

## ARTICLE 33 — GENDER EQUALITY

### ARTICLE 33 — GENDER EQUALITY

#### 33.1 **Obligation to aim for gender equality**

The beneficiaries must take all measures to promote **equal opportunities** between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

#### 33.2 **Consequences of non-compliance**

If a beneficiary breaches its obligations under this Article, the [Commission][Agency] may apply any of the measures described in Chapter 6.



### **1. Gender equality — Equal opportunities**

The beneficiaries must aim — to the extent possible — for a gender balance at all levels of personnel assigned to the action, including at the supervisory and managerial levels.

- ⚠ This is a **best effort obligation**: The beneficiaries must:
  - aim for the balanced participation of women and men in their research teams
  - be proactive in ensuring gender balance among the individuals who are primarily responsible for carrying out the work (in accordance with the categories defined in the monitoring system).
- ⚠ **Record-keeping** — Beneficiaries should keep appropriate **documentation** about the steps taken and measures put in place (see [Article 18](#)).

**Examples (measures to promote equal opportunities):** transparency of recruitment and advancement processes, including gender-sensitive language in vacancies and job-descriptions; plans and conditions for career advancement; transparent wage classification and grading of jobs; development of leadership opportunities; gender planning and budgeting; gender impact assessment of new policies; climate surveys of institutions; adoption of family-friendly policies; promotion of mobility and dual-career couples.

If a beneficiary cannot achieve the balanced participation of women and men in its team despite active recruitment efforts, the reasons should moreover be explained in the first **periodic technical report** and in the **final report** (see [Articles 20.3 and 20.4](#)).

The Commission/Agency will verify compliance with this obligation, when monitoring the action implementation and in case of checks, reviews, audits and investigations (see [Article 22](#)).

 For more information on gender in research, see [the Online Manual](#).