Horizon Europe: the cross-cutting topic of gender equality and inclusiveness in research & innovation

Slovenian National Event - Ministry of Higher Education, Science & Innovation
29 March 2023

Anne Pépin
Senior Policy Officer, Gender Sector
Unit D4-Democracy & European Values
DG Research & Innovation

GENDER EQUALITY

EU Policy Context

European Commission

ERA Policy Priority since 2012 : Gender equality and gender mainstreaming in research

- 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 & gender analysis)

Institutional change

Policy translated into EU funding

- Support to the implementation of Gender Equality Plans (GEPs) in higher education institutions, research organisations and public bodies since 2011 (FP7 and Horizon 2020)

  → over 200 organisations supported, 30 GEP-implementing projects, budget over 72 EUR Million

  → additional GEP-related initiatives, e.g. training academy, communities of practice

European Commission

Horizon 2020-SwafS Gender Projects

2014 2015 2016 2017 2018 2019 2020

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

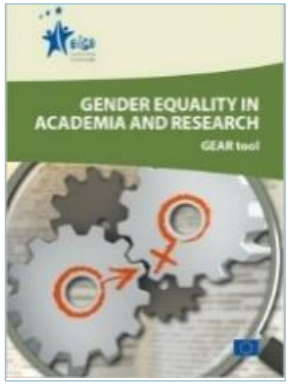
Make use of the GEAR Tool (2016)

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

GEDII · EFFORTI · GENDER ACTION · GGT · GRANteD · GenderSTI · shemakes · casper= · EQUALS EU · Hypatia PROJECT · GENDER·NET Plus Promoting gender equality in H2020 and the ERA · Gender Equality GE ACADEMY · UniSAFE ENDING GENDER-BASED VIOLENCE

Alt+G CoP



The **GEAR tool** with step-by-step guidance on setting up and implementing GEPs

European Commission

Communication ‘A new ERA for Research & Innovation’

30 September 2020

Deepening the ERA: Gender Equality to strengthen the European R&I potential

- Persisting gender inequalities in European R&I systems hinder the ERA’s potential: 24% in top academic positions, under 10% among patent holders, under-representation of women in STEM, gender-based violence, and low level of integration of sex/gender analysis in R&I content
- Need to better address **inclusiveness**: with **intersecting social categories** (such as ethnicity, sexual orientation, disability), involving **private sector/innovation actors**, and ensuring **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

European Commission

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**

    - **ERA Forum** to implement the ERA Policy Agenda

+ Ljubljana Declaration on Gender Equality in Research & Innovation

European Commission

ERA Policy Agenda Action 5 – Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration

Four 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

→ Dedicated ERA Forum subgroup for ERA Action 5, kick-off on 14 March 2023

→ 21 Member States, 2 Associated Countries, 11 Stakeholder Organisations

European Commission

European Commission

#HorizonEU

THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

Research and Innovation

HORIZON EUROPE

Gender Equality provisions

European Commission

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 Equality Plan (GEP): **Eligibility Criterion**

Integration of the gender dimension in R&I content: **Award Criteria**

Gender balance: **Ranking Criteria** – for *ex aequo* proposals

+ Researchers can declare their gender along three categories: **woman, man, non-binary**

European Commission

HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans

European Commission

Eligibility Criterion

Gender Equality Plan (applicable from calls with deadlines in 2022 onwards)

Participants (as Beneficiaries and Affiliated Entities) that are **public bodies, research organisations** or **higher education establishments*** from a Member State or an Associated Country **must have a gender equality plan** in place, fulfilling **mandatory requirements**

- A self-declaration is requested at proposal stage (based on a GEP questionnaire in the Participant Register to be filled by the LEAR)
- Included in the legal entity validation process

* 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

European Commission

Mandatory GEP process-related requirements

Public document

- Formal document
- Published on the institution's (public) website
- Signed by top management

