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Integrating Gender in Culture, Creativity and Inclusive Society Research

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INTRODUCTION

Horizon Europe is the EU's key funding programme for research and innovation in developing, supporting and implementing EU policies. Research projects that are funded under Pillar II aim to tackle global challenges and foster sustainable economic growth. The second Cluster of Pillar II is dedicated to research on culture, creativity and inclusive society.

Horizon Europe seeks to have a scientific as well as a social and economic footprint. All EU Clusters are centered around the creation of new knowledge in order to enhance human capital, which will lead to the creation of new jobs, as well as the search for evidence-based policy proposals.

The GENDER-IN project aims to cultivate the integration of a gender perspective in research in all the thematic areas of Horizon Europe. This report is focused on the culture, creativity and inclusive society Cluster and is based on the collaboration of scholars and researchers from Greece and Norway that participated on the live workshops and webinars that took place from October 2022 to November 2023. Its objective is to provide useful and inspiring information for the integration of the gender dimension in research, as a way to tackle gender inequalities.

The main topics addressed by Cluster 2. Culture, Creativity and Inclusive Society

Cluster 2 endeavors to understand the fundamental transformations of society, economy, politics and culture through the mobilisation of interdisciplinary teams composed of scholars from the social sciences and humanities. Aiming for a socially just and inclusive society, it seeks to provide evidence-based policy proposals. Cluster 2, compared to the other Clusters, has the most structural relation with gender equality and intersectionality, which is underlined by the fact that a specific call is dedicated to these topics (European Commission, 2022b: 27-28).

Democracy and governance

Although the European Union was founded on the values of respect for human rights, freedom, democracy and equality, in recent years we have seen that democratic institutions are under threat. One of the European Commission's priorities is to give a new impetus to European democracy, reconnecting European citizens with democratic institutions and protecting democracy from threats, misinformation and hate speech. Thus, by funding innovative research in these fields, the European Commission seeks to strengthen democracy and confidence in democratic institutions, by safeguarding human rights, broadening political participation, and enhancing social dialogue, civic engagement and gender equality (European Commission, 2022b: 12-13). It is worth mentioning that the European Commission (2022b: 21-23) has integrated affect theory in its conceptualization of

democracy and is pursuing innovative research that will elucidate the role of traditional and social media and their emotional impact on mobilizing political action.

European cultural heritage and the cultural and creative industries

In the field of culture, the goal is to strengthen the protection, enhancement and restoration of cultural heritage. Research is encouraged to focus on the ways the cultural and creative industries can facilitate a sustainable climate transition. This is also supported by the establishment of the Cultural Heritage Cloud, an EU initiative for a digital infrastructure that will connect organisations preserving cultural heritage, research centres and scientists from different disciplines to facilitate access to digital objects in a modern and harmonized way. Cultural heritage is considered to influence the ways social identities are being structured and to shape future transformations.

Social and economic transformations

This topic revolves around social and economic resilience and sustainability, which can be addressed through the study of the numerous social and economic transformations that are taking place. Such transformations encompass migration, mobility, globalization, technology and demographics. Research on this topic is expected to provide informed policy recommendations aiming towards an inclusive society. Collaboration between different stakeholders is encouraged as a way to build multifaceted networks that can last beyond the realization of the project and can have a social impact.

EU guidelines relating to the integration of the gender dimension in research projects in Cluster 2

Under the Horizon 2020 framework programme the integration of sex and gender analysis was mandatory only to specific topics, but was generally considered an asset.¹ Nevertheless, fewer than expected projects incorporated sex and gender analysis, which was interpreted as a result of the lack of knowledge and training on gender issues. To address this, the European Commission formed an expert group to support the integration of the gender dimension in the next framework programme, Horizon Europe. The work of that group led to the publication of a policy review dedicated to the inclusion of the gender dimension in research and innovation through the provision of methodological tools, specifically in the areas of artificial intelligence, energy and urban planning (European Commission, 2020).

In the new framework programme, Horizon Europe, gender equality is set as a cross-cutting principle and aims to eliminate gender inequality as well as intersecting social and economic inequalities in all research and innovation systems, including by addressing unconscious bias and systemic structural barriers.

¹ A dedicated question in the application templates regarded the sex/gender analysis. If it was answered negatively, the applicants were asked to explain why sex/gender analysis was not relevant in their work.

In order to incentivize academic and research organisations to address and tackle gender inequalities within their institutions, the European Commission has now set as a necessary eligibility criterion for organisations submitting a funding proposal to have a Gender Equality Action Plan.

