# POLICY ANSWERS
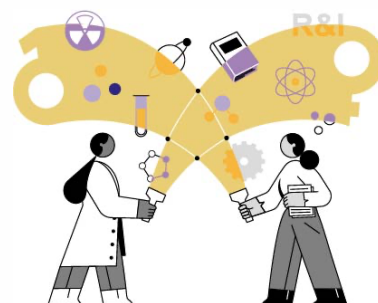
# RESOURCES ON GENDER EQUALITY AND INCLUSIVENESS IN RESEARCH & INNOVATION (R&I)

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Date: March 2025

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# Abbreviations

| | |
|---|---|
| CAN | Canada |
| CoP | Community of Practice |
| EC | European Commission |
| EDI | Equality, Diversity, and Inclusion |
| EIGE | European Institute for Gender Equality |
| ERA | European Research Area |
| ERAC | European Research Area and Innovation Committee |
| EU | European Union |
| FP7 | 7th Framework Programme for Research |
| GBV | Gender-based violence |
| GE | Gender Equality |
| GEAM | Gender Equality Audit and Monitoring Tool |
| GEAR | Gender Equality in Academia and Research |
| GEP | Gender Equality Plan |
| HE | Horizon Europe |
| H2020 | Horizon 2020 |
| LGBTIQ | Lesbian, gay, bisexual, trans, intersex or queer |
| MS | Member States of EU (EU27) |
| M&E | Monitoring and evaluation |
| R&I | Research & Innovation |
| RPO | Research Performing Organisation |
| RFO | Research Funding Organisation |
| STE(A)M | Science, technology, engineering, art and mathematics |
| STEM | Science, technology, engineering and mathematics |
| SwafS | Science-with-and-for-Society |
| US | United States |
| 4I-GEPs | Intersectional, innovative, inclusive and impactful gender equality plans |

# Disclaimer

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POLICY ANSWERS, "R&I POLICY making, implementation ANd Support in the WEsteRn BalkanS", is a Horizon Europe project funded by the European Commission, Grant Agreement N° 101058873

# Introduction

This document provides an overview of relevant resources for inclusive gender equality in research and innovation (R&I). It summarises key reports, publications, briefs, and training materials on relevant gender mainstreaming and inclusiveness aspects. The objective is to provide information and access to a variety of resources to stakeholders from the R&I ecosystem, including authorities, universities, research performing and research funding organisations. The first chapter focuses on gender equality and inclusiveness in the European Research Area (ERA) and Horizon Europe (HE), followed by the second chapter where selected gender actions funded under EU research programmes are being presented. The third and final chapter provides an overview of resources (tools, toolkits, guidelines, manuals and reports) that can be customised and used by inclusive gender equality experts and practitioners in supporting institutional transformation. They might use those resources in monitoring and evaluation of the gender equality related processes as well as for activities tackling upon the future of the ERA – extending gender equality and including intersectionality and inclusion in European R&I.

This document represents an overview on available resources at the time of publication. All URLs in this document were accessed on April 1st 2025.

# 1. EU policy on gender equality in R&I

The European Commission (EC) is committed to promoting inclusive gender equality in R&I. The key strategic document is the EC Gender Equality Strategy 2020-2025, which sets out the Commission's broader commitment to equality across all European Union (EU) policies. On 7 March 2025, the EC adopted the Roadmap for Women's Rights, outlining the long-term policy objectives for addressing the persistent key gender equality challenges in the domains of violence, health, time, money, work, education and knowledge, power and institutional mechanisms. The upcoming Gender Equality Strategy post-2025 will present concrete policy measures to be taken to address these challenges. A related open public consultation will be launched in spring 2025, calling for an active involvement and input of all relevant stakeholders in the design of actions to be put forward in the Strategy. In addition, the EU has a well-established regulatory framework on gender equality including binding directives which apply widely across the labour market including the research sector.

*Table 1: Striving for a Union of equality*

| |
|---|
| **Six Equality Strategies & one roadmap adopted:** |
| ⎘ Gender Equality Strategy 2020-2025 (5 March 2020) |
|     R&I explicitly addressed: New measures to strengthen gender equality in Horizon Europe: |
|     • Possibility to request a Gender Equality Plan (GEP) from applicants |
|     • Dedicated funding for gender and intersectional research |
| ⎘ EU Anti-racism Action Plan 2020-2025 (18 September 2020) |
| ⎘ EU Roma strategic framework for equality, inclusion and participation (7 October 2020) |
| ⎘ LGBTIQ Equality Strategy 2020-2025 (12 November 2020) |
| ⎘ Gender Action Plan III – a priority of EU external action (25 November 2020) |
| ⎘ Strategy for the Rights of Persons with Disabilities 2021 –2030 (3 March 2021) |
| ⎘ Roadmap for Women's Rights (7 March 2025) |

Intersectionality and horizontal aspects come into play at basically all thematic foci treated in the documents listed in the above table.

