



#HorizonEU

# THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

**ANNE PÉPIN**

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

**Polish NCPs (NCBR): Gender Equality Plans  
in Horizon Europe**

1 July 2021

Research and  
Innovation

# 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

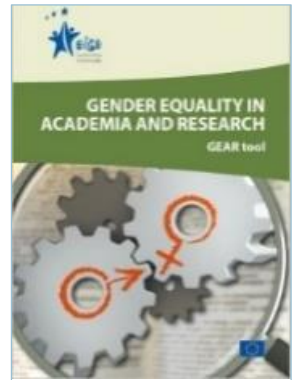
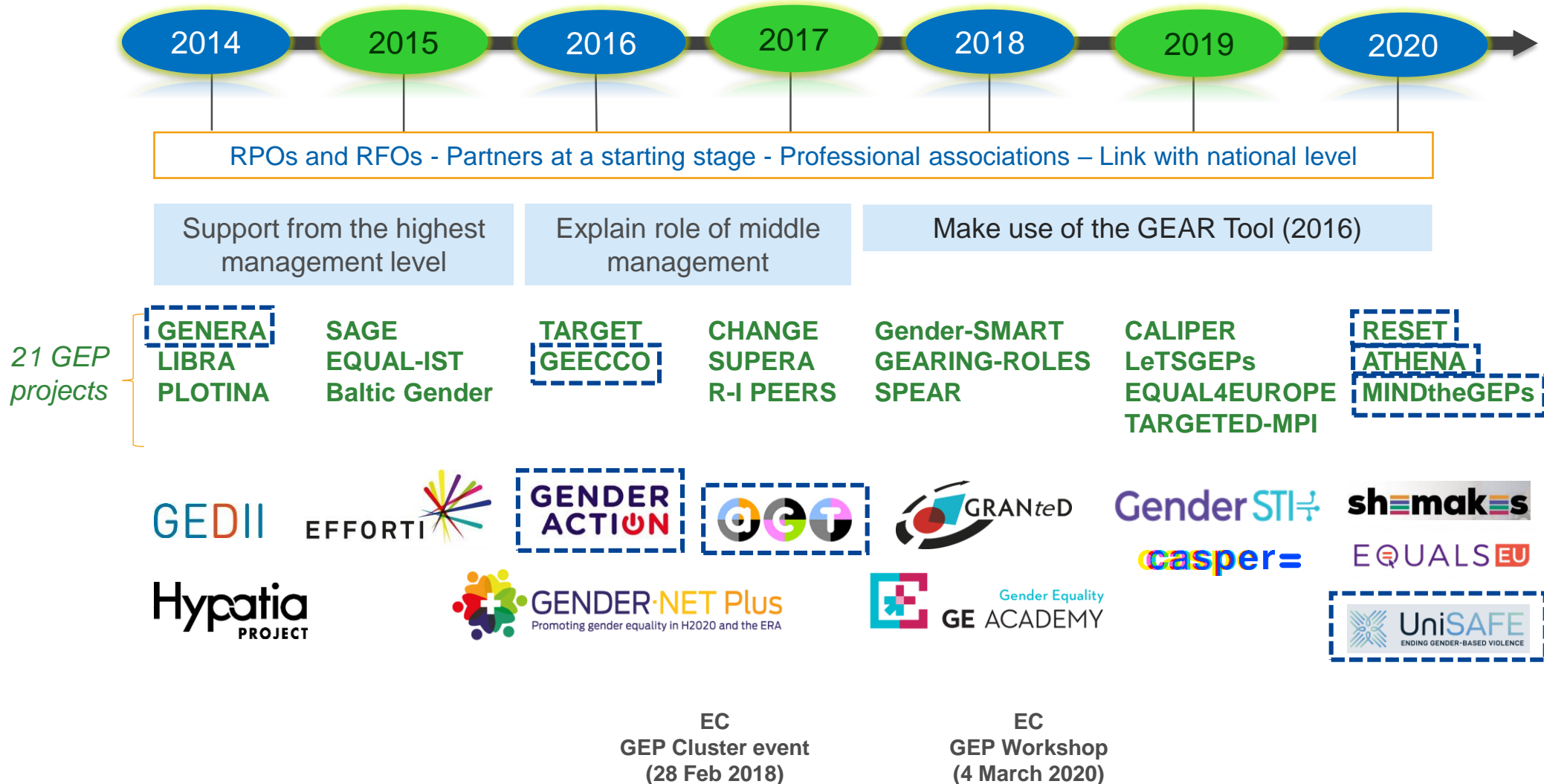


# Policy and funding context

- **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 trainings and communities of practice on GEPs

# 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 to Horizon 2020 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/>**



# 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

# Public document: examples of actions



**Trinity College Dublin (Ireland)**: the President & Provost take 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](#).

