



#HorizonEU

THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

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DG Research & Innovation

**Webinar Pomorskie research community:
Gender Equality in Research & Innovation**

15 June 2021

Research and
Innovation

HORIZON EUROPE

Policy and legal context



von der Leyen priority: Fostering a “Union of Equality”

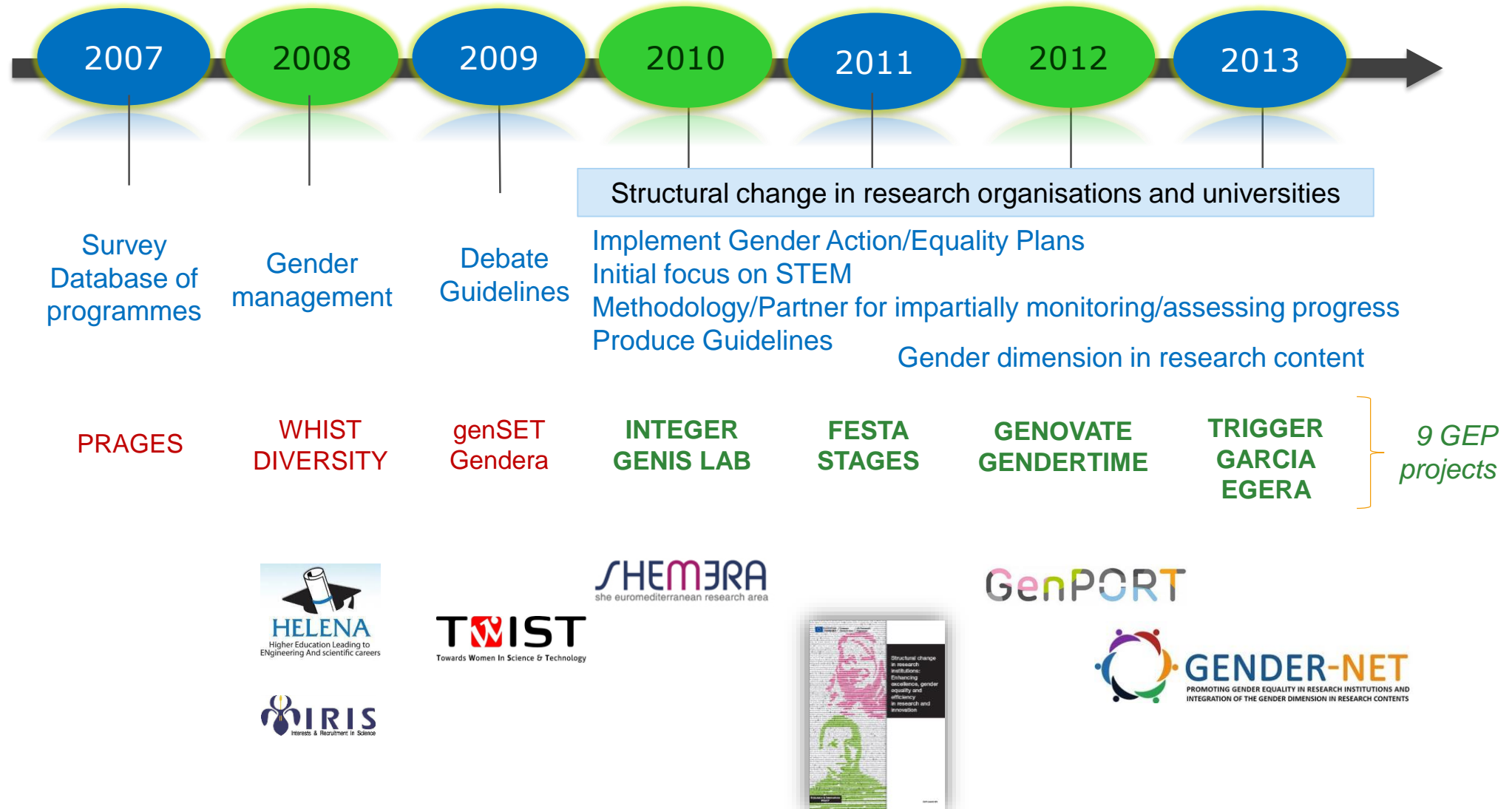
- **Gender-balanced College** of Commissioners
- Target of **50% women managers** at all levels by 2024
- **Commissioner for Equality** (Helena Dalli) + **Task Force for Equality: equality mainstream**
- **[Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’](#)** (05/03/2020)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

