

SMARTDEST



**CITIES AS MOBILITY HUBS:
TACKLING SOCIAL EXCLUSION THROUGH
'SMART' CITIZEN ENGAGEMENT**

Grant Agreement: 870753

D1.2 GENDER EQUALITY PLAN

(V3 – 14/10/2022)



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CONTEXT

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Project partners





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Introduction

Equality between women and men is an essential value of the European Union. The EU promotes gender equality in areas as equal pay, work-life balance, health and safety at work, between many others. Moreover, gender equality is a relevant issue in Horizon 2020 that affects multiple areas (European Commission, 2019).

Gender equality and gender mainstreaming in research have been a priority of a https://ec.europa.eu/info/research-and-innovation/strategy/era_en (ERA) since 2012. To this end, Member States are invited to remove barriers to the recruitment, retention and career progression of female researchers, address gender balance in decision making and strengthen the gender dimension in research programmes. Member States are encouraged to create the appropriate legal and policy environment to incentivise institutional changes in research organisations and correct the remaining gender biases.

As conclusions on advancing gender equality in the ERA in December 2015, the Council of the European Union:

- INVITES Member States and research funding organisations to provide incentives to encourage research performing organisations, including universities, to revise or develop gender mainstreaming strategies, gender equality plans including the gender dimension in R&I content and programmes and mobilise adequate resources to ensure their implementation;
- NOTES that only around 20% of full professors in Europe are women and that changes towards a more equal level are progressing very slowly, and therefore INVITES to strive for guiding targets for a more even gender balance for professors;
- ACKNOWLEDGES that gender equality in science will contribute to diversity, excellence, and quality in outcomes and make research more responsive to social and societal challenges that are a shared responsibility between women and men. Making use of all talents and creating equal opportunities for men and women is not only a matter of fairness, but it is also an issue of economic efficiency. Embracing gender equality will contribute to EU competitiveness and to growth and job creation.

SMARTDEST represents an opportunity for all researchers to improve their knowledge and practices related to gender equality; training on gender equality related topics can be provided and good practices can be shared among countries.

In line with the above, the current version of the SMARTDEST project's Gender Equality Plan (GEP) is aimed at providing a first set of guidelines to design, implement and monitor tailored made activities to reduce gender bias. In particular, it sets the ground for:

- 1) Creating a specific space of discussion on gender issues within the consortium;
- 2) Consolidating gender equality by promoting women's participation on an equal footing with men;
- 3) Promoting a balanced male to female ratio in different decision-making bodies at all hierarchical levels;
- 4) Avoiding sexism and ensure gender-neutral language in communication and dissemination's materials;
- 5) Gathering and systematizing information to assess the effectiveness of the measures defined in this GEP and its follow-up versions;
- 6) When relevant, designing and implementing corrective measures.





Further details on these overarching goals and their link with the GEP's strategic lines and axes are provided below.

Over the course of its activity, the Gender Committee will act in close collaboration with the Ethics Committee, under the auspices of the Steering Group, so as to guarantee the due implementation of the GEP at different levels of the consortium. Relevant gender issues will be addressed during the first Consortium meeting in Rotterdam (April 22-24, 2020) in the framework of the Ethics training workshop. Information on implementation and updates of the Gender Equality Plan will be included in Project and Progress Reports at M12 (December 2020), M24 (December 2021) and M36 (December 2022).

Initial diagnosis

Regarding the context, EU State Members still evidence inequalities between men and women. The *SHE FIGURES* rapport shows disadvantages for women researchers, in terms of their working conditions, as precarious contracts, pay gap and others. Moreover, women are less represented as they move up the academic ladder (European Commission, 2019).

With the updated data, the SMARTDEST team is composed of 46'2%% women and 53'8% men, it means a gender-balanced team. The initial discussions highlighted the lack of existing balance in the leadership positions of the workpackage and also in the pre-doc level. This fact highlighted the necessity to promote policies towards greater equality between men and women in all areas of research within the project.

In order to review the existing gap in the coordination of the WPs, the Steering Committee has agreed to formalize the double coordination of technical Work Packages 2, 3, 4 and 5 involving one man and woman. We say formalize as at practical level it was already actual, due to the great contributions and guidelines provided by the current female co-coordinators. With this measure, we want to achieve total parity in the leadership of the WPs. We will also include double participation in steering group meetings. This action will enable us to meet the objectives of the gender balanced participation project at decision-making levels. The table below shows the new coordinators for these WPs.