# Dedicated resources: examples of actions

**The Özyeğin University (Turkey):** created a [Gender Equality Unit](#) that was directly linked to the Rector's Office. The main aim was to endow the GE Unit with the administrative capacity needed to deliver a GEP.

**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 [GARCI 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.

**The University of Belgrade (Serbia):** conducted a [Gender Equality Audit](#) of human resources management, decision making and curricula and research content for its first GEP in 2018.

**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 [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



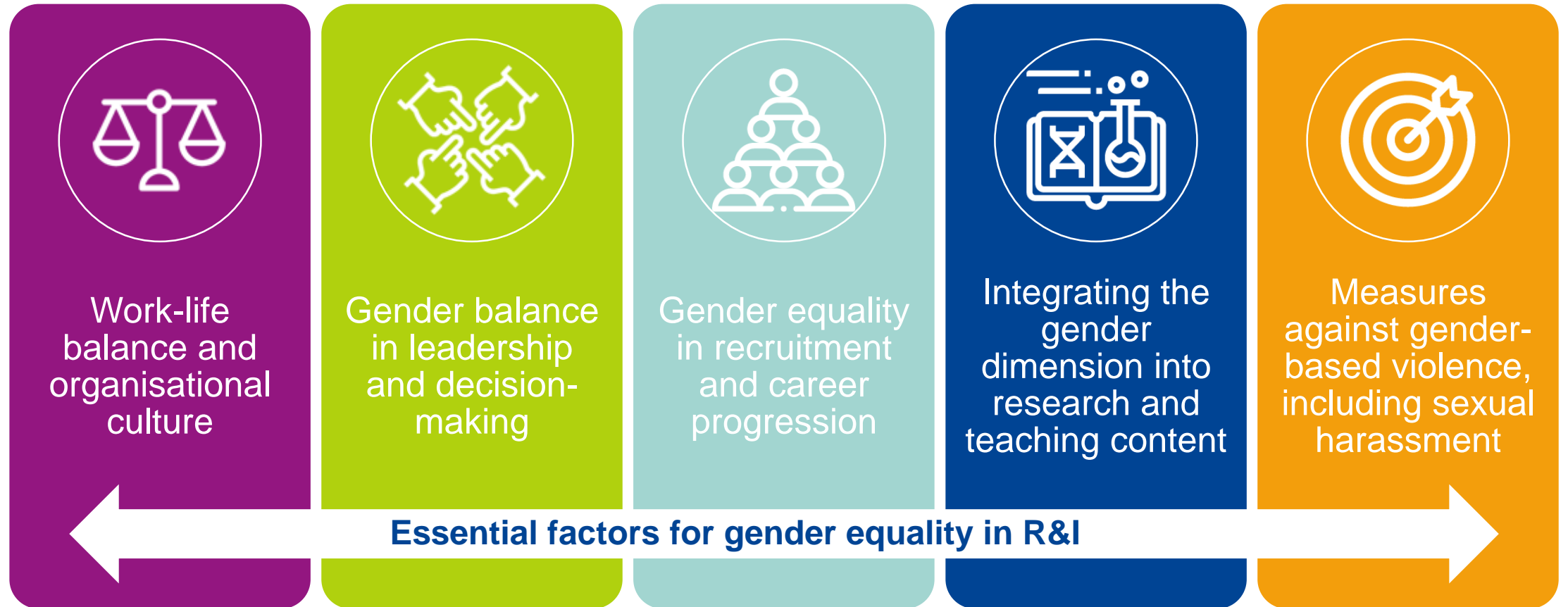
**The University of Plovdiv (Bulgaria):** established [Communities of Practice](#) to develop a sustainable approach to gender equality across the organisation.

**University of Milan (Italy):** organised [training on gender stereotypes](#) in research careers for senior management of the university and selected departments.

