



Bundesministerium
für Bildung
und Forschung



Overview of the strengthened provisions for gender equality in Horizon Europe

ERA Workshop on the Gender Dimension in Research on Climate (Change)

horizont-europa.de



Content

Overview of European Research Area (ERA) as basis for Horizon Europe

Gender aspects within Horizon Europe

1. Eligibility criterion: Gender Equality Plan (GEP)
2. Award criterion: Integration of the Gender Dimension
3. Ranking criterion: Gender balance



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European Research Area – policy context

ERA policy priority since 2012 : Gender equality and gender mainstreaming

- 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)



European Research Area – policy context

- *Institutional change through the implementation of Gender Equality Plans (GEPs) at R&I organisations*
- *Gradually opening up to intersectionality*



New ERA policy framework

Package adopted in the Competitiveness Council of 26 November 2021:

- The [Council Recommendation for a Pact for R&I in Europe](#) sets gender equality and inclusiveness as principle and value of the ERA
- [Council Conclusions on the future governance of the ERA of 26 November 2021](#)

[ERA Policy Agenda](#) (2022-2024), annexed to the Council Conclusions on the future governance of the ERA, including Action 5. Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration

[Ljubljana Declaration on Gender Equality in Research & Innovation](#)



Deepening the ERA: Action 5 - Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration

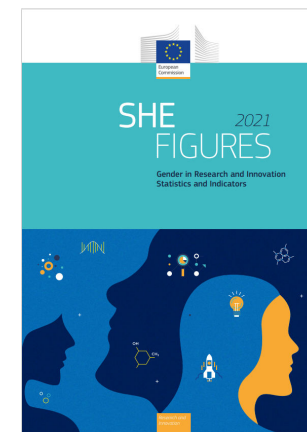
4 interlinked outcome deliverables

- 1. Develop a policy coordination mechanism** to support all aspects of gender equality through **inclusive Gender Equality Plans and policies**, and a dedicated EU network on their implementation
- 2. Strategy to counteract gender-based violence** including sexual harassment in the European R&I system and to assure gender equality in working environments through institutional change in any research funding or performing organisation
- 3. A policy approach to strengthen gender equality**, that addresses gender mainstreaming *and intersectionality* to advance the new ERA
- 4. Develop principles for the integration and evaluation of the gender perspective in research and innovation content** in cooperation with national research funding organisations

She Figures 2021

PhD women graduates	48.1 %
PhD women graduates Information and Communication Technologies	22.4 %
PhD women graduates Engineering, manufacturing, construction	29.4 %
Women Researchers	32.8 %
Women in grade A positions	26.2 %
Women Heads of Higher Education institutions	23.6 %
Women board leaders	24.5 %
Women board members	31.1 %
Publications with a gender dimension in their R&I content*	1.8 %

* Highest percentage in the Medical & Health sciences; lowest percentage in Engineering & Technology



- [Full Report](#)
- [Interactive website](#)
incl. MS country fiches
- [Policy briefs](#)



Content

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Gender equality in Horizon Europe

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 aspects within Horizon Europe

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1. Eligibility criterion: Gender Equality Plan (GEP)

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 is requested at proposal stage (for all categories of participants)
- Included in the legal entity validation process (based on a self-declaration questionnaire)

* 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](#)



