#HorizonEU

THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

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

Horizon Europe - Gender Equality Plans Info Day

25 October2021

European Commission

Research and Innovation

HORIZON EUROPE

Policy and legal context

European Commission

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)

  R&I and Horizon Europe are explicitly addressed, with new measures announced, including:
  - The possibility to **require a gender equality plan** from applicants
  - Initiatives to **increase the number of women-led technology start-ups (EIC)**
  - **Funding for gender and intersectional research** will also be made available

- 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)
- Upcoming: Legislative initiative on **gender based violence**

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

Horizon 2020-SwafS Gender Projects

2014 2015 2016 2017 2018 2019 2020

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)

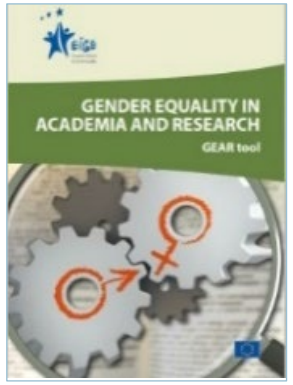
GEP projects

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
EFFORTI
GENDER ACTION
GRANteD
Gender STI
casper=
shemakes
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**

IL participation in Horizon 2020 – SwafS

Project	Participant
HYPATIA	BLOOMFIELD SCIENCE MUSEUM JERUSALEM (BSMJ)
GENDER NET PLUS	MINISTRY OF SCIENCE, TECHNOLOGY AND SPACE
CHANGE (GEP)	BEIT BERL COLLEGE
R-I PEERS (GEP)	MIGAL GALILEE RESEARCH INSTITUTE LTD
EQUALS-EU	UNIVERSITY OF HAIFA

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 i**nclusiveness**: 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

She Figures 2021 (preliminary data)

	(EU-27)	
PhD women graduates	48.1 %	53.1 %
PhD women graduates Engineering, manufacturing and construction	29.4 %	36.6 %
Women in grade A positions	26.2 %	19.4 %
Women Heads of institutions in HES	23.6 %	21.6 %
Women board leaders	24.5 %	26.1 %
Women board members	31.1 %	27 %