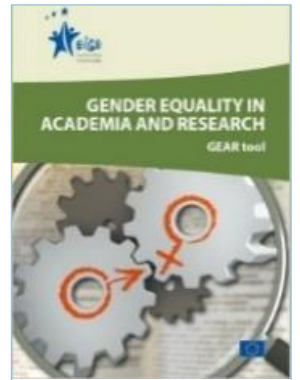
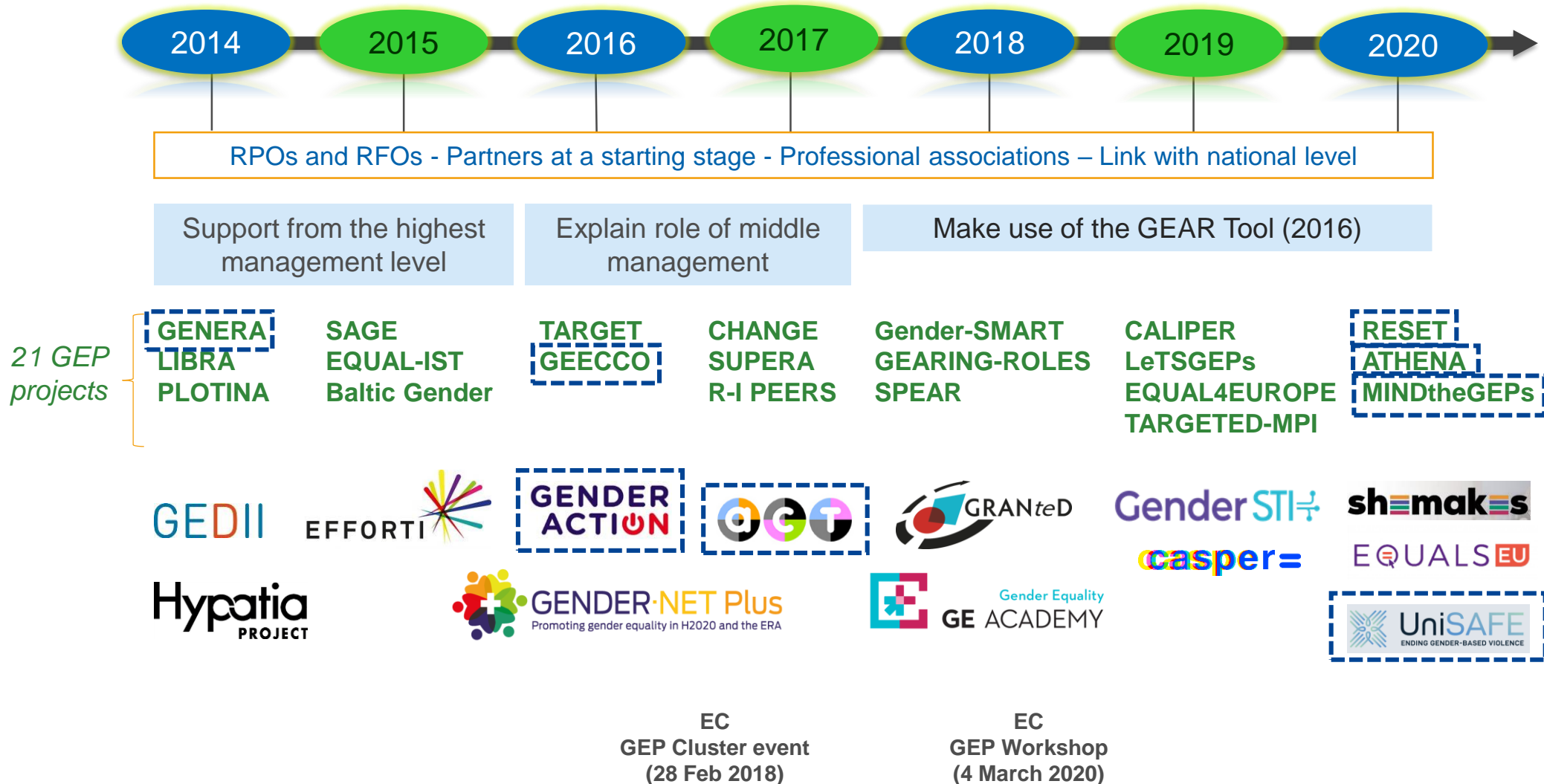
- **Gender equality through institutional change: a priority of the European Research Area, and the Framework Programmes**