Dedicated resources

- Commitment of resources and expertise in gender equality to implement the plan

Data collection and monitoring

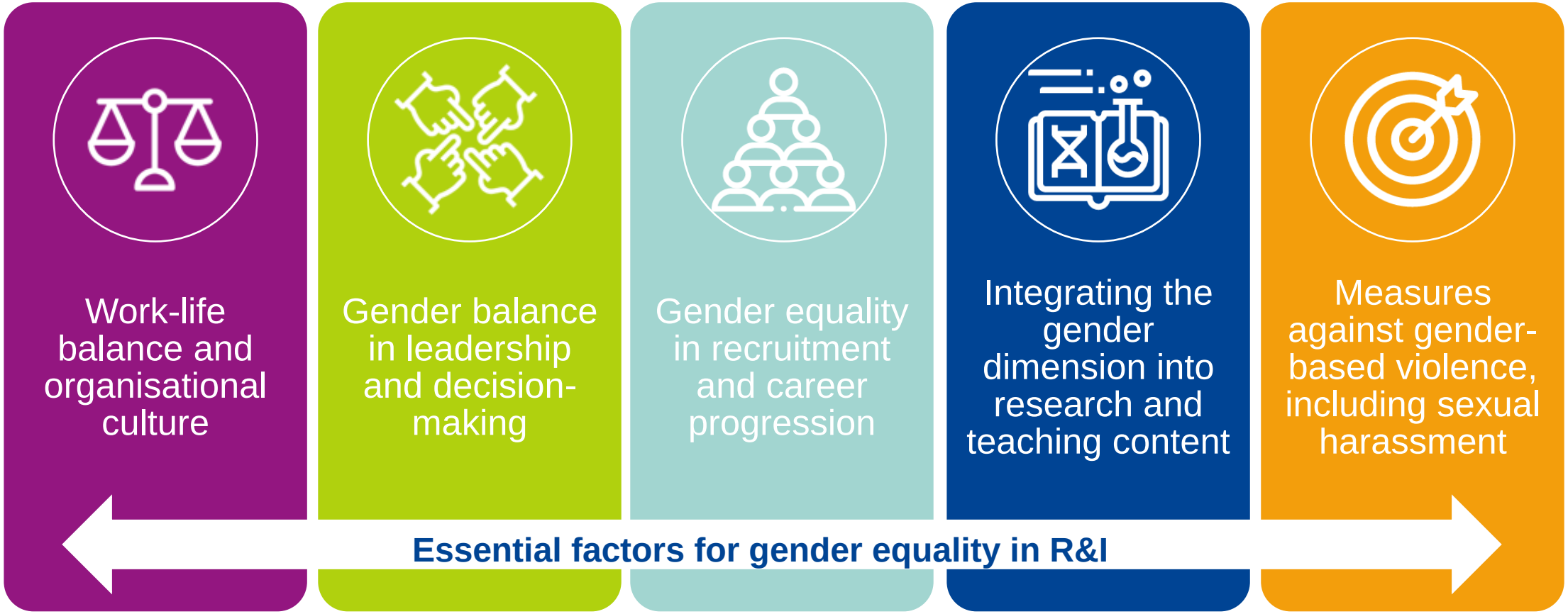
- Sex/gender disaggregated data on personnel (and students, for establishments concerned)
- Annual reporting based on indicators

Training

- Awareness raising/training on gender equality and unconscious gender biases
- For staff and decision-makers

European Commission

Recommended GEP content areas



European Commission

HORIZON EUROPE ELIGIBILITY CRITERION

To be done by the LEAR
(Legal Entity Appointed Representative)

