

PROJECT PROPOSAL

Programme: Horizon 2020

Call: SwafS-09-2018-2019

Topic: Supporting research organisations to implement gender equality plans

Deadline: 10 April 2018

Project budget: 2,5-3 millions

Applicant/lead partner: University of Pisa (www.unipi.it)

Challenge

Gender equality is a key priority set with the Member States and Associated countries in the European Research Area.

Research funding and performing organisations and universities are invited to implement institutional change through **Gender Equality Plans (GEPs)**. In 2015 the Council reaffirmed the need for sustainable cultural and institutional change along the three following objectives:

1. Removing **barriers to the recruitment**, retention and career progression of female researchers;
2. Addressing **gender imbalances** in decision making processes;
3. Integrating the **gender dimension** in research and innovation content.

The GEAR tool developed by the European Commission and EIGE regrouped the state of the art knowledge and practices on institutional change and provided a step-by-step guide on how to set up and implement GEPs.

Scope

The action should focus on **implementing Gender Equality Plans (GEPs) in research organisations and universities**, as "drivers" for systemic institutional changes. The GEPs should be developed using a coherent approach, referring to the GEAR tool step-by-step guide (<http://eige.europa.eu/gender-mainstreaming/toolkits/gear/action-toolbox>). The proposed GEPs structure will include at least the following:

- Conduct assessment / audit of procedures and practices with relevant data to identify gender bias at organisation level;
- Implement effective actions to be developed over time, according to the identified bias;
- Set targets and monitor progress via indicators at organisation level.

The proposals will **explain the planned GEPs** in the context of existing national provisions and national action plans (legislation, specific incentives, etc.) relating to gender equality in research and innovation. The proposal should also explain previous steps taken by the organisation for gender equality.

The proposal will **provide proof of long term commitment** in the implementation of GEPs from their highest management level. The role of middle management and relevant departments of the partner organisations in the implementation of the GEPs shall be described.

The proposals will include a **methodology for impartially evaluating the progress** made on the impact the gender equality plans had on structural change throughout the duration of the project. A specific work package(s) and deliverable(s) should be introduced in the proposal for this purpose.

Special emphasis will be placed on the **sustainability** of the GEPs to be implemented and on project **follow-up** initiatives.

The allocation of resources within the consortium will focus on the implementation of GEPs in the partner organisations. These **partner organisations must be at a starting/initial stage** in the setting-up and implementation of gender equality plans. It is recommended that the proposals should **allocate the majority of funding to setting-up and implementing GEPS**. The proposal will explain the role of partners not implementing GEPs and their specific contribution in line with the text and requirements of the topic.

Participation of **professional associations** in the consortium is recommended.

Project duration of at least 48 months is recommended.

Expected Impact

The proposed action will contribute to **increasing the number of research organisations and higher education establishments implementing gender equality plans**. The individual implemented GEPs should be shared on the GEAR tool.

Proposal description

Title: DIIGIT - Defining, Implementing and Improving GEPs in ICT

Contest Gender inequality in European science is an enduring problem, despite almost twenty years of EC policies. Starting from 2010 the EC launched a new strategy for adoption of tailored gender action plans in the research institutions by structural change. The University of Pisa answered to this call with TRIGGER project (<http://triggerproject.eu>). The idea behind TRIGGER was attempting to integrate the collected information and knowledge within a common frame; now, materials developed in the framework of TRIGGER can be easily turned into a GEP based on the GEAR tool and spread.

Why ICT: the ICT sector is characterised by an impressive growth rate that may lead, in the next future, to new imbalances in careers or, on the other side, to improve female employment rate and correct educative imbalances.

What: exchanging GEP implementation experiences between Universities and Research Centres in ICT in different countries to better highlight critical aspects characterising the ICT sector with respect to cultural backgrounds and social aspects; through direct collaboration making all the partners reaching a top level GEPs quality based on targeted actions for the particular sector considered; building mutual learning and exchange process.

How: Creation of a network of universities and research centres with different levels of GEP implementation with a particular focus on the ICT sector. Partners with a longstanding experience in implementing actions to improve gender equality will boost the partners in which the GEP have

been recently defined or has never been implemented before. The network will be based on direct cooperation through exchange of experiences and cross studies on the impact of maneuvers to remove barriers to the recruitment, retention and career progression of female researchers.

Analysis and comparisons of the gender status in all the partners in the decision making process will be used to improve the GEPs and to define better measures to close the gap. Implementing actions is necessary to impact the organisation making them more gender sensitive and less male dominated.

Next steps and proposed schedule

Steps	Start	End
Rearrange materials from TRIGGER in a GEAR-based Gender Equality Plan	12/02/2018	26/02/2018
Contact and involve professional associations (e.g. professional associations of ICT engineers in partner countries)	12/02/2018	09/03/2018
Contact and involve Universities and Research Centres with low/medium level of GEPs implementation	12/02/2018	09/03/2018
Assign tasks and roles for the purpose of proposal writing	19/02/2018	24/02/2018
First draft of proposal		30/03/2018
Review and final version		06/04/2018