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

FP7-Science-in-Society Gender Projects



Horizon 2020-SwafS Gender Projects



The [GEAR tool](#) with step-by-step guidance on setting up and implementing GEPs is currently being updated

PL participation in H2020 SwafS gender projects

Project acronym	PL partner
GENERA	UNIWERSYTET JAGIELLOŃSKI
GEECCO	POLITECHNIKA KRAKOWSKA
RESET	UNIWERSYTET ŁÓDZKI
ATHENA	UNIWERSYTET JANA KOCHANOWSKIEGO W KIELCACH
MINDtheGEPs	UNIWERSYTET GDAŃSKI UNIWERSYTET JAGIELLOŃSKI
ACT	UNIWERSYTET JAGIELLOŃSKI + 8 Polish institutions the GEinCEE CoP
UniSAFE	UNIWERSYTET JAGIELLOŃSKI
GENDERACTION	NATIONAL INFORMATION PROCESSING INSTITUTE

+ participation of Polish universities (including the University of Gdansk) to H2020 SwafS projects on Responsible Research and Innovation (RRI) institutional changes, which also address gender equality





Project ACT's Community of Practice for Gender Equality in Central & Eastern Europe

-  led by **Jagiellonian University (JU) in Cracow (PL)**
- **Currently gathers representatives from 16 institutions, from 4 “widening” MS:**
 - **PL:** **Gdańsk University of Technology**; University of Łódź; Cracow University of Technology; Cardinal Stefan Wyszyński University in Warsaw; University of Wrocław; National Information Processing Institute; Pedagogical University of Krakow; Diversity Hub Foundation; Centre for Innovative Medical Education, Jagiellonian University Medical College; Department of Security, Safety and Equal Treatment, Jagiellonian University in Krakow
 - **CZ:** Central European Institute of Technology of Masaryk University; Academy of Arts, Architecture and Design in Prague
 - **LT:** Šiauliai University; Vilnius University; Lithuanian Social Research Centre
 - **CY:** Frederick University

<https://geincee.act-on-gender.eu/>

She Figures 2021 - Preliminary Results

	(EU-27) 	
PhD women graduates	48.1 %	56.3 %
PhD women graduates Engineering, manufacturing and construction	29.4 %	43.4 %
Women Researchers	32.8 %	38.1 %
Women in grade A positions	26.2 %	25.2 %
Women Heads of institutions in HES	23.6 %	19.6 %
Women board leaders	24.5 %	19.4 %
Women board members	31.1 %	24.9 %

A new ERA for Research & Innovation : Gender Equality to strengthen the European R&I potential

- Persisting gender inequalities in European R&I systems hinder the ERA'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), **private/innovation** sector, **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.***

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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 Criterion**



