



#HorizonEU

# THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

ANNE PÉPIN

How to prepare a successful proposal in  
Horizon Europe: Horizontal Aspects

21 April 2021

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HORIZON EUROPE

# Gender Equality





**Eligibility:** Gender Equality Plan



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



**Ranking Criteria:** Gender balance

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HORIZON EUROPE

# Policy and legal context



# Policy and legal context

- Despite progress achieved under Horizon 2020 and in the ERA framework, gender inequalities in R&I persist ([She Figures 2018](#) and [ERA Progress Report 2018](#))
- Strengthened crosscutting priority in Horizon Europe: Article 7(6) and Recital 53 of Framework Regulation & Articles 2(2)(e) and 6(3)(e) of the Specific Programme
- Political Priority for the European Commission: [Communication on 'A Union of Equality: Gender Equality Strategy 2020-2025'](#) (March 2020)
- 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
- Renewed ERA policy priority: [Council Conclusions on the New ERA](#) (1 Dec. 2020), and Commission's [Communication on A new ERA for Research and Innovation](#) (30 Sept. 2020)

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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

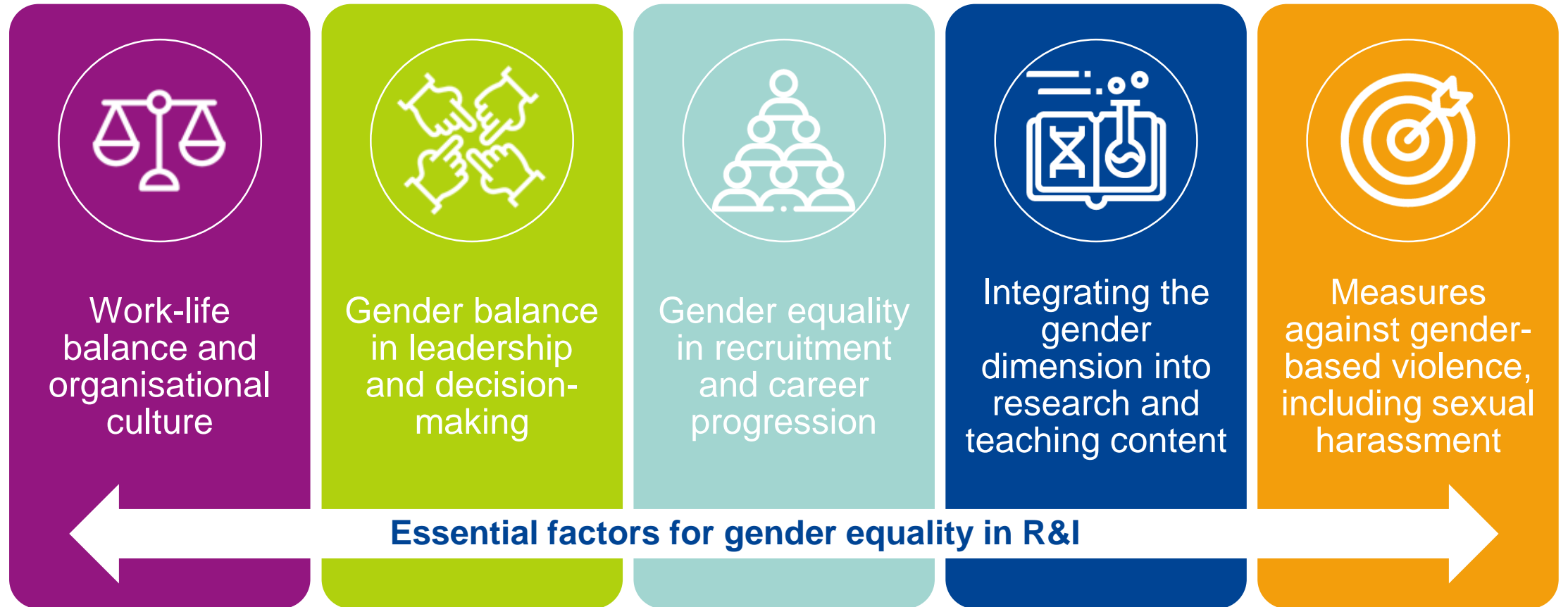


## Training and capacity building

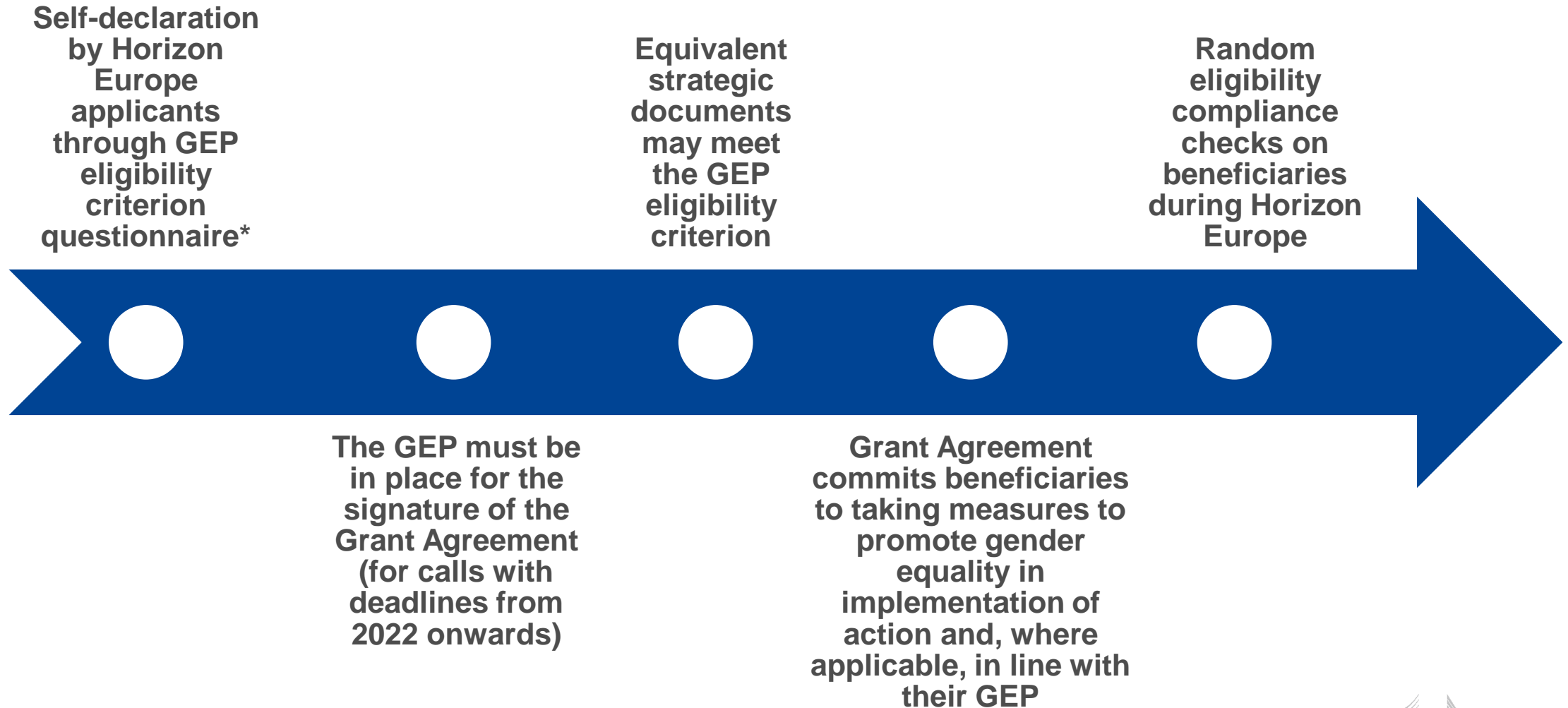
- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics



# Recommended GEP content areas



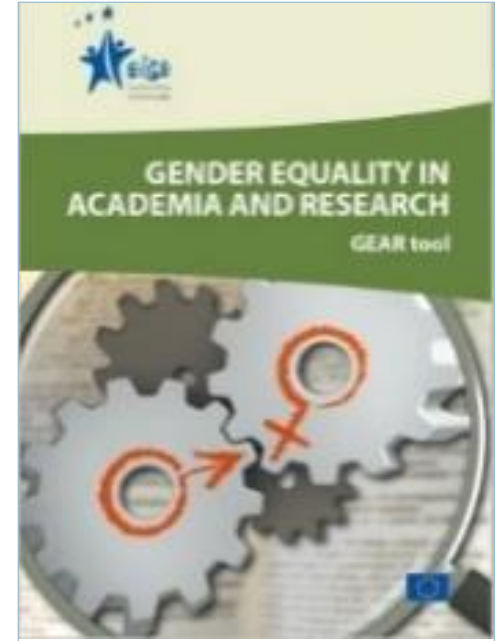
# The eligibility criterion steps



# 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





# Award Criteria: Integration of the gender dimension

## EXCELLENCE criterion for RIAs/IAs

- ✓ Clarity and pertinence of the **project's objectives**, and the extent to which the proposed work is ambitious, and goes beyond the state-of-the-art.