But the request for a sex and gender analysis has also become mandatory via the integration of the gender dimension in research as a default requirement for a research proposal to be pre-selected and evaluated under the criterion of excellence, unless the topic description explicitly states otherwise (European Commission, 2023: 16).²

Also, Cluster 2 allocates specific funding on gender studies and interdisciplinary research. This research area includes social sciences and humanities, as well as migration studies. Additionally, synergies between different scientific disciplines are encouraged. In this context gender mainstreaming is also proposed as part of a multidisciplinary approach, i.e. it is proposed as a good opportunity to strengthen collaborations between scientists with expertise in gender issues and other scientists.

The integration of the gender dimension should be evident throughout the research process. Starting from the identification of the problem, the definition of research priorities to the definition of concepts. This gendered perspective will affect the way research questions are formulated and methodologies developed, as well as the collection and analysis of data, which should be sex/gender disaggregated. As the aim is to promote gender equality and benefit all citizens, the way in which results are evaluated and communicated will also be affected. The concept of intersectionality is also a central tenet of the European Union, as it is stressed that the social categories of gender should not be approached as homogeneous, but always in relation to those of age, class, ethnicity, disability, sexuality, religion etc. Therefore, diverse groups should be included in the research. All analytical concepts, categories and theoretical models must be reflected in order to avoid stereotypical biased assumptions (European Commission, 2020: 181).

Examples of how the gender dimension has been integrated in interdisciplinary research relevant for Cluster 2

This section presents an array of research projects, mostly funded by the EU, that are relevant to the main topics of Cluster 2 of Horizon Europe, and have integrated the gender dimension in their approach.³ A more thorough categorization than that of the 3 main topics

² This requirement differs from the issue of gender balance among the project's team members. Research projects should aim to have a 50/50 participation rate of both women and men researchers, but gender balance among researchers functions as a ranking criterion only for proposals with the same evaluation scores.

³ It is worth noting that the Hellenic Foundation for Research and Innovation (ELIDEK) has funded under the recent sub-action 2 of the National Recovery and Resilience Plan (Greece 2.0) five research projects which will focus on different aspects of gender equality in the Greek society. The "Gender in crisis" programme will focus on the social inclusion of women in different domains in the context of multiple crises, as well as on the impact of these crises on vulnerable women. The GELDERIN programme will focus on the Greek elderly care system in the face of population ageing, as well as on the challenges of inclusiveness and gender equality.

addressed in Cluster 2 has been chosen, so as to illuminate the multiple different ways to integrate the gender dimension in research.⁴ One or two research examples have been selected for each main topic of the Cluster.

Democracy and governance

Women's representation in politics in Greece

The Research Center for Gender Equality (KETHI) of Greece in the context of the ongoing research of women in political decision-making bodies and political power structures, conducted a nationwide survey seeking to contribute to a deeper understanding of the political marginalization and the continued under-representation of women in political decision-making bodies and political power structures.

This research examined attitudes, perceptions and beliefs regarding women's participation in positions of civic responsibility. The results of both the quantitative (online questionnaire, representative sample of 1.201 respondents) and qualitative (20 interviewees) research, show that the very low participation of women in politics in Greece and the attitudes that accompany and shape this phenomenon is an issue of democratic deficit. Since their participation is an exception, passes through the use of quotas, and constitutes an "ad hoc possibility of political self-actualisation", as the researchers note (Vougiouka & Papagiannopoulou, 2019: 265), half of the population is effectively deprived of the right to citizenship. The study concludes by proposing specific policy measures on the level of the welfare state, the institutional mechanism for gender equality, the political parties and feminist and women's organizations.

Human rights of intersex people⁵

The EUCIT research programme is centered around the human rights of intersex people and the effort to depathologise the intersex identity. The aims of this research programme were to develop and provide socially situated comparative knowledge about intersex identities, their claims as individuals and as a group and their activist action for social transformation.

The programme focuses on the problematic and harmful medical practices used for variations of sex characteristics treatment (infant and childhood surgeries, terminations of intersex fetuses, sterilization and hormone treatment) conducted for psycho-social motives without consent of the child. This medical reality is still present, despite the fact that

⁴ The 6 thematic areas mentioned in this section were drawn from the work programme 2023-2024 on Cluster 2 of Horizon Europe (European Commission, 2022b: 152). They refer to the specific fields that individual experts will be asked to work for in order to advise and assist EU with the design, implementation and evaluation of Cluster 2.

