

## **E-RIHS ERIC Gender Equality Plan 2025-2027**

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# **E-RIHS ERIC GENDER EQUALITY PLAN 2025-2027**

Approved by the Director General on 12 September 2025

Written by L. Spini (CNR ISPC, Institute for Heritage Science)

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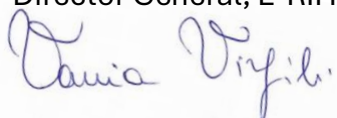
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## FOREWORD

As the interim Director General of the E-RIHS ERIC, I ensure that the E-RIHS ERIC community will implement the Gender Equality Plan (GEP) towards narrowing gender gaps, reducing gender-based discrimination, and fostering the application of the gender lens in research and practice.

Dr. Vania Virgili

Director General, E-RIHS ERIC



## INTRODUCTION

The E-RIHS ERIC GEP has been developed taking into account the key statutory documents pertaining the E-RIHS ERIC, including the Statutes, the HR Policy and the Business Plan, as well as ongoing discussion on the gender equality and gender dimension within the broader heritage science community. The actions and goals defined in this document are also in line, with international agreed goals and actions such as the Sustainable Development Goals of the 2030 Agenda<sup>1</sup> and the Actions of the Pact for the Future<sup>2</sup>.

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<sup>1</sup> With particular reference to SDG No. 5 “Achieve gender equality and empower all women and girls” and SDG No. 10 “Reduce inequality within and among countries” (see full list at <https://sdgs.un.org/> and <https://eige.europa.eu/>) (accessed 24/02/2025).

<sup>2</sup> See Action 8 on gender equality (see document at [https://www.un.org/sites/un2.un.org/files/sotf-pact\\_for\\_the\\_future\\_adopted.pdf](https://www.un.org/sites/un2.un.org/files/sotf-pact_for_the_future_adopted.pdf)) <https://eige.europa.eu/> (accessed 24/02/2025).

## CHALLENGES: HIDDEN GENDER GAPS & LACK OF GENDER LENS

The main challenges faced by the E-RIHS ERIC with respect to gender equality were identified through desk-study of the current situation within the interdisciplinary heritage science community and related sectors, as well as established GEPs for other ERICs and for the E-RIHS Members. Particular attention was placed on the content of the GEP of the National Research Council of Italy<sup>3</sup>, being Italy the host country of the E-RIHS ERIC Central Hub. Through this approach, the E-RIHS ERIC GEP identified not only challenges related to the operationalization of the Research Infrastructure, but also relevant for the broader community.

While there is an overall understanding that the heritage science community and the Cultural and Creative Sectors (CCS) do not exhibit gender gaps which sees women in the minority gender, some studies have actually exhibited more complex trends and **hidden gender gaps** and inequalities. For instance, the 2022 EC Report “*Gender gaps in the cultural and creative sector*” has highlighted that “*women are indeed much less represented in decision-making and leadership roles in the cultural and creative sectors*” and that “*cultural heritage and cultural education, women are quite well-represented, though often not at the top levels as senior teachers and professors, or directors of more commercial museums because men tend to be more represented.*”<sup>4</sup> Furthermore, the complexity in understanding the gender gaps/inequalities in the heritage science could be related to the fact that the gender/science interface is mostly focused on actions dedicated to STEM and that less attention has been placed on interdisciplinary scientific domains like heritage science in which you find experts from both STEM and SSH fields<sup>5</sup>.

The E-RIHS ERIC, as a key player in the heritage science community and the CCSs, provides an opportunity to further understand the gender gaps in its community, but also to further promote the application of the **gender lens in research** which is still not widely acknowledged as an important component of the research endeavor as it is for other research fields (e.g., biomedical sciences). Hence, the E-RIHS ERIC stands ready to contribute the promotion of equal opportunities within the sectors also implementing gender-transformative policies and actions to further advance gender equality in all scientific fields feeding into the heritage science community.