WP	Female Coordinators	Male Coordinators
2	Anna Bornioli	Giuliano Mingardo
3	Elisabetta Mocca	Yuri Kazepov
4	Monica Postiglione	Loris Servillo
5	Sara Puccio	Fabio Carrera





	Researchers		Workforce non researchers		Research staff employed ad hoc for the SMARTDEST PROJECT			
	M	F	M	F	Post-doc level		Pre-doc level	
	M	F	M	F	M	F	M	F
1/URV	4	4	1	2	1	-	1	1
2/EUR	2	2	0	1	1	1	1	1
3/UA	2	1	1	0	-	-	1	-
4/UP	4	0	0	3	-	-	-	-
5/IGOT-UL	4	0	2	1	1	-	-	1
6/POLITO	3	3	0	1	-	1	-	-
7/TAU	2	1	2	1	2	3	-	-
8/UNIVIE	3	1	0	2	1	1	2	-
9/INH	2	3	0	2	3	1	1	1
11/SER	2	1	1	0	1	-	-	-
12/UMIL	1	2	1	0	-	1	-	-
13/HUJI	1	0	0	1	0	0	0	2
TOT	30	18	8	14	10	8	6	6
% Female		38%		64%		44%		50%

Total SMARTDEST = 100

Female SMARTDEST = 46

% Female SMARTDEST = 46%

Although the post-doc category is gender balanced, it is not the same in the pre-doc category. With the aim of improving parity, we propose to reinforce the recruitment strategies. Specifically, we propose a training (or a guide) on gender-blind recruitment processes that will be provided to the evaluators of post-doc and pre-doc applications.

The consortium includes a range of countries and institutions (academics, private entities) with geographical diversity. This implies analysing parity and consistency across partners and considering that there is variability in the ways gender equality is implemented in different countries and types of institutions. We propose to make, every six months, a report of the possible variations in the composition of the team of each partner. The aim of the report is to follow up to ensure the balanced participation of men and women in all planned activities. If imbalances are detected, the measures to be taken will be assessed with each partner.

To ensure a balance between men and women in all the activities of the project, we propose to prepare a checklist of items on which to intervene to distribute to all partners, such as: for example, ensure balance in paper publication, conference presentation, panels of SMARTDEST organised events, etc.





Strategic Lines

Axis 1: Institutional leadership

In this strategic line it is important to introduce gender policies to promote gender equality. Therefore, overseeing the promotion of gender equality in the project is required, through a Gender Equality Plan (GEP) that specifies the guidelines for gender balance and awareness throughout the project activities ensuring equality of gender and diversity, in its outputs as well as its process.

Also, as argued in the Genderaction project, "to achieve substantive gender equality in R&I, disruptive measures are required", so some of its recommendations on gender equality policies have been considered in this plan (GENDERACTION, 2020).

The Project Manager, as part of SMARTDEST's Project Office at URV, will be the point of connection between the Gender Committee and the coordinator, and the person in charge of reporting relevant updates concerning the duly preparation and implementation of the activities of the GEP. The Project Manager's role is therefore key to report any malfunctioning and, should it be necessary, to convoke via the coordination of a meeting of the Steering Group. In this regard, a foundational measure included in the GEP refers to the creation of a Gender Committee (GC) formed by various team members, in a balanced way between men and women, across the consortium (see Appendix 1), with these functions:

- a) GC is responsible for drafting this document at the start of the project, submitting it to the GA for approval, overseeing its due application throughout the project life, proposing updates of the plan, and bringing to the attention of the PC and SG any arising issues or infringements. Information on implementation and updates of the Gender Equality Plan will be included in Project and Progress Reports;
- b) To assist in overseeing gender-related issues in the distribution of resources, contracting procedures, the format of deliveries and research processes and transversally in relation to the ethical issues, equality checks at Project and Progress Reports.

The GC will work mainly in remote mode but will meet face-to-face whenever needed in the occasion of the Consortium Meetings.