Gender balance: **Ranking Criterion**

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

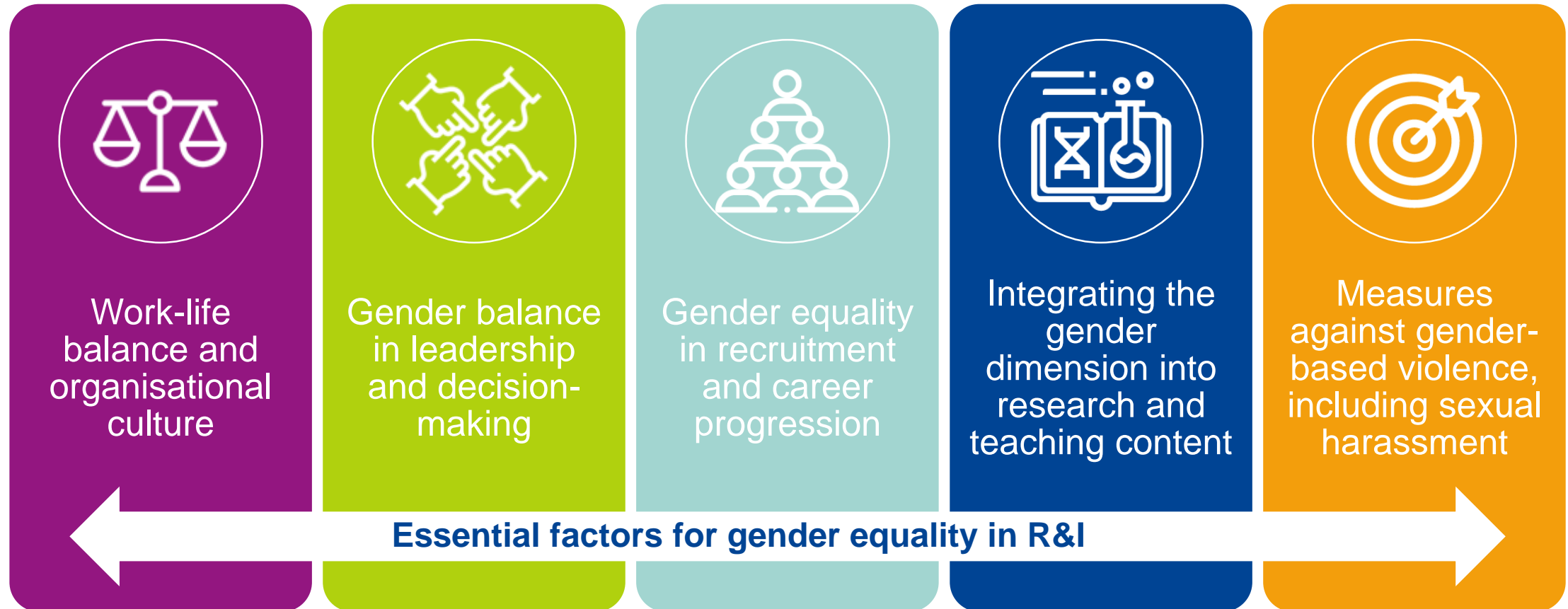
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



Training and capacity building

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

Recommended GEP content areas



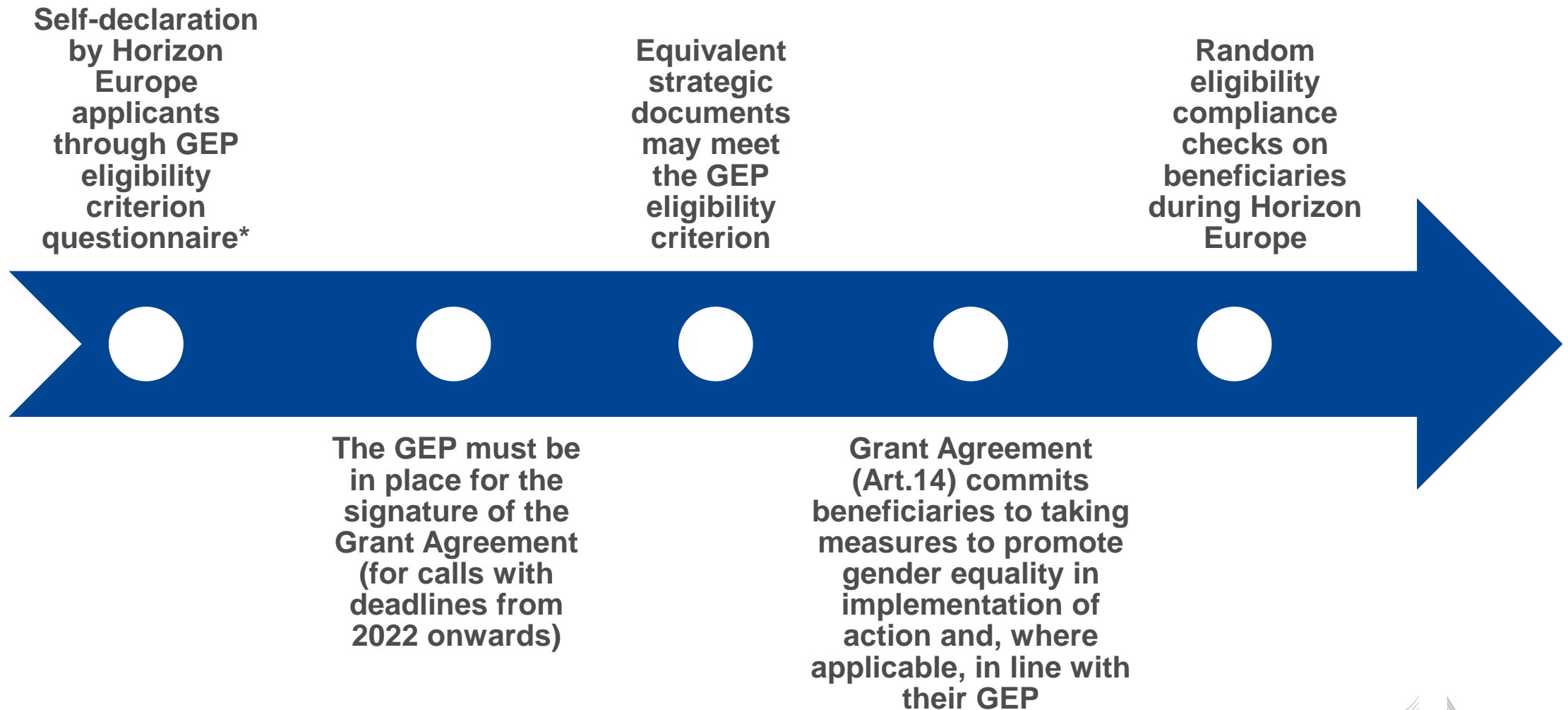
Co-design session:

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

Video Recording on [YouTube](#)



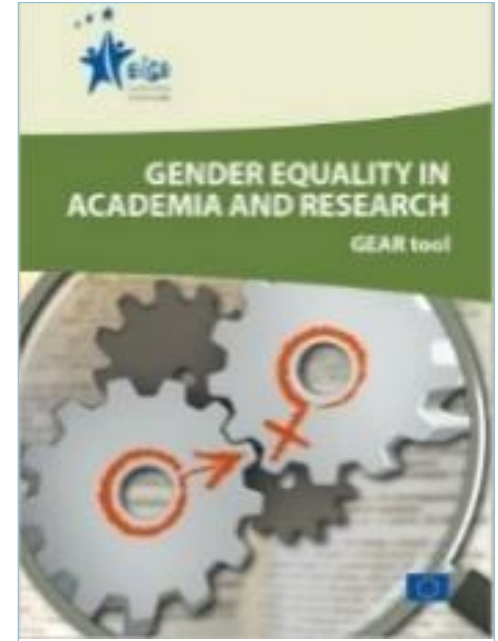
The eligibility criterion steps



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*

Pilot Knowledge and Support Facility on GEPs

Action funded through the 2020 Horizon 2020 SwafS WP (Framework Contract)



Objectives

- Provide support on the GEP eligibility criterion and mobilise gender expertise at national level

Activities

- **Guidance** including factsheets, and different dissemination materials
- **Online trainings** on GEP building blocks, delivered in priority to MS and AC with larger amount of less advanced institutions, adapted to national contexts
- **Online workshops for mutual learning** between institutions with GEPs, and institutions less advanced on GEP uptake, and building on European Universities Alliances
- **Network of GEP contact points at national level** across MS and AC, with pre-existing expertise on gender equality in R&I, acting as liaison officers and in capacity to deliver trainings, and appointed in agreement with national authorities

HORIZON EUROPE AWARD CRITERIA

Integration of the gender dimension in R&I content





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

Sex and Gender

SEX refers to the **biological attributes** (functions deriving from chromosomal complement, reproductive organs, or specific hormones or environmental factors that affect the expression of phenotypic traits in sexually reproducing organisms) that distinguish male, female, and intersex (in humans) or hermaphrodite (non-human animals). **In engineering and product design research**, sex includes anatomical and physiological characteristics that may affect the design of products, systems and processes.

GENDER refers to **socio-cultural norms, identities and relations** that, together, shape and sanction “feminine” and “masculine” behaviours, structure societies and organisations, and also affect products, technologies, environments, and knowledges. Gender is complex and changes in time and place.

