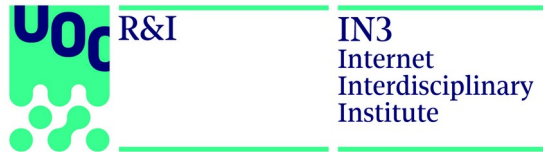


#ACTonGender



Communities of Practice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe



**ACT Matching Events**  
**Gender Equality Plan Eligibility Criteria**

October 12, 2020

Jörg Müller, PhD



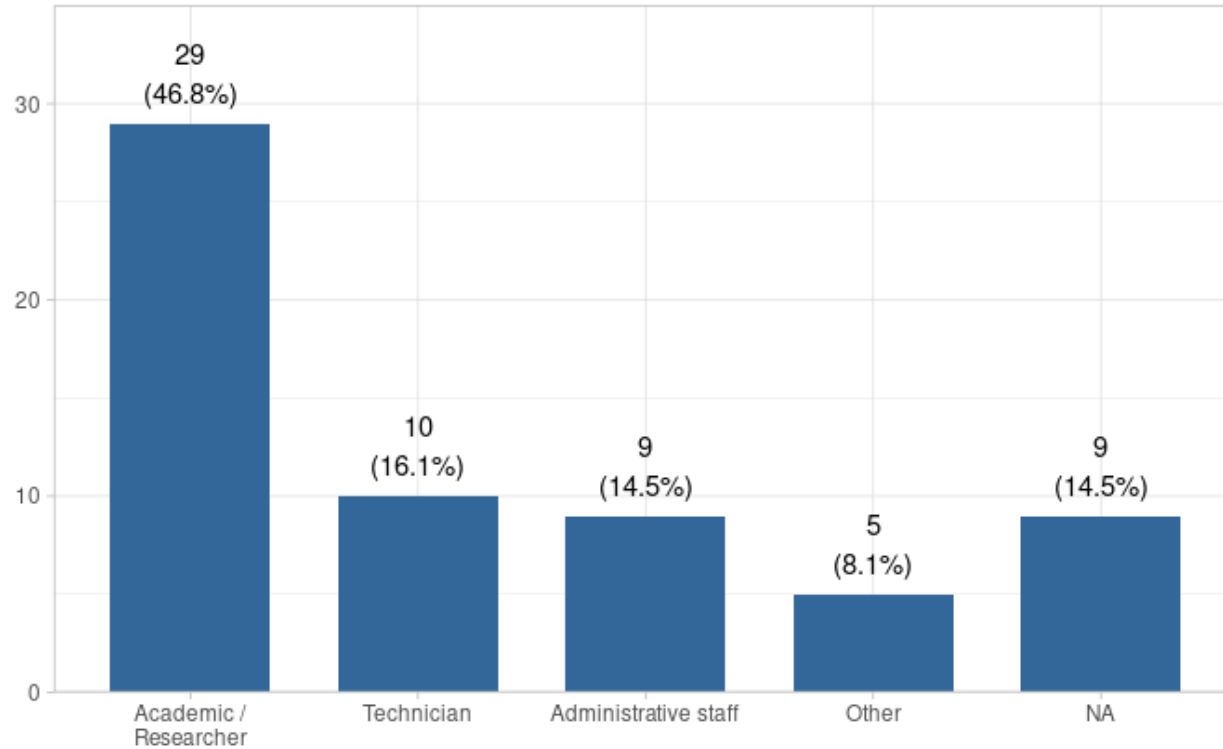
This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 788204