According to dissemination and communication of research, gender should be included in 'mainstream' publications as it is as much part of daily reality as any other variable studied. It is our strong belief that collecting and analysing gender-specific data is not enough if they are omitted from the published results. Specific dissemination actions (publications or events) for gender findings can be considered. Institutions and departments that focus on gender should be included in the target groups for dissemination. Publications should also use gender-neutral language.

In order to strengthen the commitment to equality between men and women and to promote the implementation of the gender plan, a formal SMARTDEST-Equality commitment is proposed. It will be a formal commitment from all SMARTDEST researchers to comply with certain gender-balance criteria: not presenting in all-male conference panels; gender-balance in participant recruitment; gender-neutral or gender-sensitive language in written and visual project outputs, among other initiatives to be agreed.

Axis 2: Gender perspective in human resources and team's management





This strategic line will address equal opportunities for women and men, both in management and research roles. That is needed because there are already inequalities in the scientific field, as diagnosed by the latest "She Figures" report for the entire EU, among other authors (European Commission, 2019; Lara, 2007; Wennerås & Wold, 1997). There is evidence that men and women in Academia are not assessed on the same basis, and neither are their respective achievements.

To avoid gender bias, it is important to ensure open and impartial selection procedures: use mixed selection panels, train panel members on gender bias, advertise open posts widely, explicitly encourage women to apply, accommodate atypical career patterns; use explicit, precise and transparent selection criteria: set standards that are relevant to the pursuit of scientific knowledge, use appropriate indicators of performance that fit the life-cycle productivity of both men and women.

As mentioned above, in order to reinforce the recruitment strategies, we propose a training (or a guide) on gender-blind recruitment processes that will be provided to the evaluators of post-doc and pre-doc or any others applications. An example of the training we want to give is the following video:

<https://www.youtube.com/watch?v=g978T58gELo>

To improve equality, it is important to acknowledge that bias and discrimination might indeed exist and to investigate what is going wrong. Reducing gender bias in research calls for the active involvement of all participants in the process, both men and women, at all levels. Actions may include setting ratios for participation, putting in place monitoring systems, installing feedback mechanisms and appointing a trained gender equality officer.

Gender and covid-19

In order to analyse the differential effects of the pandemic and propose joint activities, the Gender Committee will be in charge for identifying, among all the researchers in the consortium, the difficulties they have encountered in carrying out their investigations during this stage of the pandemic. A survey will be conducted among members of all teams to gather information on difficulties encountered and needs identified to inform actions to take in the remainder of the project.

It is also proposed to identify measures of conciliation activated in the different partners that can be used to respond to the needs identified by researchers. To this end, each partner will be asked for a list of measures available at their university.

We will also ask each partner to know the existence of national studies on the effects of the COVID19 on the scientific productivity of men and women and to study the publication of teleworking guidelines with a gender perspective or other good practices developed in the partner countries that can be shared and applied in the consortium.





Axis 3: Gender perspective in research

As stated in the original project's proposal, SMARTDEST is a gender-sensitive project that incorporates an intrinsic gender dimension at all stages of the research. Accordingly, the goal of axis 3 is to establish a framework enabling the integration of a gender dimension in hypothesis formulation, research questions, design, methodology, processes and the dissemination and publication of results.

Gender mainstreaming also involves a sex-disaggregated analysis of all data studied throughout the project. This includes the initial data that are part of the working hypotheses as well as the methodological design. In this way, the disaggregation by sex of the data and its analysis from the gender perspective (that is taking into account the roles and stereotypes assigned to men and women) will allow a complete incorporation of the gender dimension in all phases of research.

Regarding project design and research framework, it is well known that while research methodologies may vary, they all strive to represent (aspects of) reality. Whenever this reality concerns humans, any scientifically sound methodology should differentiate between the sexes and take into account men's and women's situations equally. Groups such as 'citizens', 'patients', 'consumers', 'victims' or 'children' are therefore too general as categories.

The relevance of gender for and within the subject matter needs to be analysed and an assessment made of the state of knowledge in this respect. The formulation of hypotheses can draw upon previous research and existing literature. Indeed, the body of knowledge on gender issues has been steadily growing over recent decades and can serve as interesting reference material to build new hypotheses for future research.

