



#HorizonEU

THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

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DG Research & Innovation

**INFO DAYS: GENDER EQUALITY
AS A CROSSCUTTING PRIORITY**

28 June – 9 July 2021

Research and
Innovation

Gender equality: a 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](#)

Three levels:



Gender Equality Plan: **Eligibility Criterion**



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



Gender balance: **Ranking Criterion**

HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans





Eligibility Criterion

Gender Equality Plan (applicable from 2022 onwards)

Participants (as Beneficiaries and Affiliated Entities) 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 types of organisations from non-associated third countries, are exempted for the criterion. [See legal categories definitions in the Funding & Tenders Portal](#)

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

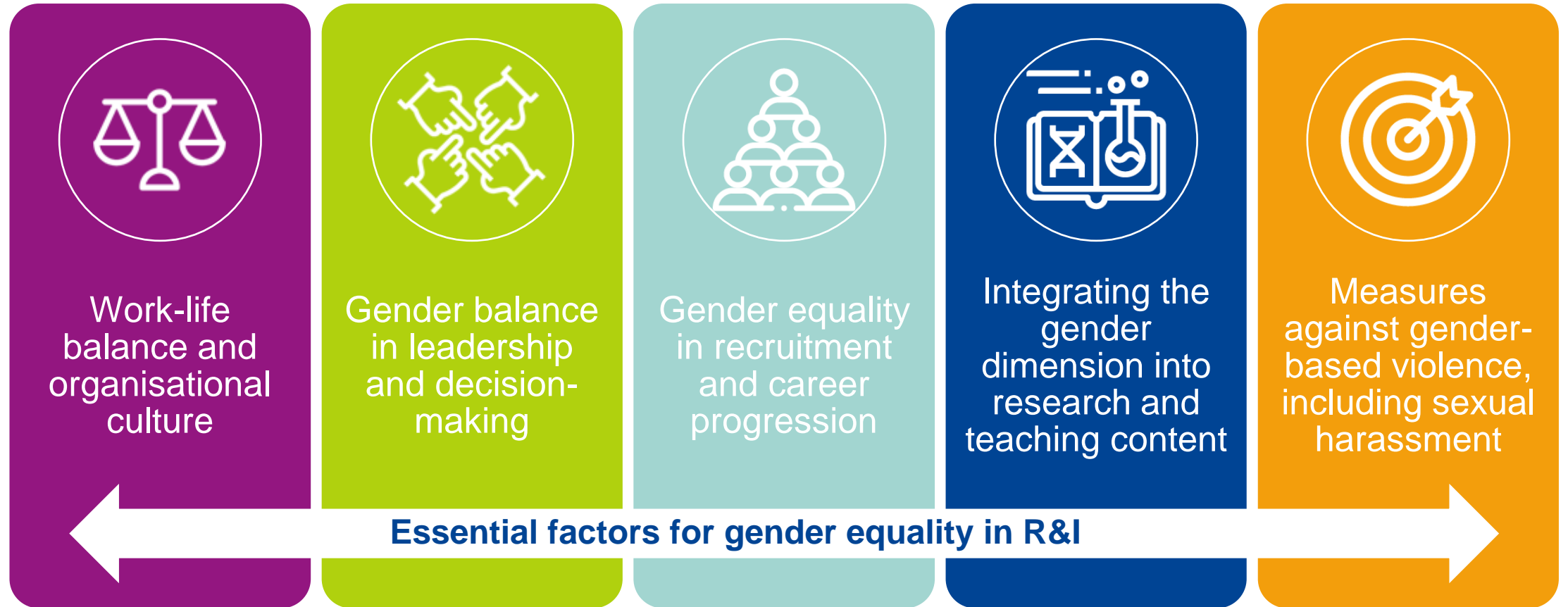
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