In addition, the ⎘ European Strategy for Universities (2022) is committed to enhance the participation of women and girls in Science, Technology, Engineering and Mathematics (STEM) studies and careers[1]. The EC, in close cooperation with the stakeholders and the EU Member States, will:
- develop a European framework for diversity and inclusion, including gender gaps, identifying challenges and solutions for universities, and the needed support of public authorities;
- address the underrepresentation of women in STEM fields through a roadmap that includes a manifesto from Science, Technology, Engineering, Art and Mathematics (STE(A)M) oriented universities on gender-inclusive STE(A)M education;
- support for researchers at risk with guiding principles for universities to facilitate their inclusion.

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[1] Action 4.2. "Foster diversity, inclusiveness and gender equality"

## 1.1 Gender equality and inclusiveness in R&I

Equality is a fundamental principle of the EU, enshrined in the Treaties. To promote diversity in R&I and open its gender policy to intersections with other social categories, such as ethnicity, disability and sexual orientation, the EC supports the development of inclusive Gender Equality Plans (GEPs) and policies, in line with the 2020 ⬀ Communication on the new European Research Area (ERA) and Action 5 of the ⬀ ERA Policy Agenda 2022-2024.

The Agenda takes note of the 2021 ⬀ Ljubljana Declaration on Gender Equality in Research and Innovation, whose first priority is to ensure fair, open, inclusive and gender equal career paths in research, and consider intersectional perspectives on gender inequalities.

**What is inclusive gender equality in R&I?**
- This approach acknowledges that other characteristics such as racial and ethnic origin, disability, socio-economic background or sexual orientation interact and can reinforce intersectional and specific forms of discrimination that may limit the impact of measures focused only on one characteristic.
- Inclusive approaches to gender equality aim at understanding and addressing the different patterns and trajectories of discrimination and inequality that can be found in R&I and in wider society.
- Inclusive approaches to GEPs and policies enable systemic action to address different patterns of inequality and marginalisation.

**Why do we need inclusive gender equality in R&I?**
- To ensure fairness, inclusion, and equality of opportunity in education and employment.
- To attract, diversify and retain research talent in a global research system.
- To increase competitiveness and societal relevance of R&I through diverse research teams and R&I content, which reflects the perspectives, behaviours and needs of diverse groups in society.

*What to learn more? Check the following publications:*

⬀ Approaches to inclusive gender equality in research and innovation (R&I)

⬀ Towards inclusive gender equality in research and innovation

⬀ COVID-19 impact on gender equality in research & innovation

⬀ She figures 2021 Gender in research and innovation: statistics and indicators

⬀ Gendered innovations 2 How inclusive analysis contributes to research and innovation: policy review

⬀ Gender in Research

⬀ Gendered innovations How inclusive analysis contributes to research and innovation

## 1.2 Gender equality and inclusiveness in the ERA

Gender equality and gender mainstreaming in research has been a priority of the ⧉ European Research Area (ERA) since the ⧉ ERA Communication 2012 framework, in which the EC set three objectives to work with EU Member States and foster an institutional change:

1. gender equality in careers at all levels
2. gender balance in decision making
3. integration of the gender dimension into the content of research and innovation.

EU Member States were asked to develop ERA national action plans addressing the gender equality priority, and research performing and funding organisations were encouraged to implement institutional changes, in particular through GEPs, which had very positive impacts in many research organisations and were a catalyst for change at national level. The EC, through Framework Programme 7 (FP7) and Horizon 2020, provided funds for research organisations for the implementation of GEPs. Over 200 organisations have been supported in total, through 30 GEP-implementing projects, with a budget of over EUR 72 million.

Despite this, there are persisting gender inequalities in the research and innovation system across Europe, and discrepancies exist between the adoption and implementation of policies at the EU, national and institutional level. In addition, gender-based violence, including sexual harassment, remains a prevalent issue in research and innovation organisations.

The Commission's 2020 Communication on the new European Research Area recognised this, as well as the need to address diversity by opening policy to intersections with other social categorisations (e.g. ethnicity, disability and sexual orientation). Other aspects of inclusion, such as geographical inclusiveness, and sectorial inclusiveness between research and the private sector (e.g. innovative businesses, start-ups), also need to be ensured. As such, the Communication proposed to build on Horizon Europe and develop inclusive GEPs and policies with Member States and stakeholders. At the Competitiveness Council in November 2021, a package was adopted reaffirming gender equality and inclusiveness as core values and principles for European research and innovation. This includes the ERA Policy Agenda 2022-2024, with a specific action to "Promote gender equality and foster inclusiveness", taking note of the Ljubljana Declaration (Action 5), which entails four interlinked outcome deliverables:

| | | | |
|---|---|---|---|
| Develop a policy coordination mechanism to support all aspects of gender equality through inclusive GEPs and policies, and a dedicated EU Network on their implementation | Strategy to counteract gender-based violence including sexual harassment in the European R&I system and to assure gender equality in working environments through institutional change in any research funding or performing organisation | A policy approach to strengthen gender equality, that addresses gender mainstreaming and intersectionality to advance the new ERA | Develop principles for the integration and evaluation of the gender perspective in research and innovation content in cooperation with national research funding organisations |

*Figure 1: Deepening the ERA: Action 5 - Four interlinked outcome deliverables*

A subgroup of the ERA Forum dedicated to ERA Action 5 will be leading the way towards the achievement of these deliverables. It will follow up on the work of the ☐ ERAC Standing Working Group on Gender in Research and Innovation.