In term of research implementation:

- Research Questions: SMARTDEST will explore how women are particularly affected by growing tourism mobilities. There is evidence to suggest that overtourism in residential areas has a dramatic impact in terms of social reproduction and daily activities that are usually undertaken by women;
- Data collection tools (such as questionnaires and interview checklists) need to be gender-sensitive, use gender-neutral language, and should make it possible to detect the different realities of men and women. This will help to avoid gender bias. For example, answers to be provided by the 'head of household' are not necessarily valid for all household members;
- Also, sampling techniques should be gender-sensitive and gender-balanced. This is possible when a purposive sampling is employed;
- Data analysis: In most research concerning human subjects, data are routinely disaggregated by sex, which would logically lead to analyses according to sex. However, to date, this is still not common practice. Systematically taking sex as a central variable and analysing other variables with respect to it (e.g. sex and age, sex and income, sex and mobility, sex and employment) will provide significant and useful insights. Involving gender-balanced end-user groups in the course of the research is also a good way of guaranteeing the highest impact.

Moreover, this GEP aims to examine, measure and interpret the gender stratification of social exclusion analysed at pan-EU level and across case studies with quantitative and qualitative methods. Thus, a key task of this strategic line is to undertake an intersectional analysis of the





social impacts of mobility. This approach recognises the intersectionality of gender with other attributes of discrimination, like ethnicity, disability, age, gender identity, and sexual orientation.

To support research teams, training tutorials and guidelines will be provided throughout the project implementation. Specific training will also be offered, which includes the recognition of the explanatory variables of the differentiated behaviours with respect to the object of study.

Finally, feminist authorship in the bibliography is considered a relevant value for the project, because it contributes to the mission of this plan and facilitates gender mainstreaming implementation.

Action Plan

The action plan is a package of measures aimed to achieve each strategic line. A descriptive datasheet of each measure is presented below. Also, an indicative list of tasks to fill each measure is detailed in every datasheet.

A single person/team must assume responsibility for the implementation of each measure. This designation is related to the authority to achieve results. Responsibilities will be shared between men and women, ensuring a gender-balanced commitment. The aim of these commitments is to involve both men and women in the implementation of the plan. To ensure that responsibilities will be shared equally between different genders, every six months a different person, alternating genders, will chair the Gender Committee. The Chair will take responsibilities to organise meetings and work towards objectives for six months. The SMARTDEST team is committed to improving the project through proper gender mainstreaming. However, the agents involved can collaborate and/or execute the actions. Coordination and teamwork of responsible and involved agents are required to achieve compliance with the plan. The allocation of resources to the plan activities is a suggested option, which should be assessed.

Indicators can be qualitative or quantitative data. Responsible members will provide the data and documentation of evidence of each measure, in order to prepare the appropriate report. Regarding the datasheet monitoring and evaluation section, the type of report proposed for each measure will be indicated.





1. AXIS: Institutional Leadership

1.1 To introduce gender policies to promote gender equality

GEP MEASURE 1.1	To introduce gender policies to promote gender equality
Tasks	<p><i>1.1.1 To create gender-balance working groups to ensure mainstreaming and effectiveness of GEP</i></p> <p><i>1.1.2 To balance the presence of women and men in decision-making bodies and levels</i></p> <p><i>1.1.3 To use non-sexist language and communication at all the project levels</i></p> <p><i>1.1.4 Dissemination and communication of research with a gender perspective</i></p> <p><i>1.1.5 Dissemination and communication actions input and implementation -regard to target groups, preferred channels, engaged stakeholders, and similar-</i></p> <p><i>1.1.6. To prepare a checklist with actions that should ensure balance/equality throughout the project.</i></p>
Responsible agent	Gender Committee
Involved agents	Gender Coordinator Team, Team leaders, Researchers
Timing	Permanent
Resources	
Indicators	<p><i>1.1.1. Appointment of a gender team, coordinators and support committee with assigned resources</i></p> <p><i>1.1.2. Dissemination of the Project's organization chart</i></p> <p><i>1.1.3. Project deliverables, announcements, group messages</i></p> <p><i>1.1.4. Research packages publications</i></p> <p><i>1.1.5. Relevant data compliant with the pursued gender balance</i></p> <p><i>1.1.6. SMARTDEST Equality checklist. Actions such as: ensure balance in paper publication, in conference presentation, in panels of Smartdest organised events, etc.</i></p>
Monitoring and evaluation	GEP Evaluation Report





