



Equality, Diversity, Inclusion

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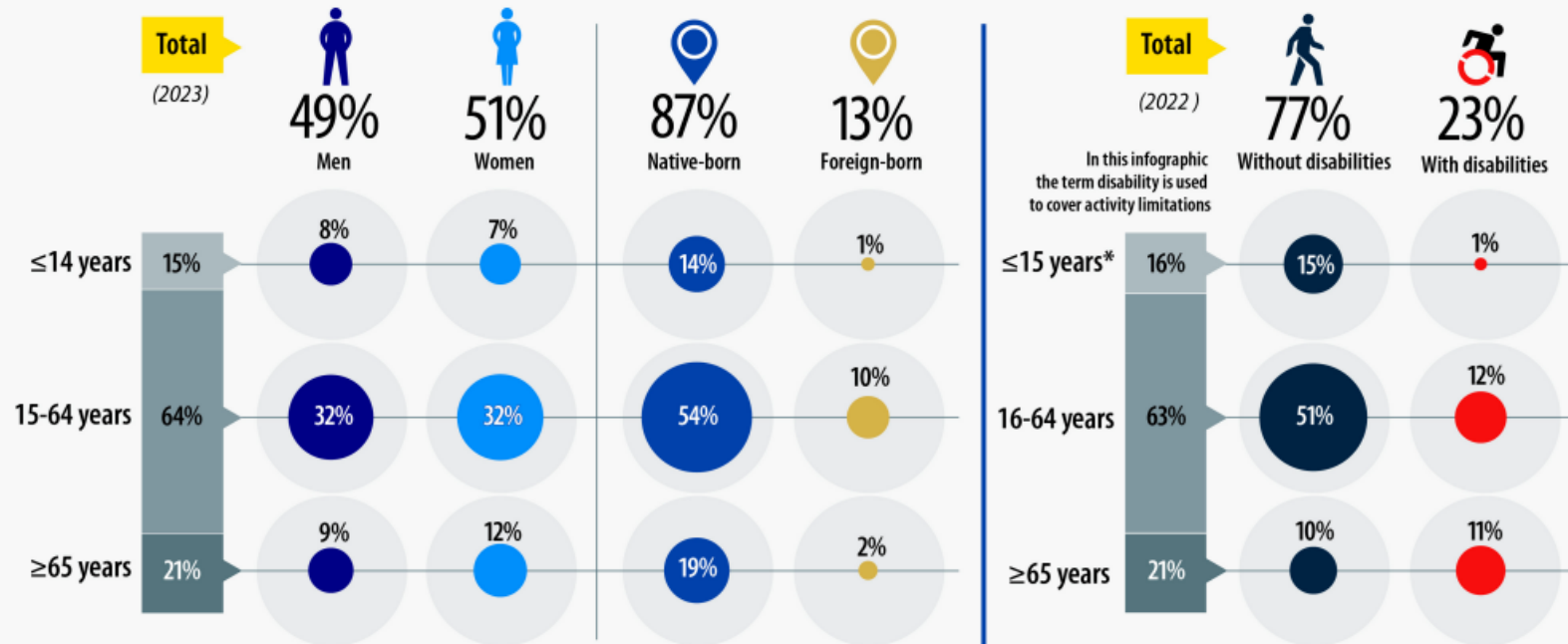


Statistics



HOW IS THE EU POPULATION STRUCTURED?

EQUALITY in the EU – @SNAPSHOT



Source: Eurostat, demo_pjanbroad, migr_pop3ctb, hlth_silk_20 and ik_hch13

* 2021 data
due to rounding total may not add up to 100%



Statistics



HOW DO DIFFERENT GROUPS PARTICIPATE IN EDUCATION?