1. Eligibility criterion: Mandatory GEP 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

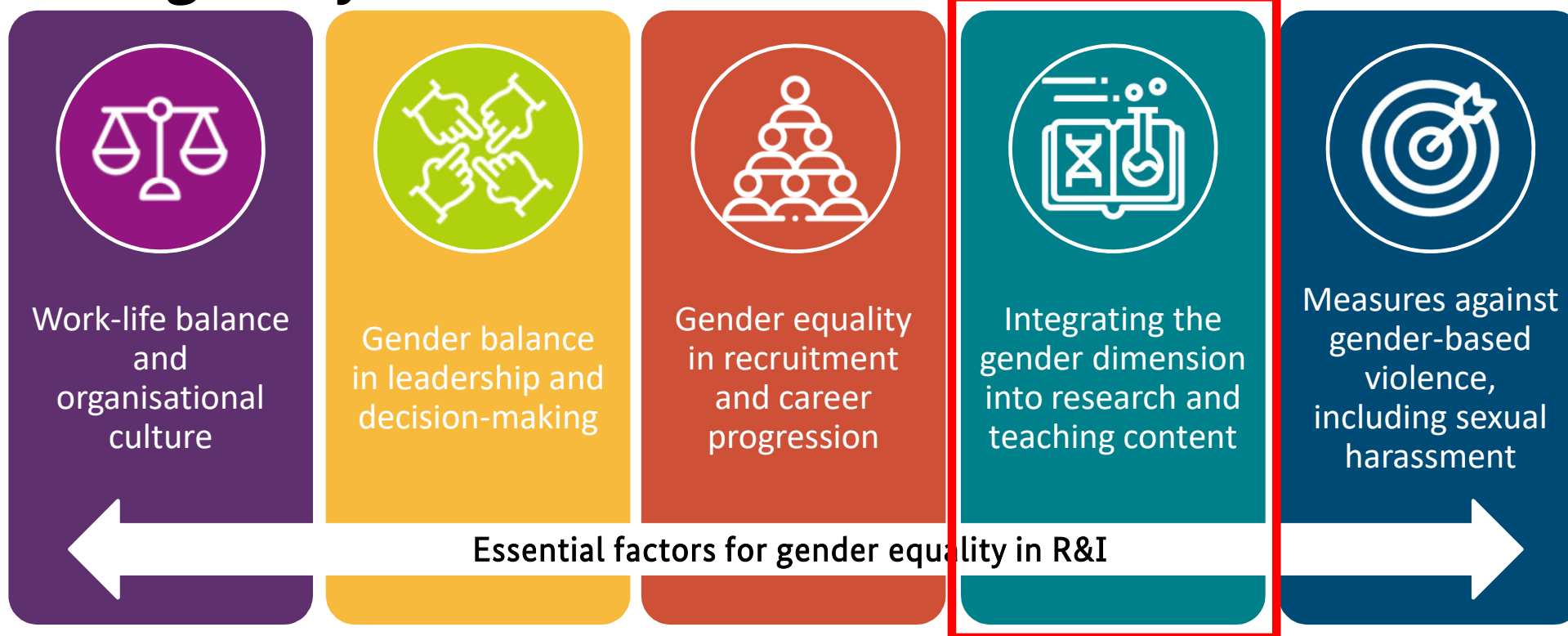
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes

Training and capacity building

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



1. Eligibility criterion: Recommended content areas





1. Eligibility criterion: Gender Equality Plan (GEP)

Establishing a GEP: Not the job of the scientists, but of administration.

If you collaborate with partner institutions, assure yourself they have a decent GEP, too!



1. Eligibility criterion: Gender Equality Plan (GEP)

Gender equality plan

<p><i>Having a gender equality plan is an eligibility criterion for Public bodies, Higher education establishments and Research organisations from Member States and Associated Countries. Be aware that if the proposal is selected, having a Gender Equality Plan will be necessary before the grant agreement signing (applicable on calls with deadlines in 2022 and beyond).</i></p> <p>Does the organisation have a Gender Equality Plan (GEP) covering the elements listed below?</p> <p>Minimum process-related requirements (building blocks) for a GEP</p> <ul style="list-style-type: none"> – Publication: formal document published on the institution's website and signed by the top management – Dedicated resources: commitment of human resources and gender expertise to implement it. – Data collection and monitoring: sex/gender disaggregated data on personnel (and students for establishments concerned) and annual reporting based on indicators. – Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers. <p>Content-wise, recommended areas to be covered and addressed via concrete measures and targets are:</p> <ul style="list-style-type: none"> ○ work-life balance and organisational culture; ○ gender balance in leadership and decision-making; ○ gender equality in recruitment and career progression; ○ integration of the gender dimension into research and teaching content; ○ measures against gender-based violence including sexual harassment. 	<input type="radio"/> Yes <input type="radio"/> No
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Standard Proposal Template