⁵ EU Intersex Citizenship (2016-2019, Marie Skłodowska-Curie Actions, Grant agreement ID: 703352): <https://cordis.europa.eu/project/id/703352>.

guidelines and human rights organisations suggest the postponement of irreversible cosmetic medical interventions until a child can give consent.

The methodology of the programme consisted of the analysis of policy documents on intersex citizenship and the intersex rights claims, 40 interviews with activists and healthcare/policy actors (patient advocates, intersex activists, medical practitioners and policy makers) in Italy, the UK and Switzerland, as well as participant observation in a secondment organization, including the preparation of the NGO report for the CEDAW review of Italy in July 2017. The programme contributed in awareness raising, the provision of a discursive space between the main actors, as well as the enrichment of intersex studies.

Gender-based violence against women with disabilities in Greece

The results of the study on the current situation of women with disabilities in Greece have been recently published by the National Centre for Social Research (EKKE, 2023). The study focused also on especially vulnerable categories of women with disabilities, such as women refugees and Roma women and provided policy recommendations. Through the combination of qualitative and quantitative research methods, the project underlined the low recording of gender-based violence incidents against women with disabilities in Greece, which further reinforces the invisibility and marginalization of this vulnerable group of women. The study highlighted that women with disabilities are experiencing multiple discriminations, since it is more probable for them to experience violence than women without disabilities and it is highly probable to be trapped in an abusive relationship, considering that the criminal justice system is distrusting them, the medical staff is not properly trained and many social services supporting women victims of violence are not accessible to them.

Cultural heritage, cultural and creative sectors and industries

Cultures of gender equality⁶

The GRACE research project aimed to equip a new generation of researchers in investigating the production of cultures of gender equality. The concept of culture is defined neither as a normative framework nor as a representation of the world, but as a process through which people construct their social realities. The cultures of gender equality were approached through five different social fields and through the employment of 15 early stage researchers (ESRs) that devoted their doctoral dissertations in these fields. The research teams were located in and drew their material from the UK, Italy, Hungary, Spain, Poland and Netherlands.

More specifically, the construction of the concept of gender equality was studied in the role of media historically and in the present (2 ESRs), cities and their residents (4 ESRs),

⁶ Gender and Cultures of Equality in Europe (2015-2019, Marie Skłodowska-Curie Actions, Grant agreement ID: 675378): <https://cordis.europa.eu/project/id/675378/results>.

intellectual and activist groups (4 ESRs), literature, poetry, film and digital images (4 ESRs) and opportunities in the labour market (1 ESRs).

Through the innovative ways selected for the dissemination of the programme's results, a wider -than merely the academic- audience was reached. Those ways consisted of the creation of an app that generated phrases around gender equality and feminist issues, a museum exhibition willing to bring together people from different backgrounds and allow them to critically reflect on the use of equality discourses in Europe and the creation of individual or collective videos by the researchers in order to communicate their projects.

Calling the shots for women in film

One dimension of the second main topic of the cluster is job creation in the cultural and creative industries. The University of Southampton conducted a survey a few years ago on the position of women in 6 key production roles in the UK film industry, those of directing, writing, camera, editing, production and executive production (Cobb & Wreyford, 2017). Through the study of 3.452 films shot between 2003 and 2015, it emerged that 14% of directors and 7% of cinematographers were women. The figures were even lower for women of colour, with just 1% of all directors and 0,3% of cinematographers of the UK film production in the period under review were women of colour. 25% of the 203 British film produced in 2015 had no woman in any of the six key production roles.

According to the research reports, the publication of the findings helped raise awareness around the issue and led to the British Film Institute's decision to fund films that meet a 50% gender quota.

An exhibition in the Greek context contesting gender norms⁷

The ReInHerit programme seeks to create collaborations between different stakeholders in the field of cultural heritage and create a digital hub for networking and hosting of different resources (such as trainings). The programme is led by the cultural foundation of the bank of Cyprus and its consortium consists of 12 partners from museums, cultural associations and research institutions from 7 EU countries.⁸

Part of this program was the exhibition "ReThinking Identities: Gender, Diversity, Discriminatio^s" presented at the Museum of Cycladic Art in Athens, Greece from 20/03/2023 until 08/05/2023. Through the collaboration of three museums, the exhibition of three pieces of art from different eras and places sought to pose questions regarding the definition

⁷ Redefining the future of cultural heritage, through a disruptive model of sustainability (2021-2024, SOCIETAL CHALLENGES - Europe In A Changing World - Inclusive, Innovative And Reflective Societies, Grant agreement ID: 101004545): <https://cordis.europa.eu/project/id/101004545>.