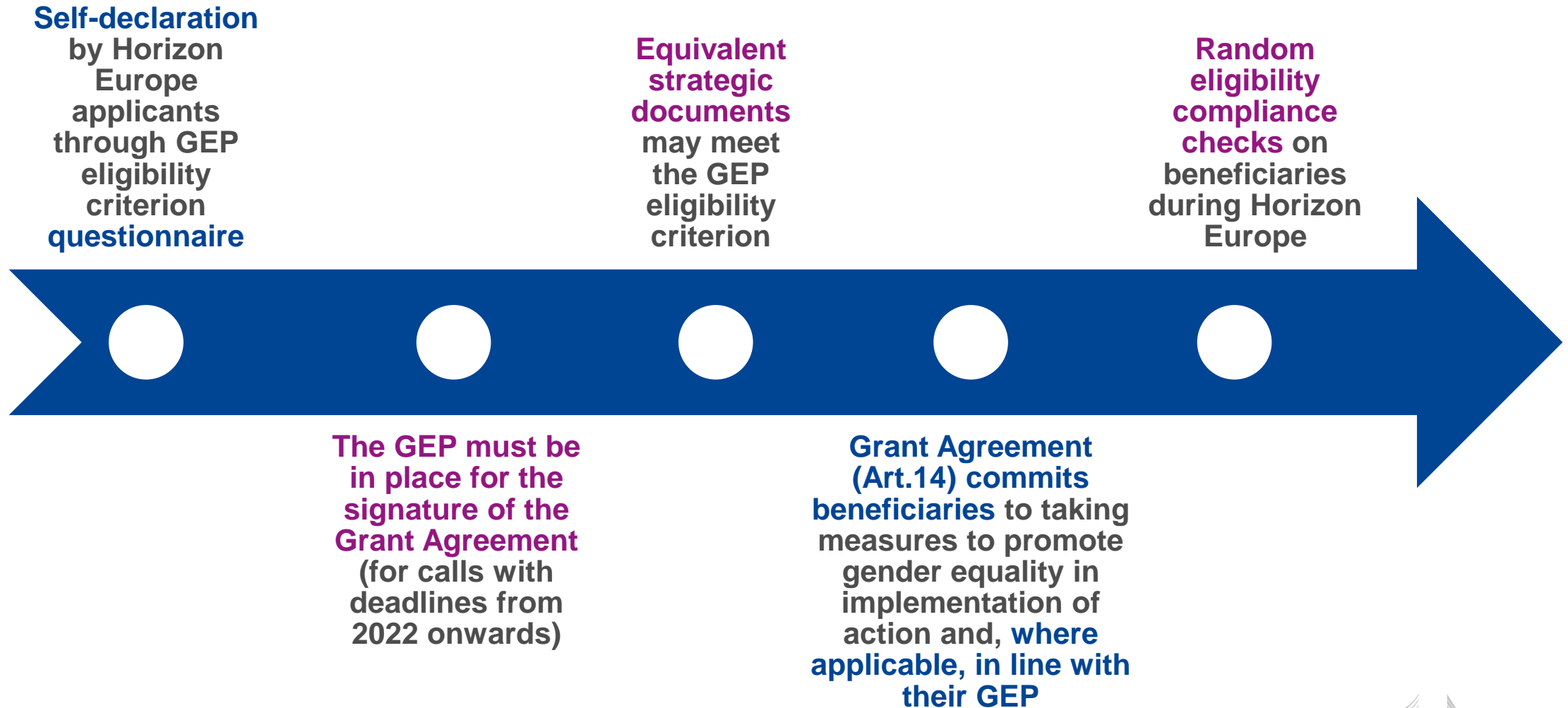
**Netherlands Organisation for Scientific Research:** [piloted training for evaluators](#) to avoid implicit gender biases in the funding decisions.

A [Gender Sensitive PhD Supervisory Toolkit](#) was developed and used by a consortium of universities as part of the [FESTA project](#), funded by FP7.

# Recommended GEP content areas



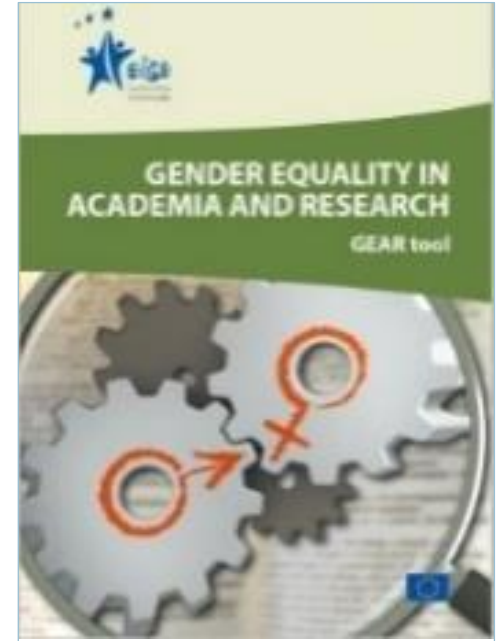
# The eligibility criterion steps



# 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**



# 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





# 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.

*Proposals aspects are assessed to the extent that the proposed work is within the scope of the work programme topic*



# 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](#) (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



# Researchers table in proposals

## Researchers involved in the proposal

Include only the researchers involved in the proposal, (see below definition of 'researcher'). You do not need to include in the table the identity of other persons involved in the proposal who are not researchers.