Young people neither in employment, education or training

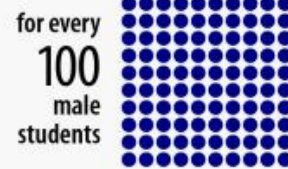
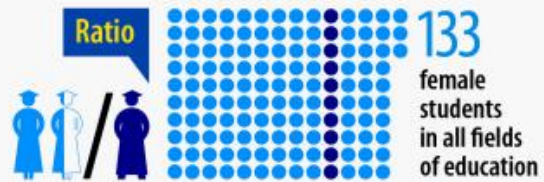
(aged 15–29 years, 2023 except disability, 2022)



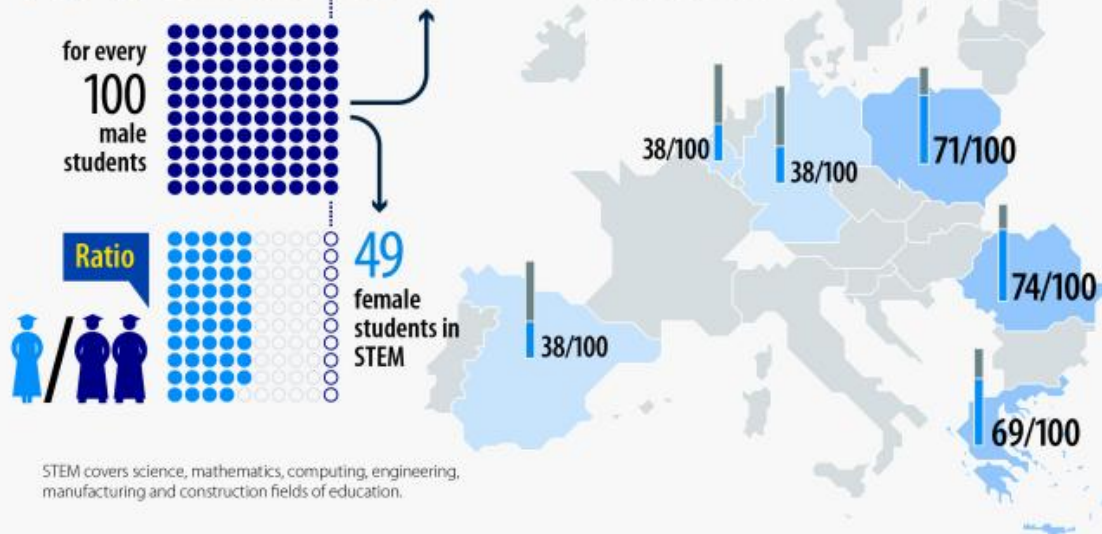
Source: Eurostat, edat_lfse_28 and edat_lfse_39

Women-to-men ratio among tertiary education graduates

(women per 100 men, 2021)



Belgium, Spain and Germany are the countries in the EU with the lowest ratio, whereas Poland, Greece and Romania have the highest ratio of female STEM students



STEM covers science, mathematics, computing, engineering, manufacturing and construction fields of education.

Source: Eurostat, educ_uoe_grad10 and educ_uoe_grad09



Statistics



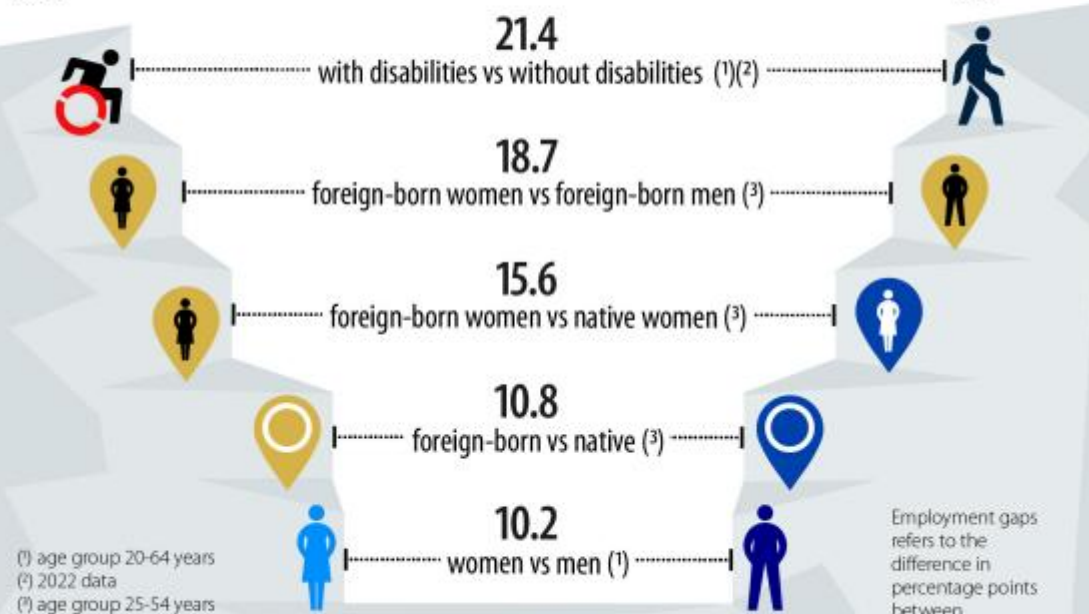
WHAT ARE THE MAIN INEQUALITIES IN EMPLOYMENT?