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<sup>3</sup> GEP/CNR: PIANO PER LA PARITÀ DI GENERE 2022-2024 del CONSIGLIO NAZIONALE DELLE RICERCHE [https://www.cnr.it/sites/default/files/public/media/attivita/gender-equality/GEP\\_CNR\\_FINALE.pdf](https://www.cnr.it/sites/default/files/public/media/attivita/gender-equality/GEP_CNR_FINALE.pdf) <https://eige.europa.eu/> (accessed 24/02/2025).

<sup>4</sup> European Commission: Directorate-General for Education, Youth, Sport and Culture, Gender gaps in the cultural and creative sectors, Publications Office of the European Union, 2022, <https://data.europa.eu/doi/10.2766/322133> (quote from page 30).

<sup>5</sup> See <https://www.ucl.ac.uk/bartlett/heritage/news/2016/mar/how-heritage-science-addressing-gender-balance> <https://eige.europa.eu/> (accessed 24/02/2025).

Thus, the GEP addresses not only the organizational and governance of the E-RIHS ERIC (e.g., Central Hub and Statutory Bodies), but also the interface with all the different stakeholders (e.g., users, providers, partners and contractors). It is to be noted that this is a policy document covering the next three years (2025-2027) including the transition from the E-RIHS ERIC-to-be to the fully fledged operational ERIC: the ensuing structures, processes and guidelines developed will constitute the basis for a longer-term GEP for E-RIHS ERIC.

As a formal document, the E-RIHS ERIC is signed by the Director General (DG), approved by the General Assembly, published on its website, and widely disseminated within the E-RIHS ERIC members. It is addressed not only to all employees and collaborators of the E-RIHS ERIC's Central Hub and National Nodes, but to all stakeholders engaged with E-RIHS ERIC given the all-encompassing concept of the gender dimension applied here towards fostering gender equality, promoting gender transformative approach and promoting a gender lens to research in heritage science.

The successful implementation of the GEP is solidly based on the fact that all E-RIHS ERIC Partners in the E-RIHS IP have already institutional GEPs, and that the E-RIHS ERIC is committed to ensure that appropriate resources – financial, technical and human resources – will be available towards effective implementation (as well as monitoring and evaluation process) of the Action Plan reported below.

## ACTION PLAN

The Action Plan is articulated around two main Pillars and four Overarching Goals and it is deployed into two main phases so as to allow for the E-RIHS ERIC to define a solid enabling environment towards GEP implementation and developments of future GEPs.

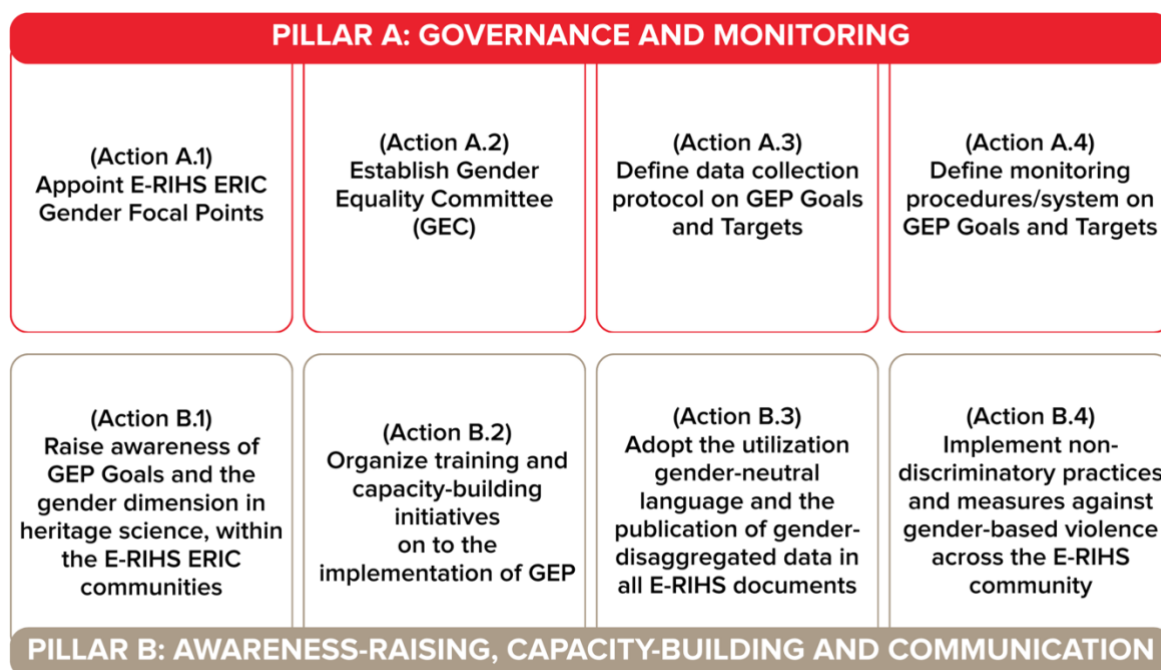
**Phase 1 (first 18 months):** The Actions identified by the two Pillars will have to be completed within the first 18 months of this GEP, as they provide the enabling structure and environment towards the attainment of the Goals and related Targets.