The implementation of ERA Action 5 builds on dedicated and finished Horizon 2020 projects funded under the Science-with-and-for-Society (SwafS) work programme and will be supported by related and ongoing projects funded under the Horizon Europe WIDERA Work programme.
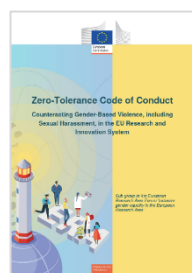
For more info check the following publications:

☐ Impact of gender equality plans across the European Research Area Study

☐ Impact of gender equality plans across the European Research Area Policy briefs

☐ Zero-tolerance code of conduct
Counteracting gender-based violence, including sexual harassment, in the EU research and innovation system

☐ Gender equality plans in academia and research: success factors and obstacles

☐ Gender equality plans in academia and research: roadmap to effective implementation
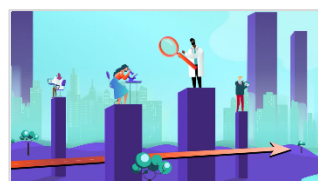
☐ ROADMAP TO GENDER EQUALITY PLANS in research and higher education institutions a short guide

Relevant videos:

☐ Impact of Gender Equality Plans across the European Research Area

☐ Gender equality policies in European research: Good practice criteria

## 1.3 Gender equality in Horizon Europe

There are 3 main levels at which gender equality is addressed in Horizon Europe:

Gender Equality Plan: Eligibility Criterion for public bodies, research organisations and higher education institutions established in a Member State or Associated Country

Integration of the Gender Dimension in R&I content: mandatory by default, unless specified otherwise in topic description. Award Criterion under Excellence.

Gender balance in research teams: Ranking criterion for ex aequo proposals
In addition, researchers can declare their gender along three categories: woman, man, non-binary.
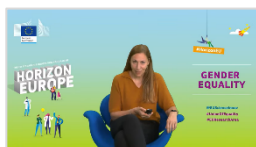
*Relevant publications:*
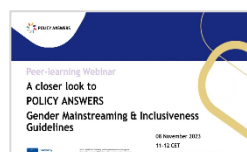
Horizon Europe guidance on gender equality plans

CORDIS results pack on gender equality in research

Relevant webinars:

The Gender Equality Plan eligibility criterion in HE: Who is concerned? How to comply with it?

A Closer Look at POLICY ANSWERS Gender Mainstreaming & Inclusiveness Guidelines

# 2. EU-funded gender actions

This chapter provides an overview of EC funded projects under the FP7, Horizon 2020 and Horizon Europe programmes, with particular focus on GEPs' related actions and other projects that deal with gender equality, inclusiveness and intersectionality. These projects offer valuable resources and insights into gender equality in R&I, helping to identify barriers, propose solutions, and promote inclusive practices. By analysing gender dynamics in scientific fields, funding structures, and institutional policies, they contribute to more equitable opportunities and diverse perspectives in R&I. Their findings support policymakers, institutions, and researchers in creating strategies that foster gender balance, enhance collaboration, and drive innovation through inclusivity.

## 2.1 Overview of research gender actions (2007-2024)

Different types of gender actions were supported in the scope of Framework Programme 7 (FP7), as presented in Fig.2.
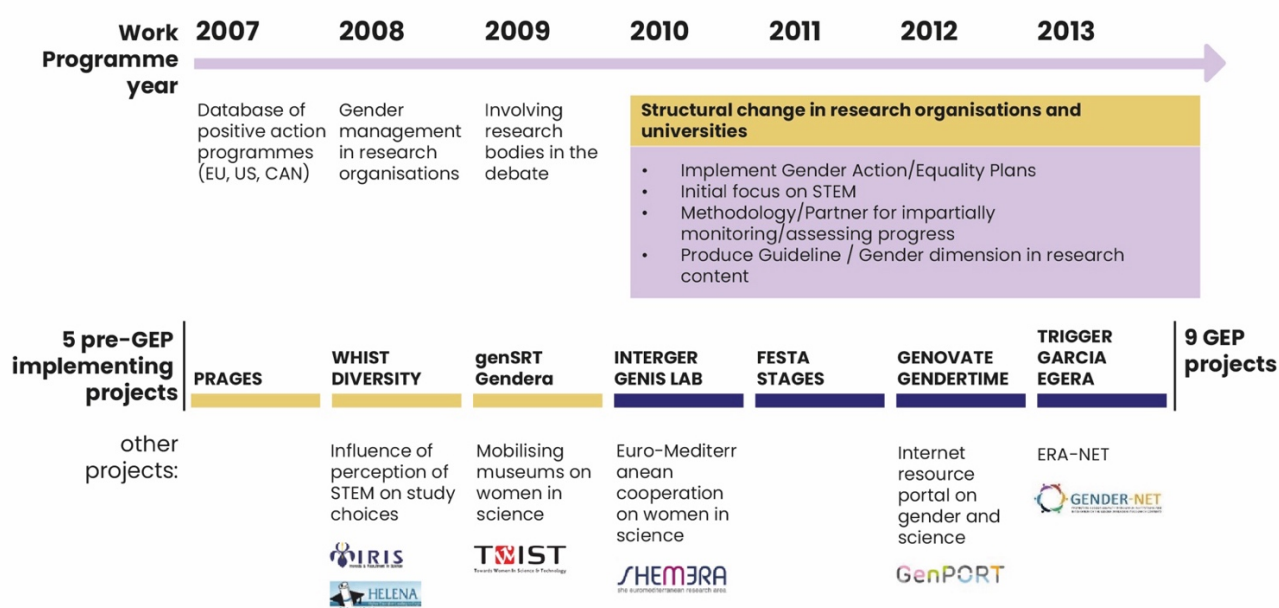