lower
employment
rate

Employment gap

(in percentage points, 2023)

higher
employment
rate



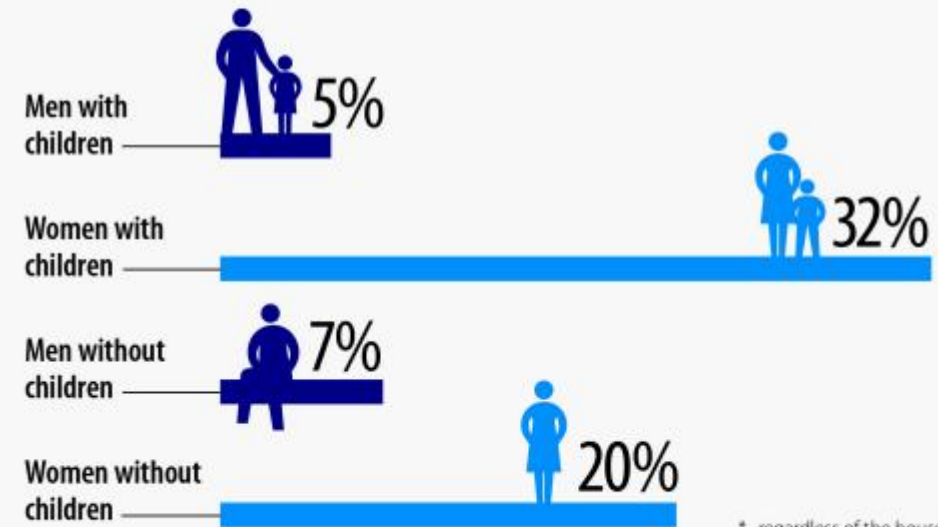
⁽¹⁾ age group 20-64 years
⁽²⁾ 2022 data
⁽³⁾ age group 25-54 years

Source: Eurostat, hth_dlm200, sdg_05_30 and lisa_erganedm

Employment gaps refers to the difference in percentage points between employment rates of the different groups

Part-time employment

(as share of total employed people aged 25-54 in each category*, 2023)



Source: Eurostat, lfst_hhptety

* regardless of the household type (single-parent, couple or any other type of household)



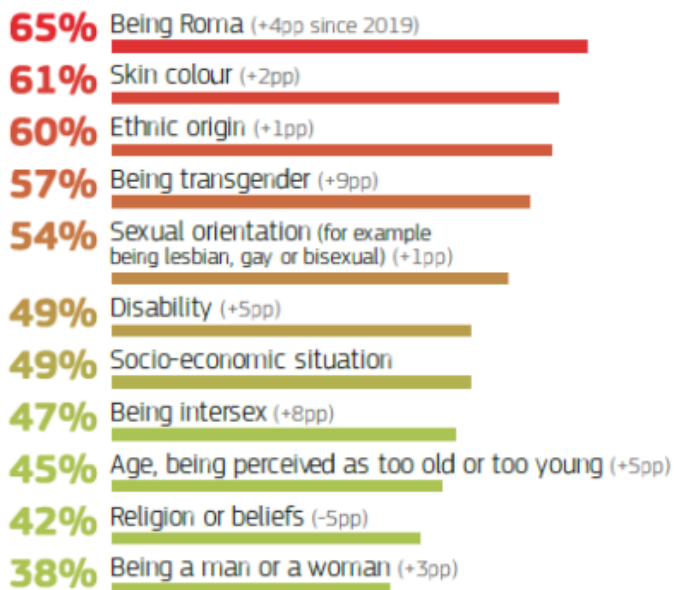
Statistics

Widespread discrimination in EU Member States

More than half of respondents say there is widespread discrimination in their country on the basis of being Roma (65%), skin colour (61%), ethnic origin (60%), gender identity (being transgender - 57%) or sexual orientation (54%).

