

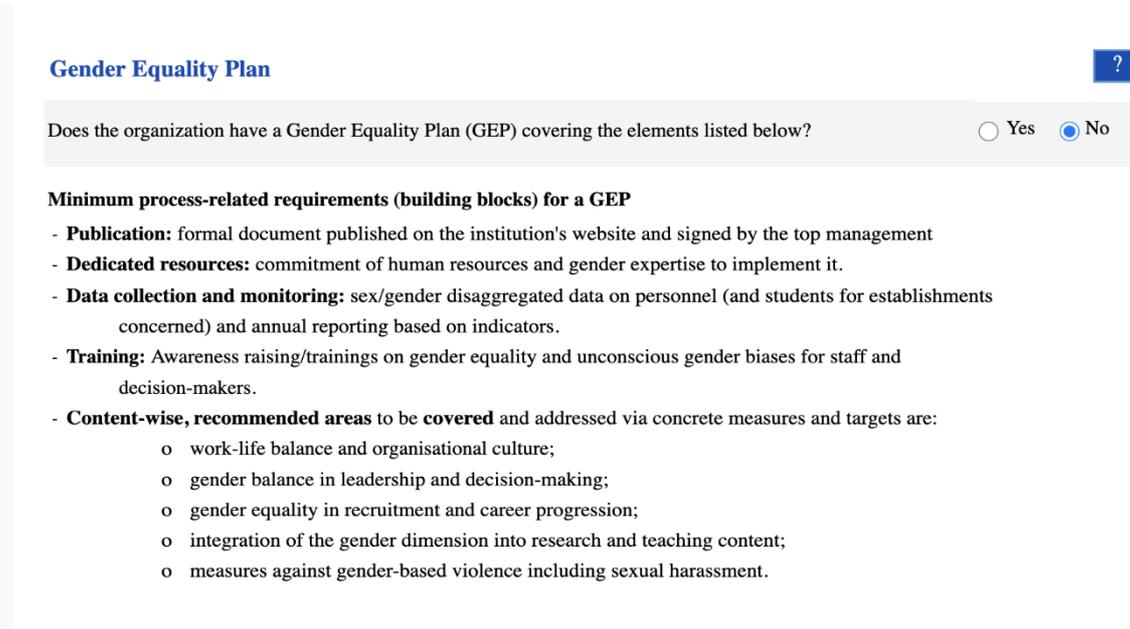
Guidelines to AUTH research community for GEP declaration in HE proposals

As detailed in the last part of the factsheet [Gender Equality: a strengthened commitment in Horizon Europe](#), for calls with deadlines in 2022 and beyond, having a Gender Equality Plan (GEP) will be an eligibility criterion for all public bodies, higher education institutions and research organisations wishing to participate in Horizon Europe.

It is explicit indicated that *“an organisation may not yet have a GEP at proposal submission stage, but it must have a GEP in place at the time of the Grant Agreement signature”*¹.

The Aristotle University of Thessaloniki (AUTH) initiated the process for the development of its Gender Equality Plan (GEP) in January 2021 in the context of the EU-funded H2020 project «RESET - Redesigning Equality and Scientific Excellence Together» (<https://wereset.eu/>) (GA Number 101006560). The first version of AUTH's GEP will be delivered in the first semester of 2022.

During the proposal submission stage, researchers will be requested a self-declaration through a dedicated questionnaire as shown in the figure below:



Gender Equality Plan ?

Does the organization have a Gender Equality Plan (GEP) covering the elements listed below? Yes No

Minimum process-related requirements (building blocks) for a GEP

- **Publication:** formal document published on the institution's website and signed by the top management
- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel (and students for establishments concerned) and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.
- **Content-wise, recommended areas to be covered** and addressed via concrete measures and targets are:
 - o work-life balance and organisational culture;
 - o gender balance in leadership and decision-making;
 - o gender equality in recruitment and career progression;
 - o integration of the gender dimension into research and teaching content;
 - o measures against gender-based violence including sexual harassment.

Since AUTH Gender Equality Plan is under development we suggest that the researchers-proposers declare “No” in the form above and add in the proposal the following text:

¹ https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en

Generic text for all domains/themes

The Aristotle University of Thessaloniki (AUTH) initiated the process for the development of its Gender Equality Plan (GEP) in January 2021 in the context of the EU-funded H2020 project «RESET - Redesigning Equality and Scientific Excellence Together» (<https://wereset.eu/>) (GA Number 101006560).

Being in line with EC's gender equality strategy, AUTH's GEP follows the 4 mandatory process-related requirements i.e.: a) be a public document, b) have dedicated resources, c) include arrangements for data collection and monitoring, d) be supported by training and capacity-building.