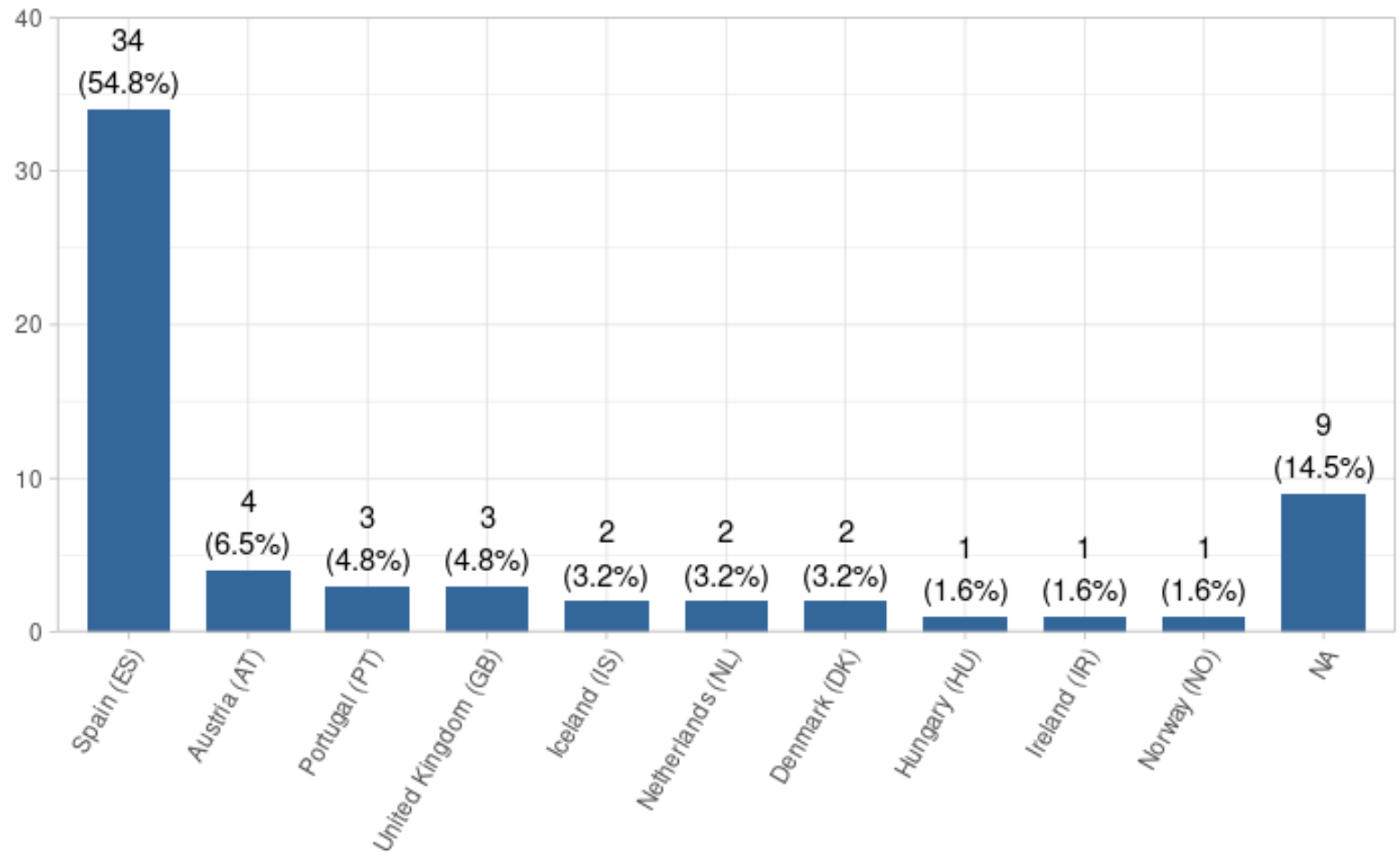
# Consultation on Support Measures

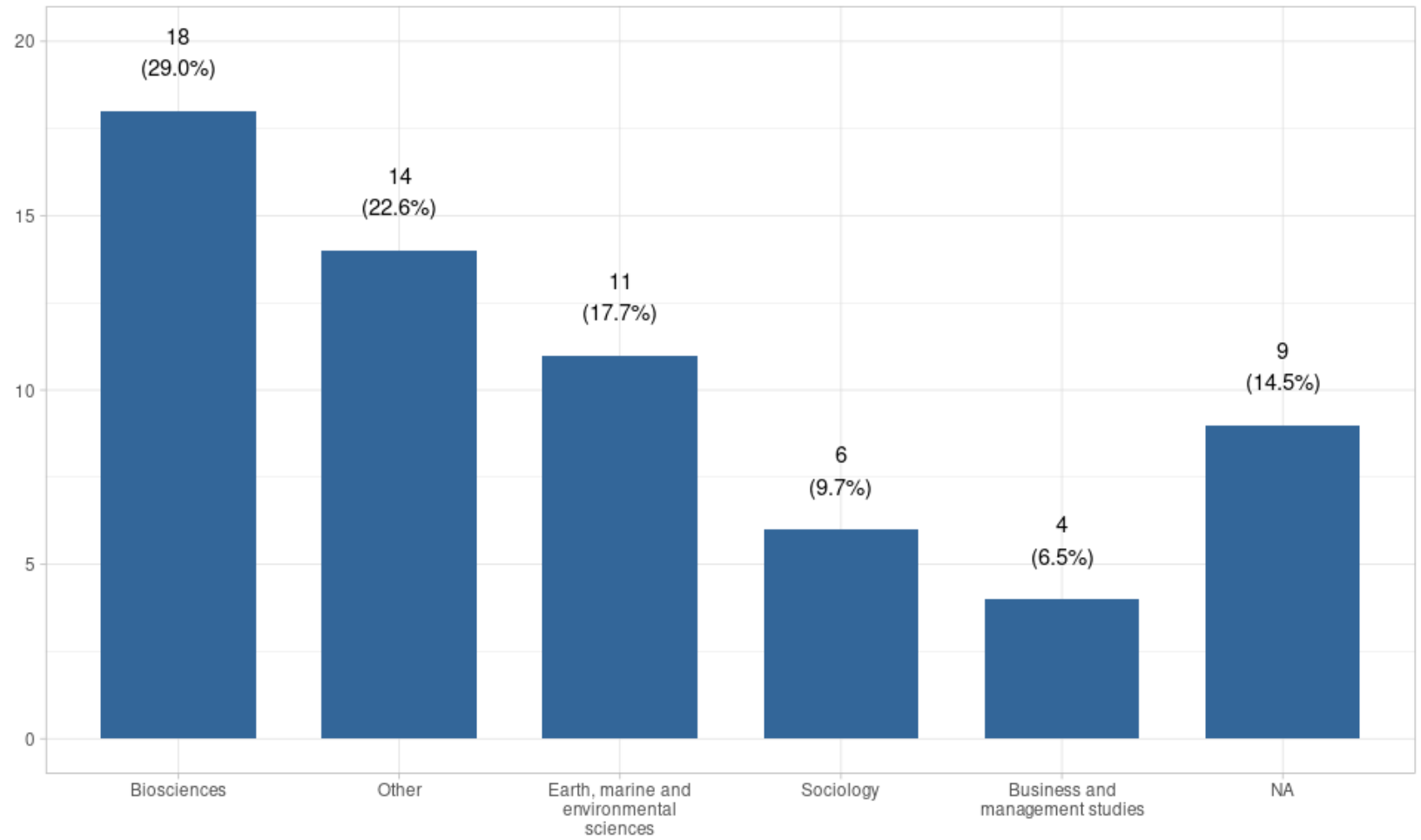
Online session organized by EC 28<sup>th</sup> of May  
2020

Online survey organized by EC & ACT project  
(18-30.09.2020)

