



# HORIZON EUROPE



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## THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

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**MINA STAREVA**

Head of sector – Gender Equality  
D4 – Democracy & European Values  
DG Research & Innovation



**Webinar GENDER EQUALITY,  
BALANCE AND DIMENSION**

19 May 2021

# Policy context

- von der Leyen priority: Fostering a “Union of Equality” :
  - A **gender-balanced College** of Commissioners
  - A **Commissioner for Equality** (Helena Dalli)
- [Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’](#) (March 2020)
- **ERA Framework** : Support to the implementation of Gender Equality Plans (GEPs) in research organisations, higher education establishments and public bodies for over a decade: through FP7 and Horizon 2020, over 200 organisations supported through 30 GEP-implementing projects, plus additional initiatives including guidance, trainings and communities of practice on GEPs

# Building on Horizon 2020-SwafS Gender Projects



RPOs and RFOs - Partners at a starting stage - Professional associations – Link with national level

Support from the highest management level

Explain role of middle management

Make use of the GEAR Tool (2016)

21 GEP projects

GENERA  
LIBRA  
PLOTINA

SAGE  
EQUAL-IST  
Baltic Gender

TARGET  
GEECCO

CHANGE  
SUPERA  
R-I PEERS

Gender-SMART  
GEARING-ROLES  
SPEAR

CALIPER  
LeTSGEPs  
EQUAL4EUROPE  
TARGETED-MPI

RESET  
ATHENA  
MINDtheGEPs

GEDII



GENDER  
ACTION



GenderSTI  
casper

sh=makes  
EQUALS EU

Hypatia  
PROJECT

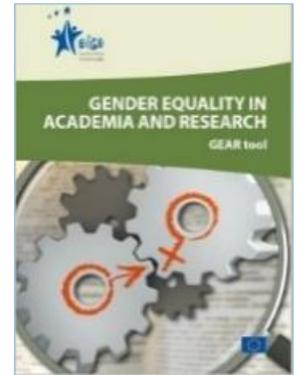
GENDER-NET Plus  
Promoting gender equality in H2020 and the ERA

Gender Equality  
GE ACADEMY

UniSAFE  
ENDING GENDER-BASED VIOLENCE

EC  
GEP Cluster event  
(28 Feb 2018)

EC  
GEP Workshop  
(4 March 2020)



The **GEAR tool** with step-by-step guidance on setting up and implementing GEPs is currently **being updated**

# ERA : Gender Equality to strengthen the European R&I potential

- Persisting gender inequalities in European R&I systems hinder the ERA's potential: under-representation of women in STEM, only 24% in top academic positions, under 10% among patent holders, gender-based violence, and low level of integration of sex/gender analysis in R&I content
- Need to address **inclusiveness**: with **intersecting social categories** (e.g. ethnicity, sexual orientation, disability), **private/innovation** sector, **geographical inclusiveness**

The Commission will:

12. Propose as of 2021, in line with the Horizon Europe programme objectives, the development of **inclusive gender equality plans** with Member States and stakeholders in order to promote EU gender equality in R&I

# Council Conclusions on the new ERA

- [Council Conclusions on the New European Research Area](#) (adopted on 1 December 2020)

*CALLS on the Commission and Member States to agree on priority actions as part of an ERA policy agenda in 2021, including on actions in the following domains:*

*ii. **Gender Equality:***

*RECALLS with great concern that there continues to be a major gender imbalance preventing Europe from using the full potential of its R&I system aiming for excellence,*

*and CALLS on the Commission and Member States for a **renewed focus on gender equality and mainstreaming, including through the instrument of gender equality plans and the integration of the gender dimension into R&I content.***

*INVITES Member States and research funding organisations to **advance measures to ensure that allocation of research funding is not affected by gender bias.***

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# Gender Equality





Gender Equality Plan: **Eligibility Criterion**



Integration of the gender dimension: **Award Criteria**



Gender balance: **Ranking Criteria**

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HORIZON EUROPE ELIGIBILITY CRITERION

# Gender Equality Plans





# Eligibility Criterion

## Gender Equality Plan (applicable from 2022 onwards)

Participants that are **public bodies, research organisations or higher education institutions\*** established in a Member State or Associated Country **must have a gender equality plan** in place, fulfilling **mandatory process-related requirements**