Over half of EU citizens say **discrimination is widespread** on the basis of being Roma, skin colour, ethnic origin, gender identity (being transgender) and sexual orientation

DISCRIMINATION ON THE BASIS OF...



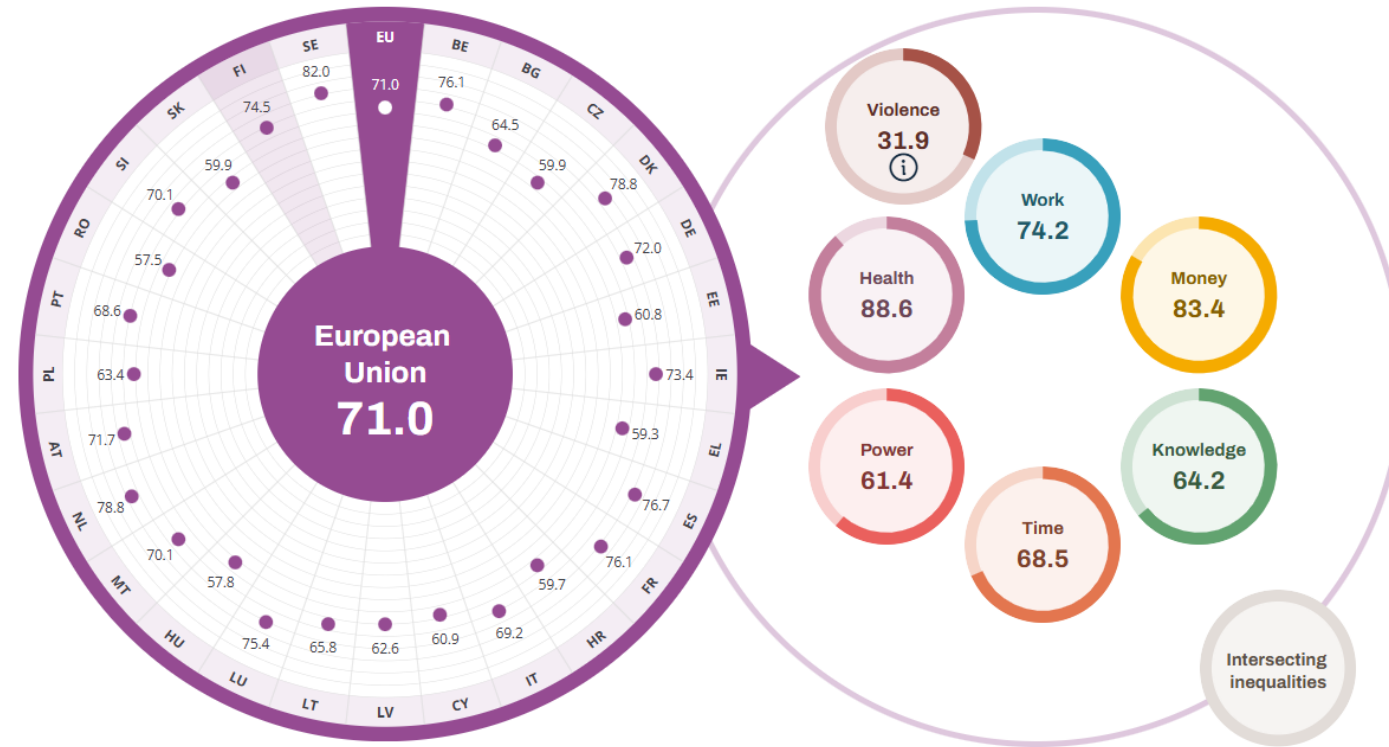
Source: <https://europa.eu/eurobarometer/surveys/detail/2972>

HumanIC project has received funding from the European Union's Horizon Europe research and innovation program under the Marie Skłodowska-Curie (HORIZON-MSCA-2022-DN-01, project no 101119726)



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Statistics



6	2	31	27	9
Core domains	Additional domains	Indicators	EU countries	Years
WORK, MONEY, KNOWLEDGE, TIME, POWER AND HEALTH	VIOLENCE AGAINST WOMEN AND INTERSECTING INEQUALITIES			2013, 2015, 2017, 2019, 2020, 2021, 2022, 2023, 2024

Source: <https://eige.europa.eu/gender-equality-index/2024>



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What is EDI?