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

European Commission

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**

European Commission

HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans

European Commission

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

European Commission

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

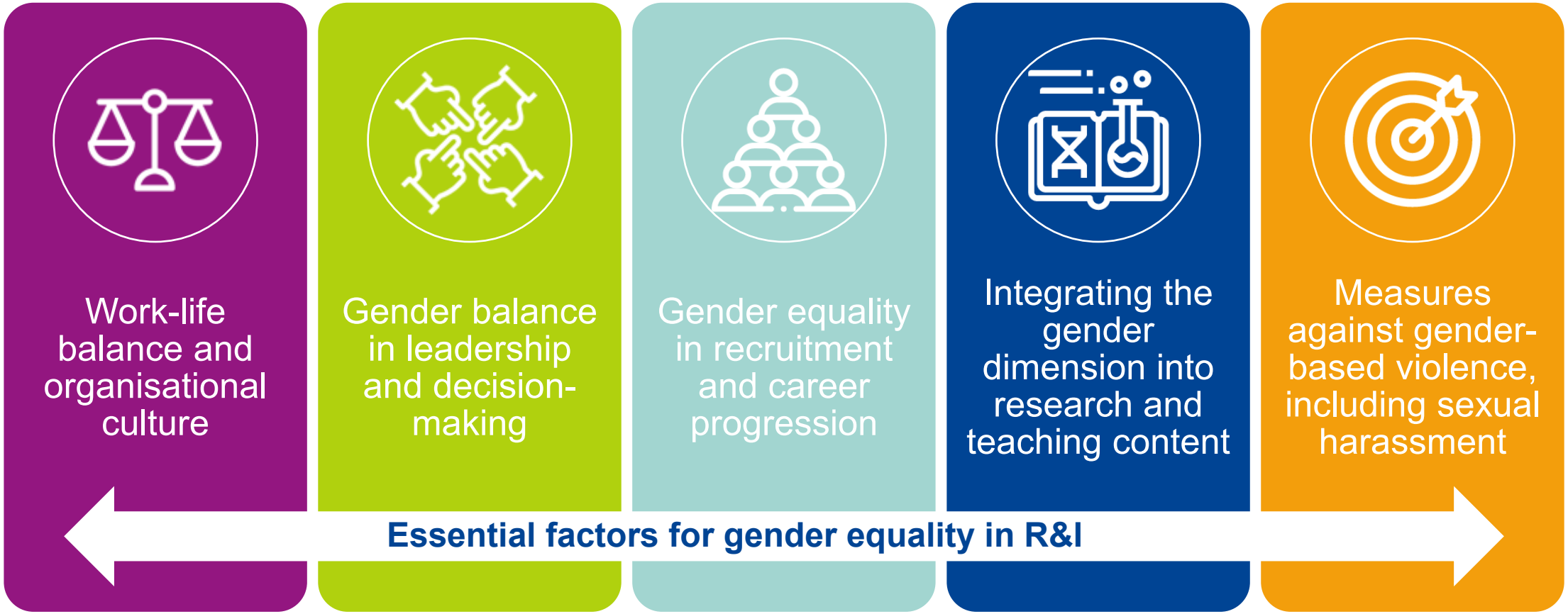
Data collection and monitoring

- 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

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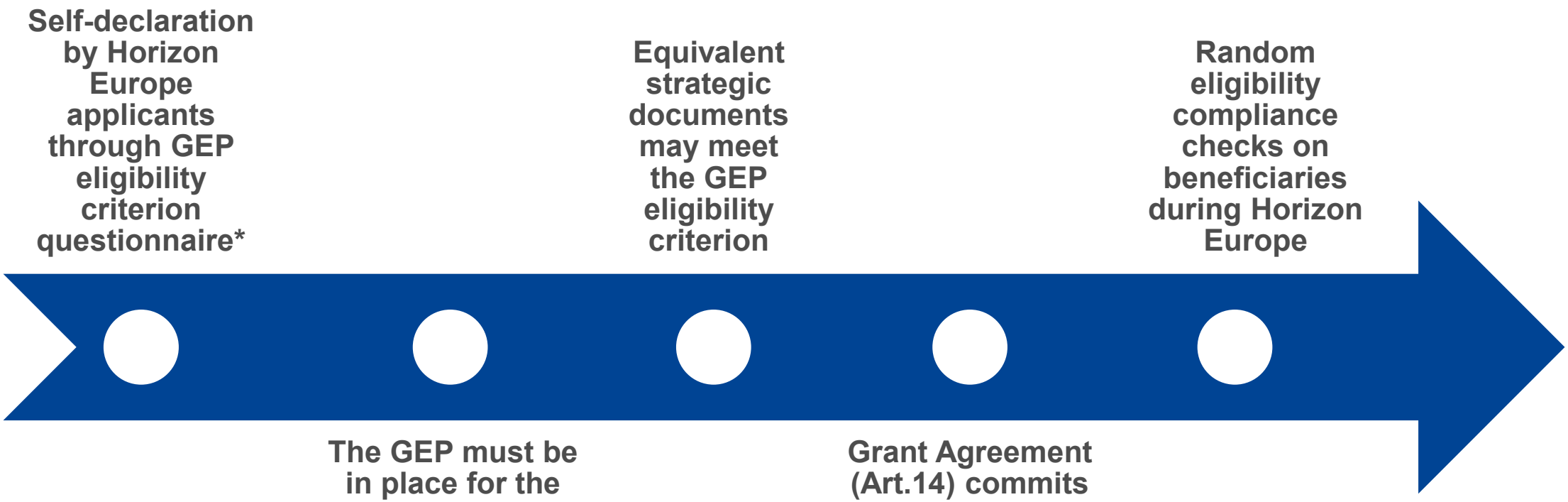
The eligibility criterion steps