⁸ Cyprus, Greece, Spain, Italy, Austria, Belgium and Finland.

of gender and social discrimination. This exhibition was accompanied by workshops for young people and lectures and is now available online.⁹

Social and economic transformations

How women's career choices are shaped by context and identity¹⁰

CIC research programme focuses on how context and identity shape women's choices in the labour market in UK. Its aim is to resist dominant discourses that explain gender inequality in the workplace as a result of women's choices, as rational unbiased agents, in regards to their ambition for power, their need for work-life balance and their willingness to take career risks. The programme rather tries to focus on the way the social context defines women's identities and restrains their choices, while aspiring to influence organizational cultures and elaborate women's participation in male-dominated workspaces.

The team conducted four surveys with 1.830 women participants on how work-life balance shapes women's choices and concluded that this balance does not evolve only around the concept of time, but also around the identities of work and non-work and that leadership roles should be more attainable. Two more surveys were conducted with 2.465 women participants in the male-dominated fields of surgery and veterinary medicine, concluding that expectations of success were reduced due to experiences of gender discrimination, therefore sacrifices were portrayed as pointless.

The programme highlighted that women's ambition, confidence and feeling of being an impostor are shaped by everyday treatment by one's own colleagues and emphasized the importance of role models, feelings of belonging and acceptance, expectations of success, as well as working in an inclusive culture with fair and supportive colleagues.

Migration, refugee and asylum policies

Social integration of migrant women with different levels of literacy¹¹

GEMILLI project's aim was to analyse social integration policies and practices for migrant women with low literacy levels. Having recognized the lack of intersectional approaches in the existing European policies on gender, migrants' integration and adults' education, the researchers selected a country with long history in receiving migrant populations (France) and one with a shorter history (Spain). The results show that higher levels of literacy lead to higher levels of migrant women's inclusion in European societies. By accepting the

⁹ <https://reinherit-hub.eu/exhibitions/identities/IdentitiesExhibitionOverview/>

¹⁰ Context, Identity and Choice: Understanding the constraints on women's career decisions (2017-2022, EXCELLENT SCIENCE-European Research Council, Grant agreement ID: 725128): <https://cordis.europa.eu/project/id/725128/reporting>.

¹¹ Gender, Migration and Illetaracy. Policy and practice Policy and practice for social integration: (2021-2023, Marie Skłodowska-Curie Individual Fellowship – Grant agreement ID: 891932) <https://cordis.europa.eu/project/id/891932>.

assumption that higher levels of literacy lead to higher levels of migrant women's inclusion in European societies, the research team tried to highlight the gaps in the existing policies, some of which result from the lack of an intersectional European policy frame (policies on migration, gender and literacy are designed independently). This frame is usually constrained on a discursive level, and the need for more comparative data.

Their research incorporated a variety of methods, both qualitative and quantitative. The institutional context was studied through the analysis of national and regional policy documents addressing gender, migration and illiteracy; the field was examined through participant observation in local organisations offering literacy courses to migrants and semi-structured interviews with fieldwork professionals; migrants' perspective was accessed through the analysis of biographies of migrant women without or with low level of formal education, from different countries, with a wide range of ages; and the quantitative dimension was approached through the analysis of comparative key migrant integration indicators by Eurostat.

Social sciences and humanities, including their integration in Horizon Europe programme parts

Becoming Men¹²

Becoming Men is an interdisciplinary project that uses ethnographic methods to study masculinities in urban Africa, focusing in cities of Kenya, South Africa and Tanzania, over the last 30 years. Its aim is to avoid the reiteration of gender stereotypes portrayed on African masculinities by western researchers -who usually deal with the issue from a position of power, presuming that gender inequality does not exist in the West and conceptualize current masculinities in Africa as conservative, predatory and/or pathological- and to focus on the social, political, scientific and economic discourses that create the current masculinities performed and reproduced in the examined context.

One important aspect of the project was the involvement of African researchers, activists and policymakers. The discipline background of the research team's members drew from history, urban anthropology, critical development studies, demography, psychology and feminist media studies.

Challenging the current conceptualizations of masculinities in Africa was achieved by illustrating how queer masculinities and different forms of fatherhood transform the notion of family, and by incorporating the aspect of care in the typical portrayal of men as mere financial providers, since men were found to be providers of financial care, such as food, school fees and medical expenses.