- **Equality:** Equality is about ensuring that every individual has an equal opportunity to make the most of their lives and talents. No one should have poorer life chances because of the way they were born, where they come from, what they believe, or whether they have a disability.
- **Diversity:** Diversity concerns understanding that each individual is unique, recognising our differences, and exploring these differences in a safe, positive, and nurturing way to value each other as individuals.
- **Inclusion:** Inclusion is an effort and practice in which groups or individuals with different backgrounds are culturally and socially accepted, welcomed and treated equally. This concerns treating each person as an individual, making them feel valued, and supported and being respectful of who they are.

Source: Fisher, O.J., Fearnshaw, D., Watson, N.J. et al. Promoting equality, diversity and inclusion in research and funding: reflections from a digital manufacturing research network. Res Integr Peer Rev 9, 5 (2024). <https://doi.org/10.1186/s41073-024-00144-w>

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Why is EDI Important?



- Diversity in teams leads to a wider range of perspectives and ideas.
- Diverse teams make better decisions because they consider a wider range of information.
- Exposure to different points of view develops critical thinking skills.
- Exposure to different cultures develops intercultural skills that are essential in today's world.
- Diverse research teams are more creative and innovative.
- Diversity of perspectives provides a better understanding of complex research problems that require an interdisciplinary approach.



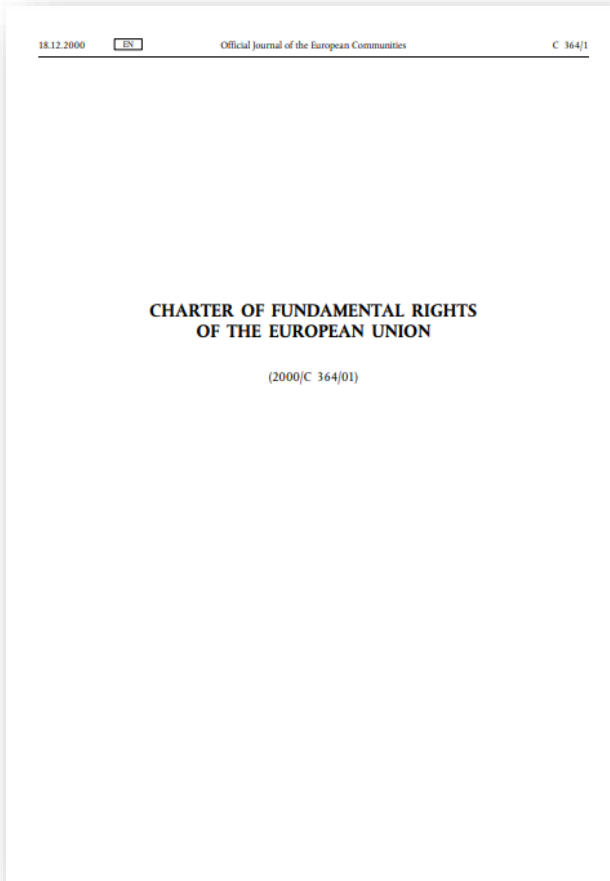
Key EU regulations



- Charter of Fundamental Rights of the European Union
- Gender Equality Strategy 2020-2025
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- *Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation*
- *Directive 2010/41/EU of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC*
- *Directive (EU) 2019/882 of the European Parliament and of the Council of 17 April 2019 on the accessibility requirements for products and services*
- Gender equality in research and innovation
- Diversity and inclusion initiatives



