



#HorizonEU

THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

MINA STAREVA

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

WIRE - EUGAIN Workshop

27 October 2021

Research
and
Innovation

HORIZON EUROPE

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

(EU-27)



PhD women graduates	48.1 %
PhD women graduates Engineering, manufacturing and construction	29.4 %
PhD women graduates Information and Communication Technologies	22.4 %
Self-employed women among S&E and ICT Professionals	24.9 %
Women researchers in the business enterprise sector	21 %
Women in grade A positions*	26.2 %
Women in grade A positions Engineering and technology	17.9 %

*Equivalent for full-professorship positions



Stay tuned!

Communication on « A new ERA for Research and Innovation » (adopted 30 September 2020)

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 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.***

→ 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**

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

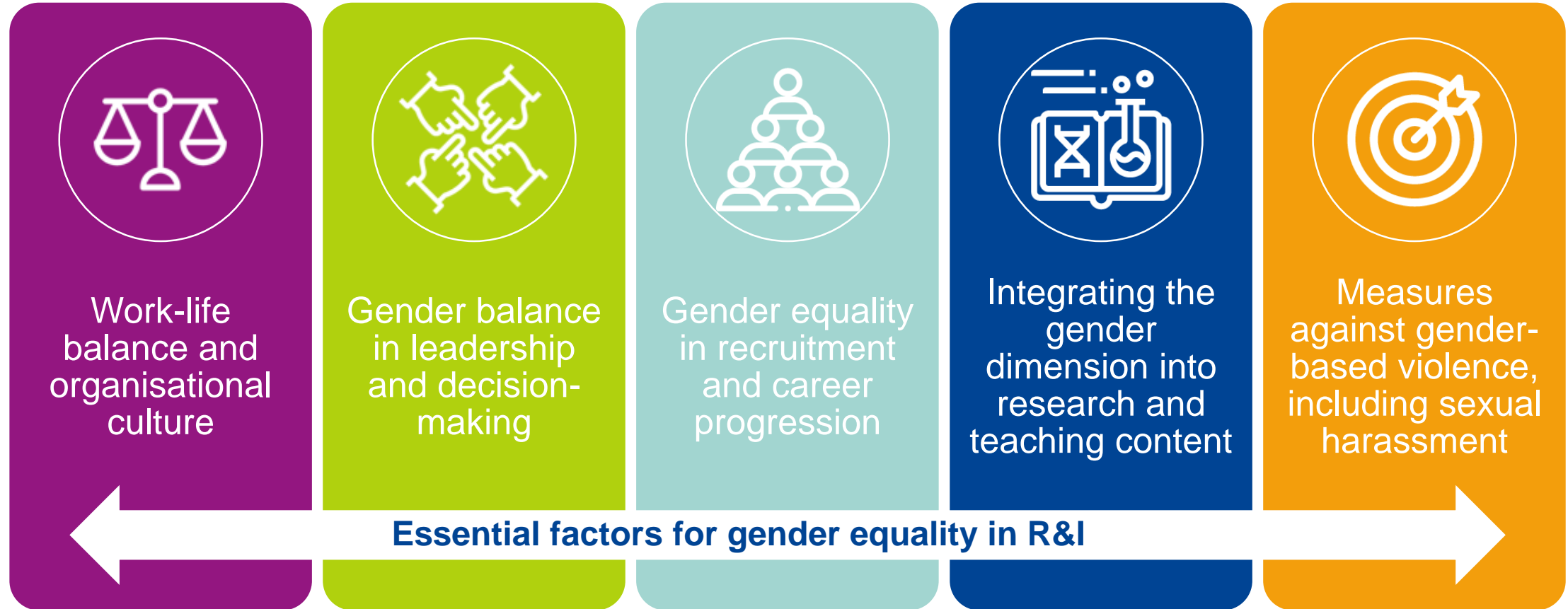
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



Training and capacity building

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

Recommended GEP content areas



Co-design session:

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

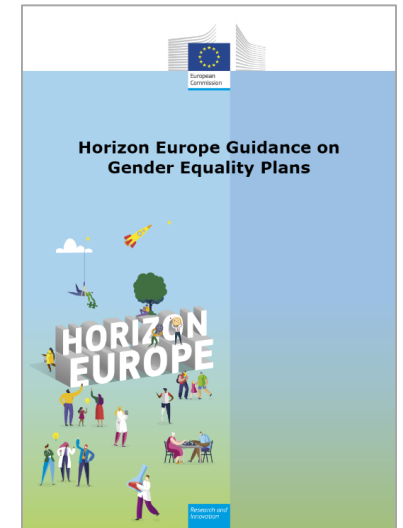
Video Recording on [YouTube](#)





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 [GARCI 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:

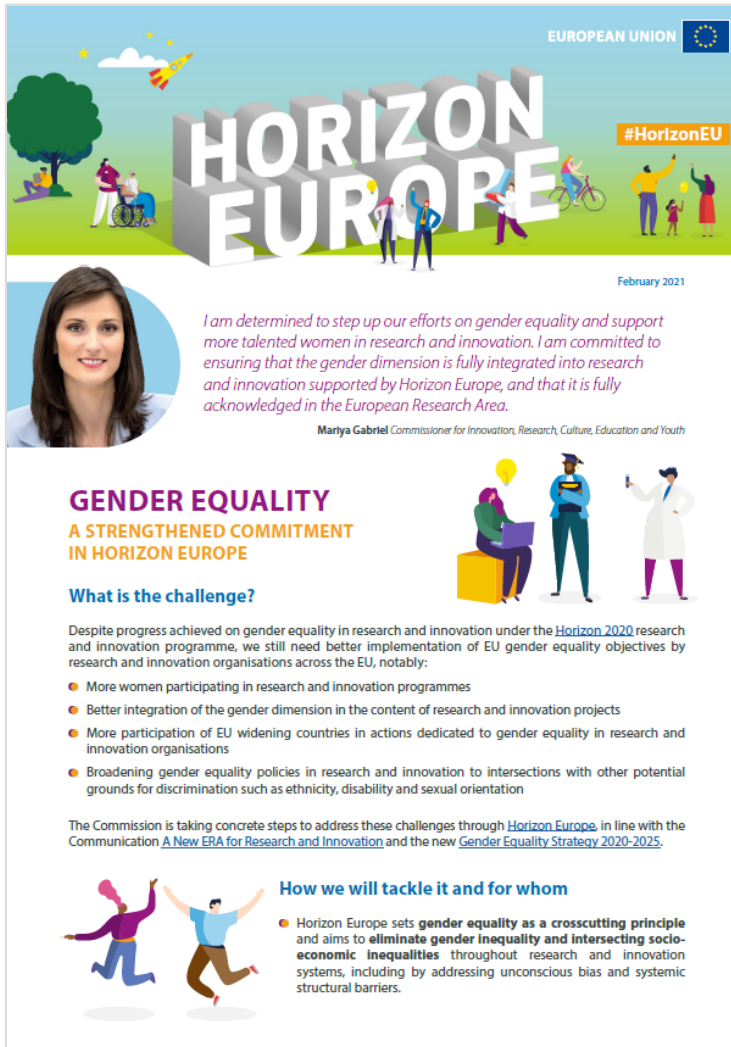
- building capacity through multilateral partnerships that strengthen existing networks for social innovation and entrepreneurship;
- creating smart, sustainable, and inclusive social innovation ecosystems in Europe and in non-EU countries

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

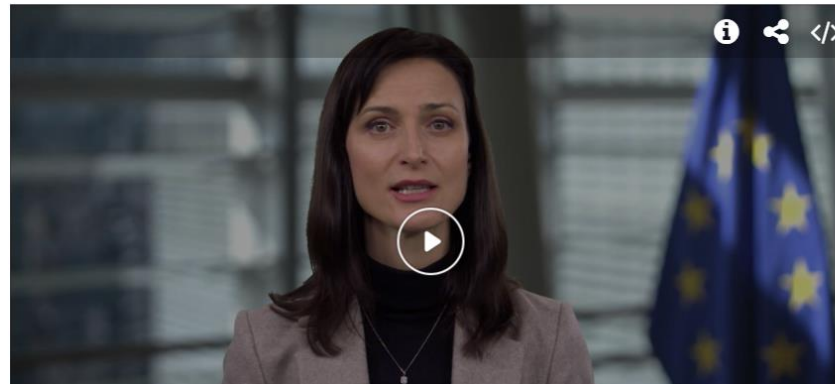
Related links

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.



https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en

SCAN ME!



https://ec.europa.eu/info/files/gender-equality-plans-frequently-asked-questions_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>

Funding & Tenders Portal

The screenshot shows the 'Funding & tender opportunities' page on the European Commission's SEDIA portal. The URL in the browser is <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/how-to-participate/reference-documents>. The page features a navigation bar with 'SEARCH FUNDING & TENDERS', 'HOW TO PARTICIPATE' (highlighted), 'PROJECTS & RESULTS', 'WORK AS AN EXPERT', and 'SUPPORT'. A blue banner for 'Horizon Europe (HORIZON)' is visible. On the left, a filter sidebar shows 'Programming period' set to '2021-2027' and 'Horizon Europe (HORIZON)' selected. The main content area is titled 'Reference Documents' and includes sections for 'Grants' and 'Procurement'. A list of document categories is shown at the bottom, with 'Work programme & call documents', 'Templates & forms', and 'Funding & Tenders Portal' circled in blue.

European Commission | Funding & tender opportunities | Single Electronic Data Interchange Area (SEDIA) | English | Register | Login

SEARCH FUNDING & TENDERS | HOW TO PARTICIPATE | PROJECTS & RESULTS | WORK AS AN EXPERT | SUPPORT

Horizon Europe (HORIZON) | clear filter

Programming period: 2021-2027 | Clear filter

Horizon Europe (HORIZON) | Clear filter

Reference Documents

Grants

This page includes reference documents of the programmes managed on the EU Funding & Tenders portal starting with legal documents and the Commission work programmes up to model grant agreements and guides for specific actions.

Please select the programme to see the reference documents.

Procurement

Reference Documents related to tendering opportunities are published on TED eTendering in the calls for tenders.

Filter | Expand all

- Legislation
- Work programme & call documents
- Grant agreements and contracts
- Guidance
- Templates & forms
- Funding & Tenders Portal

<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/how-to-participate/reference-documents>



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>



© European Union 2021

Unless otherwise noted the reuse of this presentation is authorised under the [CC BY 4.0](https://creativecommons.org/licenses/by/4.0/) license. For any use or reproduction of elements that are not owned by the EU, permission may need to be sought directly from the respective right holders.

Image credits: © ivector #235536634, #249868181, #251163013, #266009682, #273480523, #362422833, #241215668, #244690530, #245719946, #251163053, #252508849, 2020. Source: Stock.Adobe.com. Icons © Flaticon – all rights reserved.