European Commission

If the organisation is already registered

European Commission

Find calls for proposals and tenders

Horizon4Ukraine | Brexit info | Report fraud

Search calls for proposals and tenders by keywords, programmes... Search

EU Programmes

- Asylum, Migration and Integration Fund (AMIF)
- Border Management and Visa Instrument (BMVI)
- Customs Control Equipment Instrument (CCEI)
- Connecting Europe Facility (CEF)
- Citizens, Equality, Rights and Values Programme (CERV)
- Creative Europe (CREA)
- Customs Programme (CUST)
- Digital Europe Programme (DIGITAL)
- Europe Direct (ED)
- European Defence Fund (EDF)
- European Parliament (EP)
- EU Anti-fraud Programme (EUAF)
- European Solidarity Corps (ESC)
- Erasmus+ Programme (ERASMUS)
- EU4Health Programme (EU4H)
- European Social Fund + (ESF)
- European Maritime, Fisheries and Aquaculture Fund (EMFAF)
- Euratom Research and Training Programme (EURATOM)
- Fiscalis Programme (FISC)
- Innovation Fund (INNOVFUND)
- Internal Security Fund (ISF)
- Horizon Europe (HORIZON)
- Single Market Programme (SMP)
- Social Prerogative and Specific Competencies Lines (SOCPL)
- EU External Action
- Interregional Innovation
- Justice Programme
- Protection of the Euro
- Pilot Projects and
- Programme for the

News

Information Session on the call for proposals Information and awareness raising campaigns on the risks of irregular migration in third countries and within Europe AMIF-2022-TF1-AG-INFO

Recording of the information session for the call: Information and awareness raising campaigns on the risks of irregular migration in third countries and within...

20 May, 2022

The amendment to the Horizon Europe Work Programme 2021-2022 was adopted

The Commission adopted this amendment on 10 May 2022. Please read the related Press Release. The updates to calls for proposals and topics are available under t...

18 May, 2022

We need your feedback to improve the Portal services

The team behind the Portal wants to know your opinion. In this short survey you are invited to share your experience. Let us shape a better service together!

All news ›

Events

The Gender Equality Plan eligibility criterion in Horizon Europe: Who is concerned? How to comply with it?

23 Jun 2022 14:30

Avoiding errors in declaring personnel costs in Horizon 2020 grants

22 Jun 2022 10:00

My Organisation(s)

Need help?

Results: 13

Search..

LEGAL NAME	PIC	VAT	STATUS	ACTIONS
TEST TEST TEST TEST	915907369		Declared	Actions
NCP Test University F	934187795		Validated	Actions
NCP Test Company E	934187892		Validated	Actions
NCP Test Research Org D	934188086		Validated	Actions
NCP test SME C	934188280		Validated	Actions
NCP Test Company B	934525646		Validated	Actions
NCP Test University A	934526519		Validated	Actions
Test - Hegyvarine Nagy Agnes	954905831		Declared	Actions
THE BRUSSELS OFFICE SA	958300443	BE0476213184	Validated	Actions
Development Workshop - Angola	986338681	Not Applicable	Declared	Actions

My Organisation(s)

Need help?

Results: 13

Search..

LEGAL NAME	PIC	VAT	STATUS	ACTIONS
TEST TEST TEST TEST	915907369		Declared	Actions
NCP Test University F	934187795		Validated	Actions
NCP Test Company E	934187892		Val	
NCP Test Research Org D	934188086		Val	
NCP test SME C	934188280		Val	
NCP Test Company B	934525646		Val	
NCP Test University A	934526519		Val	
Test - Hegyvarine Nagy Agnes	954905831		Declared	Actions
THE BRUSSELS OFFICE SA	958300443	BE0476213184	Validated	Actions
Development Workshop - Angola	986338681	Not Applicable	Declared	Actions

View Organisation
Modify Organisation
View Projects
View Roles
View Proposals
Edit Organisation Roles
Adversarial process
View Partner Search Profile

NCP Test University F

PIC 934187795

Need help?

Organisation Data | Legal Information | Authorised users / LEAR | Bank Accounts | Financial capacity | Messages 3 | Documents | SME

Edit Organisation Data

Legal name	**NCP Test University F**
Business name	**NCP Test University F**
Address	**Test Street 1**
Postal code	Postal code
P. O. box	
City	**Test City**
Registration country	**Namibia**
Phone	**+123456789**
Fax	
Website	
Official language	**German**

NCP Test University F

PIC 934187795

Need help?