In particular, [AUTH's GEP](https://www.auth.gr/gender-equality-plan/) will be a formal public document approved and signed by the Senate and disseminated within the institution and published on the dedicated institutional webpage (<https://www.auth.gr/gender-equality-plan/>). It will demonstrate a commitment to gender equality, set clear goals and detailed actions and measures to achieve them. Resources for the design, implementation, and monitoring of GEP are foreseen. Data collection across all staff categories is being implemented to support the development of an evidence-based GEP founded on gender-disaggregated baseline data that will inform the GEP's objectives and targets, indicators, and ongoing progress evaluation. Tailor made training and capacity building activities towards equality are organised to settle new standards, tackle unconscious gender bias among staff, leaders and decision-makers and promote a sustainable and cultural change by establishing a gender and diversity-friendly environment.

AUTH plans to address the gender dimension in research and innovation taking into account sex and gender in the whole research & innovation process. In particular, AUTH's GEP will incorporate content regarding work-life balance and organisational culture; gender balance in leadership and decision-making; gender equality in recruitment and career progression; integration of the gender dimension into research and teaching content; measures against gender-based violence including sexual harassment.

GEP will be further supported by the development of a Gender Impact Assessment protocol tailored to mainstream the gender dimension in AUTH research activities and outcomes.

Furthermore, a Gender Equality Board has been established, consisting of key diverse stakeholders of the institution, experts in gender equality, top and middle management members, to advice and support the development of the GEP.

On top of that, in 2019 AUTH established a Gender Equality Committee (<https://www.auth.gr/committee/1073>) which aims at promoting gender equality at institutional level.

The first version of AUTH's GEP will be delivered in the first semester of 2022.



Horizon Europe proposal and gender dimension requirements

Each AUTH proposer is also advised to carefully indicate their plan to adopt gender equality in scientific excellence based on the thematic of the proposal and the particular call's text.

More specifically in section “1.2 Methodology” of the Horizon Europe Standard Proposal Template for RIA/IA (Version 3.0 - 26 May 2021)² it is required to “***Describe how the gender dimension (i.e. sex and/or gender analysis) is taken into account in the project's research and innovation content [e.g. 1 page]. If you do not consider such a gender dimension to be relevant in your project, please provide a justification.***”

Note: This section is mandatory except for topics which have been identified in the work programme as not requiring the integration of the gender dimension into R&I content. Remember that that this question relates to the content of the planned research and innovation activities, and not to gender balance in the teams in charge of carrying out the project.

Sex and gender analysis refers to biological characteristics and social/cultural factors respectively.

For guidance on methods of sex / gender analysis and the issues to be taken into account, please refer to:

http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm?pg=home”

As an example, EU has declared that it is expected to provide answer in the next questions **when relevant !**

Why is gender dimension important?

- Why do we observe differences between women and men in infection levels and mortality rates in the COVID-19 pandemic?
- Does it make sense to study cardiovascular diseases only on male animals and on men, or osteoporosis only on women?
- Does it make sense to design car safety equipment only on the basis of male body standards?
- Is it responsible to develop AI products that spread gender and racial biases due to a lack of diversity in the data used in training AI applications?
- Is it normal that household travel surveys, and thus mobility analysis and transport planning, underrate trips performed as part of caring work?
- Did you know that pheromones given off by men experimenters, but not women, induce a stress response in laboratory mice sufficient to trigger pain relief?

² https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/template/af/af_he-ria-ia_en.pdf

- And did you know that climate change is affecting sex determination in a number of marine species and that certain populations are now at risk of extinction?

In addition, in section “3.2 Capacity of participants and consortium as a whole” of the Horizon Europe Standard Proposal Template for RIA/IA (Version 3.0 - 26 May 2021)³ - additional to the other information to be inserted in this section- it is required to “*Describe the consortium. How does it match the project’s objectives, and bring together the necessary disciplinary and inter-disciplinary knowledge. Show how this includes expertise in social sciences and humanities, open science practices, and gender aspects of R&I, as appropriate. Include in the description affiliated entities and associated partners, if any.*”

Furthermore, as part of the GEP, a Gender Impact Assessment Protocol is being developed i.e. an ex ante evaluation, analysis or assessment of a new research proposal that makes it possible to identify, sex and gender dimension in research idea and its design, implementation and dissemination phases. The Gender Impact Assessment Protocol will guide ATh researchers towards mainstreaming the gender dimension in ATh research activities and outcomes. Relevant information and guidelines will follow in the next months.

³ https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/template/af/af_he-ria-ia_en.pdf