**Phase 2 (second 18 months):** The measures related the Overarching Goals and Targets will be mostly implemented only in the second 18 months and will benefit also of review process following the second year of implementation (see below).

More specific timelines are provided below.

## PILLARS

The two Pillars “Pillar A: Governance & Monitoring” and “Pillar B: Awareness-raising, Capacity-building and Communication” provide the framework and *sine qua non* actions to be established to start working towards the five Overarching Goals and specific Targets of the E-RIHS ERIC for the first three years. Each of the Pillars entails four main actions to be completed by the first 18 months. Fig. 1 provides an outline of the two Pillars and related



actions, further explained below.

Fig. 1 | Outline of the 2 Pillars and respective related actions to be complete in the first year of operations.

### PILLAR A: GOVERNANCE AND MONITORING

Pillar A focuses on implementing actions towards building the governance structure overseeing and monitoring the implementation of the GEP and the attainment of its Overarching Goals. Four main actions have been identified under this pillar, namely:

#### (Action A.1) Appoint E-RIHS ERIC Gender Focal Points

Each of the National Nodes will communicate the name and contact details of the E-RIHS ERIC GEP Focal Point to the Central Hub, and the (*interim*) Director General will appoint a GEP Focal Point for the Central Hub. The E-RIHS ERIC GEP Focal Point(s) will be entrusted with disseminating the GEP among the E-RIHS community, ensure to have the latest version available for download on the E-RIHS (national and global) websites and will foster the implementation of GEP through participation in the Gender Equality Committee. *To be completed preferably by the end of 2025.*



**(Action A.2) Establish Gender Equality Committee (GEC)**

The Gender Equality Committee (GEC) composed by the appointed E-RIHS GEP Focal Points from the National Nodes and the Central Hub, the latter will act as Secretary to the Committee by coordinating its activities related to overseeing the GEP implementation, including relevant data collection and monitoring procedures. *To be completed preferably by the end of 2025.*

**(Action A.3) Define data collection protocol on GEP Goals and Targets**

The GEC will define and implement collection of data according to the indicators related to the GEP Actions and Objectives (see below), also building on current practices in monitoring access and provision of services by E-RIHS (See Annex 2 below). *To be completed preferably by the end of 2025.*

**(Action A.4) Define monitoring procedures/system on GEP Goals and Targets**

The GEC will monitor progress towards the attainment of the overarching goals by reviewing data and will provide a report to the (interim) Director General for submission to the General Assembly (on annual basis). *To be completed preferably by the end of 2025.*

**PILLAR B: AWARENESS-RAISING, CAPACITY-BUILDING & COMMUNICATION**

Pillar B address the importance of informing the E-RIHS ERIC communities of the GEP and its Overarching Goals and Targets through awareness-raising and capacity-building initiatives as well as the promotion of gender-neutral language in communication and the facilitation of an environment free from gender discrimination and gender-based violence. Four main actions have been identified within this Pillar.