2. AXIS: Gender perspective in human resources and team's management

2.1 Gender perspective at staff recruitment, access and promotion

GEP MEASURE 2.1	Gender perspective at staff recruitment, access and promotion
Tasks	<p><i>2.1.1 To Include information disaggregated by sex in staff reports, about recruitment, access and promotion</i></p> <p><i>2.1.2 To run awareness campaigns among the community in order to increase knowledge and understanding about barriers to academic or professional careers of female staff</i></p> <p><i>2.1.3. To provide a training (or a guide) on gender-blind recruitment processes to the evaluators of post-doc or pre-doc or any others applications, with the aim to reinforce the recruitment strategy.</i></p>
Responsible agent	Team Leaders and Gender Committee
Involved agents	Gender Coordinator Team and Gender Committee
Timing	Every year
Resources	
Indicators	<p><i>2.1.1 Periodical staff report</i></p> <p><i>2.1.2 Number of internal and external communications about mentioned topics</i></p> <p><i>2.1.3. Number of trainings (or a guides) provided.</i></p>
Monitoring and evaluation	GEP Monitoring Report and GEP Evaluation Report





2.2 Gender-balanced participation in roles and activities of people in positions of responsibility, management staff and research staff

GEP MEASURE 2.2	Gender-balanced participation in roles and activities of people in positions of responsibility, management staff and research staff
Tasks	<p><i>2.2.1 The Glass Ceiling Report. Diagnostic analysis of barriers to female staff.</i></p> <p><i>2.2.2 To design and implement measures to remove those barriers. These actions could be: a) Training: awareness and gender-sensitive tools for all staff; b) Activities like a discussion about gender-related barriers</i></p> <p><i>2.2.3. To prepare a formal commitment from all SMARTDEST researchers to comply with certain gender-balance criteria (e.g. not presenting in all-male conference panels; gender-balance in participant recruitment; gender-neutral or gender-sensitive language in written and visual project outputs, etc.)</i></p>
Responsible agent	Team Leaders and Gender Committee
Involved agents	Gender Coordinator Team and Gender Committee
Timing	6 months, since the GEP final version
Resources	
Indicators	<p><i>2.2.1 Glass Ceiling report</i></p> <p><i>2.2.2. Periodical Summary report (as an activities list with a short description)</i></p> <p><i>2.2.3. SMARTDEST Equality Commitment</i></p>
monitoring and evaluation	GEP Monitoring Report and GEP Evaluation Report



2.3 Visibility of female management & research staff to the community

GEP MEASURE 2.3	Visibility of female management & research staff to the community
Tasks	<p><i>2.3.1 Promote the invitation of expert women to events, lectures, training</i></p> <p><i>2.3.2 Encourage the presence of women researchers in the project's dissemination products</i></p>
Responsible agent	Team Leaders and Gender Committee
Involved agents	Gender Coordinator Team and Gender Committee
Timing	Twice a year
Resources	
Indicators	<p><i>2.3.1 Number of women invited</i></p> <p><i>2.3.2 Number of women on record in the project's dissemination products</i></p>
monitoring and evaluation	GEP Monitoring Report and GEP Evaluation Report



2.4 Work-life balance

GEP MEASURE 2.4	Work-life balance
Tasks	<p>2.4.1 To check if there are significant differences of the project staff (research staff, management staff and doctoral students) about workplace and uses of time (Ex. through a questionnaire or form: possibility to share our time of dedication to housework and care tasks, etc.)</p> <p>2.4.2 To adopt concrete measures regarding the organization of work in order to promote work-life balance of the project staff (research staff, management staff and doctoral students), to increase people's work efficiency and health</p> <p>2.4.3. To identify, among all the researchers - disaggregating by sex- in the consortium, the difficulties they have encountered in carrying out their investigations, during this stage of the COVID-19 pandemic and analyse such impact from a gender perspective.</p>
Responsible agent	Team Leaders and Gender Committee
Involved agents	Gender Coordinator Team and Gender Committee
Timing	2.4.1: each 6 months / 2.4.2: each 9 months. Since the GEP final version. To the end of the Project.
Resources	
Indicators	<p>2.4.1 Survey results report</p> <p>2.4.2 Dissemination of measures to promote work-life balance along the Project</p> <p>2.4.3. Gender impacts of the Covid-19 pandemic report.</p>
monitoring and evaluation	GEP Monitoring Report and GEP Evaluation Report