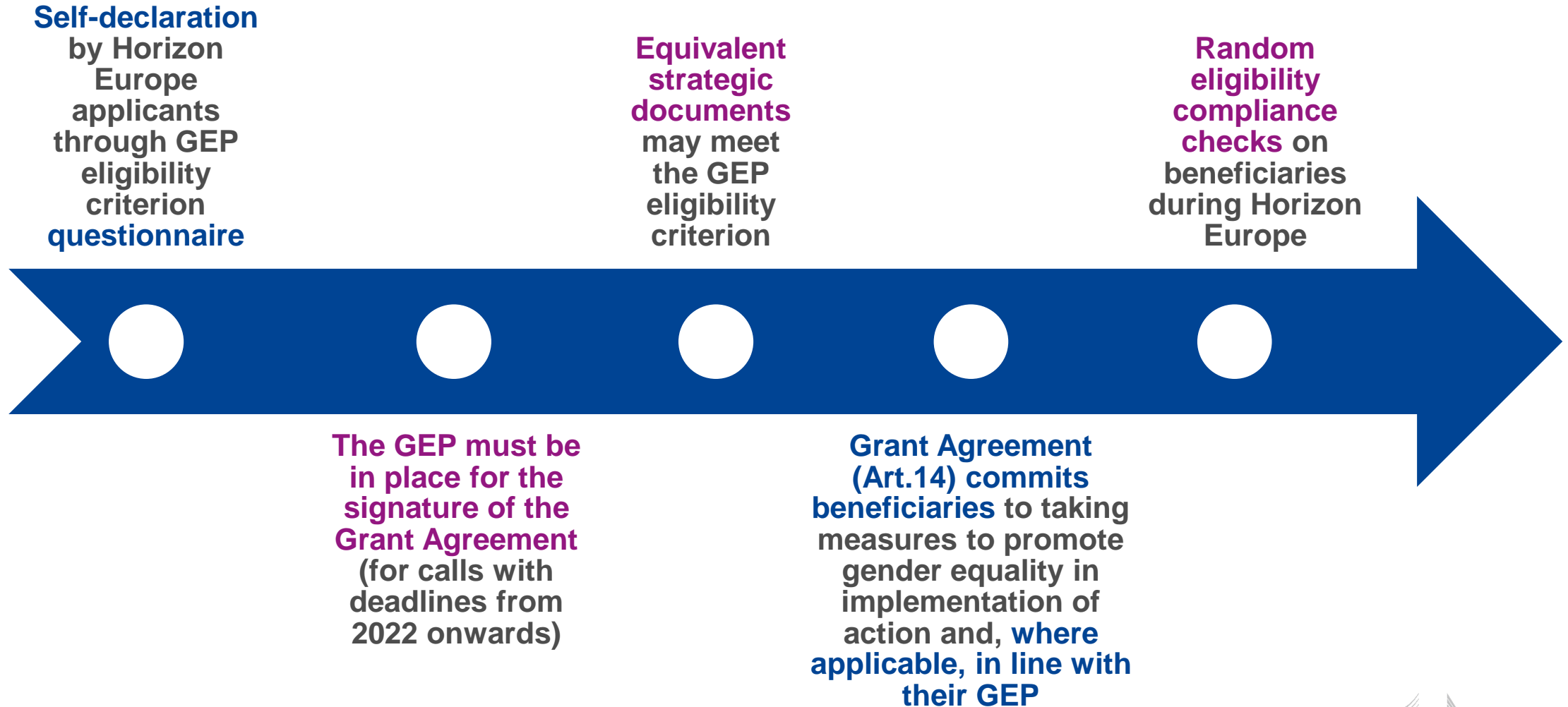
Training and capacity building

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

Recommended GEP content areas



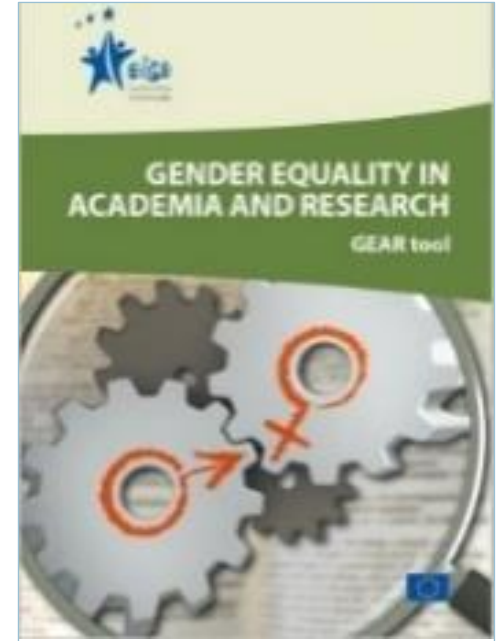
The eligibility criterion steps



Supporting GEP practice

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

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 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**

