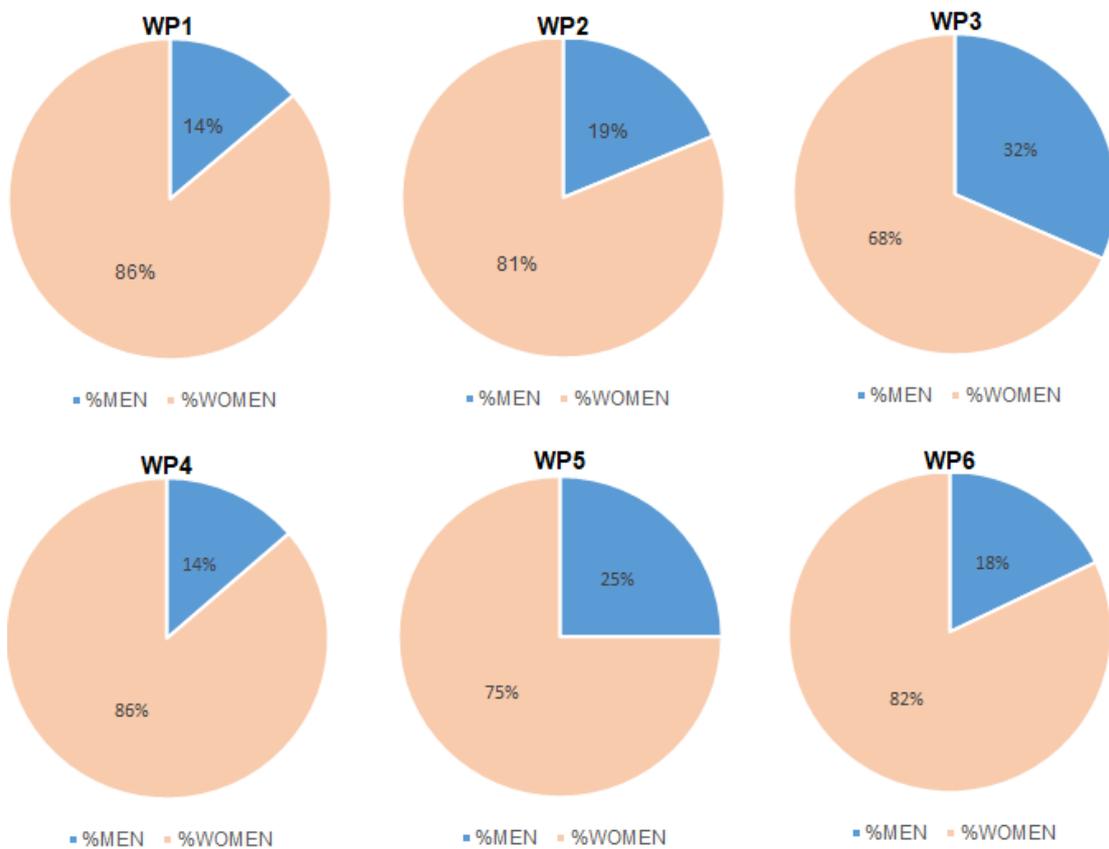
Figure 4 Gender balance of all contributors by University



In the WPs the percentage of the female participants is also over 70%, apart from the WP3, where the percentage of the female contributors is slightly lower (68%). The gender balance per WP is shown in Figure 5.

Figure 5 Gender balance per WP

Gender balance per WP

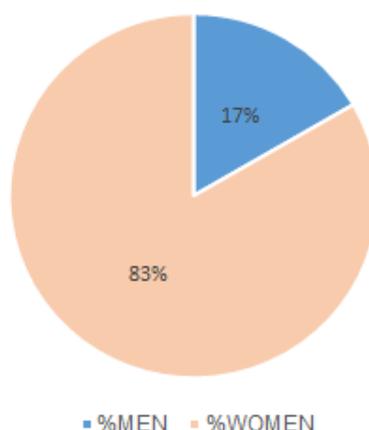


Currently, the highest management of the YUFE alliance is led by a female academic and manager, Dr. Daniela Trani who was appointed as Director of the alliance in August 2019 and one of the two coordinators of YUFERING, Dr. Anastasia Constantinou, is also a female academic/engineer.

In the WP Leaders positions the female percentage is also high, slightly over 80%, as shown on Figure 6.

Figure 6 Gender balance in WP Leaders positions

Gender balance / WP Leaders



Gender analysis holds a key role in YUFERING, being a project of profoundly social orientation. Therefore, ensuring gender balance and equality in the methodological approach, project implementation and management, is of critical importance and is taken explicitly into account as follows:

- In the data collection and analysis processes for different WPs through questionnaires and other means such as interviews and focus groups, gender balance will be a key principle for effective and unbiased sampling.
- In the selection of staff to be hired in the project, equal opportunities including gender equality will be safeguarded (e.g., adopting D&I YUFE-related policies).
- In the effort to identify the societal impact of R&I policies, gender equality is one of the major societal challenges considered.
- In the composition of different project structures such as decision-making bodies, advisory bodies and support offices, increased emphasis will be placed on gender equality
- Task 1.5 of WP1 is entirely devoted to securing equal opportunities including gender equality.