2.5 Ensuring gender equality and prevent sexual harassment

GEP MEASURE 2.5	Ensuring gender equality and prevent sexual harassment
Tasks	<p>2.5.1 <i>Gender equality: to release and spread the gender equality plan</i></p> <p>2.5.2 <i>To carry out a sexual harassment protocol (SHP) and spread it</i></p> <p>2.5.3 <i>Research team training about prevention, recognition and response to gender violence in the context of the project, specifically in the fieldwork</i></p> <p>2.5.4. <i>To contact other H2020 projects and participate in conferences on gender equality or the scientific field of SMARTDEST to publicise our equality plan and get to know theirs.</i></p>
Responsible agent	Team Leaders and Gender Committee
Involved agents	Gender Coordinator Team and Gender Committee
Timing	2.5.1: 1 week since GEP final version / 2.5.2: 6 months since the GEP final version.
Resources	
Indicators	<p>2.5.1 <i>Internal and external communications of the GEP</i></p> <p>2.5.2 <i>Internal and external communications of the SHP</i></p> <p>2.5.3 <i>Number of training courses regard to the topic</i></p> <p>2.5.4. <i>Number of projects and/or congresses in which the Gender Equality Plan has been disseminated</i></p>
monitoring and evaluation	GEP Monitoring Report and GEP Evaluation Report



3 AXIS: Gender perspective in research

3.1 Project design and research framework

GEP MEASURE 3.1	Project design and research framework
Tasks	<p><i>3.1.1 To share resources about the topic, as guidelines or training tutorials</i></p> <p><i>3.1.2 To promote a specific training plan</i></p>
Responsible agent	Team Leaders, Gender Committee
Involved agents	Gender Coordinator Team, Gender Committee
Timing	Permanent
Resources	
Indicators	<p><i>3.1.1 Shared resources (guidelines, tutorials, etc.)</i></p> <p><i>3.1.2 Number of training courses</i></p>
monitoring and evaluation	GEP Evaluation Report

3.2 Gender-sensitive literature review

GEP MEASURE 3.2	Gender-sensitive literature review
Tasks	<p><i>3.2.1 To share resources about the topic, as guidelines or training tutorials</i></p> <p><i>3.2.2 To promote a specific training plan</i></p>
Responsible agent	Team Leaders, Gender Committee
Involved agents	Gender Coordinator Team, Gender Committee
Timing	Permanent
Resources	
Indicators	<p><i>3.2.1 Shared resources (guidelines, tutorials, etc.)</i></p> <p><i>3.2.2 Number of training courses</i></p>
monitoring and evaluation	GEP Evaluation Report





3.3 Research implementation at data collection tools and data analysis

GEP MEASURE 3.3	Research implementation at data collection tools and data analysis
Tasks	<i>3.3.1 To share resources about the topic, as guidelines or training tutorials</i> <i>3.3.2 To promote a specific training plan</i>
Responsible agent	Team Leaders, Gender Committee
Involved agents	Gender Coordinator Team, Gender Committee
Timing	Permanent
Resources	
Indicators	<i>3.3.1 Shared resources (guidelines, tutorials, etc.)</i> <i>3.3.2 Number of training courses</i>
monitoring and evaluation	GEP Evaluation Report

3.4 Intersectional analysis of the different impact on men and women about research results and conclusions

GEP MEASURE 3.4	Intersectional analysis of the different impact on men and women about research results and conclusions
Tasks	<i>3.3.1 To share resources about the topic, as guidelines or training tutorials</i> <i>3.3.2 To promote a specific training plan</i>
Responsible agent	Team Leaders, Gender Committee
Involved agents	Gender Coordinator Team, Gender Committee
Timing	Permanent
Resources	
Indicators	<i>3.4.1 Shared resources (guidelines, tutorials, etc.)</i> <i>3.4.2 Number of training courses</i>
monitoring and evaluation	GEP Evaluation Report