*Figure 2: FP7-Science-in-Society gender actions*

Over 20 GEP implementing projects and numerous other Gender Equality (GE) related projects are funded under the Horizon 2020-SwafS programme, as presented in Fig.3.
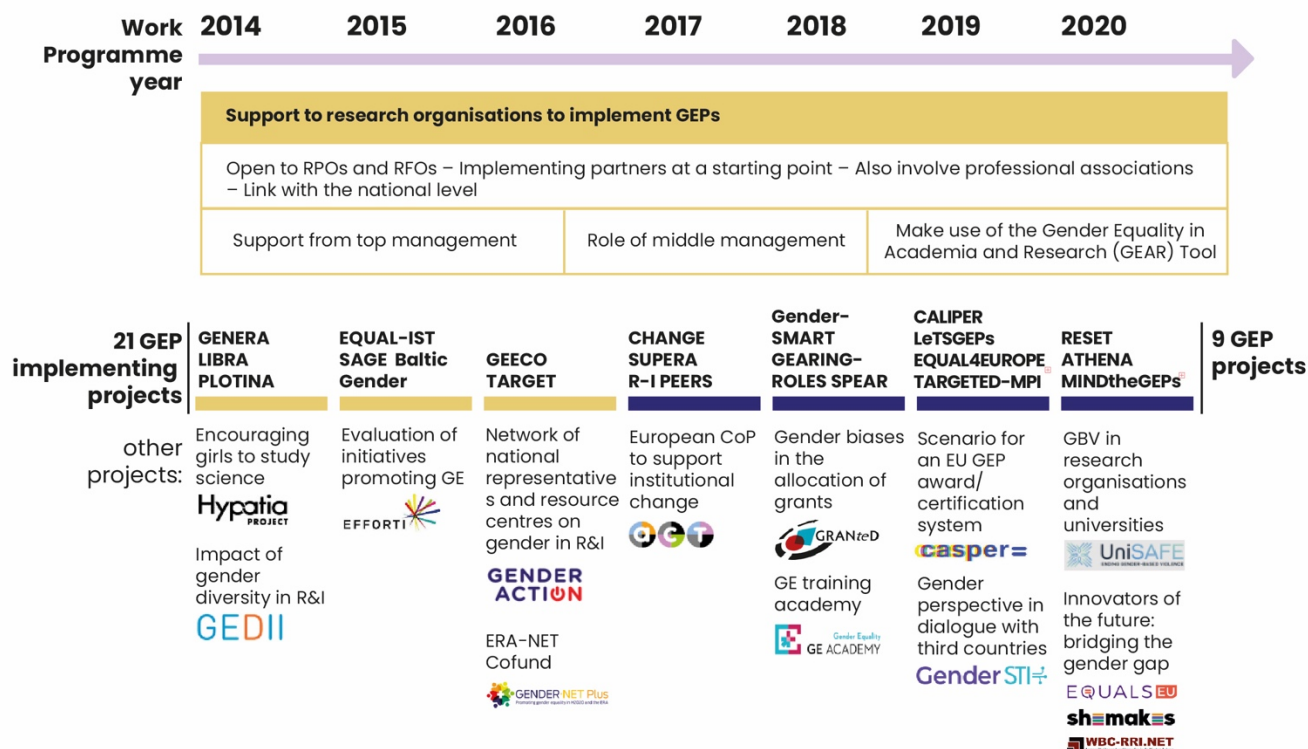
*Figure 3: Horizon 2020-SwafS gender actions*