- ✓ **Soundness of the proposed methodology**, including the underlying concepts, models, assumptions, inter-disciplinary approaches, **appropriate consideration of the gender dimension in research and innovation content**, and the quality of open science practices including sharing and management of research outputs and engagement of citizens, civil society and end users where appropriate.

*Proposals aspects are assessed to the extent that the proposed work is within the scope of the work programme topic*



# Integration of the gender dimension in R&I content

## Gender Dimension

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

**The integration of the gender dimension into R&I content is mandatory, unless it is explicitly mentioned in the topic description**

## Why is the gender dimension important?

- Why do we observe differences between women and men in infection levels and mortality rates in the COVID-19 pandemic?
- Does it make sense to study cardiovascular diseases only on male animals and on men, or osteoporosis only on women?
- Does it make sense to design car safety equipment only on the basis of male body standards?
- Is it ethical to develop AI products that spread gender and racial biases due to a lack of diversity in the data used in training AI applications?
- Is it normal that household travel surveys, and thus mobility analysis and transport planning, underrate trips performed as part of caring work, which are predominantly undertaken by women?
- Did you know that pheromones given off by men experimenters, but not women, induce a stress response in laboratory mice sufficient to trigger pain relief?
- And did you know that climate change is affecting sex determination in a number of marine species and that certain populations are now at risk of extinction?

