Euraxess TOP 4 – WP 5 -Regional Training of ESCs and ECPs for Capacity Building

Region 3: Estonia, Hungary, Latvia, Lithuania, Moldova, Poland
25 Nov 2021, NH Poznan Hotel, Poznan, Poland

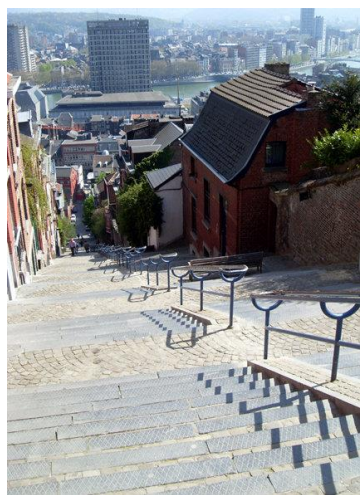## How to prepare a Gender Equality Plan for Horizon Europe?

25 November 2021

Brigitte Ernst, Université de Liège, Belgium

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Do you know Université de Liège ?

Brigitte Ernst

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Liège
Liège…

An international, research oriented University

We welcome yearly about 100 foreign post-doc and about 35% of our PhD are coming from abroad.

We are a member of Euraxess since its creation in 2005.

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The EU Research and Innovation Programme

2021-2027

Europe's new priorities

- - OTM-R

- - Gender action plan

- - Ethics and data management

- - Career development

- - Education - Research Articulation

- - IT-Tool

HORIZON EUROPE

Policy and legal context

Commission President Van der Leyen's GEP

- **Gender-balanced College** of Commissioners
- Target of **50% women managers** at all levels by 2024 + Female Talent Development Programme
- **Commissioner for Equality** (Helena Dalli)
- Creation of a **Task Force for Equality:** Secretariat in SG + Equality Coordinators in each DG
- **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**

ERA : European Research Area- Gender

Priority 5.3 of the ERA in 2000: Greater place and role for women in research

ERA : 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 i**nclusiveness**: with **intersecting social categories** (e.g. ethnicity, sexual orientation, disability), **private/innovation** sector, **geographical inclusiveness**

> The Commission will:
>
> 12. Propose as of 2021, <u>in line with the Horizon Europe programme objectives</u>, the development of **inclusive gender equality plans** with Member States and stakeholders in order to promote EU gender equality in R&I

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What's up for Horizon Europe applicants?

Gender equality: a strengthened crosscutting priority in Horizon Europe

- **Article 7(6)** and **Recital 53** of <u>Framework Regulation</u>

- **Articles 2(2)(e)** and **6(3)(e)** of the <u>Specific Programme</u>

Gender Equality Plan: **Eligibility Criterion**

Integration of the gender dimension: **Award Criteria**

Gender balance: **Ranking Criteria**

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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

A FAQ on the GEP eligibility criterion is available on the Funding & Tenders Portal
(https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/support/faq;type=0,1;categories=;programme=HORIZON;keyword=GEP;freeTextSearchKeyword=;matchWholeText=true;period=null;status=0,1;sortQuery=relevance;faqListKey=faqSearchTablePageState), as well as
through the Commission's Gender Equality in Research and Innovation policy page
(https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en#gender-equality-plans-as-an-eligibility-criterion-in-horizon-Europe).
Questions relating to the GEP eligibility criterion can also be sent to:
RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu

On the Participants portal

FAQ - Frequently Asked Questions (17)

These pages are updated with the answers to the most frequent questions that have been submitted to the Research Enquiry Service and Participant Validation, IT Helpdesk, eProcurement Helpdesk, Call Coordinators and H2020 NCP correspondents.

In case of questions related to a call for tenders, there is always a specific timeslot to ask questions and requesting information, clarification must be done exclusively within the call for tenders on eTendering. Read about calls for tenders.