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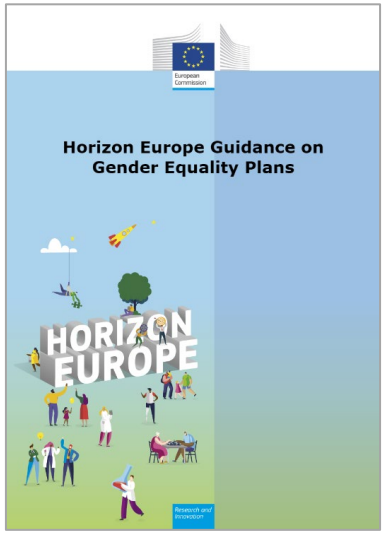
Supporting GEP practice and knowledge

- **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

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Public document: examples of actions

Trinity College Dublin (Ireland): the Provost & President takes an active leadership role in the promotion and advancement of equality, diversity and inclusion across the organisation.

The University of Deusto (Spain): the University of Deusto's public website has a page dedicated to the University's commitments, goals and actions to promote gender equality.

The GEAR tool provides advice and resources on GEPs in R&I organisations. The GENERA project, created a Roadmap for the implementation of customized Gender Equality Plans. The EIGE has also has useful tools to support institutional change, including a guide to institutional transformation.

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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 on 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.

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HORIZON EUROPE AWARD CRITERIA

Integration of the gender dimension in R&I content

European Commission

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

European Commission

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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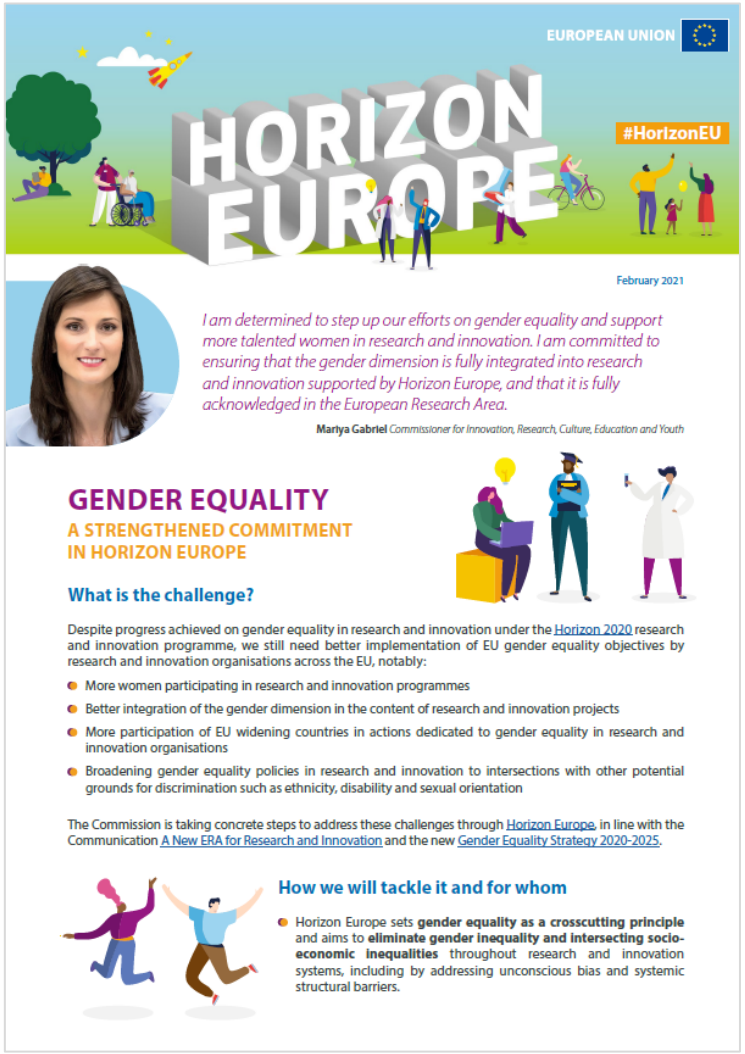
Useful Resources