**(Action B.1) Raise awareness of GEP Goals and the gender dimension in heritage science, within the E-RIHS ERIC communities**

Development and publishing of a dedicated webpage on the E-RIHS.eu website with key information and resources concerning the gender dimension, with a specific focus on heritage science and E-RIHS ERIC activities. Organize events and/or participate in events (e.g., International Day of Women and Girls in Sciences Celebrations<sup>6</sup>) towards raising awareness of E-RIHS ERIC activities in fostering the gender dimension in heritage science. *To be completed preferably by the end of 2025.*

**(Action B.2) Organize training and capacity-building initiatives on to the implementation of GEP**

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<sup>6</sup> See: International Day of Women and Girls in Science | United Nations <https://www.un.org/en/observances/women-and-girls-in-science-day/> <https://eige.europa.eu/> (accessed 24/02/2025).

Plan dedicated initiatives (e.g., webinars, workshop and online training/tutorials) to build capacity in the E-RIHS ERIC community on the implementation of the GEP. *To be started by the end of 2025.*

**(Action B.3) Adopt the utilization gender-neutral language and the publication of gender-disaggregated data in all E-RIHS documents**

In close cooperation with the Communication Officers, adopt gender-neutral language and the publication of gender-disaggregated data in all documents including reports, social media posts, websites and scientific publications. *To be started by the end of 2025.*

**(Action B.4) Implement non-discriminatory practices and measures against gender-based violence across the E-RIHS community**

In close cooperation with HR Officers and Gender Focal Point, implement non-discriminatory practices and measures/policies against gender-based violence, including sexual and moral harassment in the E-RIHS community, also taking into account national legislation in the Central Hub and in different national nodes. *To be started by the end of 2025.*

## OVERARCHING GOALS AND TARGETS

### Goal 1: Integration of the gender dimension into E-RIHS ERIC organizational culture and operations

The integration of the gender dimension into E-RIHS organizational culture and operation provides the basis for practices, policies and ultimately gender-transformative actions (GTAs) enabling equal opportunities within E-RIHS ERIC community.

No	Measure	Timelines	Target	Indicators	Source
1.3	Launch dedicated GEP webpages on E-RIHS ERIC website.	By mid-2026 (see Pillar B)	<b>GEP Webpages dedicated in the E-RIHS ERIC Website.</b>	Webpages launched;  number of cross-links to website and number of visits.	Website analytics
1.1	Awareness of GEP across the E-RIHS ERIC community.	By mid-2026 (see Pillar B)	<b>National Nodes are Partners organizations are informed about GEP.</b>	The GEP is posted on the national and global E-RIHS Websites.	National and Global Websites

1.3	Use gender-neutral and inclusive neutral language in all E-RIHS ERIC documents.	Continuous	<b>Utilization of gender-neutral and inclusive language in all documents.</b>	Adoption of gender-neutral and inclusive language guidelines <sup>7</sup> .	E-RIHS ERIC documents
1.2	Implement gender-responsive budgeting (GRP) and gender-responsive procurement (GRB) in E-RIHS ERIC operations.	Continuous	<b>All budgets and procurement processes are gender-responsive.</b>	No. of budgets and procurement procedures based on gender-responsive methods.	Administrative documents
1.4	Develop partnerships with other organizations which have their own GEP.	Continuous	<b>All partnerships involve counterpart institution which have a GEP in place.</b>	No. of partnerships signed with counterpart institutions which have a GEP in place	MoU and other agreements

## Goal 2: Improve gender equality in recruitment and career progression<sup>8</sup>

Several studies have reported the presence of implicit gender biases in the recruitment, performance appraisal and access to leadership positions and their impact on gender gaps in career progression and pay scales. On the other hand, several approaches have also highlighted how to counteract gender biases and facilitate equal opportunities; hence, E-RIHS ERIC intends to apply some key measures to improve gender equality in recruitment and career progression.

