European Commission

Research on Gender Equality and Intersectionality:

Networking for Strengthened Societal and Policy Impact

CLUSTER EVENT FOLLOW-UP REPORT

29-30 September 2025

Research and Innovation

EUROPEAN COMMISSION

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Directorate-General for Research and Innovation

Introduction

On **29 and 30 September 2025,** the event titled **"Research on Gender Equality and Intersectionality: Networking for Strengthened Societal and Policy Impact"** brought together researchers, policymakers from the European Commission and other EU institutions, and stakeholders to discuss the latest developments and challenges in the field of research on gender equality and intersectionality.

The event aimed to foster collaboration and knowledge sharing among researchers, policymakers, and stakeholders to advance gender equality and intersectionality, and to provide insights that can inform the development and implementation of key EU initiatives, including the forthcoming new EU Gender Equality Strategy and the Action Plan for Women in Research and Innovation (R&I).

Organised by the **Gender Sector at RTD.D4 "Democracy, Equality & Culture"** and **REA.C1 "Inclusive Societies"**, this event featured a participative program, including updates on EU policies, networking opportunities, and roundtable discussions. The first day of the event started off with **keynote speeches** by Director for Health and Society, Pilar Aguar, DG RTD and by Director for Equality and Non-discrimination, DG JUST, Ana Carla Pereira. Following that, **two panel discussions** took place on promoting gender equality in Research & Innovation and on projects' journey with collaborative research in Gender and Intersectional Studies. The second day of the event was structured over **two sets of participative parallel sessions** on shaping projects and influencing EU policies with project results and recommendations.

This event brought together a **total of 95 participants** on site over the two days, comprising 36 colleagues from DG RTD, JRC, REA, other executive agencies, policy DGs (incl. JUST, EAC, EMPL) and EU institutions, along with **30 projects funded under Horizon Europe** (MSCA, ERC, Cluster 2 and 3 projects) and the **Citizens, Equality, Rights and Values programme** (CERV), as well as members of the **ERA Subgroup on Inclusive Gender Equality,** winners of the past editions of the **EU Award for Gender Equality Champions,** and representatives from **Civil Society Organisations** (CSOs).

For further information, questions, or to get in touch with the research teams of the featured Horizon and CERV projects, please contact RTD-GENDERINRESEARCH@ec.europa.eu.

Keynote speeches

Welcome and Opening Remarks by **Director for Health and Society, Pilar Aguar, DG RTD.**

The opening speech highlighted the role of Horizon Europe and CERV projects in transforming ideas into realities and making institutional changes towards diversity and inclusion, crucial for research excellence and driving competitiveness and economic growth in Europe. The need for this event was set in the context of growing anti-gender movement in Europe, which demonstrated disproportionate effects on marginalised groups. The event marks the first gathering of gender-related projects across the two funding programs. With the agenda and event topics co-created with selected projects, the discussions addressed the needs and interests of the projects as well as providing effective feedback to policy for future gender equality and intersectional related frameworks. Two key policy agendas were outlined, the renewed Gender Equality Strategy and the Action Plan for Women in R&I. Participants were also invited to register as evaluators of project proposals under Horizon Europe. The Commission reaffirmed its dedication to maintain gender equality commitments in future EU funding like Horizon Europe, the Multi-Annual Financial Framework, as well as the new AgoraEU programme. The speech was concluded with a call for collaboration to foster a more just and equal European society, urging participants to share their expertise and insights to advance gender equality and intersectionality in R&I.

Keynote on “Building a Union of Equality and the upcoming renewal of equality strategies” by **Director for Equality and Non-discrimination, DG JUST, Ana Carla Pereira.**

The keynote speech emphasised that while science has no passport, gender, ethnicity or political colour as expressed by Commission President, Ursula von der Leyen, research and innovation should not be gender blind. The Roadmap for Women's Rights calls for gender-sensitive research, and the new Gender Equality Strategy for 2026-2030 will aspire to include initiatives incorporating the R&I angle. The speech stressed the role of research in strengthening an intersectional approach by identifying how issues affect different groups, particularly in relation to gender. Understanding intersectional discrimination is key to developing effective policies for a more equal Europe. Gender equality and mainstreaming within the research sector itself is recognised as important, with ongoing efforts to maintain this commitment within the research community. The significance of policy implementation was also stressed, mentioning key instruments like the Istanbul Convention and the Pay Transparency, Women on Boards, and Work-Life Balance Directives. The Multi-Annual Financial Framework (MFF) proposal aims to mainstream gender equality, with gender equality commitments applicable to ten funds, including the national and regional partnerships. As part of the Commission’s simplification commitments, homogeneity in implementing gender equality related policies at institutional level is needed. However, the proposals serve as a baseline, open to higher ambition to further the gender equality efforts in the next R&I Framework Programme during the negotiations. Participants are encouraged to advocate for gender mainstreaming in the next MFF. The experience with gender mainstreaming in Horizon Europe can inform other programmes.

Main takeaways from panel discussions

PANEL 1: Moving forward in **promoting Gender Equality in Research & Innovation**

Panellists:

- **Kateřina SVÍČKOVÁ**, Head of the Gender Sector, European Commission Directorate-General Research & Innovation
- **Liv BAISNER PETERSEN**, Danish representative in the ERA Forum Sub-Group on Inclusive Gender Equality
- **Greet VERMEYLEN**, Team Leader, Gender Equality Unit, European Commission, Directorate-General Justice and Consumers.
- *Active keynote listener:* **Marcela LINKOVÁ**, Member State Co-Chair, ERA Forum Sub-group on Inclusive Gender Equality

Moderation: **Rachel PALMEN**, Project Coordinator of INSPIRE EU-funded project

During this panel, the discussion explored how the Gender Equality in R&I policy landscape is evolving, with the adoption of the European Research Area (ERA) Policy Agenda 2025-2027, and the next Multi-Annual Financial Framework (MFF) and Framework Programme 10 (FP10) proposals being announced. The panel also highlighted the implications of this new landscape for strengthening Inclusive and Intersectional Gender Equality in the ERA. In particular:

- **Inclusivity and Gender Equality in R&I:** Research cannot achieve excellence nor meaningful societal impact if conducted by a homogeneous group. It requires investment in skills to integrate the gender dimension with an intersectional perspective into research and innovation. Panelists explored how to enhance inclusivity and gender equality in European research and innovation.
- **Building progress:** Panelists were tasked with exploring ways to build upon, deepen, and translate the accumulated knowledge of structural change for gender equality in research and innovation across European institutions.
- **Gender Equality Plans:** Panelists considered ways to advance beyond compliance, ensuring that Gender Equality Plans (GEPs) with an intersectional perspective are ambitious, well-monitored, and lead to transformative change. They also discussed how future policy can effectively support the design, implementation, and evaluation of GEPs to achieve real change.
- **Intersectionality in policy and practice:** Panelists were asked to explore how future policies at EU, national, and institutional levels can better integrate various dimensions of inequalities beyond gender to foster a truly inclusive research environment. They identified practical steps and tools to operationalise intersectional policies for fairer outcomes and ensure that data protection concerns do not hinder the design and implementation of these policies.