European Commission

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

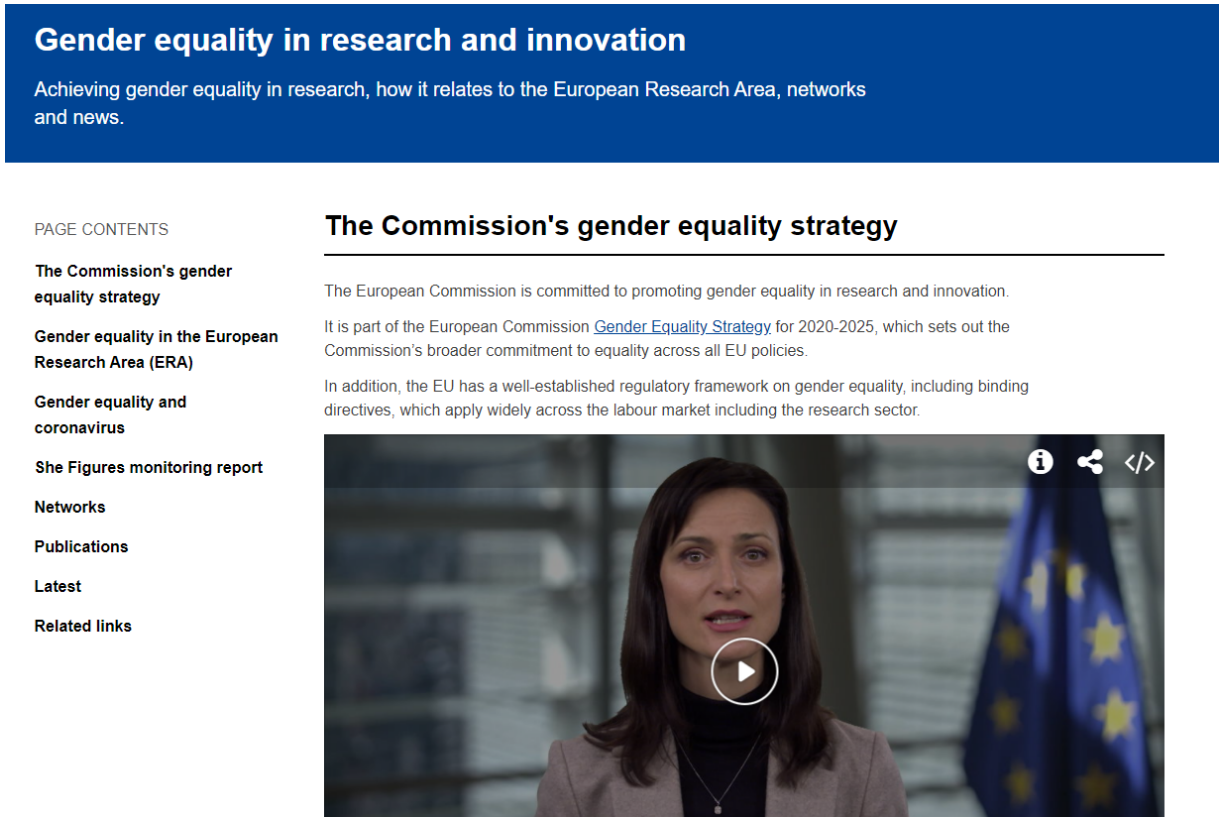
The Commission is taking concrete steps to address these challenges through Horizon Europe, in line with the Communication A New ERA for Research and Innovation and the new Gender Equality Strategy 2020-2025.