No	Measure	Timelines	Target	Indicators	Source
3.1	Use gender-neutral language and inclusive language in Vacancy Announcements (VAs)	Continuous	<b>Utilization of gender-neutral language and inclusive language in all VAs.</b>	Approval of a specific VA template and related guidance.  Gender balance in applications received.	Administrative documents, and VA templates, and VA issued.  Gender-disaggregated data on

<sup>7</sup> See e.g., [Guidelines-on-gender-inclusive-language-en.pdf](#) / [GNL\\_Guidelines\\_EN.pdf](#) / [annex-9-inclusive-communication-guidelines-of-the-european-parliament.pdf](#) (accessed 23/01/2025).

<sup>8</sup> For further details and measures, see EIGE website at [https://eige.europa.eu/gender-mainstreaming/toolkits/gear/gender-equality-recruitment-and-career-progression?language\\_content\\_entity=en](https://eige.europa.eu/gender-mainstreaming/toolkits/gear/gender-equality-recruitment-and-career-progression?language_content_entity=en) (accessed 20/01/2025).

					applications received.
3.2	Achieve gender balance in recruitment/selection committees	Continuous	<b>Recruitment/ selection committees have a balanced representation of men and women.</b>	Guidance on the convening of gender-balanced recruitment/ selection committees.	Composition of recruitment/ selection committees
3.3	Achieve gender equality in secondment schemes	Continuous	<b>Equal opportunities for men and women to be seconded.</b>	Guidance on ensuring equal opportunities for seconded staff.	Gender-disaggregated data on staff seconded/loaned
3.4	Narrow the gender gaps in career progressions and in access to leadership positions, taking into account gender-biases	Continuous	<b>Gender equality in career progression and access to leadership positions.</b>	Relevant policies in place.	HR Policies, and gender-disaggregated data on career progression and on leadership positions
3.5	Narrow gender-pay gap across salaries of employees/consultants hired directly E-RIHS ERIC	Continuous	<b>Absence of gender-pay gap in E-RIHS ERIC employees/consultants.</b>	Salaries and fees scales, taking into account possible gender-biases.	HR Policies, and gender-disaggregated data on salaries

### Goal 3: Integration of the “gender lens” into E-RIHS research and innovation

While the gender dimension has been increasingly included in research and innovation projects, it is still far from being applied systematically to all the projects’ components. The approach of the “gender lens” provides the basis to ensure an overarching attention of gender differences in every aspect of the research and innovation projects, also delivery more comprehensive research and innovation outputs.

No	Measure	Timelines	Target	Indicators	Sources
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3.1	Apply a gender lens to the use of instruments within the four E-RIHS Platforms.	Continuous	Gender lens applied to use of the services provided by the four E-RIHS Platforms.	No. of research proposal and no. of research outputs framed by a gender lens.	Research proposals and outputs
3.2	Apply the “gender lens” to innovation, through the approach of gendered-innovation.	Continuous	Best practices and case studies on gendered innovation developed through E-RIHS ERIC. <sup>9</sup>	No. of innovation developed through a gendered innovation approach.	Research proposals and outputs
3.3	Include module on the “gender lens” in E-RIHS ERIC training programmes (e.g., HS Academy).	Continuous	Foster the adoption of the gender lens across the broader heritage science community.	No. of students and scholars trained on the gender lens.	Programmes of training initiatives (incl. HS Academy)

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<sup>9</sup> See examples of case-studies on gendered innovation at [Gendered Innovations | Stanford University](https://genderedinnovations.stanford.edu/) (retrieved from <https://genderedinnovations.stanford.edu/>) <https://eige.europa.eu/> (accessed 24/02/2025).