¹² Performing responsible masculinities in contemporary urban Africa (2015-2021, EXCELLENT SCIENCE-European Research Council, Grant agreement ID: 647314): <https://cordis.europa.eu/project/id/647314>.

Inter-, multi- and transdisciplinarity; impact assessment

Gender balance and inclusion in research¹³

PLOTINA project's target was to develop, implement and assess self-tailored Gender Equality Plans in 5 Universities (in Italy, Portugal, Spain, UK and Turkey) and 1 Research Institute (Austria), with the aim to tackle gender inequality in academia.

Its innovative characteristic lies in the ability it offers to the Research Performing Organizations that use their tools to assess the impact of the implemented GEP, as well as the creation of a platform of resources (library of actions, case studies, toolkits) available to every RPO across Europe in order to create and implement their own GEP.

Ways in which researchers could strengthen the integration of gender in the design of research projects in Cluster 2

The formulation of the aims of the research will be affected by the integration of the gender dimension. Gender analysis entails a critical perspective on gender roles, norms and gendered power relations (Korsvik & Rustad, 2018). Gender research highlights the norms that reproduce gender inequality. A literature review of the ways in which the gender dimension has already been addressed in the field will shed light on the knowledge that is missing (European Commission, 2023: 19).

The transformation of social structures, cultures, policies and beliefs that perpetuate gender inequality is at the center of Cluster 2. Therefore, the social category of gender cannot be approached as a "natural" one, women and men do not constitute two different homogenous social groups. The concept of intersectionality should be incorporated in the research, and it should be approached by the examination of the ways gender differences appear under the influence of other social factors, such as socioeconomic status, age, ethnicity, disability and sexuality (European Commission, 2020: 181).

Regarding the research questions, these should be formulated bearing in mind the way gender roles and relationships are constructed, maintained and reproduced.

On the field of democracy, research questions should capture the way gender identities -along with other social factors- ground political participation. How does far-right radicalization affect the restriction of women's and migrants' rights? And which policy measures can counteract this movement?

On the field of culture, research should examine the barriers and needs of marginalized groups in order to assist their inclusion into the cultural and social life. A dedicated call under Cluster 2 is focused on improving women's and girls' digital and

¹³ Promoting gender balance and inclusion in research, innovation and training (2016-2020): <https://www.plotina.eu/>.

technological skills on these professions, in order to enhance their position in the industry (European Commission, 2022b: 75-77). Which historical narratives reinforce gender and ethnic stereotypes and norms? And how can they be challenged in order to approach a more egalitarian and inclusive society?

On the field of social and economic transformations, research questions should explore the way gender and other intersecting social categories affect employment, income and career advancement. Research projects should focus on gender segregated sectors of economy and propose policy measures towards gender inclusion and equality; examine the gender gaps in care and domestic activities and propose tailored measures (for more data, see Time sector in EIGE, 2023).

Another important aspect is the collection of accurate and insightful statistics. Survey questionnaires include a demographic question about sex or gender. Instead of using the one-step method, where either the sex or the gender of the responded is asked and they can choose between 2 options, the two-step method is favored. In the two-step method, both the sex and the gender of the respondent are being asked, whereas more answers are available (intersex, not listed, non-binary etc). (European Commission, 2020: 192-3).

This method gives visibility to the experiences and feelings of more gender identities. The researchers must ensure that all participants feel safe disclosing their gender identity, and reflect on the ways their relationship with the participants may impact the data collection. This data collection should be combined with the exploration of other intersecting factors (age, class, ethnicity, disability etc.). The use of these fine-grained statistics paves the way to a more precise research of gender.

Main policy recommendations for funding institutions

There are two main ways to strengthen gender equality in regards to the funding allocated to research in cluster 2 by national funding institutions. The first concerns the promotion of the actual participation of women researchers as well as researchers from marginalized groups (race, ethnic origin, migrant background, sexual orientation, gender identity, disability, religion etc.) in the funded projects. Since research funding organisations (RFOs) support the work of research performing organisations (RPOs), by supporting projects that fulfill the gender equality and diversity criteria in regards to the applicants' identities, they can contribute in the enhancement of gender equality and inclusion generally in society.