PANEL 2: Let's talk about your journey with **collaborative research in Gender and Intersectional Studies!**

Panellists:

- **Mieke VERLOO**, Professor of Comparative Politics and Inequality Issues (Radboud University), coordinating the EU-funded project CCINDLE
- **Lucio PISACANE**, Researcher (Italian National Research Council), coordinating the EU-funded project gEneSys and work package leader in MINDtheGEPs
- **Shruti SHUKLA**, Research Associate (TUM School of Social Sciences and Technology), participating in the EU-funded project ECOVI

Moderation: **Kristien VAN GOEY**, Head of Unit of Inclusive Society, Research Executive Agency (REA.C1)

This session allowed to share the experience of projects, and their lessons learned in conducting collaborative research in the field of gender and intersectional studies. In particular:

- **Mentorship and peer support for early career researchers:** Participation in Horizon Europe project significantly contributes to the professional growth of early career researchers. Projects offer invaluable mentorship from experts in gender-based violence. Participation enhances leadership, management skills, and peer support, particularly in areas such as proposal writing and managing research schemes. ECOVI, the project represented by the panellist, is key to bridging research efforts between Europe and India. This co-creative approach not only furthers individual career development but also supports the broader goal of decolonising global health practices.
- **EU adventure as a researcher:** Participating in a European project offers numerous opportunities for travel and networking. The experience is particularly beneficial for young and early career researchers, who gain crucial exposure and opportunities for career advancement. It's essential to address how early career researchers will be supported if funding is secured.
- **EU funding and tackling challenges:** Despite progress, Europe continues to fall short on gender equality due to inertia and implementation failures. The rise of intersectionality-focused attacks highlights the need for more inclusive research and a stronger response from the European Commission. The Commission should enhance support for projects under threat. Keeping democracy as a priority is essential, as it underpins gender equality. An academic ombudsperson could help ensure academic freedom, as advocated by The Guild. Additionally, mechanisms to identify and counter projects that may undermine gender equality need to be developed.
- **Further supporting research in the field:** Male champions should be engaged in gender discussions and focus on solutions rather than negative backlash. Strengthening policy enforcement through sanctions could counter anti-gender attacks. Improving academic mobility from the Global South by addressing visa issues is critical. Facilitating easier access for researchers will foster intersectional and decolonial collaborations, which are essential for research excellence.

Main takeaways from the parallel sessions

Parallel sessions n°1 - Shaping your projects

Shaping effective policy recommendations: on how to create policy recommendations that resonate in a changing political climate

Table host:

- Nora ALLAVOINE, Policy Coordinator, RTD D.4
- Maria Claudia BODINO, Policy Officer, RTD D.4

Policy insider:

- Niahm DELANEY, Knowledge Management Manager, REA D.1
- Kristian KRIEGER, Head of Sector, REA D.1
- Anastasia DELIGKIAOURI, Policy Analyst, JRC S.2
- Estelle BARRILLON, Policy Assistant, RTD H.5

- Developing a **toolkit** that provides **practical guidance and knowledge** for engaging with stakeholders can be instrumental. This would also feed back to policymakers on real impacts and effects of policy implementation.
- **Engaging with less progressive actors** requires a convincing and adaptable approach to gender-related policy making. It also requires adjusting language, such as avoiding "gender terminology".
- **Translating content into national languages** can enhance accessibility and dissemination, ensuring that information reaches a broader audience.
- Establishing a dedicated work package for projects with a clear **scope and objectives of the policy recommendations**, which should be specific and actionable. Researchers require also further capacity building and skill development for effective advice to policy.
- **Sharing results with similar projects** can aid in building a common narrative. However, knowledge-sharing among researchers remains a challenge, highlighting the **necessity for a "common (research) language"**.
- Projects operate at varying rhythms, presenting challenges for **sustainability**. A key issue is determining who will continue the work once a project concludes. There is a need for EU projects to transition towards **cooperation**.
- The challenge lies in being heard when there's resistance to listening, which necessitates **diplomacy and bottom-up approaches**. Where official policy recommendations may seem ineffective, impact is still attainable through alternative strategies, such as **strengthening citizens' voices**, **engaging with opponents,** and maintaining **dialogue with citizens**.
- Finding **allies** is key. Solid evidence and leveraging existing structures can strengthen impact. Targeting high-level public servants could also pave the way for meaningful influence and implementation of strategic initiatives. Social media (like LinkedIn) can be a platform to build these alliances and gather policymakers' needs. Stakeholders from civil society should be invited to dedicated policy assemblies to report back on their work.

- To effectively engage with policymakers, it's important to prioritise **simplification**. Presenting results in clear, simple, digestible language can aid in translating complex issues effectively. Capacity should also be built among policymakers to understand how research content contributes to policy needs.
- **Multi-level governance** and **co-creation** highlights the importance of engaging various layers of actors in the policymaking process. Special attention shall be given to individuals who typically are not active in these discussions and providing easy access to resources for them.

From "how to include" to "how to co-create": on complexities of participatory and co-creative research and addressing the ethical challenges of involving diverse stakeholders in your research

Table host:

- Katherine QUEZADA, Project Officer, REA C.1
- Francisca CUESTA SANCHEZ, Head of Sector, REA B.4

Policy insider:

- Isidoros KARATZAS, Active Senior, RTD 0.2
- Edyta SIKORSKA, Policy Assistant, RTD 0.2

- Research projects often require **collaboration with civil society experts and activists**. However, there are financial constraints that make it challenging to adequately fund and support this collaboration.
- At the EU level, there is no **standardised framework for formulating research questions**. Different cultures, laws, and research fields present unique challenges, affecting the type of questions that can be posed and the methods used for data collection. Researchers must **adapt** their questions and methodologies to align with the perspectives and needs of the communities they study. This involves ensuring that the processes are inclusive and that participants' voices are heard and respected.
- It is recommended to establish **guidelines for survey creation** to make them accessible to everyone. For instance, providing surveys in audio format could improve **accessibility**.
- Individuals collecting data should receive comprehensive training. Additionally, after **data collection**, offering counseling to participants and sharing research results with them is considered good practice.
- Research involving **minors** requires parental consent. However, students from disadvantaged backgrounds often face barriers to participation, partly due to disengaged parents. These children, despite being valuable contributors, frequently do not partake in research activities. Children can be valuable stakeholders in research, but ethical guidelines impose several constraints that make their involvement challenging.
- Solely engaging with minority communities' gatekeepers may lead to **misrepresentation** and hinder broader **community engagement.** Cross-continental projects need to incorporate **local knowledge** to avoid colonial approaches and ensure **authenticity**. It's crucial to involve minority communities as **active collaborators in research**, not just as participants. Their contributions should be recognised and sensitive subjects need to be discussed with the community early on to avoid harm. Involving **anthropologists** who understand local customs and stereotypes can help reduce the risk of harming participants. Establishing a **Centre for Patient and Public Involvement** could enhance inclusion and ensure co-created and relevant solutions for all groups.
- Projects addressing sensitive topics might be **targeted by radical or far-right groups**, which can threaten researchers' safety and limit the dissemination of findings.

- Collecting personal data is always difficult, as people are often **hesitant to share**. More efforts are needed to communicate the benefits of data sharing effectively.
- Conducting **ethical self-assessments** can be problematic if samples are too small, making participants identifiable and putting minority groups at risk under certain political contexts. It is advisable to consult an **ethics expert** familiar with the country in question. To safeguard identities, participants might be asked to **create "personas"** that encapsulate shared issues without revealing personal details.