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

Gender Equality in R&I policy page

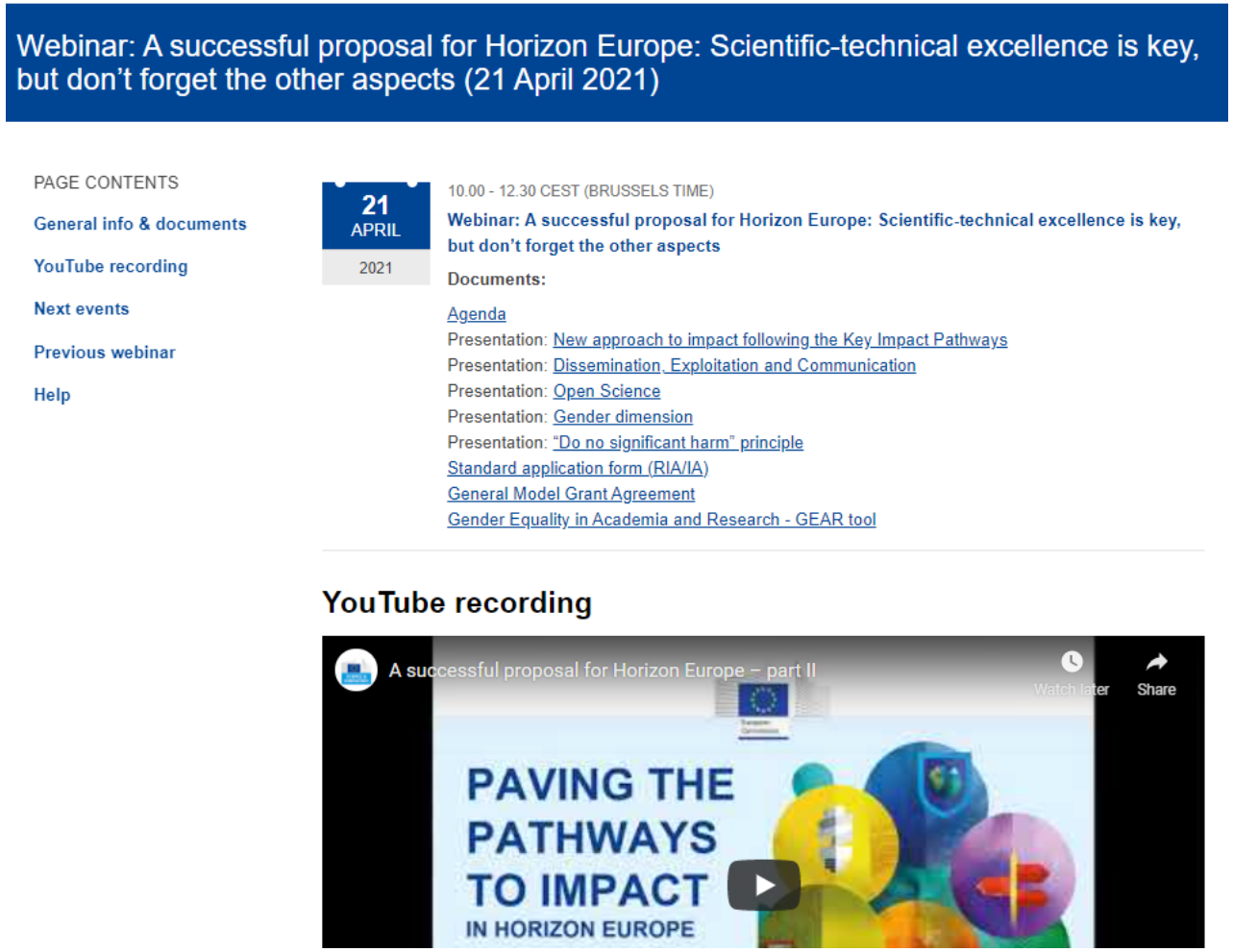


SCAN ME!