In this aspect a shift in the organizational culture of the RFOs is also important. In 2017 a practical guide to improve gender equality in research organisations was conducted by Science Europe, emphasizing the role of RFOs in this procedure. The good practice examples from Austria, Switzerland, Sweden, Germany and Ireland portrayed in the guide highlight the importance of training and awareness raising campaigns within the organisations in order to make visible the impact of gender biases and stereotypes in the evaluation process (Science Europe, 2017: 12-19).

The second way that RFOs can contribute in strengthening gender equality in research is through dedicated calls on specific subjects.¹⁴ RFOs should encourage gender analysis of existing sex-disaggregated data, as well as the effect of cultural norms around masculinities and femininities on people's lives. Since research on gender equality evolves around different scientific fields, RFOs should actively promote multi and interdisciplinary collaborations with a gender dimension (Gender Action, 2021).

The decision to include the gender dimension in research -whether it is encouraged or mandatory- entails a big change in the organizational structure of the RFOs by shifting to gender structures and the allocation of economic resources for the provision of specific guidelines and trainings (GENDER-NET Plus, 2021). Applicants, evaluators as well as agency staff should be trained and given specific instructions on how to include gender analysis in the research. The development of this specific policy requires the involvement of gender experts in its design, implementation and assessment.¹⁵

Ideas for further research in the Greek context

Regarding the first area, democracy, during the pandemic period, the phenomenon of gender-based violence acquired visibility in Greece as well as in other countries. The roots of this phenomenon lie in stereotypical gender roles and in what it means to be a man, a concept in many contexts identified with aggression, domination and control. There is a strong need to intervene in the field of gender roles and especially masculinities in order to prevent and combat this phenomenon. The ratification of the Istanbul Convention, as well as the new round -after 2014- of the research on gender-based violence in Europe (EU-GBV, conducted by Eurostat and EIGE), have given the necessary legal and measurement tools to address the phenomenon. New research projects should focus on the social representations that reinforce gender stereotypes that perpetuate violence, as well as on measures to prevent and combat gender-based violence and harassment.

The gender roles in extremist movements and their impact on democracy constitutes the topic of another call under this Cluster (European Commission, 2022b: 40-41). The new legislation on family law and custody rights in Greece (L. 4800/2021) brought into light a radicalization of men rights' group, under the identity of the father, that articulated a misogynistic narrative that was identical to the one that had appeared a few years ago in Eastern Europe (Krizsán & Popa, 2018). This form of resistance against gender equality falls into the topics of political transformations and radicalization addressed in Cluster 2 and requires further research. A recent independent research in the Greek literature focuses on

¹⁴ It should be noted that in order to support the development of inclusive approaches to gender equality in research and innovation, the European Commission (2022a) published a report with specific recommendations for research funding organisations (RFOs) as well as research performing organisations (RPOs). Nevertheless, the focus of this report was on identifying and reviewing actions that addressed socially disadvantaged groups in R&I, and actions focusing only on gender were not taken into consideration.

¹⁵ The GENDER-NET has created an online tool for integrating gender analysis into research (IGAR tool) and here are the key guidelines for RFOs: <https://igar-tool.gender-net.eu/en/key-guidelines.html> and here is an available checklist for RFOs: <https://igar-tool.gender-net.eu/en/checklist.htm>.

the online anti-feminist and misogynistic community of incels, a community that combines far-right rhetoric with a rhetoric of male supremacy (Theofilopoulos & Moschovakou, 2022). The rhetoric of these groups manages to impact institutional responses on gender equality. The field of positive masculinities, those that embody the values of caring, interdependence and emotional expression, also needs further exploration especially in the Greek context.

In the same field, the exploration of abstention from elections and the search for ways to rebuild citizens' trust in electoral processes could be examined through the concept of affective citizenship and by integrating the gender dimension, while also studying other forms of collective action, such as for example the feminist mobilizations that have proliferated in recent years.

In the field of culture, a similar to the one addressed in section 3 of this report study could be carried out, focusing on the positions occupied by women in Greek film productions, especially since the sector has developed in recent years, with international co-productions choosing Greece for filming. While this record could also serve as evidence for taking measures for the inclusion of more women in productions (e.g. through specific trainings), for raising awareness of gender inequalities, and for the creation of institutional procedures for dealing with gender-based violence and harassment in the industry.

Also, in the field of culture, the field of gender archaeology should be enhanced further, and diverse masculinities and femininities that prevailed in different ancient cities and eras should be brought to light as a way to challenge gender norms. The results of those researches could inform archaeological museum exhibitions around Greece focusing on the gender perspective.

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