



# Gender Equality in Horizon Europe

Bridge2HE with NCPs

Training: Introducing Gender Issues and the Gender  
Equality Plan in Horizon Europe

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# Policy context



## The new European Research Area

Learn more [here!](#)



#ResearchImpactEU #EUResearchArea



## ERA Priority 4: Gender equality and gender mainstreaming in research

Three objectives

- Gender equality in scientific careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension in research and innovation content (sex and gender analysis)

Three levels

- Member States and Associated Countries
- Stakeholders: Research Performing Organisations /Research Funding Organisations – RFOs
- European Commission

→ *A common approach  
institutional change*

- ❖ She Figures 2018: significant heterogeneity remains across Europe

# Building on Horizon 2020-SwafS Gender Projects



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

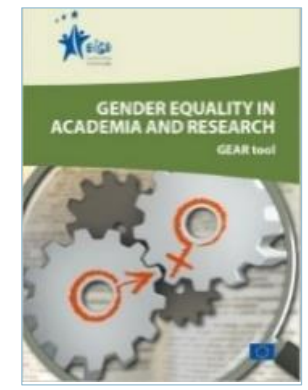
TARGET  
GEECCO

CHANGE  
SUPERA  
R-I PEERS

Gender-SMART  
GEARING-ROLES  
SPEAR

CALIPER  
LeTSGEPs  
EQUAL4EUROPE  
TARGETED-MPI

RESET  
ATHENA  
MINDtheGEPs



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

EC  
GEP Cluster event  
(28 Feb 2018)

EC  
GEP Workshop  
(4 March 2020)



# 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.***

# Horizon Europe

# Strengthened provisions for Gender Equality in Horizon Europe (1)

- **Article 6a.5 (Principles of the Programme) of the Framework Regulation:**  
“The Programme shall ensure the **effective promotion of equal opportunities for all**, and the implementation of gender mainstreaming, and of **the gender dimension in the research and innovation content** and shall aim to address the causes of gender imbalance. ...
- **Eligibility criterion:** Applying public bodies, research organisations and higher education establishments, from EU Member States and Associated Countries, will need to have a **Gender Equality Plan** in place
  - Transition period until enforcement of the eligibility criterion for the 2022 calls
  - Self-declaration through questionnaire, no document upload
  - Regular checks throughout Horizon Europe
  - Equivalent documents (e.g. strategic plan, inclusion strategy) accepted



# GEPs : co-created building blocks

## Mandatory process-related elements

### PUBLIC DOCUMENT

- formal document signed by the top management,
- published on the institution's website and disseminated widely within the institution.

### DEDICATED RESOURCES

- Earmarked funding could be available for staff positions such as "Equality Officers" or "Gender Equality Teams".
- Organisations may reserve working hours of existing staff (academic, management, HR) for equality work.

### DATA COLLECTION AND MONITORING

- sex/gender-disaggregated data collection across all staff categories.
- Annual reporting of gender imbalances across job categories & leadership positions.
- comprehensive evaluation approach.

### TRAINING & CAPACITY BUILDING

- e.g. tackling unconscious gender bias among staff and decision-makers
- information and dissemination material, workshops,
- or working groups dedicated to specific topics.

# Recommended areas to be covered by GEPs:

- ✓ **work-life balance and organisational culture**  
**Examples:** Parental leave policies, flexible work-time arrangements.
- ✓ **gender balance in leadership and decision-making**  
**Examples:** Introducing gender quotas for evaluation panels or decision making bodies.
- ✓ **gender equality in recruitment and career progression**  
**Examples:** Unconscious bias training for HR managers, inclusive language for job vacancies, fair evaluation for employees.
- ✓ **integration of the gender dimension into research and teaching content**  
**Example:** Get inspiration from the case studies and methods developed by the [EC “Gendered innovations” Expert Group](#)
- ✓ **measures against gender-based violence including sexual harassment**  
**Example:** Having in place a code of conduct or an intervention protocol in case of complaints.  
→ See [GEAR Tool](#) and project **UniSAFE**

**Co-design session:**  
**Get ready: a new ERA for Equality is calling (22/09/2020)**  
Video Recording on [YouTube](#)



# Ongoing and upcoming supporting initiatives

- **Horizon 2020 SwafS projects:** ACT, GE Academy, CASPER, GENDERACTION and GEP projects
- Update of the EIGE-DG R&I **GEAR Tool**
- Launch of a **pilot GEP knowledge & support facility** (H2020 SwafS funding, under existing EAC Framework Contract) to develop guidance, online trainings, mutual learning workshops, and establish a network of national contact points on the GEPs
- **Work with Member States:**
  - **ERAC SWG GRI Task Force on GEPs** : survey to map the situation on GEP requirements and support at national level
  - TRIO Presidency workshop **Gender Equality Plans as a catalyst for change**, 15 March 2021

# Strengthened provisions for Gender Equality in Horizon Europe (2)

- **Article 2 of Specific Programme sets gender is a cross-cutting priority**  
“The Specific Programme has the following operational objectives:  
(ca) **strengthening the gender dimension across the Programme**”
- **Article 4.3d of SP sets gender as a specific issue of the Strategic Plan**  
“Specific issues, such as (...) **gender equality, including the integration of gender dimension in the R&I content;**”
- **Mandatory integration of the gender dimension into research and innovation content** across the Work Programmes, **by default**, unless it is duly justified that sex and/or gender aspects are not relevant
  - Strategic Plan to be adopted shortly
  - Work Programmes 2021-2022 foreseen to be adopted in April 2021

# Gendered Innovations “2”


- 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)



# Useful Resources

# New 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>

# Check regular updates on our *new* 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.



SCAN ME! ↓



[https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en)



# EC R&I action on impact of COVID-19 on gender equality

- **Coronavirus Research and Innovation: section on Gender Equality**  
[https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research-and-innovation/gender-equality\\_en](https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research-and-innovation/gender-equality_en)
- **Case study on impact of sex & gender in COVID-19 pandemic**
- Foresight study
- **Measures adopted by Commission/Agencies** (e.g. pushing back deadlines, allowing researchers to work part time, allowing unused institutional funding from projects to be reallocated to researchers)
- Over 15 activities by **Horizon 2020 SwafS projects** until now
- Gender as cross-cutting priority in 2<sup>nd</sup> emergency **Coronavirus call for expression of interest** + dedicated project on “gender +” equality to be launched shortly: **RESISTIRE**



# Thank you for your attention

For any questions and further information please contact:

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