INTERSECTIONAL FACTORS, such as racial or ethnic origin, age, socioeconomic status, sexual orientation, or disability, combine with sex and gender to shape a person's/group's experience and social opportunities, thereby influencing the form of discrimination and inequality they encounter.

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
- [Full Policy Review Report](#) and [Factsheet](#) released on 25 November 2020
- [Case study on the impact of sex & gender in the COVID-19 pandemic](#)
 - [Factsheet on gender and intersectional bias in AI](#)
 - [Interview of Commissioner Gabriel in KILDEN News](#) (25/11/2020)
 - [Nature editorial](#) (09/12/2020)



ERC online workshop on the sex and gender dimension in frontier research (16/11/2020)

09:00 – 10:15 Opening address by **Mariya GABRIEL**, Commissioner for Innovation, Research, Culture, Education and Youth (pre-recorded audio)



<https://erc.europa.eu/event/sex-and-gender-dimension-frontier-research>

Introduction by **Barbara ROMANOWICZ**, Member of the ERC Scientific Council, and **Isabelle VERNOS**, Center for Genomic Regulation (ES)

Keynote: **Sabine OERTEL-PRIGIONE**, Radboud University (NL) - [Presentation](#)

[Q&A](#)

WATCH THE OPENING ADDRESS



<https://cordis.europa.eu/article/id/422455-how-frontier-research-advances-innovative-ideas-and-perspectives-on-gender>

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**

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WP 'Widening participation and Strengthening the ERA'



Destination 3: Reforming and enhancing the European Research & Innovation system

2. Improving access to excellence

- Networking & training for research managers

1. Prioritising investments & reforms

- Policy Support Facility, ERA NETs, ERA Scoreboard, academic freedom
- Support SI presidency

4. Deepening the ERA

- Open Science
- Acceleration services for HEI
- Strengthening R&I talents/careers
- Citizen Science
- Science education
- **Gender equality**
- Ethics and integrity

3. Translating R&I results into economic value

- Standardisation booster, Innowide Bridging, IP mgmt
- ERA Hubs, future resilience
- Innovation scoreboard, industrial technology roadmaps



Deepening the ERA: Gender Equality

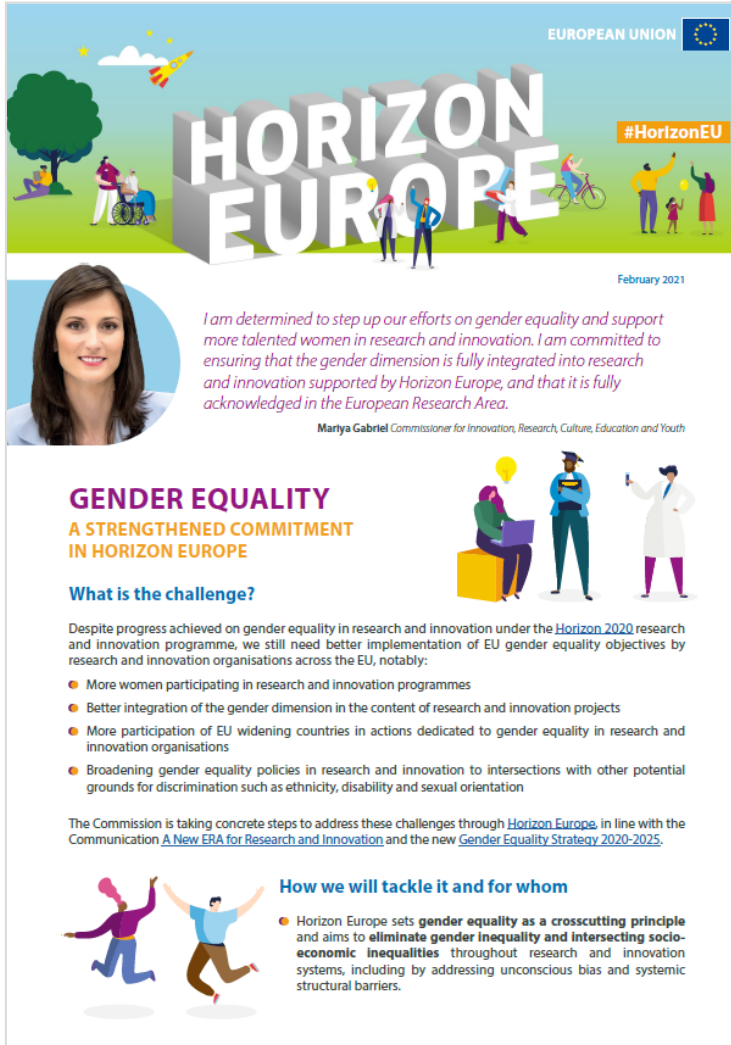
WP Year	Topic theme	Type
2021	Centre of excellence / think tank on inclusive gender equality in R&I	RIA
2021	National level policy coordination to advance inclusive GEPs in the new ERA	CSA
2022	Living Lab to develop gender-responsive innovation	RIA
2022	Support to the implementation of inclusive GEPs	CSA