GEP | × | 🔍

☑ Match whole words only
☑ Grants   ☑ Tenders

Grant category
Select a grant category... ⌄

Tender category
Select a tender category... ⌄

Programming period
Select a programme period... ⌄

Programme
Select a programme... ⌄

Status
☑ Active (17)
☑ Archived

Clear filter

⬇ | Sort by ⌄

💬 **Under Horizon Europe, how does a legal entity declare it has a Gender Equality Plan (GEP)?**
A self-declaration will be requested at proposal stage. It will take the form of an online questionnaire listing the four mandatory process-related GEP requirements (building blocks)...

💬 **Under Horizon Europe, does the Gender Equality Plan (GEP) need to be written in English?**
No, the GEP can be written in the national language(s) used in the organisation. Should you have questions on the GEP eligibility criterion under Horizon Europe, that are not already...

💬 **When will the Gender Equality Plan (GEP) eligibility criterion be enforced in Horizon Europe?**
A transition/grace period will take place during the first year of Horizon Europe: this eligibility criterion does not concern calls for proposals with deadlines in 2021 and will onl...

💬 **How have the mandatory requirements for the Gender Equality Plan (GEP) been defined by the European Commission?**
The GEP requirements – or building blocks – have been defined building on the experience and knowledge gathered through a large amount of related EU-funded projects and initiatives, ...

💬 **Are certain types of projects, or certain parts of Horizon Europe, exempted from the Gender Equality Plan (GEP) requirement?**
No, the GEP is not linked to a specific type of funding instrument or Programme part, but concerns individual organisations applying to any part of Horizon Europe if they belong to t...

💬 **Under Horizon Europe what happens if one consortium partner does not have a Gender Equality Plan (GEP) at Grant Agreement signature or if during compliance checks it's found out that a Beneficiary does not have a GEP fulfilling the mandatory requirements?**
A partner having declared they do not have a GEP cannot participate in a Horizon Europe project. The European Commission will carry out random compliance checks during the course of ...

💬 **Under Horizon Europe, one of the mandatory requirements is that the Gender Equality Plan (GEP) is a public document. What about internal-only information, such as budget distribution?**
The Commission does not require that the full GEP or equivalent plan/strategy – including e.g. budgets – becomes publicly available on the organisation's website. However, what would...

💬 **Under Horizon Europe, what if the mandatory requirements of the Gender Equality Plan (GEP) eligibility criterion are fulfilled in another type of official document, or through several, separate, official documents?**
If the four mandatory requirements for the GEP are met through another strategic document, such as a development plan or an inclusion or diversity strategy, it can indeed be consider...

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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
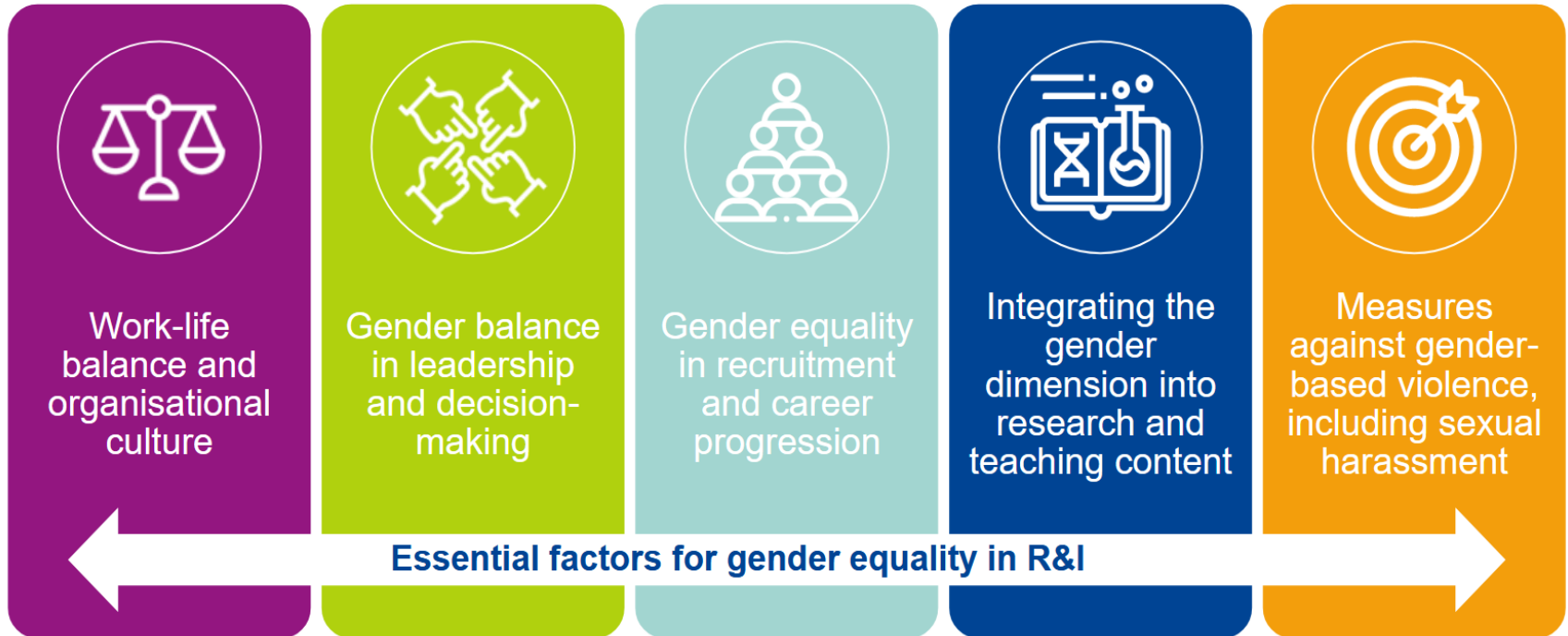
Training and capacity building