- A self-declaration will be requested at proposal stage (for all categories of participants)
- Included in the entity validation process (based on self-declaration)

\* Private-for-profit entities (incl. SMEs), NGOs, CSOs, as well any type of organisations from non-associated third countries, are exempted for the criterion  
See legal categories definitions in the Funding & Tenders Portal [here](#)

# Mandatory GEP process requirements



## Public document

- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution



## Dedicated resources

- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality



## Data collection and monitoring

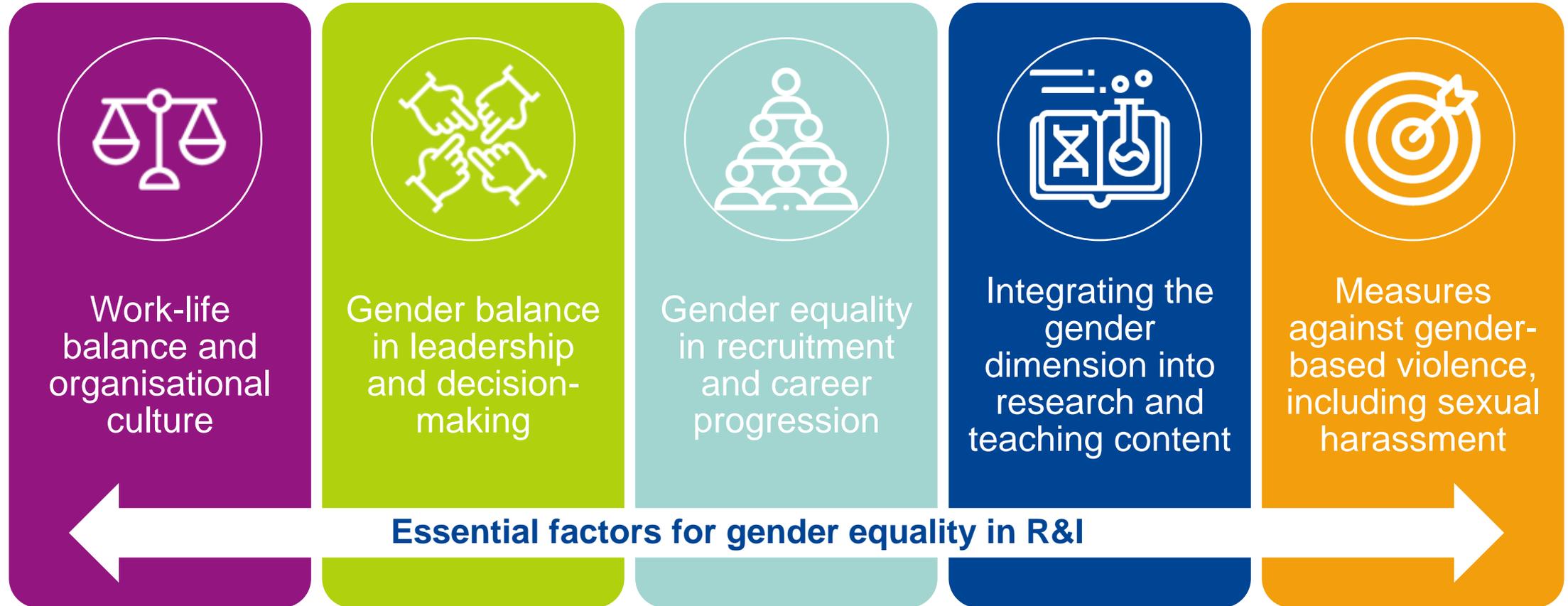
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



## Training and capacity building

- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics

# Recommended GEP content areas



Co-design session:

Get ready: a new ERA for Equality is calling (22/09/2020)