HORIZON EUROPE

Useful Resources



Factsheet on key Gender Equality provisions under Horizon Europe – with a focus on GEPs



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/51704c8d-ca5f-11eb-84ce-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 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

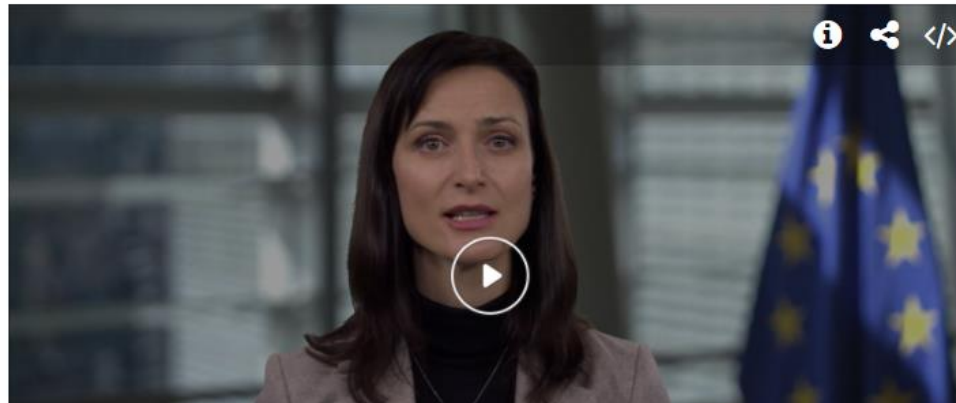
Related links

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/files/gender-equality-plans-frequently-asked-questions_en

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)

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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

The screenshot shows the 'Funding & tender opportunities' page on the European Commission's SEDIA portal. The browser address bar shows the URL: <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/how-to-pa...>. The page header includes the European Commission logo, the title 'Funding & tender opportunities', the subtitle 'Single Electronic Data Interchange Area (SEDIA)', and language options for English (EN) with 'Register' and 'Login' buttons.

The main navigation bar contains: HOME, SEARCH FUNDING & TENDERS, HOW TO PARTICIPATE (highlighted in yellow), PROJECTS & RESULTS, WORK AS AN EXPERT, and SUPPORT. Below this, a blue banner displays 'Horizon Europe (HORIZON)' with a 'clear filter' link.

On the left, a filter sidebar shows 'Programming period' set to '2021-2027' and 'Horizon Europe (HORIZON)' selected. A 'Clear filter' button is at the bottom of the sidebar.

The main content area is titled 'Reference Documents' and includes two sections:

- Grants**: A text block stating, '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.' It follows with the instruction, 'Please select the programme to see the reference documents.'
- Procurement**: A text block stating, 'Reference Documents related to tendering opportunities are published on TED eTendering in the calls for tenders.'

At the bottom, there is a search bar with the placeholder 'Filter' and an 'Expand all' button. Below the search bar is a list of categories, each with a plus icon:

- 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>

European R&I Days 2021



<https://ec.europa.eu/research-and-innovation/en/events/upcoming-events/research-innovation-days>

24 June 2021	Equality in R&I: from data to action
10:15-11:00	

Horizon Village: 15 thematic “Houses” on the different WPs & key aspects of Horizon Europe, to find useful information and material, interact with a specific chat-box, and book meetings with EU representatives – including:

- House on ‘Widening participation and strengthening the ERA’
- House on ‘Cluster 2 – Culture, Creativity & Inclusive Society’
- House on ‘A-Z of a successful participation’



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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