



EU policies on inclusive gender equality in R&I

Online event – ERA Action 5: Gender Equality

Integrating gender and intersectionality in research: from policy to practice

28 May 2025

A photograph of the European Union flag, which is blue with twelve gold stars arranged in a circle. The flag is waving in the wind, held by two hands at the bottom. The background is a blurred green landscape with trees.

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Current political guidelines and priorities

Political Guidelines for the Next European Commission 2024-2029

- Gender equality is a strengthened priority, including gender-based violence, empowering of women in politics and labor market (**new Gender Equality Strategy, Roadmap for Women's Rights and an updated strategies on LGBTIQ and anti-racism**)

European Union priorities 2024-2029 include:

- A free and democratic Europe (including upholding European values within the EU)
- A strong and secure Europe
- A prosperous and competitive Europe (including bolstering the EU's competitiveness)

Commission priorities for 2024-2029 include:

- Supporting people, strengthening our societies and our social model
- Protecting our democracy, upholding our values
- **EU competitiveness: Looking ahead** (Draghi report, 9 September)
 - Strong support of democracy and EU values
 - Gender equality mentioned especially in relation to skills and education (STEM, IT) and:

*"The EU's efforts to hone its competitive edge need to be guided by European values, which should be further reinforced by its action. These encompass fundamental values, including human rights, the rule of law and democracy, but also values of specific relevance to research and innovation, such as academic freedom and independence, research integrity and ethics, transparency, **diversity, inclusion, gender equality**, open science and open access to scientific publications and research data. **These values and principles should remain at the core of Europe's approach** and constitute the strength of its model of excellent, collaborative research. Promoting these values makes Europe a more attractive place for researchers and businesses from around the world."*



Striving for a Union of equality (1/2)

Under the previous European Commission mandate, six Equality Strategies were adopted:

1. [Gender Equality Strategy 2020-2025](#) (05/03/2020)
2. [EU Anti-racism Action Plan 2020-2025](#) (18/09/2020)
3. [EU Roma strategic framework for equality, inclusion and participation](#) (07/10/2020)
4. [LGBTIQ Equality Strategy 2020-2025](#) (12/11/2020)
5. [Gender Action Plan III – a priority of EU external action](#) (25/11/2020)
6. [Strategy for the Rights of Persons with Disabilities 2021 – 2030](#) (03/03/2021)

NEW - Adoption of the [EU Roadmap for Women's Rights](#) (07/03/2025): The Roadmaps' Principles for a Gender Equal Society emphasise the importance of gender-sensitive research and call for R&I to close the knowledge gap and addressing women's needs.

- [Annual report on Gender Equality 2025](#)
- [2024 General Report on the Activities of the European Union](#)

Striving for a Union of equality (2/2)

Have your say on the upcoming EU initiatives!

- [On the European Democracy Shield](#) by 26 May 2025
- [On the LGBTIQ strategy](#) by 21 June 2025
- [On the Anti-racism strategy](#) by 08 July 2025
- [On the Gender Equality Strategy](#) by 11 August 2025



Gender Equality in the ERA

- [ERA Policy Priority since 2012 : Gender equality and gender mainstreaming in research](#)
- [ERA Policy Agenda 2022-2024](#)
 - “PROMOTE GENDER EQUALITY AND FOSTER INCLUSIVENESS, TAKING NOTE OF LJUBLANA DECLARATION”
 - Principles for the integration and evaluation of the gender dimension in R&I content
 - [Framework for the integration and evaluation of inclusive gender analysis in research and innovation content](#)
- [ERA Policy Agenda 2025-2027](#)
 - “STRENGTHENING GENDER EQUALITY AND INCLUSIVENESS IN THE ERA, NOTABLY WITH AN INTERSECTIONAL APPROACH”
 - Devise a monitoring and evaluation approach for an increased uptake of the integration of the gender dimension in R&I content

Gender Equality in the European Research Area

ERA Policy Agenda 2025-2027: “STRENGTHENING GENDER EQUALITY AND INCLUSIVENES IN THE ERA, NOTABLY WITH AN INTERSECTIONAL APPROACH”

1. Devise a monitoring and evaluation approach for the effective implementation of (inclusive) GEPs

2. Develop guidelines for implementing intersectionality in R&I policy, including recommended indicators

3. **Devise a monitoring and evaluation approach for an increased uptake of the integration of the gender dimension in R&I content**