Charter of Fundamental Rights of the European Union



- **Article 20 – Equality before the law:** Everyone is equal before the law, ensuring no discrimination in legal matters.
- **Article 21 – Non-discrimination:** Prohibits discrimination based on sex, race, color, ethnic or social origin, genetic features, language, religion, political or other opinions, membership of a national minority, property, birth, disability, age, or sexual orientation.
- **Article 22 – Cultural, religious, and linguistic diversity:** The EU respects diversity in culture, religion, and language, fostering an inclusive society.
- **Article 23 – Equality between women and men:** Ensures gender equality in all areas, including employment and professional life, and allows for positive action to promote gender balance.
- **Article 24 – The rights of the child:** Protects children's best interests and their rights to express views freely.
- **Article 25 – The rights of the elderly:** Recognizes and respects the rights of elderly people to live with dignity and independence.
- **Article 26 – Integration of persons with disabilities:** Promotes independence, social and occupational integration, and participation of disabled individuals in community life.
- **Article 27 – Workers' rights to information and consultation:** Ensures employees are involved in decision-making processes within companies.
- **Article 28 – Right of collective bargaining and action:** Protects workers' rights to negotiate and take collective action.
- **Article 29 – Right of access to placement services:** Ensures everyone has the right to access employment placement services.
- **Article 31 – Fair and just working conditions:** Guarantees safe, dignified, and healthy working environments.
- **Article 34 – Social security and social assistance:** Provides for social security benefits, particularly for marginalized groups.
- **Article 41 – Right to good administration:** Ensures impartial and fair treatment by public institutions.
- **Article 47 – Right to an effective remedy and to a fair trial:** Guarantees access to justice for all, preventing discrimination in legal proceedings.



Gender Equality Strategy 2020-2025



COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS A Union of Equality: Gender Equality Strategy 2020-2025

COM/2020/152 final

∨ Expand all ⤴ Collapse all

∨ Languages and formats available

	BG	ES	CS	DA	DE	ET	EL	EN	FR	GA	HR	IT	LV	LT	HU	MT	NL	PL	PT	RO	SK	SL	FI	SV
HTML																								
DOC																								
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∨ Multilingual display

∨ ∨ ∨

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52020DC0152>

Gender Equality Strategy 2020-2025



1. Ending Gender-Based Violence

- **Violence against women and girls:** The strategy emphasizes the elimination of all forms of gender-based violence, including domestic violence, sexual harassment, human trafficking, and online abuse.

2. Equal Opportunities in the Labor Market

- **Equality in employment:** The document highlights the need to reduce the gender pay gap and promote equal access to employment and career advancement.
- **Work-life balance:** The strategy supports policies that enable better reconciliation of work and family life, such as flexible work arrangements and access to childcare.

3. Equality in Decision-Making Processes

- **Representation of women:** The document stresses the importance of increasing women's participation in decision-making processes at all levels, both in the public and private sectors.

4. Gender Mainstreaming in All EU Policies

- **Gender perspective integration:** The strategy commits to incorporating gender perspectives across all policy areas and actions of the European Union, ensuring that gender equality is an integral part of policymaking.



Council Directive 2000/78/EC: general framework for equal treatment in employment and occupation



Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation

OJ L 303, 2.12.2000, p. 16–22 (ES, DA, DE, EL, EN, FR, IT, NL, PT, FI, SV)

► *This document has been published in a special edition(s) (CS, ET, LV, LT, HU, MT, PL, SK, SL, BG, RO, HR)*

● In force

ELI: <http://data.europa.eu/eli/dir/2000/78/oj>

⌵ Expand all ⌶ Collapse all

⌵ Languages, formats and link to OJ

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HTML																								
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Official Journal																								

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Council Directive 2000/78/EC: general framework for equal treatment in employment and occupation



Scope of the Directive

The directive applies to all individuals in both the public and private sectors regarding:

- **Access to employment:** Covers recruitment criteria, hiring conditions, and career advancement.
- **Vocational training:** Includes access to all forms of vocational training, skill development, and retraining.
- **Employment and working conditions:** Covers working conditions, wages, and dismissal procedures.
- **Membership in organizations:** Concerns membership and participation in employer organizations, trade unions, and other professional associations.
- **Forms of Discrimination**
- The directive defines and prohibits both **direct** and **indirect discrimination**:
- **Direct discrimination:** Occurs when a person is treated less favorably directly because of one of the protected characteristics.
- **Indirect discrimination:** Happens when seemingly neutral provisions, criteria, or practices put individuals with certain characteristics at a disadvantage compared to others.

Additionally, **harassment** that creates a hostile or degrading work environment is also recognized as a form of discrimination.

