

# Gender Equality Plan for COST Actions

Template provided by the COST Association for guidance  
2024 Brussels

*Please note that this template is for guidance only. COST Actions are not obliged to stick to the format provided by this template and are welcome to design their GEP in line with their needs, preferences, and priorities.*

COST Actions are invited to address the gender dimension in the design of activities, and to share their gender equality measures during the contract performance.

## 1. Gender balance in your COST Action

Table 1: How do participants in your COST Action describe themselves?<sup>1</sup>

	Participation	Leadership positions	Young participants	ITC participants
Women <sup>2</sup>				
Men <sup>3</sup>				
Non-binary				
Do not identify as woman, man, or non-binary, please specify how would you identify				
Prefer not to say				

In case of underrepresentation of women or men in a certain group, has your Action taken any measures to try and restore gender balance? If so, what were they and what effect did they have?

If possible, elaborate on any plans that your Action might have for achieving or maintaining gender balance in the implementation of the Action.

## 2. Good practices and plans to incorporate a gender dimension

Is your Action planning to carry out / has your Action carried out gender equality activities, such as:

- Set up a dedicated Gender Equality Working Group or committee;
- Nominate a Gender Equality Advisor, or someone with a similar role;
- Organise dedicated activities to mark milestone days such as International Day of Women and Girls in Science (11 February) and International Women's Day (8 March);
- Identify and invite participants from the under-represented sex;
- Organise Action (training) events with a gender focus;
- Participate in the gender equality (training) events organised by the COST Association;
- Set up a researcher mentoring programme for the underrepresented sex in your field;
- Other gender equality activities.

For each gender equality activity, please elaborate on:

<sup>1</sup> The descriptions provided in this table are recommended by the [European Commission's High-Level Group on Non-Discrimination, Equality and Diversity](#).

<sup>2</sup> The response options 'Woman' and 'Man' include trans women and men

<sup>3</sup> The response options 'Woman' and 'Man' include trans women and men

Objective(s)	
Activities planned / carried out	
Timeline (if applicable)	
Expected impact / Measure of success	
Lessons learnt	
Results to date	

### 3. Challenges and difficulties in gender mainstreaming

Please highlight difficulties and challenges that you are facing in gender mainstreaming in your research field or network. This can include events, activities that you have launched in the past without the expected result, it can also include feedback and difficulties you have gathered from women participants, applicants, evaluators, mentors etc.

### 4. Resources

- [COST Gender Equality Plan for activities in the COST Programme](#)
- [COST web page on gender equality](#)
- European Commission factsheet: [Gender equality, a strengthened commitment in Horizon Europe](#)
- [Gender Equality in Academia and Research – GEAR tool](#)
- [EIGE toolkit on gender-sensitive communication](#)

### 5. Hints and tips

- Publish your GEP on your Action's website and make sure all network members (new and old) are aware of it;
- Promote your GEP and your Action's gender equality activities on social media, and don't forget to tag COST Association;
- Plan a dedicated GEP slot in the agenda of at least 1 MC meeting per year, where you discuss progress made re: integration of a gender dimension in your Action's activities;
- Appoint a Gender Equality Advisor to coordinate your Action's gender equality activities in line with the GEP;
- Don't hesitate to go further than a gender dimension if it is relevant to your network and encompass equity, diversity, and inclusion into your plan;
- Share your good practices with us! Don't hesitate to contact COST Policy Adviser Judith Litjens with tips and questions: [Judith.Litjens@cost.eu](mailto:Judith.Litjens@cost.eu)

## 6. For inspiration: examples of good practices in COST Actions

- CA20115 - European Network on International Student Mobility: Connecting Research and Practice (ENIS): [Gender Inclusion Action Plan](#)
- CA22120 - A European Network to Leverage the Multi-Age Workforce (LeverAge): [Inclusiveness Plan](#)
- CA21106 - COSMIC WISPerS in the Dark Universe: Theory, astrophysics and experiments (CosmicWISPerS): [Gender Balance Plan](#)
- [COST news article on the GEP featuring gender equality examples in COST Actions](#)
- [COST news article highlighting 3 women in science, to mark International Women's Day 2024](#)
- [COST live gender equality blog 2024](#)



The COST Association kindly invites all COST Actions to feed back their activities in the area of gender equality. Please share your good practices with us and contact COST Policy Adviser Judith Litjens with tips and questions: [Judith.Litjens@cost.eu](mailto:Judith.Litjens@cost.eu)