Additional resources are expected to emerge from currently running and future Horizon Europe-WIDERA gender actions, as presented in Fig.4.
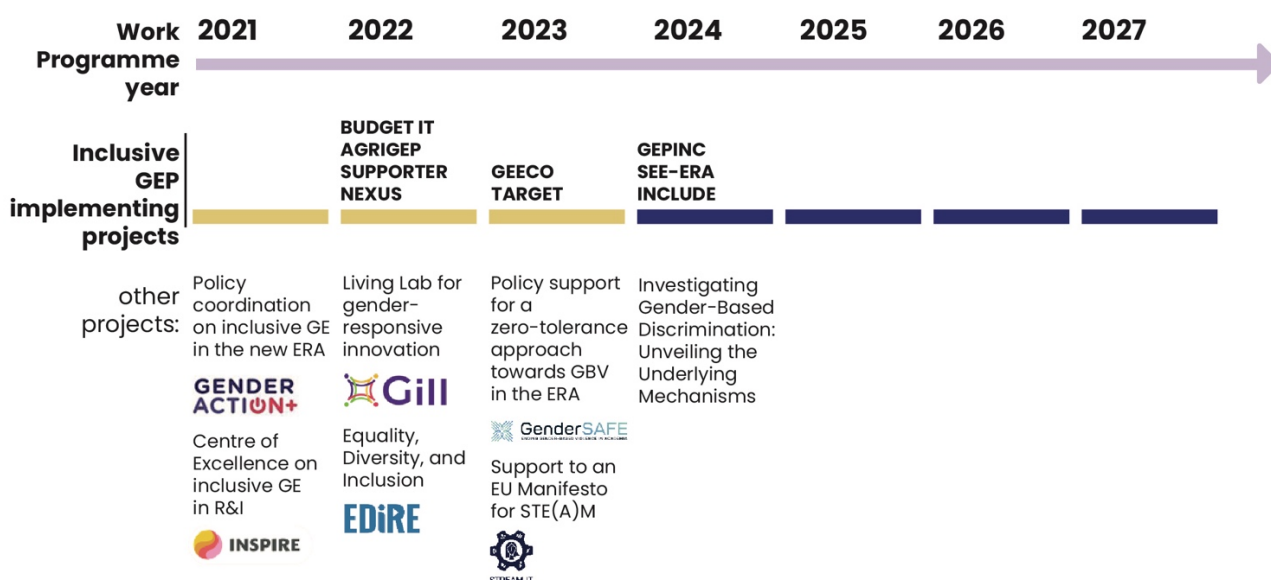


*Figure 4: Horizon Europe-WIDERA gender actions*

Additional valuable resources can be found in the EU projects related to intersectional research & gender studies that include, inter alia Cluster 2 - ☑Culture, Creativity and Inclusive Society:

- Feminisms for a new age of democracy (HORIZON-CL2-2021-DEMOCRACY-01-03) projects:
    - ⬈ FIERCE, ⬈ CCINDLE, ⬈ RESIST, ⬈ PushBackLash and ⬈ UNTWIST;
- Gender and social, economic and cultural empowerment (HORIZON-CL2-2022-TRANSFORMATIONS-01-05) projects:
    - ⬈ ReIncluGen, ⬈ gEneSys and ⬈ RE-WIRING;
- Strengthening racial, ethnic and religious equality (HORIZON-CL2-2022-TRANSFORMATIONS-01-08) projects:
    - ⬈ EQUALSTRENGTH, ⬈ UNDETERRED and ⬈ RAISE;
- Gender roles in extremist movements and their impact on democracy (⬈HORIZON-CL2-2024-DEMOCRACY-01-05).

## 2.2  List of relevant gender & inclusiveness projects

There are numerous resources that can help different R&I stakeholders improve their efforts for inclusive gender equality. This chapter provides an overview of relevant projects (Table 2), initiatives and selected toolkits that tackle upon different gender- and inclusiveness-related thematic areas.

*Table 2: Selected projects providing resources for inclusive gender equality*

| Project | Project duration | Brief description | Key thematic areas | Resources |
|---|---|---|---|---|
| **GenPORT** ⤤ https://cordis.europa.eu/project/id/321485/ | 15 May 2013 – 14 May 2017 FP7-SCIENCE-IN-SOCIETY-2012-1 | The GenPORT community and internet portal provide an arena for organisations and individuals to showcase and act as a gateway to a wealth of research resources, policy information, practical materials, and much more. The portal aims to facilitate the exchange of experiences and to foster collaboration, and so to support continuing policy and practical interventions in pursuit of gender equality. | • Institutional transformation • Inclusive gender and equality policy • Gender-based violence • Inclusive GEPs • Diversity and inclusion • Sex and gender in research | • Searchable resources and online documents • Links to relevant institutions, resource centres, large-scale databases, projects, and networks • News and announcements, events calendars, reviews, discussion groups • Access to gender networks and practitioners |
| **EFFORTI** ⤤ https://cordis.europa.eu/project/id/710470 | 1 June 2016 – 31 May 2019 H2020-GERI-2014-2015 | EFFORTI aims to develop an evaluation framework which enables evaluators, science managers, policy-makers and programme owners to conduct a sound analysis of the research and innovation outputs, outcomes and impacts of gender equality measures across Europe, with a focus on state level. | • Monitoring and evaluation • Policy making • Diversity and gender equality in national policies | • Evaluation framework for measuring gender equality impacts |
| **GENDERACTION PLUS** ⤤ https://cordis.europa.eu/project/id/101058093 | 1 June 2022 – 31 May 2025 HORIZON-WIDERA-2021-ERA-01 | Map and analyse EU Member States' progress towards implementation of gender equality in R&I through national ERA action plans and strategies. Deliver training events to build consistent and | • Intersectionality and inclusiveness • Gender-based violence • Gender dimension in R&I | • Policy mapping and benchmarking reports • Strategic advice • Mutual learning and trainings |