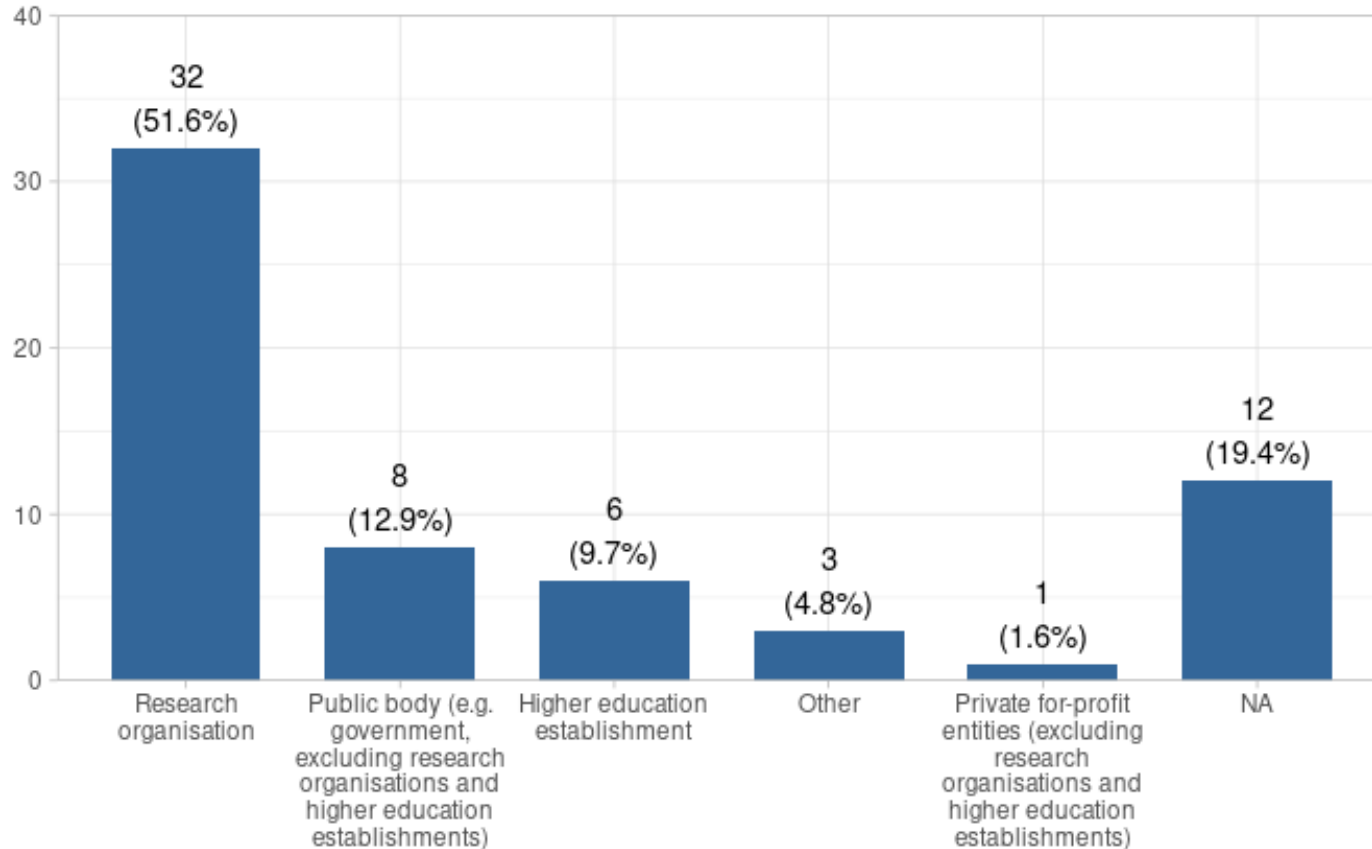
# Socio-demographics

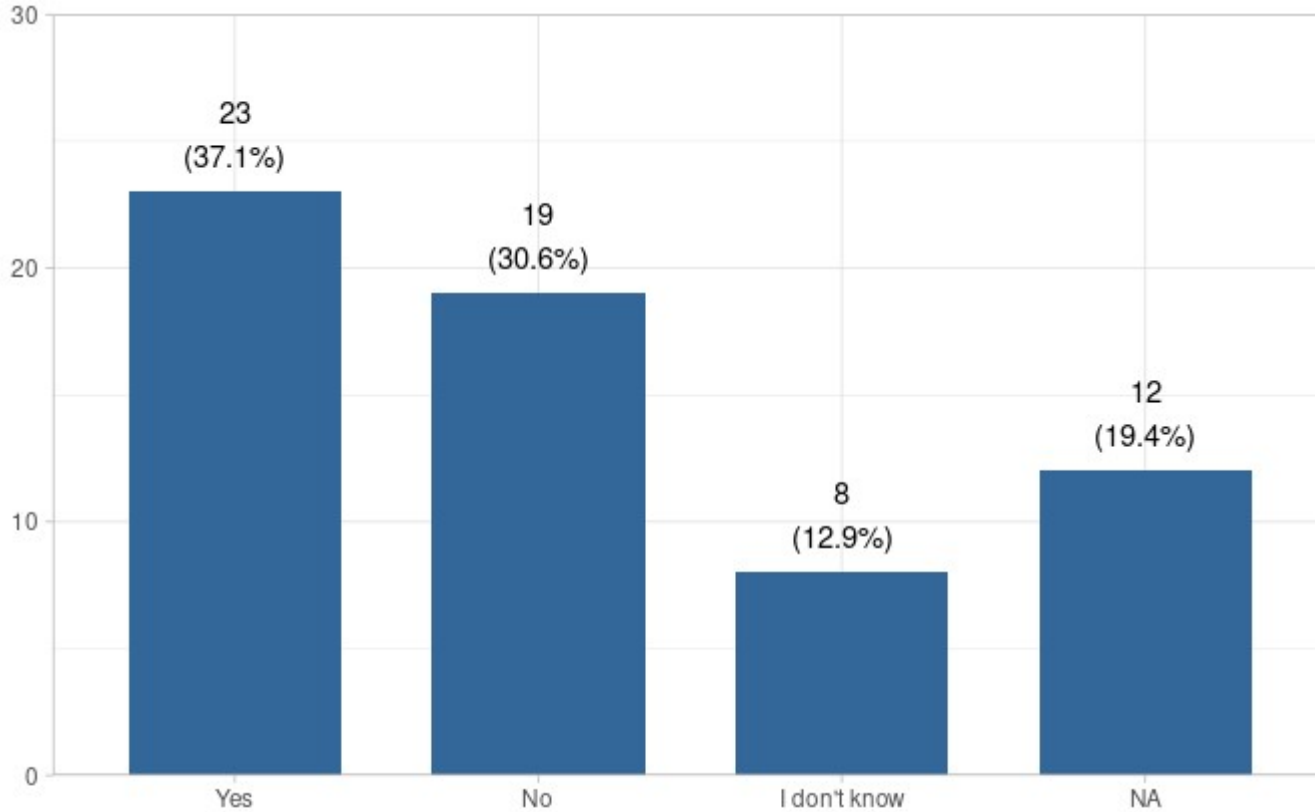




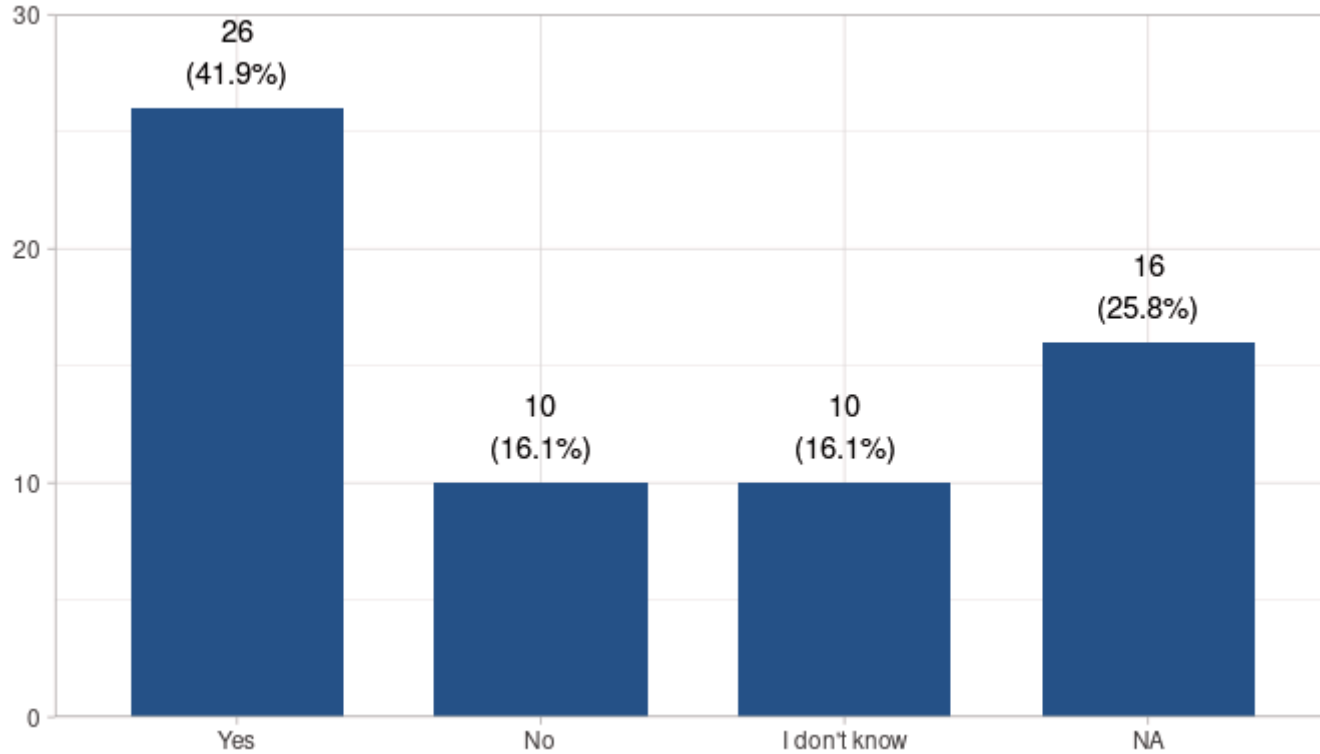


# About Organizations





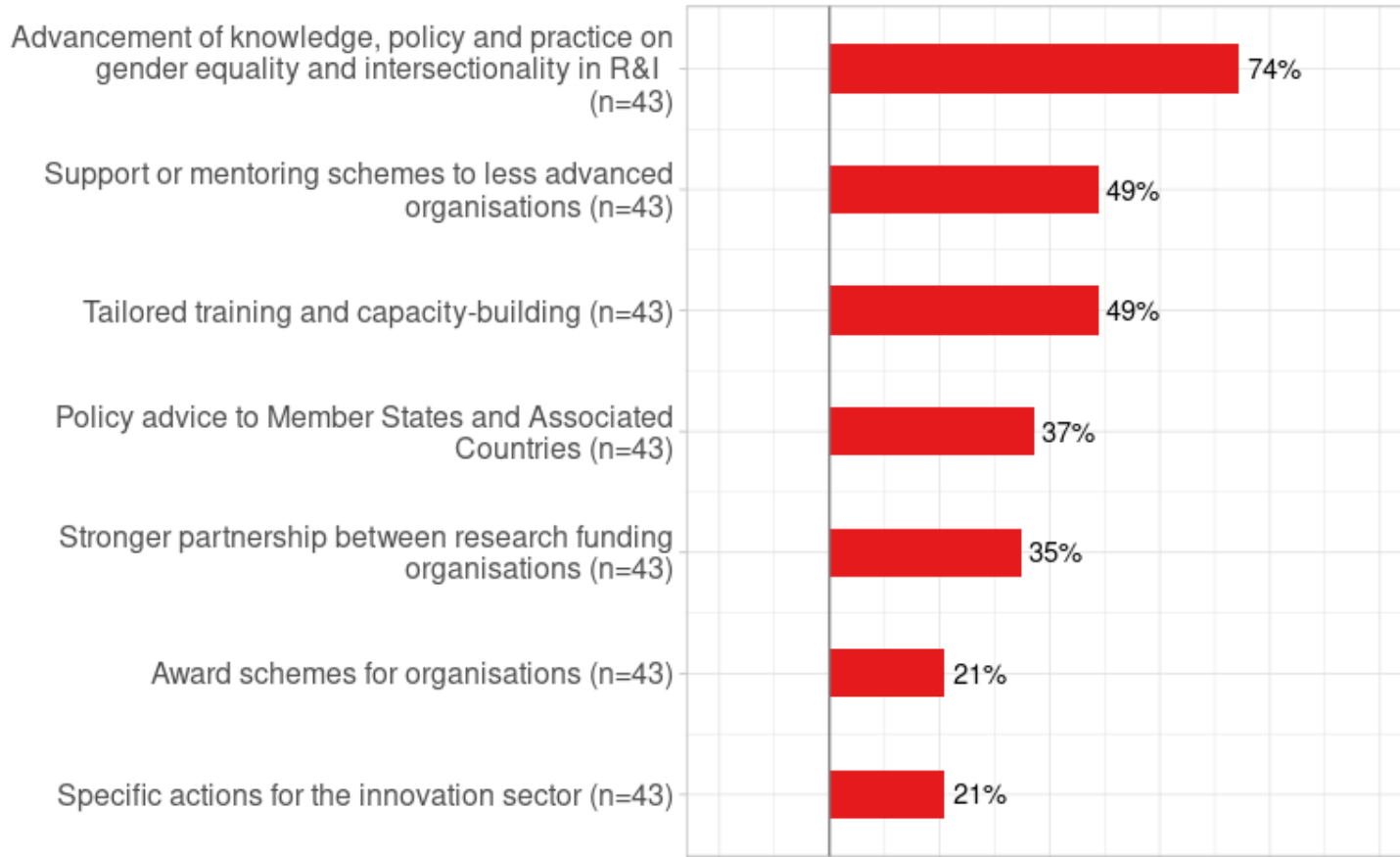
**Has your  
employing  
organisation  
currently an active  
Gender Equality  
Plan?**



**Is your employing organisation currently planning to design and implement a GEP before the end of 2021?**



# About Support Measures



**Which of the following schemes do you think are most needed to support the effective implementation of this eligibility criterion?