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

An example: https://www.uliege.be/upload/docs/application/pdf/2021-10/uliege_gep2021_en.pdf

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Recommended GEP content areas

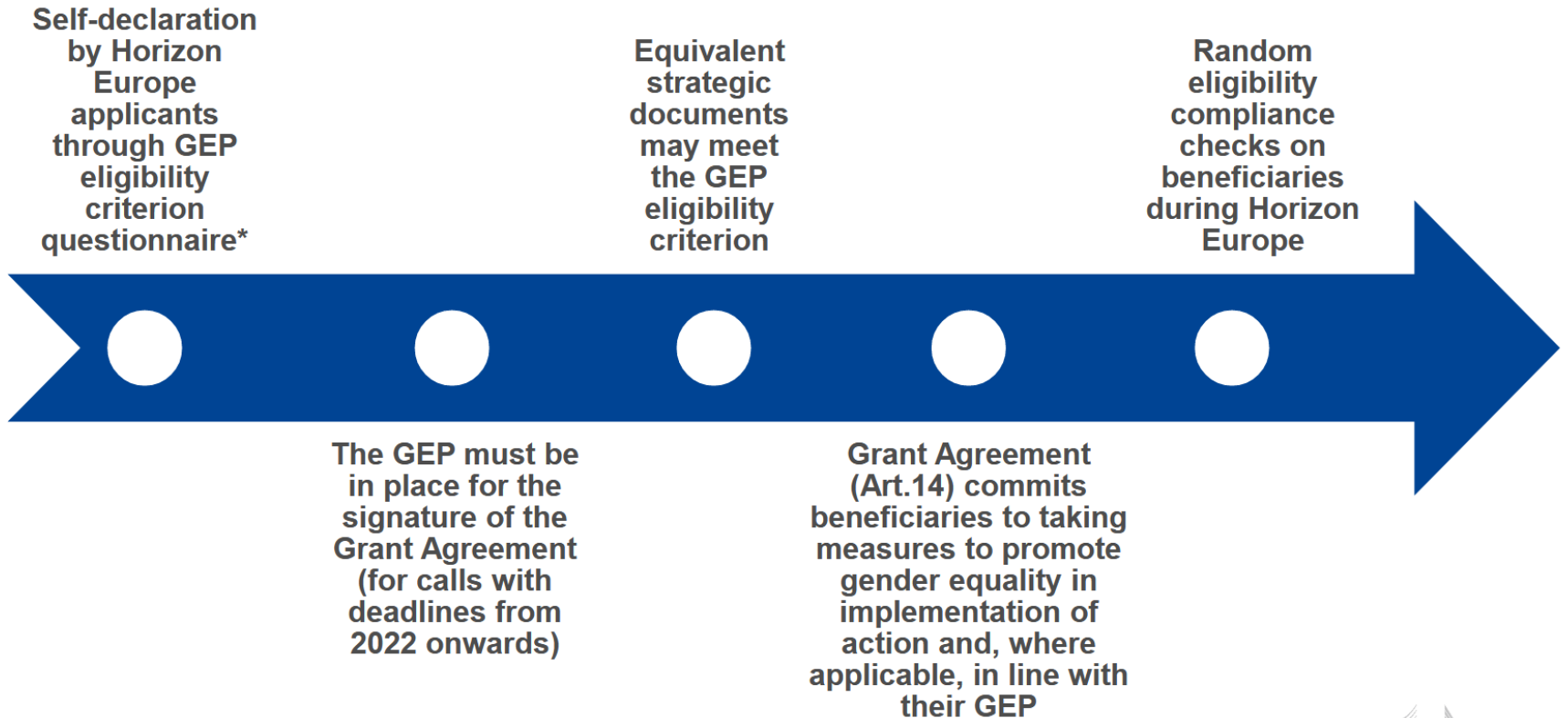| Work-life balance and organisational culture	Gender balance in leadership and decision-making	Gender equality in recruitment and career progression	Integrating the gender dimension into research and teaching content	Measures against gender-based violence, including sexual harassment