4. Enhanced gender mainstreaming mechanism for synergies with other ERA actions at EU and national levels

5. Implement the Code of Conduct on gender-based violence in R&I developed under Action 5 of the ERA Policy Agenda 2022-2024

6. Develop principles for gender budgeting and expenditures tracking in R&I

Gender equality in Horizon Europe



Gender Equality Plan: Eligibility Criterion for public bodies, research organisations and higher education establishments from Member States or Associated Countries



Integration of the gender dimension into R&I content is mandatory by default unless specified otherwise in the topic description. **Award Criterion** under the *Excellence* criterion (methodology)



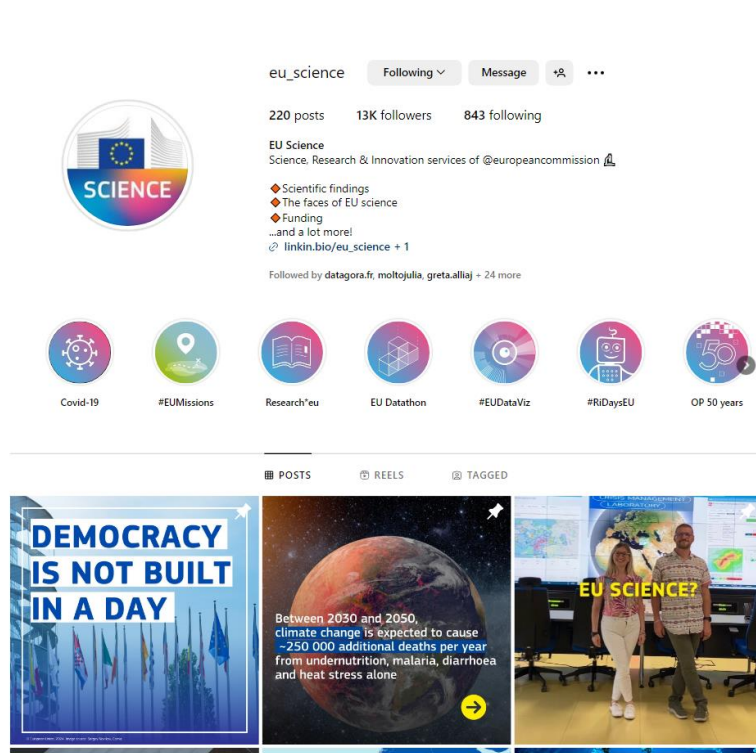
Gender balance among **researchers in leading positions**: a **Ranking Criterion** – for ex aequo proposals. Researchers can declare their gender along three categories **woman, man, non-binary**

Latest publications

- Zero-Tolerance Code of Conduct. Counteracting gender-based violence, including sexual harassment, in the EU Research and Innovation System
- Framework for the integration and evaluation of inclusive gender analysis in research and innovation content
- Impact of gender equality plans in the European Research Area: Factsheet; Policy briefs & Main study
- She Figures 2024: main report, 27 country fiches, updated handbook, policy thematic reports, infographic, data tool
- Fostering gender equality - Key figures from Horizon Europe



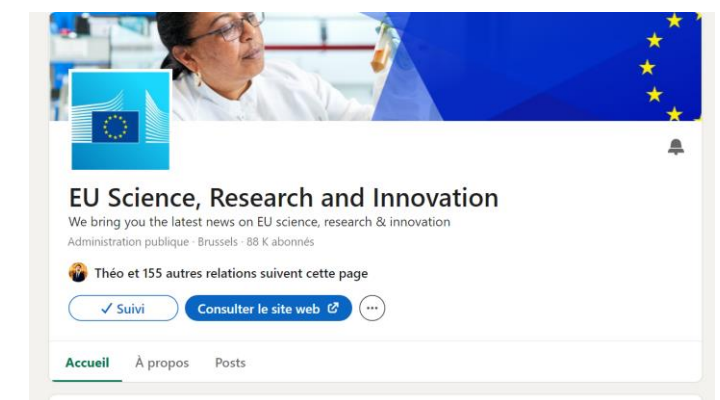
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Youtube: [EU Science and Innovation](#)

Do not miss out our **monthly newsflash** to hear from the latest on gender equality in R&I!





Thank you for your attention !

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