3.5 Gender-sensitive bibliography

GEP MEASURE 3.5	Gender-sensitive bibliography
Tasks	<i>3.5.1 To ensure the presence of gender-sensitive bibliographic references, through including feminist authorship in References</i>
Responsible agent	Team Leaders, Gender Committee
Involved agents	Researchers, Gender Committee
Timing	Permanent
Resources	
Indicators	<i>3.5.1 Number of feminist authors in "References"</i>
monitoring and evaluation	GEP Evaluation Report



4 GEP Monitoring and Evaluation

A monitoring and evaluation protocol for this plan is required. Depending on the characteristics of each goal and its schedule, a monitoring report will help to ensure compliance with the measures. At the end of the project, a final evaluation report of the Gender Equality Plan will be presented. These reports will be prepared by the Gender Coordinator Team, supported by the Gender Committee.





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Appendix

Appendix 1. Composition of the first Gender Committee

Related to GEP Measure 1.1; Task 1.1.1 “To create mixed working groups to ensure mainstreaming and effectiveness of GEP”

Name	E-mail	Organization Name
Anna Bornioli	bornioli@ese.eur.nl	ERASMUS CENTRE FOR URBAN, PORT AND TRANSPORT ECONOMICS BV
Agustin Cocola-Gant	agustincocolagant@campus.ul.pt	ORDENAMENTO DO TERRITORIO DA UNIVERSIDADE DELISBOA
Roberta TALARICO	talarico.roberta@gmail.com	SERENDPT SRL SOCIETA BENEFIT
Roos Gerritsma	roos.gerritsma@inholland.nl	STICHTING HOGER ONDERWIJS NEDERLAND
Andrea GANZAROLI	andrea.ganzaroli@unimi.it	UNIVERSITA DEGLI STUDI DI MILANO
Adriana Gil Juárez	adriana.gil@urv.cat	UNIVERSITAT ROVIRA I VIRGILI
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Inmaculada Pastor Gosálbez	inma.pastor@urv.cat	UNIVERSITAT ROVIRA I VIRGILI
Yuri Kazepov	yuri.kazepov@univie.ac.at	UNIVERSITAT WIEN
Elisabetta Mocca	elisabetta.mocca@univie.ac.at	UNIVERSITAT WIEN
Pratima Sambajee	pratima.sambajee@strath.ac.uk	UNIVERSITY OF STRATHCLYDE
Peter Kopic	peter.kopic@fts.upr.si	UNIVERZA NA PRIMORSKEM UNIVERSITA DEL LITORALE

MALE MEMBERS	33%
FEMALE MEMBERS	67%





Appendix 2. Composition of the current Gender Committee

Name	Surname	email	Organization Name	Sex
Inma	Pastor	inma.pastor@urv.cat	UNIVERSITAT ROVIRA I VIRGILI	F
Massimiliano	Rumignani	massimiliano.rumignani@urv.cat	UNIVERSITAT ROVIRA I VIRGILI	M
Alejandro	Gonzalez	alejandro.gonzalez@urv.cat	UNIVERSITAT ROVIRA I VIRGILI	M
Anna	Bornioli	bornioli@ese.eur.nl	ERASMUS CENTRE	F
Marco	Celdrán	ma.celdran@ua.es	UA	M
Peter	Kopič	peter.kopic@fts.upr.si	UNIVERZA NA PRIMORSKEM UNIVERSITA DEL LITORALE	M
Franz Buhr	Cocola-Gant	fbuhr@campus.ul.pt	INSTITUTO DE GEOGRAFIA E ORD. DO T., U LISBOA	M
Monica	Postiglione	monica.postiglione@polito.it	POLITO	F
Hadar	Gamaro	hadargamaro12@gmail.com	TAU	F
Niklas Lucca	Pernhaupt	niklas.lucca.pernhaupt@univie.ac.at	UNIVERSITAT WIEN	M
Roos	Gerritsma	roos.gerritsma@inholland.nl	STICHTING HOGER ONDERWIJS NEDERLAND	F
Aurora	Del Sordo	auroradelsordo9@gmail.com	SERENDPT SRL	F
Andrea	Ganzaroli	andrea.ganzaroli@unimi.it	UNIVERSITY OF MILAN	M
Queenie	Ng	queens1398@gmail.com	HUJI	F

Male members: 7 50%

Female members: 7 50%