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

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)

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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

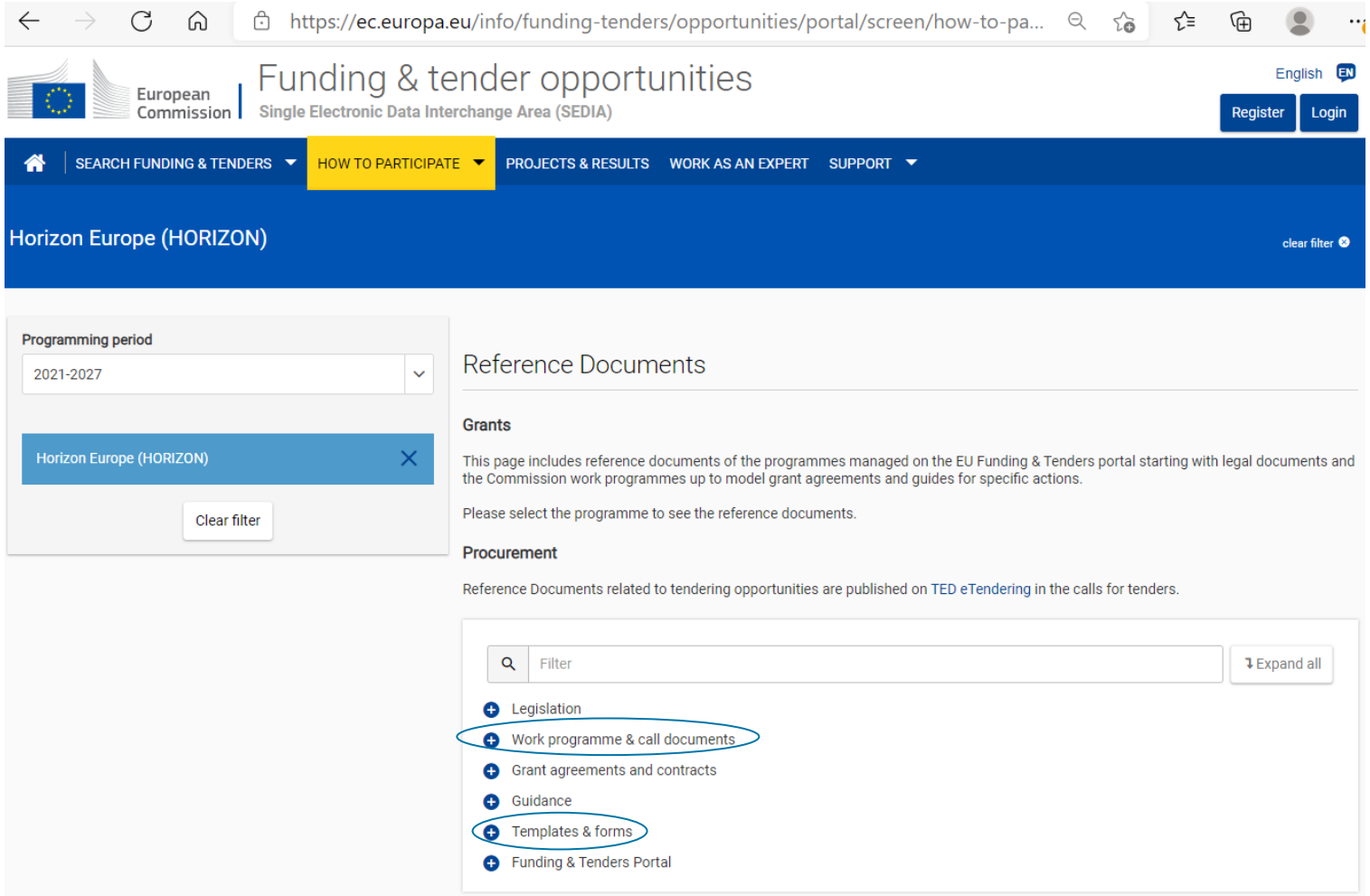
Part 1 (general + MGA): 24 March

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



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

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