| | | | | |
|---|---|---|---|---|
| | | professional capacity in gender equality in R&I among responsible national representatives and Horizon 2020 National Contact Points. Provide mutual learning opportunities to maximise existing experience among policymakers and other relevant stakeholders. Prepare policy briefs on advancing gender equality in the ERA. | • Monitoring and evaluation of GE actions<br>• Promoting institutional change | • ERA stakeholder and citizen engagement<br>• Data dashboard<br>• Videos |
| **ACT**<br>⬈<br>https://cordis.europa.eu/project/id/788204 | 1 May 2018 – 31 October 2021<br><br>H2020-SwafS-2016-17 | ACT aims to facilitate better access, sharing and improvement of gender equality actions among research funding and performing organisations. The project's ambitious goals include integrating the gender dimension into research content and processes, enhancing standards for institutional excellence, and promoting the adoption of best tools and practices for gender equality plans implementation. | • Community mapping<br>• CoP | • ⬈ Gender Equality Audit and Monitoring (GEAM) Tool<br>• Community of Practice Co-creation Toolkit |
| **Gender-SMART**<br>⬈<br>https://cordis.europa.eu/project/id/824546 | 1 January 2019 – 31 December 2022<br><br>H2020-SwafS-2018-2020 | Gender-SMART is a community of seven European Research Performing Organisations and Research Funding Organisations, operating in the broadly framed field of research in food, agricultural and life sciences, supported by two technical partners. | • GEPs | • GEPs<br>• Good practices<br>• Videos<br>• Webinars & training |

| | | | | |
|---|---|---|---|---|
| **GEARING-Roles** ⬈ https://cordis.europa.eu/project/id/824536 | 1 January 2019 – 31 December 2022 H2020-SwafS-2018-2020 | Multidisciplinary consortium of ten European academic and non-academic partners that will design, implement, and evaluate six GEPs following the steps described in the GEAR tool (define, plan, act and check). | • GEPs | • Videos • Podcasts • Nobel Run |
| **TARGETED-MPI** ⬈ https://cordis.europa.eu/project/id/872260 | 1 September 2020 – 31 October 2024 H2020-SwafS-2018-2020 | The project studies gender inequality in business and management schools through the development and efficient performance of innovative GEPs, focusing on the diverse academic cultures and socio-economic environments in Europe (Belgium, Greece, Sweden, United Kingdom) and Lebanon. | • GEPs | • Methodology for assessing the performance of the GEPs • Policy briefs • Tools and guidelines for developing GEPs |
| **SPEAR** ⬈ https://cordis.europa.eu/project/id/824544 | 1 January 2019 – 30 April 2023 H2020-SwafS-2018-2020 | SPEAR will roll out a step-by-step guide to GEP implementation devised by the European Institute for Gender Equality (EIGE). It will follow a methodological path committed to creative, open, mitigating, processual, accountable, smart and sustainable changes (SPEAR's COMPASS). | • GEPs | • Policy recommendations • Methodology of Community of Practice |
| **GE Academy** ⬈ https://cordis.europa.eu/project/id/824585 | 1 January 2019 – 31 December 2021 H2020-SwafS-2018-2020 | Horizon 2020 project developing and implementing a high-quality capacity-building programme on gender equality in research, innovation and higher education. | • Capacity building | • Webinars • Online training, training material • Briefs, position papers, quality standards) |
| **Gender STI** ⬈ https://cordis.europa.eu/project/id/872427 | 1 November 2020 – 31 October 2023 | Create a mapping of how gender equality is considered and promoted in Science, Technology and Innovation (STI) bilateral and multilateral agreements between EU | • Gender equality in scientific careers • Gender balance in | • Policy briefs • Good practices • Different reports & publications |