Mitigating Gender Backlash in online spaces and ensuring researchers safety: on addressing disinformation and hate speech and best practices to promote online safety

Table host:

- Martina CANNONE, Policy Assistant, RTD D.4
- Alberto DOMINI, Policy Officer, REA D.4

Policy insider:

- Helena SOARES, Policy Officer, JUST D.3
- Beatriz MARÍN GARCÍA, Information Systems Officer, EEAS

- Research projects and their researchers are increasingly being targeted by media and political figures. These attacks occur both **online and offline** (e.g. disruptions during trainings, notably with hacked computers and sharing of inappropriate content). The **backlash is often institutionalised** at the national level, linked to "family values" narratives, leading to funding cuts and personal attacks, including the publication of researchers' names and photos. There is a creation of **new knowledge that supports anti-gender arguments**, misusing scientifically validated information, which undermines the expertise of researchers.
- Responding publicly to hate speech can empower others and demonstrate that the space is defended, thereby encouraging **online support**. However, researchers must balance maintaining **visibility** with avoiding **social media burnout**. A solution involves matching the presence of anti-gender actors while ensuring self-care and solidarity among researchers.
- Institutions often express sympathy but provide **limited concrete protection**. It is crucial that institutions react to hate speech, protect researchers' rights, and foster an environment grounded in clear principles, embedding supportive structures in the institutional culture. Connecting with **international networks** can help mitigate the lack of local institutional support by providing guidance, collaboration, and moral support. Developing **tools and protocols** is essential to support researchers against attacks and to manage harassment effectively, both online and offline.
- It is often more sustainable for social media teams, rather than individual researchers, to manage social media accounts. However, this approach does not fully protect individual researchers.
- Tackling disinformation requires using both **quantitative** (automated scraping, AI methods) and **qualitative methods** (ethnography, interviews, group mapping, forensic investigations). Identifying the creators of misinformation and their processes can help preempt further occurrences. **Addressing active individuals in online spaces** with accurate information can encourage them to create informed content, raise visibility on issues, and support efforts against disinformation, engaging with people who disinform as well. Particular attention should be paid to monitoring **foreign disinformation actors and topics**.
- It's beneficial to understand why certain arguments are appealing to people by engaging in dialogue and tailoring materials to specific groups using their language. **Exploring new means** to combat hate speech and disinformation, such as the gaming sphere, can be effective.

- Developing **training programs and mobile apps** to educate individuals on not engaging with trolls and effectively sharing their stories is vital. In large-scale hate campaigns, **converting hate speech into research** is more effective than engaging directly.
- **Educational curricula** should include information on recognising disinformation and finding reliable sources, targeting diverse groups such as those with fragile backgrounds and older generations. **Digital literacy programs** for children, teenagers, teachers, and workers focused on online hate speech, particularly targeting women, are essential.
- Moving from platforms like X/Twitter to alternatives like Bluesky doesn't fully solve the issue, as key stakeholders remain on the original platforms.
- **Gender Equality Plans (GEPs)** and **EU-funded independent social media platforms** free from foreign technology reliance can address hate speech, gender backlash and disinformation.
- A strong **legal framework at national and EU levels** is necessary to protect researchers and their work from targeting and disinformation. Additionally, face-to-face consultations among diverse groups can foster understanding and solutions.

Parallel sessions n°2 - Shaping the EU policies with your project results and recommendations

Building a **European intersectional data observatory on gender equality in R&I**: what steps can be taken at the data and policy level to make it a reality?

Table host:

- Oriane GILLOZ, Policy Officer, RTD D.4

Policy insider:

- Alessandra TANGIANU, Policy Assistant, JUST D.1
- Victoria RUIZ SERRA, Project Officer, JRC F.7
- Laura Giulia CASSIO, Senior Expert, JRC S

- Moving towards a European-level intersectional observatory on gender equality in R&I.
- Goals: Making data collection more intersectional, comparable, and ensuring harmonisation & comparability over time.
- **Existing efforts:** *She Figures, ERA Policy Agenda 2025–2027*, *Action Plan for Women in R&I and Start-ups, Eurostat Task Force on Equality & Non-Discrimination Statistics.*
- **'Intersectionality'** is a cross-cutting principle across the Union of Equality strategies and 'equality data' according to the European Handbook on equality data (2017), definition used by Equality Data Subgroup.
- **Subgroup on Equality Data:** established in 2018 by the EU High Level Group on Non-discrimination, Equality and Diversity; Aims to support Member States in improving the collection and use of equality data; Composed of representatives from Member States.
- **Privacy and data protection** - One of the outputs of the Subgroup on Equality data on collecting data in compliance with the GDPR.
- **Towards intersectional data, positive outlook –** a lot of work is happening around us at EU, national but also local level and an increasing focus on intersectionality in equality and non-discrimination policy and the need for stronger evidence-based policy making calls for an improvement of equality data across all grounds and governance levels.
- **JRC gender-disaggregated data working group**: established in November 2024, aims to improve the collection, harmonization, and use of sex/gender-disaggregated data within the JRC.
- **Past activity - survey:** the working group conducted a survey **to understand the challenges faced by JRC staff when working with gender-disaggregated data**, both as users and producers. The survey revealed that the most common challenges include data availability and accessibility, data quality and consistency, legal, technical, and organizational barriers, and resource constraints.

- **<u>Suggested solutions</u>:** Capacity building and training programs, Awareness-raising and cultural change, Centralized databases and data infrastructure, Collaboration with external partners, Dedicated funding and resources.
- GDPR is not an obstacle to collecting intersectional data when data is anonymised
- EU guidelines providing concrete examples of GDPR-compliant data collection. For example, how to frame demographic questions in surveys? **How should we ask about race or ethnicity**? What terminology is culturally and linguistically appropriate - terms that have evolved over time (e.g., "Caucasian" vs. "White" in the US)? **Establishing a consensus on terminology** and providing an approved template would simplify survey design and ensure consistency.
- **Eurostat's Equality and Non-Discrimination Statistics Task Force is developing a survey template,** such templates should be available in English first, then adapted with native speakers and government consultations. **Limitations of a single template in English:** involvement of communities is crucial due to differing histories and types across Member States.
- **Debunking misconceptions** about national law is essential. Example: a national statistics institute had to explain why it was allowed to collect data on parents' country of origin.
- **Focus should be on both technical institutions (statistical offices) and political institutions**. Yet, technical institutions might be more feasible to get in touch with.
- Data access limitations can create additional burdens; **without data, policies cannot be effectively implemented at EU level**. Even if some data categories cannot be collected in all Member States, having data for some is sufficient to drive policy action. Proxies can be used when certain data are difficult to collect (e.g., using migration background as a proxy for racial origin). Collaboration with agencies like EIGE is key.
- **Income / pay gap**: priority area for intersectional data collection.
- Transparency Pay Directive: **Member States must publish pay data**; directive explicitly requires attention to intersectionality.
- **European intersectional data observatory** should also serve as a **repository for intersectional research**, providing data and best practices.

What strategies can effectively close the **gender gap in STEM education and careers**?

