THE EU RESEARCH & INNOVATION PROGRAMME
2021 – 2027

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D4 – Democracy & European Values
DG Research & Innovation

WIRE - EUGAIN Workshop

27 October 2021
Policy and legal context
von der Leyen priority: Fostering a “Union of Equality”

- **Gender-balanced College** of Commissioners
- Target of **50% women managers** at all levels by 2024
- **Commissioner for Equality** (Helena Dalli) + **Task Force for Equality**: equality mainstream
- **Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’** (05/03/2020)

“**gender stereotypes** are a root cause of gender inequality and affect all areas of society. Stereotypical expectations based on fixed norms for women and men, girls and boys, limit their aspirations, choices and freedom, and therefore need to be dismantled”

5 more strategies adopted:
- **EU Anti-racism Action Plan 2020-2025** (18/09/2020)
- **EU Roma strategic framework for equality, inclusion and participation** (07/10/2020)
- **LGBTIQ Equality Strategy 2020-2025** (12/11/2020)
- **Gender Action Plan III – a priority of EU external action** (25/11/2020)
- **Strategy for the Rights of Persons with Disabilities 2021-2030** (03/03/2021)
Policy and funding context

• Gender equality through institutional change: a priority of the European Research Area, and the Framework Programmes

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
Upcoming She Figures 2021

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>PhD women graduates</td>
<td>48.1 %</td>
</tr>
<tr>
<td>Engineering, manufacturing and construction</td>
<td></td>
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<tr>
<td>PhD women graduates</td>
<td>29.4 %</td>
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<tr>
<td>Information and Communication Technologies</td>
<td></td>
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<td>Self-employed women among S&amp;E and ICT Professionals</td>
<td>24.9 %</td>
</tr>
<tr>
<td>Women researchers in the business enterprise sector</td>
<td>21 %</td>
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<tr>
<td>Women in grade A positions*</td>
<td>26.2 %</td>
</tr>
<tr>
<td>Engineering and technology</td>
<td>17.9 %</td>
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*Equivalent for full-professorship positions

Stay tuned!
Deepening the ERA: Gender Equality to strengthen the European R&I potential

• Persisting gender inequalities in European R&I systems hinder the European Research Area’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), involving private/innovation sector, and ensuring 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 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.

→ Commission’s proposal for a Council Recommendation on a Pact for R&I in Europe (16 July 2021) sets gender equality and inclusiveness as principles and values of the ERA
HORIZON EUROPE

Gender Equality
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

Gender Equality Plan: Eligibility Criterion

Integration of the gender dimension: Award Criteria

Gender balance: Ranking Criteria
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

- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integrating the gender dimension into research and teaching content
- Measures against gender-based violence, including sexual harassment

Essential factors for gender equality in R&I

Co-design session:
Get ready: a new ERA for Equality is calling (22/09/2020)
Video Recording on YouTube
Supporting GEP practice and knowledge

- **Pilot ‘European knowledge and support facility on institutional change through GEPs’** launched to support MS & AC in being ready for the enforcement of the GEP eligibility criterion:
  - Detailed [Horizon Europe Guidance on GEPs](#) published on 28/09
  - Online trainings and mutual learning workshops, building on thematic European Universities Alliances.
  - Network of national-level contact points on GEPs across MS and AC: still under construction

- The **GEAR tool** (‘Gender Equality in Academia and Research’) is currently being updated with material from the “Horizon Europe Guidance on GEPs” and additional features; a step-by-step online guidance co-developed by DG RTD and EIGE for implementing GEPs
Examples of good practices:

**Perspektywy Women in Tech Summit (PL)**
Promoting women role models and celebrating women in computing, tech and science
Initiative supported by the government through the Ministry for development

**Milada Paulová Award for women scientists (CZ)**
Recognising the achievements of prominent Czech women researchers, providing role models and inspiring women researchers

**STEMettes organisation (IE, UK)**
Providing mentoring, qualification academies and STEM clubs that keep girls, young women and non-binary young people engaged with STEM and opportunities for first career steps
Dedicated resources: examples of actions

The German Research Foundation (DFG) (Germany): The DFG Head Office has a unit dedicated to Equal Opportunities, Research Integrity and Cross-Programme Development, which promotes gender equality through a variety of actions.

Jagiellonian University (Poland): has established a new department, which is also responsible for ensuring gender equality alongside the physical and psychological wellbeing of the university’s community.

University of Southern Denmark (Denmark): created a Gender Equality Committee and Team to ensure that SDU is a diverse employer with an innovative and creative research environment and an inclusive working environment.

The GARCIA project, supported by FP7, developed a toolkit for gender budgeting. Gender budgeting aims to integrate gender into the financial processes and procedures of academic and scientific institutions.
Data collection and monitoring: examples of actions

**CNRS (France):** The annual report published by CNRS presents data on staff and gender, including by level and remuneration, and trends over time.

**Israeli Ministry of Science and Technology (Israel):** In 2018, the ministry initiated a yearly collection of data on the status of women in academia, industry, and education.

The H2020 SAGE project published guidelines on tools and methods for primary data collection as part of an institutional self-assessment on gender equality within research organisations. Guidelines focus on data collection tools (surveys, interviews and focus groups) and include survey questionnaires for use by academic and research staff.

The ACT project, funded by Horizon 2020, developed a Gender Equality Audit and Monitoring (GEAM) tool for implementing a high-quality gender equality audit/monitoring survey, as well as an online database of existing monitoring questionnaires, surveys and tools.
Training and capacity building: examples of actions

The University of Plovdiv (Bulgaria): established Communities of Practice to develop a sustainable approach to gender equality across the organisation, with ongoing engagement and reflection processes exploring experiences and enhancing competences.

Trinity College Dublin (Ireland) developed an online module on unconscious bias through Horizon 2020 project SAGE.

The Netherlands Organisation for Scientific Research: piloted training for evaluators to avoid implicit gender biases in the funding decisions, including a bespoke Implicit Association Test based on actual evaluation materials.

A Gender Sensitive PhD Supervisory Toolkit was developed and used by a consortium of universities as part of the FESTA project, funded by FP7.
Support through Horizon 2020 SwafS
Innovators of the future: bridging the gender gap

Aims to empower future women innovators of the sustainable fashion industry.

The project is addressing various age groups, local communities and businesses and will develop an integrated innovation ecosystem promoting gender parity.

Aims to promote gender equity in social innovation by:

- building capacity through multilateral partnerships that strengthen existing networks for social innovation and entrepreneurship;
- creating smart, sustainable, and inclusive social innovation ecosystems in Europe and in non-EU countries.
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Useful Resources
Factsheet on key Gender Equality provisions under Horizon Europe

https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1
Gender equality in research and innovation

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

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.


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)

**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
Funding & Tenders Portal

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

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