'Researchers are professionals engaged in the conception or creation of new knowledge. They conduct research and improve or develop concepts, theories, models, techniques instrumentation, software or operational methods. (Frascati Manual 2015)'

Include also person in charge of the proposal if a researcher.

Title	First Name	Last Name	Gender	Nationality	E-mail	Career stage <sup>1</sup>	Role of researcher (in the project)	Reference Identifier	Type of identifier
			[Woman] [Man] [Non-binary]			[Category A – Top grade researcher] [Category B – Senior researcher] [Category C – Recognised researcher] [Category D – First stage researcher]	[Leading] [Team member]		[ORCID] [Researcher Id] [Other - specify]





---

HORIZON EUROPE

# Useful Resources



# Gender Equality in R&I policy webpage

## 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

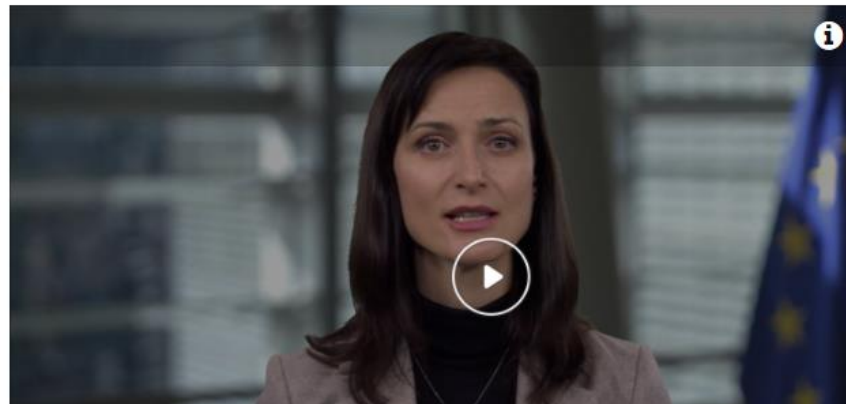
Related links

## 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!



EUROPEAN UNION

#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

search and innovation projects  
related to gender equality in research and  
innovation to intersections with other potential  
orientations

through Horizon Europe, in line with the  
new [Gender Equality Strategy 2020-2025](#).

and for whom

gender equality as a crosscutting principle  
under inequality and intersecting socio-  
throughout research and innovation  
addressing unconscious bias and systemic

May 2021

**GENDER EQUALITY PLANS (GEPs)**  
Frequently Asked Questions

[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)

# 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)

## PAGE CONTENTS

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-pa... 🔍 ⭐ ⚙️ 👤 ⋮

European Commission | Funding & tender opportunities  
Single Electronic Data Interchange Area (SEDIA) English **EN** Register Login

🏠 | SEARCH FUNDING & TENDERS ▾ **HOW TO PARTICIPATE** ▾ PROJECTS & RESULTS WORK AS AN EXPERT SUPPORT ▾

Horizon Europe (HORIZON) clear filter 🗑️

**Programming period**  
2021-2027 ▾

Horizon Europe (HORIZON) ✕

Clear filter

**Reference Documents**

**Grants**  
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.  
Please select the programme to see the reference documents.

**Procurement**  
Reference Documents related to tendering opportunities are published on [TED eTendering](#) in the calls for tenders.

🔍 Filter Expand all

- ⊕ 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>



# Thank you!

For questions specific to the GEP eligibility criterion, please contact:  
**[RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu](mailto: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](mailto:RTD-GENDERINRESEARCH@ec.europa.eu)**

## #HorizonEU

**<http://ec.europa.eu/horizon-europe>**



© European Union 2021

Unless otherwise noted the reuse of this presentation is authorised under the [CC BY 4.0](https://creativecommons.org/licenses/by/4.0/) license. For any use or reproduction of elements that are not owned by the EU, permission may need to be sought directly from the respective right holders.

Image credits: © ivector #235536634, #249868181, #251163013, #266009682, #273480523, #362422833, #241215668, #244690530, #245719946, #251163053, #252508849, 2020. Source: Stock.Adobe.com. Icons © Flaticon – all rights reserved.