Table host:

- Jade IAFRATE, Policy Officer, RTD D.4

Policy insider:

- Leonie BULTYNCK, Policy Assistant, EAC C.4

- **She Figures highlights:** women are underrepresented in almost all narrow STEM and ICT fields. Women represent only 21.4% of doctoral graduates in ICT and only 29.4% of doctoral graduates in Engineering, Manufacturing, and Construction. **Women are less likely to work as scientists and engineers, with only 41% of women employed in these fields compared to 59% of men.**
- **Career advancement:** Among grade A staff, women are most underrepresented in Natural Sciences and Engineering and Technology, where they comprise only 24% and 19%, respectively. Women are less likely to hold leadership positions, with **only 21% of women in top-level** positions in research and innovation. Women are also underrepresented in **patent applications**, with only 9% of inventors being women.
- Women face significant barriers to career advancement in STEM fields, including **the "leaky pipeline" effect**, where women leave the field at various stages of their careers. Barriers? = stereotypes, lack of support at home for women to engage in these “complicated field”.
- **The GeneSys project** found that **few women** enter energy-related fields because they believe it means "changing the world" or contributing to sustainability. However, the field is not structured to fulfil these expectations, leading to disengagement (universities and polytechnics to develop courses showing how technical studies can contribute to real-world impact, inspiring students to pursue these fields)
- **The Innovate Passion** program in Sweden used a Eurovision-style competition where participants identified technical solutions for their passions (e.g., horse-riding sensors). Winners received funding and showcased their ideas at a Stockholm finale with influencers, blending passion and tech innovation.
- How **"bro culture" in ICT** and generative AI fields creates an **unwelcoming environment**, pushing women out despite their achievements.
- What role can industry partnerships and industry-academia collaborations play in promoting gender equality in STEM education and careers, and how can we foster these relationships?
- In science museums, how can we do **gender sensitive activities**?
- How to attract more **boys to social fields?**

Proposals:

- **Adjust the curriculum** to engage both girls and boys by incorporating their interests, ensuring everyone stays involved and motivated.
- Setting up a competence's framework for teaching-based pedagogy methodologies, resources from primary to second education.

- Mentoring, sponsoring: Bring role models to schools for children to meet and discuss with them
- Learn how these barriers are created, **explore how stereotypes/inequalities are made through the classroom**. Evaluating the impact of these activities = they will do that in project **STREAM IT.**
- **Inviting/including more men in these discussions**

Actions and best practices:

- Regarding funding, there is a concrete initiative towards supporting research on **Gender inclusive STE(A)M education and careers.** The European Commission is actively exploring strategies to **enhance the appeal of STEM fields**, with a particular focus on attracting more women and putting forward role models.
- **Gender Equality Plans** are a key instrument to create institutional change in research and innovation organisations.
- There is compelling evidence that **highlighting the societal value of STEM and Information and Communication Technologies professions** can sustain and enhance women's interest in these fields.
- **Showcasing the accomplishments of women** in STEM also provides powerful examples that can inspire the next generation. It is crucial to encourage interactions with women professionals in STEM and ICT to challenge gender biases and make diversity more visible.
- Blending **STEM disciplines with the arts, humanities, and social sciences** - referred to as the STE(A)M approach - presents a promising method to render STEM subjects and careers more appealing and pertinent to diverse groups of learners.
- European Commission measures and initiatives to **support women innovators** in STEM-related fields, under Pillar III of Horizon Europe, and the **European Innovation Council** (EIC) in particular: The **Women Tech EU programme**, the **EIC Accelerator** scheme, The **EU Prize for Women Innovators,** the **EIT Supernovas programme.**

How to ensure **work-life balance and inclusive careers in R&I**?

Table host:

- Katerina SVICKOVA, Head of Sector, RTD D.4

Policy insider:

- Jelena PERANIC, Legal Officer, JUST D.3
- Dario CAPEZZUTO, Policy Officer, RTD A.2
- Severina SHOPOVA, Public Administration Adviser, ERCEA A.1

- **Difficulty in mobility,** which is still key for research career**, persists for women researchers. Parenting sometimes is a bigger issue than gender when it comes to work-life balance,** esp. in fields with extensive laboratory- and field- work.
- Research evaluation often perpetuates bias through language and mobility demands, **disproportionately hurting women and minorities**.
- Link between mobility and **gender-based violence:** conferences, stays abroad.
- Drop-outs accelerate after post-doc (also connected to care work here, **parenting burden often falls more on the women**).
- There are differences within STEM fields, e.g. life sciences are more feminised than e.g. engineering. Need to analyse at deeper level of granularity and also analyse any differences in the level of support received by men and women scientists.
- Prejudice and **stereotyping in different areas of research** affect how women feel or participate in the field (e.g. when science is portrayed as a vocation requiring absolute dedication, men vs. women dominated fields affect the perceptions, and men dominated fields usually get more funding).
- Many post-docs (especially part-time, predominantly female) in tech universities in a number of Member States lack **pension coverage** due to national legislation, worsening the gender pension gap. To support inclusive careers, pension access must be addressed as a key equity issue. Policies should ensure **mandatory pension inclusion for all researchers, regardless of employment type, to promote long-term financial security**.
- Shrinking budgets force organizations to prioritize minimum compliance over proactive measures. Good policies exist (e.g. extended parental leave) but are not always implemented due to lack of resources or incentives.
- Some organisations are proactive, with practices including setting up funds to support child-care during travel but a more systemic solution is needed.
- **Scandinavian efforts** show gender equality needs time, awareness campaigns (e.g., encouraging fathers to take parental leave).
- **Men who take leave often face institutional invisibility, delaying their careers, until they experience firsthand the barriers women face.** Recognizing these challenges in men's careers is a key step toward systemic change, with ongoing PhD research exploring solutions on this.
- **Childcare** struggles with affordability, availability, difficulty to claim expenses (no modalities available), and quality; due to underpaid staff, overworked conditions, and occasional violence, while society resists investing more in improvements. **Flexible**

working arrangements are also often used by only women, which may result in negative implications for their careers.

Avenues for action:

- Attention to **how science is portrayed**, including by organisations and institutions. Organisations could pay more attention to messaging about expectations (e.g. about parental leave, working hours, meetings).
- **Tools or funds** to facilitate mobility (assisting with care-obligations during travel) or reintegration of researchers after career breaks, such as parental or long-term care leaves. Anchor costs of care as **eligible cost** in research grants.
- Civil Society Organisations also struggle with burnout and care responsibilities due to limited resources. **Flexible schedules, arrangements and leave for informal care** and **peer support** can help, but **policy is needed** for long-term solutions.
- **Childcare** struggles with affordability, availability, difficulty to claim expenses (no modalities available), and quality; due to underpaid staff, overworked conditions, and occasional violence, while society resists investing more in improvements. Care provisions should **include disability/mental health**, not just parenting. Pensions need EU attention for mobile researchers and caregivers.
- **Research careers need life-course policies,** not just early-career support. Flexible reintegration, **anti-ageism measures**, and funding for breaks can keep talent engaged at all stages. Early career is crucial, but re-entry at any stage (like UK's model) is key. **Policies must support non-linear careers**; funding, flexibility, and mentorship can bring talent back.
- **The EU promotes researcher rights via the European Charter for Researchers and upcoming ERA Ac**t (legally binding). Stakeholders should engage in consultations about gaps like pensions, fieldwork, and childcare. New opportunities with initiatives and tools being developed (Action Plan for Women in R&I, ERA Act), or implemented (EU legislation in the field of equality). Analyse how well the latter covers the R&I sector and addresses its work-life balance challenges.
- Social security of **PhD candidates**: are they students? or employees? Different practices exist in Member States, this should be more structured.
- Research evaluation often perpetuates bias through language and mobility demands, **disproportionately hurting women and minorities**. Address **gender-based violence**. How can we facilitate mobility in a safe way?
- **Research careers need life-course policies,** not just early-career support. Flexible reintegration, **anti-ageism measures**, and funding for breaks can keep talent engaged at all stages. Early career is crucial, but re-entry at any stage (like UK's model) is key. **Policies must support non-linear careers**; funding, flexibility, and mentorship can bring talent Research culture needs new stories; **Self-care** and **well-being** should be more emphasised. Care as part of life.

