THE EU RESEARCH & INNOVATION PROGRAMME
2021 – 2027

ANNE PÉPIN
Senior Policy Officer, Gender Sector
D4 – Democracy & European Values
DG Research & Innovation

INFO DAYS: GENDER EQUALITY AS A CROSSCUTTING PRIORITY
28 June – 9 July 2021
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

- 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
The eligibility criterion steps

1. Self-declaration by Horizon Europe applicants through GEP eligibility criterion questionnaire
2. Equivalent strategic documents may meet the GEP eligibility criterion
3. Random eligibility compliance checks on beneficiaries during Horizon Europe
4. The GEP must be in place for the signature of the Grant Agreement (for calls with deadlines from 2022 onwards)
5. Grant Agreement (Art.14) commits beneficiaries to taking measures to promote gender equality in implementation of action and, where applicable, in line with their GEP
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
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.
**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](https://horizon4europa.ec.europa.eu/en/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**
Useful Resources
Gender Equality in R&I policy webpage

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

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

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