**

# Effective Support - Organisational

## **Resources to do gender equality work**

Structural change projects, tailored GEP services, etc. Under-staffed and under-funded.

## **Training and capacity building**

Exchange of know how, training at all organizational levels, qualified “gender officers”, etc.

## **Mechanisms of enforcement**

Award schemes, quotas, targets, linked to funding, legislation.

# Effective Support – National Level

## **Training, awareness raising, capacity building**

Based upon concrete standards by the EC. Targeting grants offices, NCPs, transfer offices, + science managers, administrative staff and gender equality officers. Pool of national gender experts for support.

## **Resources**

Funding, funding for dedicated staff

## **Enforcement**

Quotas linked to funding, legislation.

# EC Workshop - Support Measures

Concise guidance provided by EC on GEP “Building Blocks”; building upon GEAR tool.

Network of competence centers, especially at national level

Communities of Practice at national level

Yearly conference, sharing of experience and knowledge

Award and certification scheme

## **Genderaction**

Build awareness and negotiate support from RFOs and national authorities

## **ACT**

Build infrastructures for Communities of Practice, exchange of knowledge and experience

## **GE Academy**

Training and capacity building

## **CASPER**

Identify existing award and certification schemes; equivalents to GEP  
“Building Blocks”

## **EIGE**

Manage and revise GEAR tool

# Organizing Support - Discussion

- 1) How do you develop standardize support infrastructure that responds to different national and policy context?
- 2) How do you scale support?
- 3) What role do you foresee for a award/certification scheme in this?