How to **counter-act technology-facilitated violence and** its disproportionate gender impact, including domestic violence?

Table host and Policy insider:

- Rune VANLEEUW, Legal Officer, JUST D.3

- **AI** is often controlled by the same anti-gender actors, making it challenging to convince platform owners to address the issue.
- Anti-rights groups exploit controversial topics and various "knowledge" levels (e.g., memes) to spread misinformation.
- Content creators **contribute to this anti-gender spread.**
- **Hyper-masculinity content** becomes prevalent after approximately 20 minutes of scrolling for young men, driven by algorithms. Similarly, women are targeted by phenomena like **"tradwife,"** which reinforces hyper-masculinity.
- **De-platforming cannot be considered as a final strategy** as it often leads to migration to other digital spaces which are hard to tackle and respond to.
- Replication of anti-gender models occurs at a national level, as seen with figures like Andrew Tate being emulated in Denmark, leveraging ideologies for profit (e.g., business plans, merchandise).

Proposal for action:

- The **"power" of bystanders**: empowering young people, who are highly active online, can help them counteract these problems and reduce feelings of powerlessness.
- **Encourage "positive comment bombing" as a strategy**.
- Collaborate with influencers to disseminate positive messages and educate young people on the subtle implications of such anti-gender content.
- **Advocate for digital education** from an early age and swift removal of harmful content.
- Consider the role of sponsors in perpetuating these ideologies and explore the potential impact of calling out sponsors. Also consider measures to sanction these brands (i.e. tax regimes).
- Continue addressing the **balance between freedom of expression and hate speech,** focusing on clear definitions and practical implementations.
- Develop visualizations to raise public awareness about the scale and transnational coordination of such phenomena, highlighting the challenges of controlling this dynamic across emerging platforms.
- **Incorporate a comprehensive section on cyberviolence in the next Gender Equality Strategy.**

How to **eliminate gender-based violence in academia and research organisation**?

Table host:

- Hana TENGLEROVA, Policy Officer, RTD D.4

Policy insider:

- Marcela LINKOVA, Member State Co-Chair, ERA Forum Sub-group on Inclusive Gender Equality
- Lut MERGAERT, Research Director, Yellow Window (GenderSAFE project)

- MeToo movement
- **Student initiatives** and media coverage of cases led higher education organisations to create ombudsperson positions - There is an amendment to the Czech Higer Education Act **ensuring institutionalisation of these positions**, soft national level monitoring, efforts to strengthen the policies ongoing
- Good governmental attention, higher education organisations are also active as it is part of the **Athena Swan** Charter that is an eligibility for funding in Ireland.
- Focus on vulnerable groups
- There are huge differences between countries and their policies counteracting GBV
- Attacks from students on lecturers (mostly women)

Proposal for action:

- Adoption of minimal standards
- **Defining the role of organisation** (what can be done), improve access to existing tools and readiness by provision of training to people in organisations who deal with the cases
- Increasing general awareness about GBV
- Mobility programs should oblige the organisations to have policies in place
- More data and monitoring are needed, connect initiatives across the sectors (sport, education etc.)
- **Focus and work with perpetrators** (create a guidance how can GDPR be interpreted to prevent other cases from happening due to people moving among organisations)
- **Implement sanctions:** only financial audits are done, but these are being paid by universities, it is not being done by EC (can GEPs logic be applied for ethical/gender-based violence?)

How to increase **visibility and awareness** by **leaving the gender equality R&I bubble** and what to gain from it?

Table host:

- Judith RABFOGEL-SCHEER, Representative for Austria, ERA Forum Sub-group on Inclusive Gender Equality

- To effectively incorporate gender equality into policy-making and organisational frameworks, it's crucial to **expand the conventional boundaries of stakeholder engagement.** This involves identifying and including less common stakeholders. Enlisting **male ambassadors and mentors** can further promote inclusivity and drive cultural change across organisations.
- Bringing together in organisational structures the services / units responsible for gender equality policy, with services / units in charge of other – a priory unrelated – themes can be an important step. For instance, the French Ministry of Ecological Transition and Austria's Federal Ministry for Women, Science, and Research exemplify how these practices can be successfully adopted. The new Austrian initiative "**Diversitec**" aims to make research, technology, and innovation (RTI) sector more attractive by leveraging diversity, equity, and inclusion (DEI) as drivers of innovation and competitiveness. Also, the DG RTD unit that combines responsibilities for democracy, culture, civil security with the responsibility for gender equality in research could serve as an example. When rethinking organisational structures, it's vital to realise how **gender considerations intersect with various fields,** such as civil security and energy poverty. By establishing organisational structures and processes that bring together gender equality with other policy issues, organisations can ensure that diverse voices are included in the decision-making process.
- In parallel, developing **legislative provisions** aligned with these goals can create a supportive legal framework for instance by inversing the "burden of proof", i.e. making gender mainstreaming the norm, while exceptions have to be justified.
- An institutional culture can be achieved by creating **spaces dedicated to awareness raising**.

How to optimise the **European Commission** and the **national gender impact assessment tests**?

Table host:

- Linda SENDEN, Professor at Utrecht University and Chair of RE-WIRING project

- There is **more potential** to use this institutional tool both at the level of the European Commission and of the Member States and that strategies can be developed to put them to better use, even within existing institutional and legal frameworks.
- At the national level there are **studies that reveal what are causes of their current underusage** and therewith these give clues as to what actions can and need to be taken to bring change. Tackling this issue is important because the effective use of gender impact assessment tests of laws and policies contributes to the **prevention as well as solution of harmful, discriminatory and excluding rules, measures and practices**. A more effective use of gender impact assessment tests can be stimulated inter alia by **raising more awareness** about them, by **enhancing knowledge** on how laws and policies can entail harmful gendered effects (in whatever policy domain) and by **providing guidance**, tools and training on how to develop gender-responsive and transformative approaches.
- At the Commission-level, more can be done in terms of raising awareness and dissemination about the gender impact assessment test that is included in the **Better Regulation guidelines and toolbox 2023**. The Commission is also encouraged to put in more effort into the **development of this tool** and in **monitoring** the actual compliance with this test in the EU's legislative process. The Commission could also expand the **material scope of the test** in the case of a next revision of the guidelines and toolbox. The Commission could lead more by example in this field and could make this a more **visible and operational tool of its gender mainstreaming policy**, potentially as a key element in the next Gender Equality Strategy 2026-2030.

Exploring extreme pessimistic scenarios of **hostile takeover of universities and possible strategies:** a role play conversation between an optimist and a pessimist.

Table host:

- Mieke VERLOO, Professor of Comparative Politics and Inequality Issues (Radboud University), coordinating the EU-funded project CCINDLE
- Linda SENDEN, Professor at Utrecht University and Chair of RE-WIRING project

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- The main position from the optimist perspective is that there are many more **existing chances for using existing institutional tools** than the ones currently used. There is already widespread knowledge as to why these tools are not currently deployed; therefore, **better strategies** are possible and should be explored.
- The main position from the pessimist perspective is that a major strength of feminist movements has always been to realise **innovative collective forms of action that result in new practices** (i.e. feminist libraries and archives in the 70s).
- The main question concerning strategies is related to how to support them, how to strengthen the conditions for such societal initiatives even under extreme hostility. **Which existing feminist networks could be at the heart of these efforts?** One answer is **networks of feminist diasporas**, especially those linked to hostile, violent environments (i.e. Turkish diaspora, Ukrainian diaspora, Palestinian diaspora).