Council Directive 2000/78/EC: general framework for equal treatment in employment and occupation



Implementation Measures

EU Member States are required to:

- **Introduce necessary measures:** Ensure that the principle of equal treatment is effectively applied in practice.
- **Establish appropriate legal procedures:** Enable individuals who consider themselves victims of discrimination to seek legal remedies.
- **Promote dialogue between social partners:** Encourage discussions between employers, employees, and trade unions to foster equality and diversity in the workplace.



Gender equality in research and innovation



A **new eligibility** criterion to get access to Horizon Europe funding: public bodies, research organisations and higher education establishments **will be required**, starting in 2022, **to have a gender equality plan (GEP) in place**. This will ensure sustainable institutional change.



The **integration of the gender dimension into research and innovation content** (i.e. sex and gender analysis) **becomes a requirement by default across the whole programme** (for more information see the 'Gendered Innovations' policy report).



Specific funding will be made available for actions supporting the development of **inclusive gender equality plans** in research and innovation organisations across Member States and associated countries under the "**Widening Participation and Strengthening the European Research Area**" part of the Programme. Specific **funding** will be allocated **for gender studies and intersectional research**, in particular in Pillar II Cluster 2 - Culture, Creativity and Inclusive Society.



Particular attention will be paid to ensuring **gender balance** in evaluation panels and in other relevant advisory bodies, such as boards and expert groups. Gender balance among researchers involved in projects will be strongly encouraged and will be taken into account for equally ranked proposals.



Flagship measures and activities promoting gender equality under the **European Innovation Council** (EIC), including a target of 40% women-led companies invited to **pitch their projects**, a target of 50% women among members of advisory structures, a prize for women innovators and a dedicated initiative to support women-led start-ups.



Diversity and inclusion initiatives



Diversity charters by EU country

By signing a diversity charter, an organisation commits to promoting diversity and equal opportunities for its staff.

https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/diversity-and-inclusion-initiatives_en

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Equality, Diversity, Inclusion in HumanIC



ARTICLE 14 — ETHICS AND VALUES

14.1 Ethics

The action must be carried out in line with the highest ethical standards and the applicable EU, international and national law on ethical principles.

Specific ethics rules (if any) are set out in Annex 5.

14.2 Values

The beneficiaries must commit to and ensure the respect of basic EU values (such as respect for human dignity, freedom, democracy, equality, the rule of law and human rights, including the rights of minorities).

Specific rules on values (if any) are set out in Annex 5.



Equality, Diversity, Inclusion in Research



- Promotes diverse perspectives in research.
- Reduces biases in academic work.
- Be open for international collaboration and knowledge exchange.
- Be aware of unconscious biases.
- Use inclusive language.
- Ensure fair representation.



Equality, Diversity, Inclusion in HumanIC



1.2.3 Gender dimension and other diversity aspects

We firmly believe that a new generation of researchers should know how to build experimental designs and analyses taking into account gender differences, therefore training on gender issues is included in the programme for all researchers and during implementation of DC3 and DC5 diversity aspects will be considered.

Before the research starts, all DCs will attend training on equality, diversity, and inclusion to design measurement protocols correctly (Leeds). In addition, an Equality Advisory Group (EAG) will be established to support the research teams in the appropriate composition of the research samples, the development of the research protocol and the determination of the research results in line with equality, diversity, and inclusion. Before measurements on-site and under laboratory conditions, the gender aspect of the response to a HCC will be included by involving an equal number of males and females as human subjects and individual characteristics inclusion. Number of human subjects will be support by statistical testing. The selection of research groups will always consider the principles set out in the EU Gender Equality Strategy 2020-2025 . In case statistically significant differences are identified among obtained results, the findings will open doors for the adaptation HCC concept to the needs of all end users.

Therefore, it is guaranteed that the research results will represent all citizens. The innovative systems and solutions developed during each project will create a healthy and comfortable environment for all users.



Equality, Diversity, Inclusion in HumanIC - ideas



- Integrating an inclusivity perspective at all stages of research, particularly in examining how individual differences may influence the design of indoor environments in healthcare facilities.
- Ensuring that data collection regarding research volunteers and feedback from future users of proposed solutions is conducted in a way that guarantees equal consideration of the experiences of both women and men.
- Maintaining linguistic inclusivity, such as avoiding gender stereotypes in promotional materials and scientific reports.
- Implementing gender parity in research
-