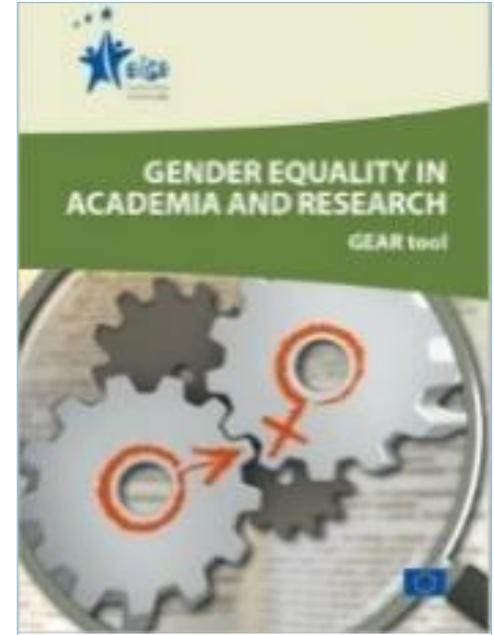
Video Recording on [YouTube](#)



# Supporting GEP practice

## Extensive knowledge and support on GEPs already available

- [The GEAR tool](#) ('Gender Equality in Academia and Research'): a step-by-step online guidance co-developed by DG RTD and EIGE for implementing GEPs, including e.g.:
  - Action toolbox: key themes to consider in a GEP
  - Concrete examples of good practices, building on GEP projects funded under FP7 and Horizon 2020
  - Who is involved in GEPs
  - Legislative and policy backgrounds in each Member State



## Additional guidance and support on GEPs upcoming, including through a Pilot knowledge and support facility on institutional change through GEPs

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HORIZON EUROPE AWARD CRITERIA

# Integration of the gender dimension in R&I content





# Integration of the gender dimension in R&I content

## Gender dimension

*Addressing the gender dimension in research and innovation entails taking into account sex and gender in the whole research & innovation process.*

Under Horizon Europe the **integration of the gender dimension into R&I content is mandatory** unless the topic description explicitly includes a sentence such as the following:

“In this topic the integration of the gender dimension (sex and gender analysis) in research and innovation content is not a mandatory requirement.”

## Why is the gender dimension important?

- Every cell is sexed and every person is gendered
- Brings added value of research in terms of excellence, rigor, reproducibility, creativity and business opportunities
- Brings an in-depth understanding of **all people's needs, behaviours and attitudes**
- Goods and services better suited to the needs of all citizens
- Enhanced societal relevance of research and innovation

# Gendered Innovations : How inclusive analysis contributes to research and innovation

- 15 new **case studies** in health, AI & robotics, climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding) building on Horizon 2020 funded projects
- **Refined methodologies** on the integration of sex/gender based analysis, and intersectional analysis, in R&I content
- **Evidence-based policy recommendations** for Horizon Europe
- **Awareness raising** material including factsheets
- [Case study on the impact of sex & gender in the COVID-19 pandemic](#)
- [Factsheet on gender and intersectional bias in AI](#)
- [Full Policy Review Report and Factsheet released on 25 November 2020](#)
- [Interview of Commissioner Gabriel in KILDEN News \(25/11/2020\)](#)
- [Nature editorial \(09/12/2020\)](#)



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HORIZON EUROPE PROPOSAL RANKING CRITERIA

# Gender balance in research teams





# Ranking Criteria for ex aequo proposals

- **Method to establish the priority order**

For each group of proposals with the same score, starting with the group achieving the highest score and continuing in descending order:

1. Aspects of the call that have not otherwise been covered by more highly ranked proposals
  2. Scores on 'Excellence' then on 'Impact' (for IAs, scores on 'Impact' then 'Excellence')
  3. **Gender balance among personnel named in the proposal who will be primarily responsible for carrying out the research and/or innovation activities, and who are included in the researchers table in the proposal**
  4. Geographical diversity
  5. Other factors set by the panel
- **Three gender identity categories: woman, man, non-binary**

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# Useful Resources



# Factsheet on key Gender Equality provisions under Horizon Europe



EUROPEAN UNION 

# HORIZON EUROPE

#HorizonEU

February 2021



*I am determined to step up our efforts on gender equality and support more talented women in research and innovation. I am committed to ensuring that the gender dimension is fully integrated into research and innovation supported by Horizon Europe, and that it is fully acknowledged in the European Research Area.*

Mariya Gabriel Commissioner for Innovation, Research, Culture, Education and Youth

## GENDER EQUALITY

A STRENGTHENED COMMITMENT IN HORIZON EUROPE



### What is the challenge?

Despite progress achieved on gender equality in research and innovation under the [Horizon 2020](#) research and innovation programme, we still need better implementation of EU gender equality objectives by research and innovation organisations across the EU, notably:

- More women participating in research and innovation programmes
- Better integration of the gender dimension in the content of research and innovation projects
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation

The Commission is taking concrete steps to address these challenges through [Horizon Europe](#), in line with the Communication [A New ERA for Research and Innovation](#) and the new [Gender Equality Strategy 2020-2025](#).