Featured projects:

PUSHBACKLASH	ANTI-GENDER BACKLASH & DEMOCRATIC PUSHBACK
The EU-funded PushBackLash project investigates Europe's rising anti-gender movement, which threatens progress on gender equality. It analyses strategies used by opponents across politics, social media, and public discourse. The project develops and tests counter-strategies to challenge anti-gender narratives. By collaborating with activists, EU experts, and researchers, it aims to create sustainable solutions to protect equality gains.	
CORDIS webpage	Visit the project website

CCINDLE	CO-CREATING INCLUSIVE INTERSECTIONAL DEMOCRATIC SPACES ACROSS EUROPE
The CCINDLE project seeks to restore trust in democracy and strengthen institutional engagement and values in Europe through strategy development and introduction, as well as support for citizens and activists. CCINDLE will collaborate with various groups and individuals, including media, think tanks and gender professionals, to co-create knowledge on anti-gender campaigns and their impact on democracy; feminist theories and their ties to democracy; and feminist movement and institutional responses to anti-gender and other anti-democratic forces.	
CORDIS webpage	Visit the project website

ELEPHANT TALK	Strengthening EU young citizens' collective engagement with gender-based hate speech
Elephant Talk is a youth-led initiative funded by the EACEA's CERV programme, engaging young Europeans in combating online gender-based hate speech. Developed by Maghweb, Impact Hub Labs, Polylogos, and Young Educators, the project connects youth workers and young citizens across Europe through collaborative data collection and visualisation. It includes international training events, local data-gathering actions, and dialogues with EU policymakers. By fostering critical awareness of this systemic issue, the project strengthens collective action against hate speech across the EU.	
EU Funding & Tenders webpage	Visit the project website

UNTWIST	Policy recommendations to regain "losers of feminism" as "mainstream voters"
The EU-funded UNTWIST project aims to find ways to unravel how particular needs, demands and worries related to gender can be addressed within the realm of the EU's core values. Its primary working strategy will consist of empowering (non-radical/populist) parties to improve their representation of the	

gender-based interests of the citizenry through the definition, enhancement and dissemination of a policy recommendation handbook with evidence-based policy recommendations.	
CORDIS webpage	Visit the project website

Uni4Equity	Strengthening Universities response to sexual harassment with an equity approach
Physical and verbal harassment, coercion, social pressure and intimidation are still anchored expressions of sexism that reinforce gender-based inequalities in the distribution of social power. The Uni4Equity project proposes a multi-agency cooperation between universities and other relevant social actors to identify, map and respond to online and offline sexual harassment in the academic context and thus promote gender equality within university contexts among students, faculty and administrative staff.	
EU Funding & Tenders webpage	Visit the project website

CÚRAM	Closing the Gender Care Gap in Europe's Workplaces
The CÚRAM project aims to increase employers' awareness, knowledge and understanding of the gender care gap and build their capacities to implement actions which support companies to promote equitable dual-career, dual-career policies and practices in line with the EU Work-Life Balance Directive. The CÚRAM project will have a positive and lasting impact on European businesses supporting them to contribute to gender equality, employee well-being, and societal progress to close the gender care gap in the partner countries. Through the creation and development of new and innovative tailored materials, the project will provide training opportunities, capacity building workshops, bespoke employees resources and awareness raising & campaigns to support businesses to implement family-friendly, work-life balance and flexible working practices and policies that address the gender care gap; encourage and support working parents and carers to remain in the workforce; and deliver on the diversity and inclusion policies of employers and businesses across Europe. This 24-month project will be delivered by 6 organisations in Ireland, Italy, Portugal, Bulgaria, Greece and Czechia.	
CORDIS webpage	Visit the project website

GENESYS	Transforming Gendered Interrelations of Power and Inequalities for Just Energy Systems
The EU decarbonisation targets to reach climate neutrality by 2050 are ambitious. Ensuring the transition to carbon neutrality is just and fair is challenging. The EU-funded gEneSys project will focus on the gender and social inequalities in energy transition policies. Even though there are no gender indicators or targets in the Agenda 2030's SDG7, "access" and "affordable" are concepts that hide a multitude of power and gender inequality relations. As such, the project conceptualises energy transition as a gendered socio-technical innovation ecosystem emerging out of the interplay between the technological,	

policy, social, environmental, governance and economic subsystems. To integrate the gender perspective into each of these sub-systems, gEneSys will analyse the related sustainability visions, values and priorities, as well as the change actors and stakeholders.

CORDIS webpage	Visit the project website

ECOVI	Disentangling and Preventing Economic Violence against Women

Violence against women remains a pervasive human rights violation with severe health and empowerment consequences. While intimate partner violence (IPV) is well-documented, economic abuse, a form of IPV involving financial control, has been understudied despite its devastating effects on women's independence and mental health. The ECOVI project addresses this gap through three key objectives: establishing prevalence rates, developing a theory of economic abuse, and testing community-based prevention strategies. Focusing on India, a context with high gender discrimination and 670 million women at risk, ECOVI employs mixed methods including systematic reviews, qualitative research, and an innovative cluster randomized controlled trial. By generating the largest database on economic IPV and piloting evidence-based interventions, this research aims to produce transformative insights for global gender equity efforts.

CORDIS webpage	Visit the project website

i-Game	Building a community for the co-creation of games with high impact on innovation, sustainability, social cohesion and growth

The i-Game project develops an open-source platform to foster inclusive game development across Europe's cultural and creative sectors, addressing the industry's rapid growth and social impact. By enabling diverse stakeholders, including developers, museums, and fashion industries, to co-create mobile and VR games, the initiative promotes innovation, sustainability, and social cohesion. Key goals include advancing ethical design, assessing gaming's cross-sectoral impact, and identifying how games positively influence well-being. Through interdisciplinary collaboration among organizations with varied expertise, the project bridges disciplines to enhance economic opportunities and cultural value in gaming. This European-wide effort aligns with shared values, fostering responsible innovation and measurable societal benefits.

CORDIS webpage	Visit the project website

CAREdiZO (CERV-2024-GE)	CARE Driven Innovation for Gender mainstreaming in Home, Micro-Enterprises & Micro-CSOs

CAREdiZO project aims to tackle the gender care gap by promoting a gender-transformative approach in Home, Micro-enterprises, Micro-civil social organizations (CSOs), as well as raising the awareness of the whole society. The title of the project is inspired by the Greek words “κερδίζω” which means make profit

or win and “ζω” which means live (being alive). It symbolizes the great value of CARE which makes profit for all and enables us all to live and create. Through research, game based learning, and advocacy the project fosters a gender-transformative cultural approach that values care work, combats gender stereotypes, and encourages men and women to share unpaid care responsibilities more equally. This project will promote micro-enterprises and micro-CSO, which constitute 93.5% of total EU businesses, to implement family-friendly and work-life balance policies.