## Goal 4: Identification and implementation of E-RIHS ERIC measures against gender-based discrimination and violence

Acknowledging the status quo on gender-based violence in the EU<sup>10</sup> and globally<sup>11</sup>, as well as overall gender-based discrimination

No	Measure	Timelines	Target	Indicators	Sources
5.1	Develop protocol to prevent gender-based discrimination and violence (including sexual/moral harassment).	<i>By mid-2026</i>	<b>Protocol to prevent gender-based discrimination and violence (including sexual/moral harassment).</b>	Approval and dissemination of the protocol to the staff and relevant stakeholders.	Administrative Documents  Reports by Gender Equality Committee
5.2	Develop a gender-sensitive Code of Conduct for E-RIHS ERIC activities.	<i>By mid-2026</i>	<b>Gender-sensitive Code of conduct to be subscribed by all relevant stakeholders in E-RIHS ERIC Services including Training and Conference.</b>	No. of subscription of the Code of Conduct by staff and relevant stakeholders.	Administrative Documents  Reports by Gender Equality Committee
5.3	Identify differences in legislations among National Nodes and Central Hub's host country (Italy) with respect to gender-based violence and sexual/moral harassment in the workplace.	<i>By mid-2026</i>	<b>Summary document of differences in legislations among National Nodes and Central Hub's host country (Italy) with respect to gender-based violence and sexual/moral harassment in the workplace.</b>	Approval and dissemination of the Code of Conduct to the staff and relevant stakeholders.	Administrative Documents  Reports by the Gender Equality Committee

<sup>10</sup> See Every third woman in the EU experienced gender-based violence - News articles - Eurostat (<https://ec.europa.eu/eurostat/web/products-eurostat-news/w/ddn-20241125-3>) <https://eige.europa.eu/> (accessed 24/02/2025).

<sup>11</sup> See Gender-based violence against women and girls | OHCHR (<https://www.ohchr.org/en/women/gender-based-violence-against-women-and-girls>) <https://eige.europa.eu/> (accessed 24/02/2025).



## PARTNERSHIPS

Given the wide variety of stakeholders identified for the E-RIHS ERIC (reference is made to E-RIHS ERIC Business Plan<sup>12</sup>), the complexity of the gender dimension, E-RIHS ERIC will also seek partnerships and/or joint initiative with experts, including:

EIGE-European Institute for Gender Equality (<https://eige.europa.eu/>):

EIGE's unique expert knowledge, research, data and tools can support E-RIHS ERIC to design measures/policies/actions which are inclusive, transformative and promote gender equality in all areas of operations of E-RIHS. EIGE also provide access to a series of toolkits and publications (see Annex 1) which can be of use to the E-RIHS community towards implementing the GEP and enable gender-transformative actions.

International Gender Champions, IGC (<https://genderchampions.com/>):

It is a leadership network that “brings together decision-makers determined to break down gender barriers and make gender equality a working reality in their spheres of influence”<sup>13</sup>. It commits the leadership of organization to different types of pledges, related to the [IGC Panel Parity Pledge](#), the [IGC Gender-Based Violence Pledge](#) and undertake [two S.M.A.R.T. commitments](#) per year to advance gender equality in their organization or programmatic work. To be noted that the leadership must be based in one of the IGC Hubs (Geneva, New York, Vienna, Nairobi, The Hague or Paris), and that this may entails the creation of a “Florence” IGC Hub.

L'Oréal-UNESCO For Women in Science (<https://www.forwomeninscience.com/>):

This programme provides awards and fellowship in different STEM subjects, E-RIHS ERIC could explore partnership towards a dedicated category of the international award for the multidisciplinary field of heritage science, but also partnerships for fellowship schemes for young scientists working on heritage science.

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<sup>12</sup> See <https://zenodo.org/records/14620279> (accessed 24/02/2025).

<sup>13</sup> Source: <https://genderchampions.com/> (accessed 24/02/2025).



## **MONITORING, REVIEW AND EVALUATION**

A first review of the implementation of the E-RIHS ERIC GEP will be performed after two years of implementation, in order to monitor progress on the implementation of the Actions within the two Pillars and initial attainment of the Overarching Goals and related Targets. The review will be conducted by the GEC which will deliver a series of recommendations to the Director General in order to develop the E-RIHS ERIC GEP for the following three years (2028-2030).

Evaluations (including independent evaluations) can be called upon by the Director General and/or General Assembly, in case of particular issues and challenges.

