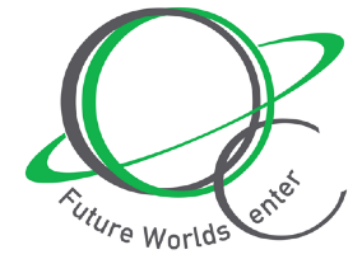




# Gender Balance for Innovation

## R&I Peers Multisectoral Conference

Lessons, Impact and Sustainability of Gender Equality Actions across Europe  
Salerno 12 July, 2022



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**Sustainability: the way ahead**  
**Chair: Katja Legisa, DLI**



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# Root Factors from SDDs

## Requirement for Sustainability

- Rome #6: Monitoring gender & diversity state-of-art, gathering gender-disaggregated quantitative & qualitative
- Rome #7: Collection of gender equality data from existing admin database
- Ljubljana #23: Organisational and political support for implementation of gender equality
- Ljubljana #21: Awareness raising
- Ljubljana #31: Management support
- Ljubljana #47: Inter-institutional cooperation
- Ljubljana #54: Gender sensitive content in research and teaching
- Spain #29: State that the GEP is an institutional plan, with full support of the direction board developed with the involvement of the whole community
- Spain #22: Have the necessary resources
- Athens #33: GEPs are not yet obligatory under law (as they should have probably mean)
- Athens #31: Failure to assess the interconnection with other issues

# Discussion on Sustainability

Training Seminar on Good Practices towards developing effective R&I Peers Gender Equality Plans

## **Horizon Europe requires GEP**

Well-defined resources: preferably a person and hopefully a core team, a more comprehensive support group, and a gender equality committee.

They do not specify how many resources should be committed to developing and implementing a GEP.

## **Take advantage of (EC) projects**

Consider using project time as much as possible to get into all the rules and policies before the goodwill ends.

## **Women have traditionally done this task on top of everything else they do**

This must change; real resources must now be dedicated to GE issues.

## **Committed leadership in place**

Important to have policy-makers and appropriate policies in place than a simple GEP.

## **GE culture**

Comes from GE training sessions and discussions

Must be going on all the time.

## **Mechanisms in place to enable bottom-up actions**

They have an effect even if the top management is not so committed.

## **The problématique is different between East and West**

In post-communist countries very little is written; research exactly on the subject of gender equality in academia is lacking.

Find ways to engage experts and benefit from others' best practices.