Organisation Data | Legal Information | Authorised users / LEAR | Bank Accounts | Financial capacity | Messages 3 | Documents | SME

Edit Legal Information

Legal Information

Legal entity status	**a legal person**
Legal form	**FOUNDATION**
VAT number	
Legal register	**not applicable**
Registration number	**not applicable**
Registration date	**01/01/1900**
Legal entity type	**public body**
Legal entity qualification	**non-profit**
Is it a civil society organisation	
International organisation	**No**
Research organisation	**No**
Large research infrastructure	

NCP Test University F

PIC 934187795

Need help?

Organisation Data | Legal Information | Authorised users / LEAR | Bank Accounts | Financial capacity | Messages 3 | Documents | SME

Legal Information

Legal entity status	○ a natural person ◉ a legal person
Legal form *	FOUNDATION
VAT number *	VAT number (20) — not applicable
Legal register	not applicable (305)
Registration number	not applicable (36)
Registration date	01/01/1900
Legal entity type	○ private entity ◉ public body
Legal entity qualification	◉ non-profit ○ for profit
Is it a civil society organisation	○ Yes ○ No

Cancel | Submit

NCP Test University F

PIC 934187795

Need help?

Organisation Data | Legal Information | Authorised users / LEAR | Bank Accounts | Financial capacity | Messages 3 | Documents | SME

Legal Information

Legal entity status	○ a natural person ◉ a legal person
Legal form *	FOUNDATION
VAT number *	VAT number (20) — not applicable
Legal register	not applicable (305)
Registration number	not applicable (36)
Registration date	01/01/1900
Legal entity type	○ private entity ◉ public body
Legal entity qualification	◉ non-profit ○ for profit
Is it a civil society organisation	○ Yes ○ No

Cancel Submit

My Person Profile
My Organisation(s)
Grants
My Proposal(s)
My Project(s)
My Formal Notification(s)
My Expert Area

Is it a civil society organisation	○ Yes ○ No	
International organisation *	○ Yes ● No	✓
Research organisation	○ Yes ● No	✓
Large research infrastructure	○ Yes ○ No	
Secondary/Higher education establishment	● Yes ○ No	

Gender equality plan

Gender equality plan	○ Yes ○ No	Change GEP

Erasmus Charter

The Erasmus Charter for Higher Education (ECHE) provides the general quality framework for European and international cooperation activities that a higher education institution (HEI) may carry out within Erasmus +.

Erasmus Code	
Application Reference Number	
ECHE Valid	**from to**

FP7 Indirect Cost Method (ICM)

If you are registering for FP7 participation, please indicate the relevant FP7 Indirect Cost Method for your organisation.

My Person Profile
My Organisation(s)
Grants
My Proposal(s)
My Project(s)
My Formal Notification(s)
My Expert Area

Is it a civil society organisation Yes No

International organisation * Yes No

Research organisation Yes No

Large research infrastructure Yes No

Secondary/Higher education establishment Yes No

Gender

Change GEP

Erasmu

The Erasmus Charter for Higher Education (ECHE) provides the general quality framework for European and international cooperation activities that a higher education institution (HEI) may carry out within Erasmus +.

Erasmus Code

Application Reference Number

ECHE Valid from to

FP7 Indirect Cost Method (ICM)

If you are registering for FP7 participation, please indicate the relevant FP7 Indirect Cost Method for your organisation.

Gender equality plan (GEP)

Do you have a gender equality plan? * Yes No

Cancel OK

Cancel Submit

Gender equality plan (GEP)

Do you have a gender equality plan? * Yes / No

Please provide answers to all the questions below. This is an obligation for all types of legal entities.