# 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)



# Why do we need to integrate the gender dimension into R&I content?

- 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



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HORIZON EUROPE PROPOSAL RANKING CRITERIA

# Gender balance in research teams





# Ranking Criteria for ex aequo proposals

## By order of priority

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. ...

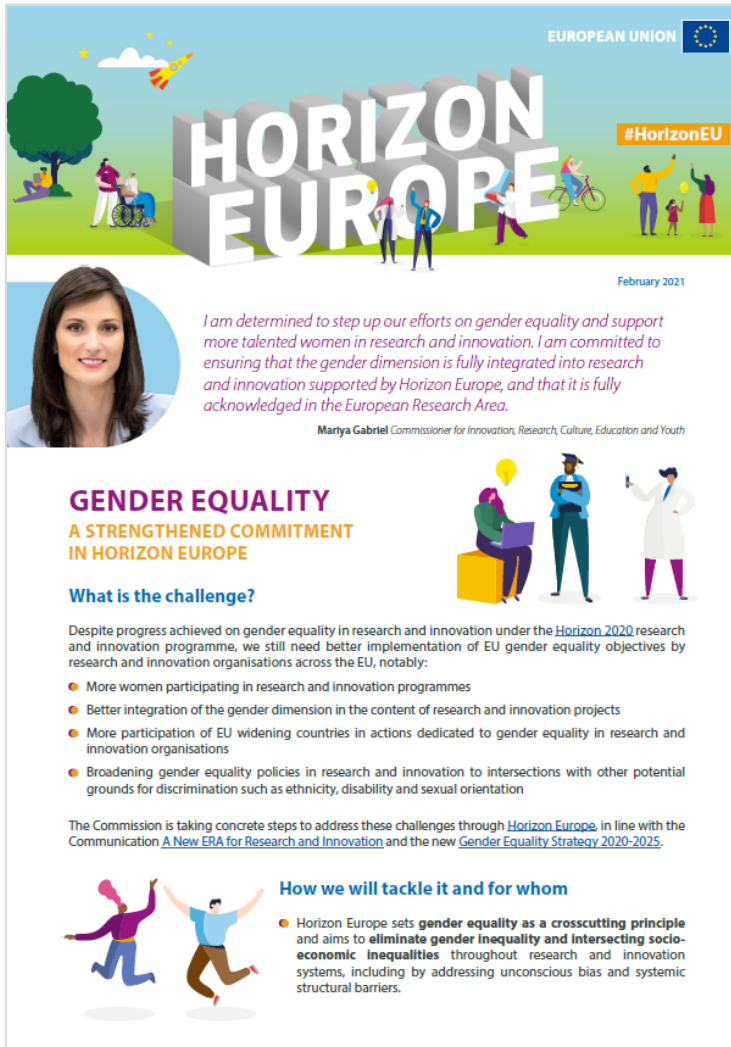
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HORIZON EUROPE

# Useful Resources



# Factsheet on key Gender Equality provisions under Horizon Europe



The factsheet features a header with the Horizon Europe logo and the European Union flag. Below the header is a quote from Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth, dated February 2021. The main section is titled 'GENDER EQUALITY A STRENGTHENED COMMITMENT IN HORIZON EUROPE' and includes a sub-section 'What is the challenge?' with a list of challenges. The bottom section is titled 'How we will tackle it and for whom' and includes a list of actions. The factsheet is illustrated with various icons representing research, innovation, and gender equality.

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>

# 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**

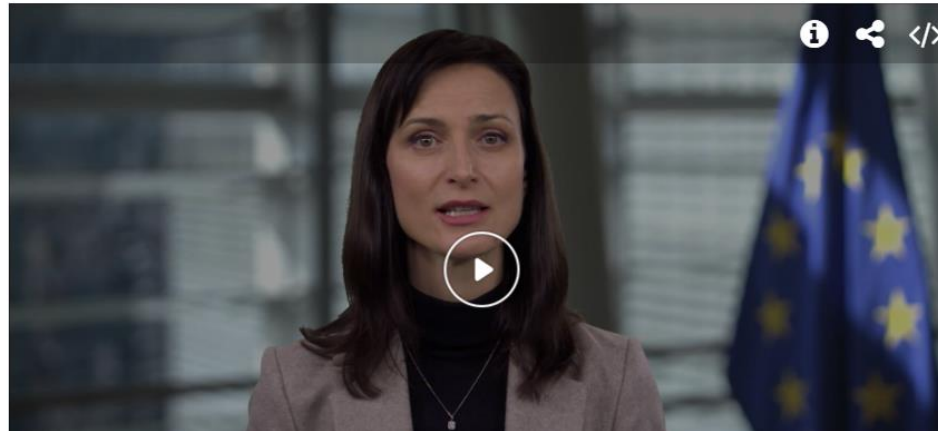
**Related links**

## 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)



# 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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