Version of template used

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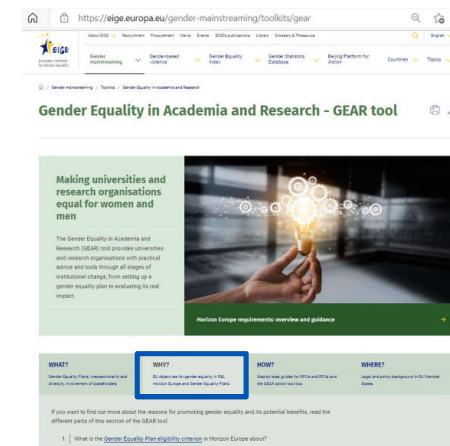
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Supporting GEP practice and knowledge

- EIGE-RTD ‘Gender Equality in Academia and Research Tool’ ([GEAR tool](#)) updated
- **Pilot EU ‘knowledge & support facility on institutional change through GEPs’**
 1. Detailed [Horizon Europe Guidance on GEPs](#) published on 28/09/2021
 2. Online trainings to countries with higher amount of organisations without GEPs
Delivered to BG, EL, HU, HR, IT, BA, RO, PL, Baltic Countries, CY
 3. Online mutual learning workshops, building on [European Universities Alliances](#)
Ten organised since November 2021
- Activities and material by FP7 and [H2020 SwafS gender projects](#)





2. Award criterion: Integration of the gender dimension

“Gender equality is a **cross-cutting priority** in Horizon Europe and **concerns all programme parts**. Activities will aim at eliminating gender inequality and intersecting socio-economic inequalities [...] throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers, and **the integration of the gender dimension will be a requirement by default in research and innovation content across the whole programme**, unless its nonrelevance is duly justified. This integration is particularly relevant for global challenges [...] in which sex and/or gender differences play an important role, and hence determine the societal relevance and quality of research and innovation outcomes.” Source: [Strategic Plan 2021-2024](#)



2. Award criterion: Integration of the gender dimension

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.”



What does „gender dimension in research“ mean?

Sex refers to **biological characteristics** of women and men, boys and girls, in terms of reproductive organs and functions based on chromosomal complement and physiology. As such, sex is globally understood as the classification of living beings as male and female, and intersexed.

Gender refers to the **social and cultural construction** of gender roles, of femininity and masculinity and other concepts, which may all vary in time and place, and between cultures.



Does your project have **ANYTHING** to do with human beings?

If yes (even just an interface), you should give some thought to potential differences between distinct genders.

N.B.: „Every cell has a sex. Every human being has a gender.“



Potential gender differences (non-exhaustive!):

Roles, knowledge, responsibilities, ownership

Interests and composition of relevant stakeholder groups

Demand, user/consumer behaviour, use of products and services, readiness to refrain from their use

Exposure to stress factors owing to different gender roles

Design and analysis/interpretation of studies and surveys

Developing apps: identical use / usage patterns women – men?

Perceptions, needs and use of technologies, tools, services as well as risk assessment and impact



2. Award criterion: Integration of the gender dimension

Why is taking the gender dimension into account 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



2. Award criterion: Gender dimension in proposal template

Excellence: Aspects to be taken into account:

„Soundness of the proposed methodology, including the underlying concepts, models, assumptions, interdisciplinary approaches, **appropriate consideration of the gender dimension in research and innovation content** [...]”

Excellence: 1.2 Methodology

„Describe how the gender dimension (i.e. sex and/or gender analysis) is taken into account in the project’s research and innovation content [e.g. 1 page]. If you do not consider such a gender dimension to be relevant in your project, please provide a justification.“



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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 – civil security facets included!
- **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

- 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*)





3. Ranking criterion: Gender balance

Relevant for consortium research with partner institutions (form to be filled in on main research personnel of the project)

In case of ex aequo proposals (equal number of points), gender balance in team is a ranking criterion and can therefore be the decisive factor



Ranking criteria in case of ex aequo proposals

1. Aspects of the call that have not otherwise been covered by more highly ranked proposals
2. Scores on ‘Excellence’, then on ‘Impact’ (IAs: ‘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. ...

Source: [General Annexes](#), Part F



Kontaktstelle **F**rauen **i**n die **EU-F**orschung (FiF) Contact Point Women into EU Research

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We look forward to your questions!

<https://www.eubuero.de/de/fif-2512.html>