EU Funding & Tenders Portal	Visit the project website

EquallyU4All	**Equality in Unity for All human beings: interstate and interpersonal solidarity mechanisms to reach equality**
The project "EQUALLYU4ALL promotes the application of solidarity mechanisms between women, men and non-binary people (LGBTQI+ community) as a way to recognize the rights and well-being of all individuals, regardless of their gender identity or sexual orientation, through a series of transnational events at European level.	
EU Funding & Tenders Portal	Visit the project website

YOU-DARE	**YOUth Debunking the gendered Arguments of far-Right Extremism**
The YOU-DARE project investigates far-right youth movements across eight European countries, analysing how gendered narratives shape identity, recruitment, and normalization in mainstream discourse. By focusing on youth, local leaders, and online influencers, it challenges oversimplified views of far-right gender politics, employing qualitative research, cross-national comparisons, and digital discourse analysis. The project’s Policy Lab translates findings into actionable recommendations, pilot-testing local interventions to counter far-right influence. Through transnational collaboration, YOU-DARE seeks to mitigate democratic backsliding by addressing the gendered appeal of extremism among young people.	
CORDIS webpage	Visit the project website

GenderSAFE	**Advancing the zero-tolerance approach to gender-based violence in higher education and research**
Gender-based violence is a persistent problem in higher education and research institutions across the European Research Area, with severe consequences at the individual, institutional, and societal levels. The EU-funded GenderSAFE project will support research and higher education institutions in establishing safe, inclusive, and respectful environments by setting up comprehensive policies to effectively counteract gender-based violence. The project's strategy includes capacity-building, mutual	

learning and exchange, setting up instruments to monitor institutional policies, and promoting policy uptake by national authorities and research funding organisations.	
CORDIS webpage	Visit the project website

WAGE	**Exploring collective bargaining dynamics to bridge the gender pay gap**
Globally, women earn, on average, 20 % less than men, a disparity that persists even in Europe, where women earn 13 % less despite commitments to eliminate the gender pay gap. Countries with significant gender pay gaps have employed collective bargaining to raise wage floors in feminised sectors, yet challenges remain. The ERC-funded WAGE project aims to explore the gendered dynamics of collective bargaining by examining historical, contemporary and possible future practices in Germany, Norway and Sweden. Focusing on the metal and nursing sectors, WAGE will analyse collective bargaining processes and their impact on wage disparities, using qualitative research methods to pave the way for greater gender equity in the workplace.	
CORDIS webpage	Visit the project website

STREAM IT	**Reducing gender inequalities in STEM education**
STREAM IT is an EU-funded initiative tackling gender gaps in STEM education, research, and innovation by operationalizing the European Manifesto for gender-inclusive STE(A)M education and careers. Through targeted interventions, including toolkits, skill-building programs, and network-building, it empowers young people, especially girls, to pursue STEM pathways. The project fosters collaboration among educators, researchers, and businesses while dismantling gender stereotypes and systemic barriers. By developing scalable resources and evidence-based policy recommendations, STREAM IT aims to influence national and EU-level decision-making. It seeks to strengthen the STEM talent pipeline, promote equity, and create a more inclusive innovation ecosystem.	
CORDIS webpage	Visit the project website

TEARS	The Emotional Aspects of Resistance and Solidarity
Gender and racial discrimination present significant challenges within academia on a global scale. Individuals with disabilities, those on insecure contracts, LGBTQ+ individuals and ethnic minorities are underrepresented in STEM and philosophy fields and are vulnerable to harassment. To combat these forms of exclusion, it's important to address the underlying cultural environment. The MSCA-funded TEARS project seeks to tackle issues of sexual and racial harassment by identifying and dismantling cognitive and emotional biases that perpetuate exclusionary practices against minorities. This project will delve into how both those who are oppressed and those who may act as oppressors can engage with their emotions to resist oppression and collaboratively foster inclusive ways of living together.	
CORDIS webpage	

WISE	Tackling energy vulnerability among women
Available data (while sparse) suggest that, across the EU, rates of energy poverty are 3 to 4 times higher among households in which women alone manage resources – including energy. Often, this reflects how current economic and social systems fail to acknowledge or take account of their unique needs. Women in Solidarity for Energy (WISE) aims to launch an EU-wide movement to better understand and meet the energy needs of the most vulnerable citizens.	
EU Funding & Tenders Portal	Visit the project website

MEN4DEM	Masculinities for the Future of European democracy
MEN4DEM examines how extreme-right movements weaponise toxic masculinity to erode European democracy, undermining equality, rule of law, and minority rights. Through intersectional research across six EU countries, the project identifies online radicalisation pathways and develops evidence-based countermeasures. Partnering with gender justice organizations and policymakers, it creates tools to promote democratic forms of masculinity. By fostering inclusive political participation, MEN4DEM aims to protect EU values against authoritarian backsliding.	
CORDIS webpage	Visit the project website

EU-CIEMBLY	EU-CIEMBLY: Creating an Inclusive European Citizens' Assembly
In the landscape of EU political life, the absence of effective mechanisms for inclusive citizen participation has resulted in the perpetuation of intersectional discrimination and the exclusion of vulnerable groups. Despite efforts to enhance participatory democracy, the oversight in addressing intersectionality within EU law has hindered progress. In this context, the EU-funded EU-CIEMBLY project aims to confront these challenges and pave the way for a more inclusive and equitable EU Citizens' Assembly. Specifically, the project will design a tool that not only addresses current issues at the EU level but also provides a prototype adaptable at national and local levels. By bridging theory, evaluation, and	

piloting, the project stands poised to reshape participatory democracy in the EU.	
CORDIS webpage	Visit the project website

EMMELO	European Men, Masculinity, and Extremist Leadership Online
The EMMELO Project investigates how extremist movements weaponize masculinity online to radicalise European men and challenge democracy. Focusing on Ireland, Sweden, France, Hungary, Germany, and Slovakia, it analyses how extremist leaders perform gendered narratives to undermine democratic participation. Through mixed-methods research, EMMELO examines how these discourses shape male adherents' political views and behaviours. The project develops gender-sensitive tools and policy recommendations to help policymakers, practitioners, and citizens recognize and counter extremist masculinity narratives. By bridging research, policy, and civic engagement, EMMELO aims to strengthen democratic resilience against gendered radicalization online.	
CORDIS webpage	Visit the project website

ReINcluGen	Rethinking Inclusion and Gender empowerment: Participatory action research
The EU-funded ReIncluGen project will define terms of inclusion and gender empowerment using participatory action research with European civil society organisations (CSOs). Together with CSOs, this project will study and discuss the situated meanings of gender empowerment within various societal domains, through the innovative theoretical concept of situated intersectionality. ReIncluGen will conduct research in five European countries representing different policies and disparities. It will also assess the success of good practices and the role of the media.	
CORDIS webpage	Visit the project website

FIERCE	Feminist Movements Revitalizing Democracy in Europe
The EU-funded FIERCE project aims to provide profound theoretical and practical knowledge and tools to understand feminist and anti-feminist/anti-gender movements, activities and discourses as well as their impact on institutions and policies during 2010–2021. The project will use framing, political ethnography and social network analyses to study the related actors in the fields of labour market, health and reproductive rights, LGBTQ+ rights, migration and gender-based violence in eight case studies representing a wide variety of country contexts. Moreover, it will introduce bottom-up initiatives that test solutions and innovations in partnership with feminist NGOs/movements/networks to experiment with democratic innovations.	
CORDIS webpage	Visit the project website

G-VERSITY	G-VERSITY - Achieving Gender Diversity
The EU-funded G-VERSITY project is a European Training Network that will provide interdisciplinary and intersectoral training to early-stage researchers with the aim of determining the effects of significant background factors on the educational and professional trajectories of women and men, including SGMs. The project will generate scientifically based interventions to be used in workplaces and design an innovative and practical toolbox to be used by the public sector as well as commercial and non-profit companies. G-VERSITY will bring together nine leading European research groups from various sectors and seven non-academic partners, offering training that centres on the collaborative supervision of 15 individual research projects.	
CORDIS webpage	Visit the project website

