

## Gender Equality Plan (GEP) requirement

The Research Council of Norway and the European Commission are introducing a Gender Equality Plan (GEP) requirement at the organisational level for applicants and partners that must be met when the grant agreement is signed. This applies to calls for proposals with a deadline for applications in 2022 or later. The requirement does not apply to the business sector, special interest organisations or the non-profit sector.

The information on this page applies to the Research Council's GEP requirement. You will find information about the European Commission's [requirements for calls under Horizon Europe here](#).

### Why is the Research Council introducing a Gender Equality Plan requirement?

The European Commission is introducing a Gender Equality Plan (GEP) requirement at the organisational level for applicants and partners in Horizon Europe calls.

The Research Council endeavours to promote equality and gender balance in research. We are therefore introducing the same requirement at the organisational level for applicants and partners in our national calls for proposals.

### What is a Gender Equality Plan?

The organisation's GEP must satisfy the following four requirements:

- The GEP must be available to the public on the institution's website.
- The GEP must make reference to earmarked equality work resources.
- The GEP must include gender-specific data for all categories of positions and show what form annual reporting and follow-up will take.
- The GEP must also show how equality work will be supported by training and competence-building.

### When does the requirement apply from?

The requirement applies to all projects funded through calls with a deadline from and including 1 January 2022.

### When must the GEP be in place?

The GEP must be in place when the grant agreement is signed. It does not need to be in place at the time of application.

### Who does the requirement apply to?

The requirement applies to all research organisations and public bodies that receive funding from the Research Council.

The requirement applies to both applicants and partners that receive funding. If several organisations are involved in a collaboration, all the organisations that receive funding must satisfy the requirements.

### Who does the requirement not apply to?

The requirement does not apply to the business sector, special interest organisations or the non-profit sector.

The requirement does not apply to non-Norwegian organisations.

### Can you use an existing GEP?

Yes, if it meets Horizon Europe's Gender Equality Plan requirements, it also meets the Research Council's requirements. [Read more about Horizon Europe's requirements here](#).

### Are there any examples on existing GEPs?

Yes, the Kif Committee has published an [overview of action plans at Norwegian higher education institutions](#).

### What language should the GEP be written in?

It must be written in Norwegian or English.

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