### How we will tackle it and for whom

- Horizon Europe sets **gender equality as a crosscutting principle** and aims to **eliminate gender inequality and intersecting socio-economic inequalities** throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers.

<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1>

# Webinar(s) on how to prepare a successful proposal for Horizon Europe

Webinar: A successful proposal for Horizon Europe: Scientific-technical excellence is key, but don't forget the other aspects (21 April 2021)

## PAGE CONTENTS

General info & documents

YouTube recording

Next events

Previous webinar

Help

21  
APRIL

2021

10.00 - 12.30 CEST (BRUSSELS TIME)

Webinar: A successful proposal for Horizon Europe: Scientific-technical excellence is key, but don't forget the other aspects

Documents:

[Agenda](#)

Presentation: [New approach to impact following the Key Impact Pathways](#)

Presentation: [Dissemination, Exploitation and Communication](#)

Presentation: [Open Science](#)

Presentation: [Gender dimension](#)

Presentation: ["Do no significant harm" principle](#)

[Standard application form \(RIA/IA\)](#)

[General Model Grant Agreement](#)

[Gender Equality in Academia and Research - GEAR tool](#)

## YouTube recording



Part 1 (general + MGA): 24 March

<https://ec.europa.eu/research/participants/docs/h2020-funding-guide/other/event210324.htm>

Part 2 (horizontal aspects): 21 April

<https://ec.europa.eu/research/participants/docs/h2020-funding-guide/other/event210421.htm>

# Gender Equality in R&I policy page

## Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

### PAGE CONTENTS

**The Commission's gender equality strategy**

**Gender equality in the European Research Area (ERA)**

**Gender equality and coronavirus**

**She Figures monitoring report**

**Networks**

**Publications**

**Latest**

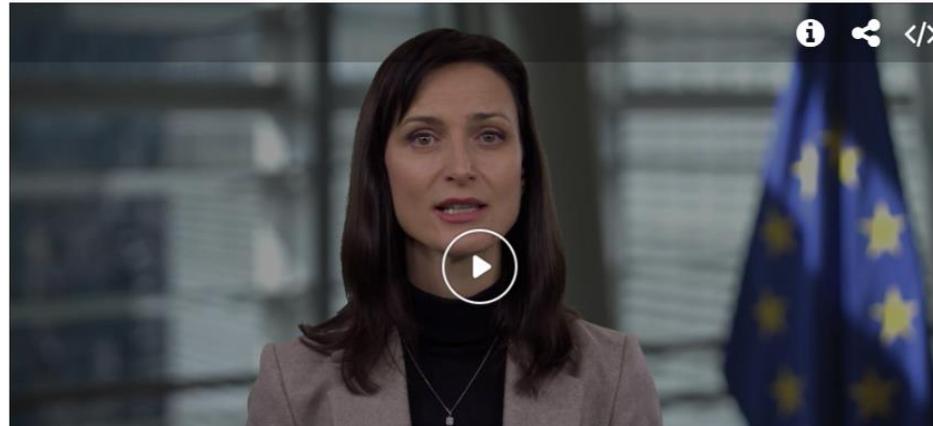
**Related links**

## The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which apply widely across the labour market including the research sector.



SCAN ME!



[https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en)



GENDER EQUALITY PLANS (GEPs)  
Frequently Asked Questions



# Thank you!

For questions specific to the GEP eligibility criterion, please contact:  
**[RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu](mailto:RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu)**

For other questions and further information on gender equality provisions, please contact:  
**[RTD-GENDERINRESEARCH@ec.europa.eu](mailto:RTD-GENDERINRESEARCH@ec.europa.eu)**

## #HorizonEU

**<http://ec.europa.eu/horizon-europe>**



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