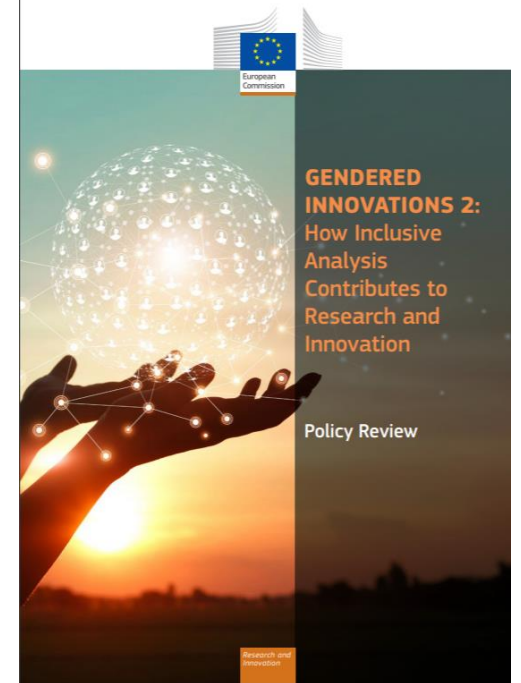
Gendered Innovations : How inclusive analysis contributes to research and innovation

- 15 **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

→ **Full [Policy Review Report](#) and [Factsheet](#) released on 25/11/2020**

- [Interview of Commissioner Gabriel in KILDEN News](#) (25/11/2020)
- [Nature editorial](#) (09/12/2020)

→ **Additional guidance and links to resources in the [Horizon Europe Programme Guide](#) (section on *Gender equality and inclusiveness*)**



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**

HORIZON EUROPE

Useful Resources



Gender Equality in R&I policy webpage

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 Horizon Europe

Gender Equality Plans as an eligibility criterion in Horizon Europe

Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

She Figures monitoring report

Networks

Publications

Latest

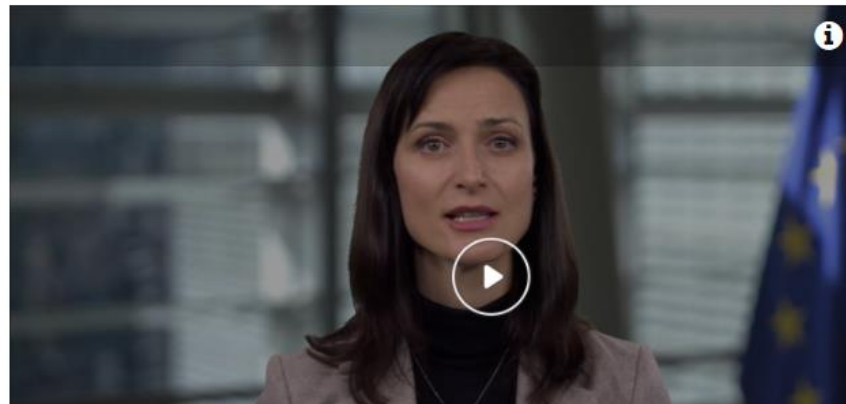
Related links

The Commission's gender equality strategy

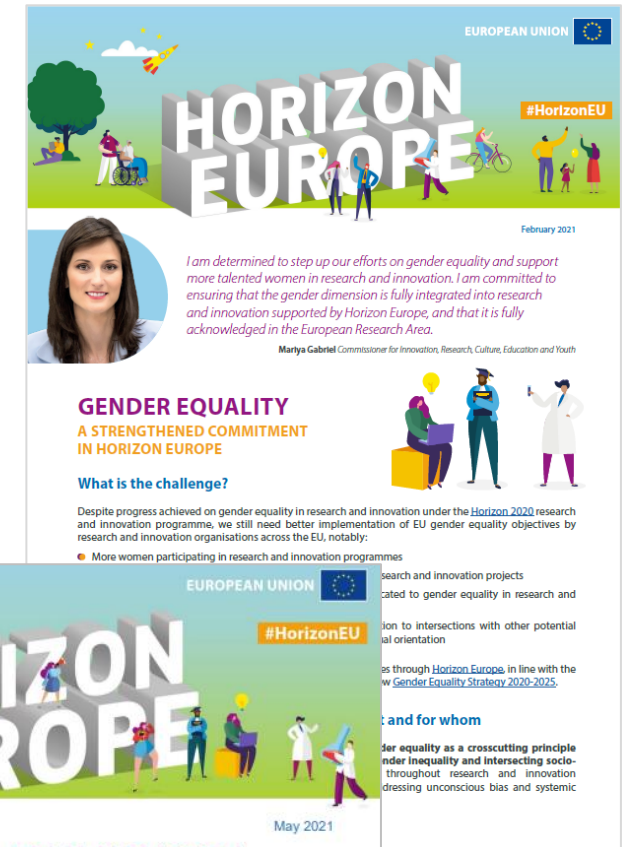
The European Commission is committed to promoting gender equality in research and innovation.

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

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>



Thank you!

For questions specific to the GEP eligibility criterion, please contact:
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

#HorizonEU

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



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