RE-WIRING	Realising Girls' and Women's Inclusion, Representation and Empowerment
Despite years of efforts to eliminate discrimination against women and girls, gender inequalities persist in Europe and worldwide. More work is needed. With this in mind, the EU-funded RE-WIRING project proposed an innovative, multidisciplinary, three-dimensional (institutional, experiential and symbolic) approach, drawing from the disciplinary perspectives of law and governance, social sciences, and gender, media and culture studies. It will enable the identification of root causes of gender hierarchies and aims to 're-wire' political, cultural and economic institutions. The project will bring together several European countries and South Africa in data collecting, study and interventions. RE-WIRING promotes a transformative equality approach and combines many innovative techniques to support equality in all spaces.	
CORDIS webpage	Visit the project website

INSPIRE	Creating Knowledge & Engaging in Collaborative Action
Gender equality is a core value in the EU. It's also very important in the realm of research and innovation. As a fundamental European value, gender equality should be monitored throughout the life of a project. This is key to implementing a Gender Equality Plan (GEP). In this context, the EU-funded INSPIRE project will bring together leading academics and experts, innovative knowledge, policy approaches, and practices to establish a sustainable, globally renowned, high-quality European centre of excellence. INSPIRE aims to mobilise knowledge hubs and to fill knowledge gaps, to reduce disparities across Europe, and to bring novelty strategies for gender equality policies while strengthening European Research Area.	
CORDIS webpage	Visit the project website

G-EPIC	Gender Empowerment through Politics in Classrooms
Gender, social and racial inequalities are among the most crucial reasons why democracy must be better nurtured today. While data show secondary school girls often lack political self-awareness compared to boys of the same age, social class and ethnicity are also significant determinants of inequalities in political self-efficacy. The EU-funded G-EPIC project aims to change this by bringing state-of-play didactics into school classrooms to observe and analyse how such gender gaps form. Bringing together seven partners from six countries, the project will carry out experimental research to allow the creation and dissemination of gender empowerment in classroom interventions developed in collaboration with civil society, educators and students.	
CORDIS webpage	Visit the project website

Resource list:

Ideas on non-financial compensation to research participants *https://www.youcountproject.eu/*

Report Safe Research Ethics Framework that introduces MEN4DEM Researcher Safety Helpdesk. The Helpdesk offers practical infrastructure, including guides, training, events, support directories, and peer-based mechanisms. *https://www.men4dem.eu/news-events-in-the-media/safe-research-ethics-framework* *OR* *https://zenodo.org/records/15260781*

Sharing scientific evidence with policymakers: A starter kit for EU funded research & innovation (R&I) projects *https://op.europa.eu/en/publication-detail/-/publication/262605e4-4b23-11f0-85ba-01aa75ed71a1/language-en*

Sharing evidence with policymakers: Guide on writing policy briefs for impact *https://op.europa.eu/en/publication-detail/-/publication/05d26b80-8f7f-11f0-bfe2-01aa75ed71a1/language-en*

EU Award for Gender Equality Champions. This prize is creating a community of champions who inspire other academic and research organisations to become gender equality champions themselves, and to raise public awareness of the importance of addressing gender equality in academic and research organisations through institutional change. *https://research-and-innovation.ec.europa.eu/funding/funding-opportunities/prizes/eu-award-gender-equality-champions_en*

Call for experts: Become an evaluator of EU research projects. *https://rea.ec.europa.eu/working-rea/work-expert_en*

Empowering the EU research community to support evidence-informed policymaking https://eceuropaeu-my.sharepoint.com/:b:/g/personal/jade_iafrate_ec_europa_eu/EecOpZjFrqVPpVUrGIzamDoB1vTzR2ggjRlRmVu1k96LnA?e=gqKb6X

European Commission, European Handbook on Equality Data *https://ec.europa.eu/newsroom/just/document.cfm?action=display&doc_id=43205*

European Commission, Equality data collection website, which includes all the guidelines drafted by the Subgroup on Equality Data to help Member States improve the collection and use of equality data *https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combatting-discrimination/equality-data-collection_en*

European Commission, She Figures 2024 handbook for the full list of indicators of the current edition https://op.europa.eu/en/publication-detail/-/publication/05d87867-e838-11ef-b5e9-01aa75ed71a1/language-en

Eurostat, Equality and non-discrimination database, publications and methodology https://ec.europa.eu/eurostat/web/equality-non-discrimination

Eurostat, Equality and non-discrimination statistics – overview https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Equality_and_non-discrimination_statistics_-_overview

EU survey on gender-based violence (Eurostat, the European Union Fundamental Rights' Agency (FRA), and the European Institute for Gender Equality (EIGE)) https://ec.europa.eu/eurostat/web/products-statistical-reports/w/ks-01-24-013

Eurostat, EU survey on gender-based violence, microdata https://ec.europa.eu/eurostat/web/microdata/gender-based-violence

EU Pay Transparency Directive Transposition Tracker https://synd.io/eu-pay-transparency-directive-transposition-tracker/

The Washington Group (WG) on Disability Statistics questions set, designed to provide comparable data cross-nationally for populations living in a variety of cultures with varying economic resources https://www.washingtongroup-disability.com/question-sets/wg-short-set-on-functioning-wg-ss/

"Diversitec – Leading Innovation", An Austrian Diversity Initiative, https://www.bmimi.gv.at/themen/innovation/foerderung_oesterreich/ausschreibungen/diversitec_2025.html

Diversity Minimal Item Set (DiMIS) for routine data collection in empirical studies to contribute to closing the diversity and gender data gap https://www.berlin-university-alliance.de/en/commitments/diversity/digenet/Diversity-Minimal-Item-Set/index.html

Guidelines on collection and use of equality data (2018), Guidance note on collection of data on racial or ethnic origin (2021) and on LGBTIQ equality (2023), Guidance note on the implementation of national equality data guidelines (2024); Compendium of equality data practices; Data mapping tool. https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combatting-discrimination/equality-data-collection_en#guidance-note-on-the-collection-and-use-of-data-for-lgbtiq-equality--2023

European Commission, Collecting and using equality data in full compliance with EU GDPR and national data protection rules (2024) https://commission.europa.eu/document/download/d2f03827-8169-4141-877b-

0b790fd4c9de_en?filename=collecting%20and%20using%20equality%20data%20in%20full%20compliance-DS0124013ENN.pdf

European Union Agency for Fundamental Rights, Compendium of practices for equality data collection *https://fra.europa.eu/en/promising-practices-list*

On "ethics by design approach": it is considered the good practice to consult a data protection officer, who is often available at universities and can provide valuable support in designing the protocol. There is a guidance note produced by the EC *ethics-and-data-protection_he_en.pdf*

TRUST CODE project, Equitable Research Partnerships *https://www.globalcodeofconduct.org/*

How to complete your ethics self-assessment *https://vhiovidaprogramme.eu/wp-content/uploads/2025/01/how-to-complete-your-ethics-self-assessment.pdf*

JRC for Evidence Informed Policymaking with resources, tool, events, blogposts and relevant publications *https://knowledge4policy.ec.europa.eu/evidence-informed-policy-making_en*

Competence frameworks on Science4Policy (for researchers) and Innovative Policymaking (for policymakers). The Competence Frameworks map and analyse the competences needed both for scientists and policymakers for them to successfully operate in Evidence Informed Policymaking
https://knowledge4policy.ec.europa.eu/projects-activities/competence-frameworks-policymakers-researchers_en

Short description and material for the trainings for scientists (on Science4Policy) and policymakers (on Working with Evidence) *https://knowledge4policy.ec.europa.eu/evidence-informed-policy-making/topic/learning-development_en*

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