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

The eligibility criterion steps

Self-declaration by Horizon Europe applicants through GEP eligibility criterion questionnaire*

Equivalent strategic documents may meet the GEP eligibility criterion

Random eligibility compliance checks on beneficiaries during Horizon Europe

The GEP must be in place for the signature of the Grant Agreement (for calls with deadlines from 2022 onwards)

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

European Commission

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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
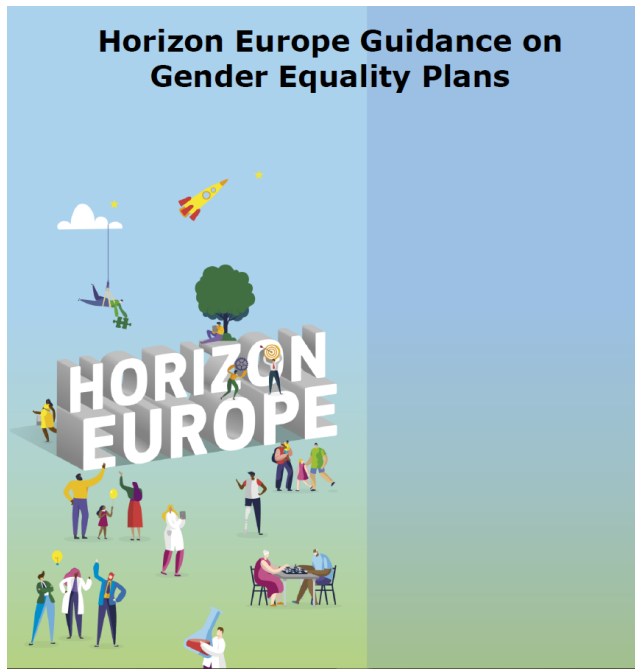
→ trainings, mutual learning workshops, national GEP contact points

https://eige.europa.eu/gender-mainstreaming/toolkits/gear

Supporting GEP practice

Other resources:

Horizon Europe Guidance on Gender Equality Plans

Gender and Diversity Management Guide-

Presentation of 56 tools about

Gender & Diversity in Research relevant

for Euraxess

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

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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)
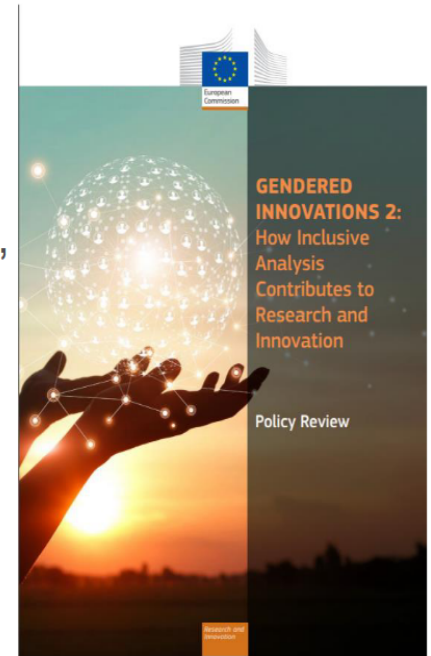
Ranking Criteria for ex aequo proposals

- **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**

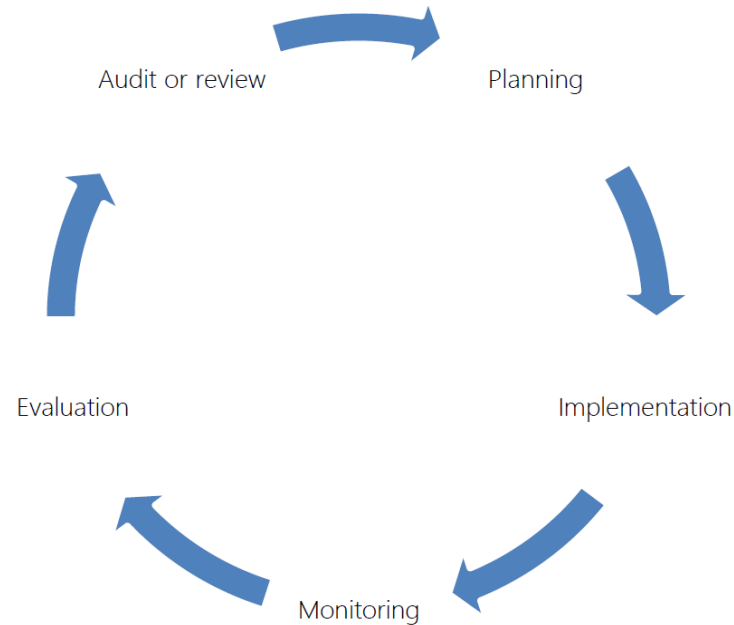# How to implement a GEP in my institution ?

Figure 1: A typical GEP cycle

How to implement a GEP in my institution ?

- Do it for you, not for the EU
- Choose actions in line with your institution's own strategy, projects , perspectives
- Choose actions supported by enthusiastic staff
- Be short and simple: 3 years, 5 blocks, 3 actions per block
- Communicate by every channel available, repeat often
- Define your indicators in advance
- Celebrate every small step

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How to implement a GEP in my institution ?

Be prepared to demonstrate :
- Involvement of all (survey?,structured dialogue with representatives?)
- Improvement "everywhere" (in the 5 blocks)
- Integration of different dynamics (transversality, pilot-project followed by general rules)
- Progress/impact indicators (quantitative and qualitative)

How to implement a GEP in my institution ?Examples

The University of Warsaw (Poland): The University has created a public webpage on their Gender Equality Plan, presenting key goals and institutional commitments for equality, as well as the full description of their GEP in English, also linking it to the HR Excellence in Research logo recognition that the organisation received from the European Commission in 2016.

http://en.rownowazni.uw.edu.pl/gender-equality-plan/

http://en.rownowazni.uw.edu.pl/wp-content/uploads/2021/04/GEP-ENG_-FIN.pdf

Jagiellonian University (Poland): Since the beginning of 2020, Jagiellonian University established a new department of Safety, Security and Equal Treatment, which related to physical and psychological wellbeing of the university's community, and is responsible for ensuring gender equality. The department works across the university to identify gender inequality, raise awareness, and provide advice and guidance on discrimination and gender-based violence. The department is working on the preparation of the Equity Policy and Anti-discrimination Procedure and associated actions to ensure gender equality and safety across the university. https://geincee.act-on-gender.eu/Blog/developments-geincee-cops-member-organisations-part-7-jagiellonian-university-krakow

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