## ANNEX 1 | RESOURCES – TOOLKITS

**The European Institute for Gender Equality (EIGE)**<sup>14</sup> provides a series of Step-by-Step Tool-Kits and Guide available at <https://eige.europa.eu/gender-mainstreaming/toolkits>; and <https://eige.europa.eu/publications-resources/toolkits-guides>

**UN Women**<sup>15</sup> **Training Center** provides a series of training opportunities available at <https://trainingcentre.unwomen.org/> and <https://trainingcentre.unwomen.org/>

**GenderAction**<sup>16</sup> **Webinar/Video on Research Infrastructures**, available at <https://h2020.genderaction.eu/research-infrastructures-webinar-video/> (and related presentation [https://h2020.genderaction.eu/wp-content/uploads/2018/10/Webinar-gender-in-research-infrastructures\\_26Oct2018\\_final.pdf](https://h2020.genderaction.eu/wp-content/uploads/2018/10/Webinar-gender-in-research-infrastructures_26Oct2018_final.pdf) )

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<sup>14</sup> [European Institute for Gender Equality | European Institute for Gender Equality / https://eige.europa.eu/](https://eige.europa.eu/) (accessed 24/02/2025).

<sup>15</sup> [Welcome | UN Women – Headquarters / https://www.unwomen.org/en](https://www.unwomen.org/en) (accessed 24/02/2025).

<sup>16</sup> [Project activities – GENDERACTION / https://h2020.genderaction.eu/about-project/genderaction-at-glance/](https://h2020.genderaction.eu/about-project/genderaction-at-glance/) (accessed 24/02/2025).

## ANNEX 2 | ONGOING/ESTABLISHED PROCEDURES OF COLLECTION OF GENDER-DISAGGREGATED DATA

**Users of E-RIHS ERIC Platforms:** On registering to E-RIHS through the website, all users are obliged to provide information on their gender in their personal profile. From a drop-down menu they can select- “Male”, “Female”, “Other”, “Prefer not to say”. When users apply for any service, they do not have to repeat this information as it is in their personal account which is associated to any application they may make.

**Providers of E-RIHS ERIC Platforms:** The providers, like the users above, have to register to the website so that they can insert and control their services. The providers (Service managers) can also be users and have a personal profile.

**Peer review panelists for access:** We keep track also of the gender of peer review panelists for access- they also have the same profile to fill out on the website.

On the other hand, for other registration process related to participation in online/in-presence events (e.g., online participation in "Current topics in heritage Science - HS Academy"), at the time of writing there is no specific gender-related question.

## ANNEX 3 | GLOSSARY

**Gender:** “refers to the socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men. It varies from society to society and can be changed. While most people are born either male or female, they are taught appropriate norms and behaviours – including how they should interact with others of the same or opposite sex within households, communities and work places. (...)” (Source: WHO working definition

[http://www.who.int/reproductivehealth/topics/sexual\\_health/sh\\_definitions/en](http://www.who.int/reproductivehealth/topics/sexual_health/sh_definitions/en))

**Gender balance:** “Human resources and equal participation of women and men in all areas of work, projects or programmes.” (Source: <https://eige.europa.eu/publications-resources/thesaurus/terms/1097>)

**Gender bias:** “Prejudiced actions or thoughts based on the gender-based perception that women are not equal to men in rights and dignity.” (Source: <https://eige.europa.eu/publications-resources/thesaurus/terms/1320>)

**Gender equity:** “Provision of fairness and justice in the distribution of benefits and responsibilities between women and men.” (Source: <http://eige.europa.eu/rdc/thesaurus/terms/1175>)

**Gender equality:** “Equal rights, responsibilities and opportunities of women and men and girls and boys.” (Source: <http://eige.europa.eu/rdc/thesaurus/terms/1168>)

**Gender gap:** “Gap in any area between women and men in terms of their levels of participation, access, rights, remuneration or benefits.” (Source: <http://eige.europa.eu/rdc/thesaurus/terms/1178>)