Specifically, Task 1.5 is a distinct task that has been included in WP1 and relates to GEO management through the formulation of a GEOP. This task is coordinated by UCY. As Coordinator of the project and task leader, UCY will ascertain that all hiring procedures in YUFERING will optimally fulfil equality principles with reference not only to gender, but also to other social dimensions such as ethnicity, religion, disabilities and others.

Furthermore, the MO will appoint an expert in GEO to overview all relevant aspects of the project. The expert will produce a gender plan, also in line with YUFE WP7 Diversity and Inclusivity (D&I), which will comprise of all information to be recorded and the optimal ways to secure gender and other relevant consideration throughout the duration of the project. A final report on gender aspects both methodologically and from the project management perspective will be prepared and included as a deliverable to the final progress report of the project.

To ensure that all gender issues receive adequate attention, UCY appointed an expert in the project staff with academic background and professional experience in Gender Studies to oversee all related processes. Prof. Alexia Panayiotou is an Associate Professor and Vice-Chair in the Department of Business and Public Administration at UCY. She will act as the leading expert to drive the effort in handling gender and equal opportunities management within YUFERING.

She completed undergraduate and graduate studies at Stanford University and has a doctorate in Human Development and Psychology from Harvard University. Her research interests include critical pedagogy; gender and work; feminist analysis of organizations; the representation of management and organizations in popular culture; organizational space and symbolism; organizational paradoxes; visuality; and organizational narratives. Her work has appeared, amongst others, in the Academy of Management Learning and Education, Management Learning, Strategic Organization, Organization, and the Journal of Management Inquiry. She is also currently serving on the Board of C4E, the UCY Centre for Entrepreneurship. With extensive NGO experience both in Cyprus and the US, Dr. Panayiotou remains passionate about social change. She has served as the Cyprus expert in the EC's Expert Group on Gender, Employment and Social Inclusion, an independent expert for the Mutual Learning Programme of the European Employment Strategy, and as a board member of the Mediterranean Institute of Gender Studies. Dr. Panayiotou is a core member of the UCY Gender Studies programme, where she teaches both MA and PhD students.

All partner institutions have an equal opportunities employment policy (including gender) and YUFERING will present itself as an attractive employer/alliance to potential female candidates applying for advertised positions within the network. In the creation of the plan, the EU Gender Equality Strategy 2020-2025 will be thoroughly considered and the same applies for the outcomes of initiatives and activities such as EWISE and Gendered Innovations. Moreover, the YUFE alliance will continue following relevant developments and strives to contribute to gender equality throughout the entire duration of the project and beyond. The efforts of YUFERING and of the ongoing Erasmus+ project will also be combined as D&I is one of the pillars of the YUFE vision and is being addressed also in the (educational) context of our EUI pilot.

Along with the call and the work programme expected impacts, YUFERING R&I Agenda aligns its impact with the Sustainable Development Goals (SDGs), the ERA and other related EU policies. More specifically, the ingrained DNA of YUFE as a young, student-centred, open and inclusive European University, embracing and celebrating D&I, addresses the objectives set out in SDG5 which aims to achieve gender equality and empower all women and girls, SDG10 which targets to reduce inequality within and among countries, and SDG17 which focuses on the role of partnerships towards achieving the sustainable development goals. It also addresses the ERA priority for gender equality and gender mainstreaming in research.

4. Section: Conclusions

Although inequalities still exist, the EU has made significant progress in gender equality over the last decades. This is the result of:

- equal treatment legislation;
- gender mainstreaming, i.e. integration of the gender perspective into all other policies;
- specific policy measures for the advancement of women.

Encouraging trends are the higher number of women in the labour market and their progress in securing better education and training. However, women are still over-represented in the lower paid sectors of the labour market and under-represented in decision-making positions, resulting in several gender gaps.

This document presented the importance of including a gender perspective and how this will be addressed within the YUFERING project. As a starting point, the general background has been introduced to highlight the importance of gender equality in the science and research field and to present the generic framework applying to the project.

The abovementioned analysis shows that the YUFERING consortium is characterized by a well-balanced ratio of male and female participants, as the percentage of the female members of staff and decision-making bodies is above 70%. There is a strong focus on the application of equal opportunities policies. Also, several actions have already been taken for promoting and ensuring gender equality within the consortium during the open call selection process and the implementation of the project.

Subsequently, the actions proposed to address gender inequality have been described in more detail as they are the basis of the action plan presented. This action plan is the core of the document as it presents precise actions with the measures to be adopted in order to avoid gender imbalance. The progress of gender balance within the consortium will be monitored on an annual basis in terms of successful female applications, presence of women with responsibility tasks and at senior level positions.

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