| | H2020-SwafS-2018-2020 | Member States, Associated Countries and ten selected third countries.<br><br>Build on the work done by the ERA related groups and EU funded projects in charge of gender equality and international cooperation as well as EU funded projects.<br><br>Design and implement a series of Co-Design Lab workshops in the EU and selected third countries.<br><br>Formulate recommendations to enhance the integration of gender equality objectives in STI dialogues between Europe and third countries. | • decision making<br>• Integration of the gender dimension in R&I content | |
|---|---|---|---|---|
| **WBC-RRI.NET**<br>⬈<br>https://cordis.europa.eu/project/id/101006279 | 1 March 2021 – 29 February 2024<br><br>H2020-SwafS-2018-2020 | Project funded by the EU Horizon 2020 Programme that aims to embed Responsible Research and Innovation in Western Balkan Countries and to enhance self-sustaining R&I ecosystems | • Responsible Research and Innovation (RRI) | • Working group on GE / related resources<br>• ⬈ Study on GEPs in Western Balkan countries |
| INSPIRE<br>⬈<br>https://cordis.europa.eu/project/id/101058537 | 1 October 2022 – 30 September 2026<br><br>HORIZON-WIDERA-2021-ERA-01 | INSPIRE is Europe's Centre of Excellence on inclusive gender equality in research and innovation. It brings together cutting-edge knowledge, ambitious policy approaches, and innovative practices to provide a gateway for scholars, equality experts, practitioners and trainers to connect and share resources, as well as co-create new ones. | • GEPs, policies and measures in higher education<br>• Gendered innovations<br>• Intersectional policies in higher education and research | • Studies & analyses<br>• Knowledge and support hubs<br>• GEP monitoring indicators and survey<br>• Extended GEAM tool |

| GILL https://cordis.europa.eu/project/id/101094812 | 1 January 2023 – 31 December 2025 HORIZON-WIDERA-2022-ERA-01 | GILL builds on the Living Lab methodology by adopting a co-creation and co-design approach to develop mechanisms such as methodologies, services, and tools tested in real-life open ecosystems to increase Gender Responsive Smart Innovation and Entrepreneurship through a series of 15 pilot cases across eight European countries. | • Gendered Living Lab <br> • Open innovation <br> • Gender responsive innovation | • GILL hub: platform offering toolbox, training materials, network, mentoring, webinars, action oriented experimentations <br> • Gender practices & gender-responsive methods |
|---|---|---|---|---|
| EDIRE https://cordis.europa.eu/project/id/101060145 | 1 September 2022 – 31 August 2025 HORIZON-WIDERA-2021-ACCESS-02 | Aims to create a networking collaboration between the University Sarajevo School of Science and Technology (SSST) and four renowned research institutions in France, Italy, Ireland, and Spain, with the final aim of increasing SSST research profile, boosting its research capacity, especially in the field of Equality, Diversity, and Inclusion (EDI). | • EDI | • Gender and intersectionality related trainings |
| SUPPORTER https://cordis.europa.eu/project/id/101094529 | 1 April 2023 – 30 September 2025 HORIZON-WIDERA-2022-ERA-01 | The SUPPORTER project advances inclusive gender equality. It supports institutions to develop intersectional, innovative, inclusive and impactful gender equality plans (4I-GEPs), tailored to sports higher education institutions, and explicitly addressing gender-based violence including sexual harassment. | • 4I-GEPs | • Training materials and tools for institutional transformation <br> • Institutional roadmaps |

# 3. Resources for inclusive gender equality

This chapter provides an overview on resources (publications, videos, links, etc.) aimed to support R&I public bodies, research performing organisations (RPOs) and research funding organisations (RFOs) to mainstream gender and inclusiveness in their processes. It focuses on resources in support of

a.  institutional transformation,
b.  monitoring & evaluation of GEPs and policies, and
c.  intersectionality and inclusion in European R&I.

## 3.1 Institutional Transformation
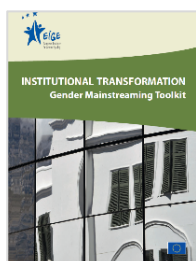
To become equal for women and men, institutions must be willing to change. This step-by-step guide prepared by the EIGE helps institutions transform, starting from their basic values and beliefs, to the rules and regulations that lead to more effective working outcomes. It is targeted at public institutions as bodies that are accountable for gender equality.

⬏ INSTITUTIONAL TRANSFORMATION Gender mainstreaming toolkit

The ⬏ Gender Equality in Academia and Research (GEAR) tool provides universities and research organisations with practical advice and tools through all stages of institutional change, from setting up a GEP to evaluating its real impact. More info and resources can be found in the ⬏ GEAR action toolbox, ⬏ GEAR step-by-step guide for RPOs, universities and public bodies, and ⬏ GEAR step-by-step guide for RFOs.

⬏ Gender Equality in Academia and Research GEAR tool step-by-step guide

Check additional resources that can aid the institutional transformation:

⬏ Resistances to Structural Change in Gender Equality – SUPERA project

⬏ Directory of trainers/ gender experts – GE Academy project

⬏ People directory (gender networks and gender equality practitioners) – GenPORT project

⬏ Stakeholders Database – INSPIRE project

⬏ UniSAFE Toolkit for ending GBV – UniSAFE project

*Relevant video:*                                        *Webinar:*

⬏ Gender and Leadership in Higher Education and Research: Institutional Challenges and Resistances

⬏ POLICY ANSWERS Peer-Learning Webinar: Inclusive Gender Equality in R&I and Education

## 3.2  Monitoring & evaluation of GE plans and policies

Effective GE plans and policies are only as strong as the systems in place to monitor and evaluate them. Without continuous assessment, even the most well-intended initiatives risk falling short of their goals. Monitoring and evaluation (M&E) provide critical insights into what works, what needs improvement, and how to adapt strategies for lasting impact. By tracking progress, identifying challenges, and measuring outcomes, organisations and policymakers can ensure that gender equality efforts lead to real, sustainable change.