**Gender identity:** “Gender identity is understood to refer to each person’s deeply felt internal and individual experience of gender, which may or may not correspond with the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech, and mannerisms. Gender identity exists on a spectrum. This means that an individual’s gender identity is not necessarily confined to an identity that is completely male or completely female.” (Source: WHO.2016 *FAQ on Health and Sexual Diversity - An Introduction to Key Concepts*. Geneva: World Health Organization; 2016. Licence: CC BY-NC-SA 3.0 IGO. Accessed on 7 September 2017 at <http://www.who.int/gender-equity-rights/news/20170227-health-and-sexual-diversity-faq.pdf>)

**Gender lens:** “Think of a gender lens as putting on spectacles. Out of one lens of the spectacles, you see the participation, needs and realities of women. Out of the other lens, you see the participation, needs and realities of men. Your sight or vision is the combination of what each eye sees.” (Source : UNESCO

[http://unesco.org.pk/education/life/nfer\\_library/Reports/4-109.pdf](http://unesco.org.pk/education/life/nfer_library/Reports/4-109.pdf))

**Gender mainstreaming:** “The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.” (Source: WHO Glossary of terms and tools -

Source: WHO, Gender mainstreaming for health managers: a practical approach, 2011,

<http://www.who.int/gender-equity-rights/knowledge/glossary/en/> )

**Gender neutral language:** “Language that is not gender-specific and which considers people in general, with no reference to women and men.” (Source:

<https://eige.europa.eu/publications-resources/thesaurus/terms/1352>)

**Gender parity:** “Numerical concept related to gender equality. Gender parity concerns relative equality in terms of numbers and proportions of women and men, girls and boys, and is often calculated as the ratio of female-to-male values for a given indicator. When males-to-females ratios are calculated instead, the label ‘sex ratio’ is used instead of ‘gender parity’. In the context of gender equality, gender parity refers to the equal contribution of women and men to every dimension of life, whether private or public.” (Source:

<http://eige.europa.eu/rdc/thesaurus/terms/1195>).

**Gender pay gap:** “Percentage of men’s earnings and represents the difference between the average gross hourly earnings of female and male employees.” (Source:

<https://eige.europa.eu/publications-resources/thesaurus/terms/1098>)

**Gender-responsive budgeting (GRB):** “a method of determining the extent to which government expenditure has detracted from or come nearer to the goal of gender equality. A gender-responsive budget is not a separate budget for women, but rather a tool that analyzes budget allocations, public spending and taxation from a gender perspective and can be subsequently used to advocate for reallocation of budget line items to better respond to women’s priorities as well as men’s, making them, as the name suggests, gender-responsive.” (Source:

<https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36&mode=&hook=ALL&sortkey=&sortorder=&fullsearch=0&page=3>)

**Gender-responsive procurement (GRP):** “is the sustainable selection of services, goods, and works that considers the impact on gender equality that goes beyond cost management.

It also involves leveraging purchasing and sourcing opportunities to promote gender equality and support social and economic progress through gender-responsive measures at all stages and tiers of procurement and the supply chain. GRP includes due diligence approaches to identify and mitigate risks to gender equality, including women's rights and non-discrimination, as well as to identify opportunities to advance gender mainstreaming in the supply chain.” (Source: <https://www.unwomen.org/en/about-us/procurement/gender-responsive-procurement>)

## ANNEX 4 | ABBREVIATION

**CCS:** Cultural and Creative Sectors

**EC:** European Commission

**EIGE:** European Institute for Gender Equality

**E-RIHS ERIC:**

**GA:** General Assembly

**GEC:** Gender Equality Committee

**GEP:** Gender Equality Plan

**GRB:** Gender-responsive budgeting

**GRP:** Gender-responsive procurement

**IGC:** International Gender Champions

**STEM:** Science, Technology, Engineering and Mathematics

**SSH:** Social Sciences and Humanities

**WWW.E-RIHS.EU | CO@E-RIHS.EU**

**E-RIHS ERIC | Central Hub**

c/o Manifattura Tabacchi, Via delle Cascine 35  
50144 Florence, Italy

Fiscal Code: 94340580482

VAT Number: 07478730489

Certified Email: [e-rihs@mypec.eu](mailto:e-rihs@mypec.eu)