Here are some practical and valuable resources for M&E developed by different GE actions.

EFFORTI project – developed an evaluation framework and indicators:
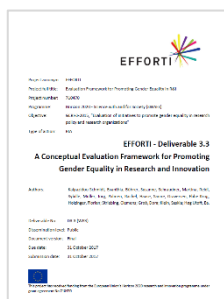
Evaluation Framework for Promoting Gender Equality in R&I
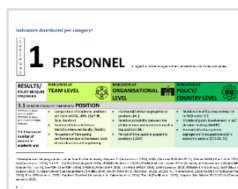
Full list of indicators

Key Results and Policy Recommendations

ACT project – introduced the tool for GE audit and monitoring, you can check the manual and audit questionnaire as well as the training videos:

GEAM Manual
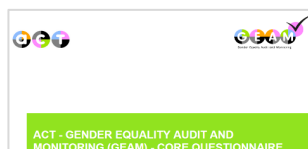
ACT - Gender Equality Audit and Monitoring (GEAM) - Word Questionnaire

### VIDEOS:
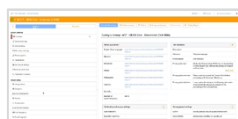
GEAM tool – first steps

GEAM training – Session (1), Session (2) and Session (3)

☐ TARGETED-MPI project – offers different tools and guidelines for developing and evaluting the GEPs:
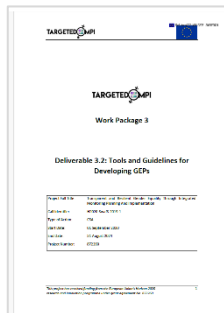
☐ Tools and Guidelines for Developing GEPs
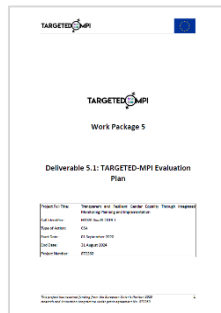
☐ Evaluation Plan
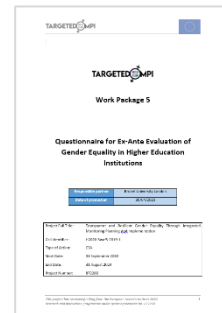
☐ Questionnaire for Ex-Ante Evaluation of Gender Equality in Higher Education Institutions

☐ TARGET project – check additional gender equality tools that can support your M&E efforts:
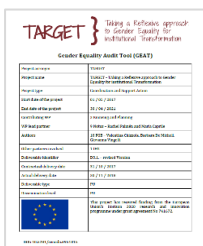
☐ Gender Equality Audit Tool

☐ Gender equality monitoring tool and guidelines for self-assessment

## 3.3 Intersectionality and inclusion in European R&I

Achieving true gender equality in European R&I requires an approach that goes beyond a one-size-fits-all strategy. Intersectionality acknowledges that gender does not exist in isolation but intersects with other social categories such as race, ethnicity, disability, age, and socioeconomic background. By integrating intersectionality into R&I policies and practices, we can address the unique barriers faced by underrepresented groups and create a more inclusive and equitable research environment.

To learn more on the latest trends and recommendations in the field, check the following resources:
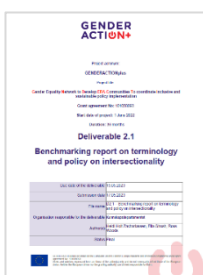
☐ Benchmarking report on terminology and policy on intersectionality

☐ Policy Brief 1:

Inclusive Gender Equality from an Intersectional Perspective

☐ A new ERA of inclusion and intersectionality

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**ABOUT POLICY ANSWERS**

POLICY ANSWERS (R&I POLICY making, implementation ANd Support in the WEsteRn BalkanS) supports policy coordination in the Western Balkans and with the EC and the EU. 14 partner organisations, representing network nodes in the region and EU expert organisations, support policy dialogue through formal meetings (such as ministerial and steering platform and ad-hoc policy meetings), monitoring and agenda setting, capacity building and implementation of the EU's Western Balkan Agenda, as well as the alignment of thematic priorities. The project implements regional pilot activities and offers an information hub based on the westernbalkans-infohub.eu online information platform. The partners provide analytical evidence via monitoring and mapping activities of the stakeholder ecosystem, of the implementation of the Western Balkans Agenda and of the Western Balkans' integration into the European Research Area as well as via strategic foresight. POLICY ANSWERS also allows for tailored and targeted capacity building activities in the Western Balkans as well as regional alignment of priorities in relation to the digital transformation, the green agenda and towards healthy societies. Pilot activities provide learning opportunities on policy and programme level and reach out to final beneficiaries related to improved academia-industry cooperation, researcher mobility, inclusion of youth in policy processes, promotion of research infrastructures and increased innovation skills in all areas.

Funded by
the European Union