Please note that for public bodies, research organisations and higher and secondary education institutions from Member States and Associated Countries, having a Gender Equality Plan is an eligibility criterion, meaning that without it, an organisation in one of these categories will not be allowed to participate in a Horizon Europe funded project (applicable to calls with deadlines in 2022 and beyond).

This is a self-assessment and you are not required at this stage to upload your Gender Equality Plan document. The declaration will be considered an official statement and by selecting "yes" you are formally confirming that your organisation has a Gender Equality Plan and that this document is signed by senior management and available on your organisation's public website.

Failure to provide the Gender Equality Plan if/when requested, may lead to exclusion from the list of successful applicants, or - in case of signed grant agreement - may lead to grant termination and/or recoveries of amounts paid.

Does your GEP fulfil the following four minimum process-related building blocks?

- Public GEP:the GEP is a formal document published on the Institution's website and signed by the top management * Yes / No
- Dedicated resources:commitment of resources and gender expertise to implement it * Yes / No
- Data collection and monitoring: sex/gender disaggregated data on personnel and students and annual reporting based on indicators * Yes / No
- Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers * Yes / No

Recommended areas to be covered and addressed via concrete measures and targets:

Content-wise, which of the following recommended thematic areas does your Gender Equality Plan address, using concrete measures and targets?

- Work-life balance and organisational culture * Yes / No
- Gender balance in leadership and decision-making * Yes / No

Cancel | OK

Gender equality plan (GEP)

Do you have a gender equality plan? * Yes / No

Please provide answers to all the questions below. This is an obligation for all types of legal entities.

Please note that for public bodies, research organisations and higher and secondary education institutions from Member States and Associated Countries, having a Gender Equality Plan is an eligibility criterion, meaning that without it, an organisation in one of these categories will not be allowed to participate in a Horizon Europe funded project (applicable to calls with deadlines in 2022 and beyond).

This is a self-assessment and you are not required at this stage to upload your Gender Equality Plan document. The declaration will be considered an official statement and by selecting "yes" you are formally confirming that your organisation has a Gender Equality Plan and that this document is signed by senior management and available on your organisation's public website.

Failure to provide the Gender Equality Plan if/when requested, may lead to exclusion from the list of successful applicants, or - in case of signed grant agreement - may lead to grant termination and/or recoveries of amounts paid.

Does your GEP fulfil the following four minimum process-related building blocks?

- Public GEP:the GEP is a formal document published on the Institution's website and signed by the top management * Yes / No
- Dedicated resources:commitment of resources and gender expertise to implement it * Yes / No
- Data collection and monitoring: sex/gender disaggregated data on personnel and students and annual reporting based on indicators * Yes / No
- Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers * Yes / No

Recommended areas to be covered and addressed via concrete measures and targets:

Content-wise, which of the following recommended thematic areas does your Gender Equality Plan address, using concrete measures and targets?

- Work-life balance and organisational culture * Yes / No
- Gender balance in leadership and decision-making * Yes / No

Cancel | OK

Gender equality plan (GEP)

this document is signed by senior management and available on your organisation's public website.

Failure to provide the Gender Equality Plan if/when requested, may lead to exclusion from the list of successful applicants, or - in case of signed grant agreement - may lead to grant termination and/or recoveries of amounts paid.

Does your GEP fulfil the following four minimum process-related building blocks?

Public GEP:the GEP is a formal document published on the Institution's website and signed by the top management *	(•) Yes ( ) No
Dedicated resources:commitment of resources and gender expertise to implement it *	(•) Yes ( ) No
Data collection and monitoring: sex/gender disaggregated data on personnel and students and annual reporting based on indicators *	(•) Yes ( ) No
Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers *	(•) Yes ( ) No

Recommended areas to be covered and addressed via concrete measures and targets:

Content-wise, which of the following recommended thematic areas does your Gender Equality Plan address, using concrete measures and targets?

Work-life balance and organisational culture *	(•) Yes ( ) No
Gender balance in leadership and decision-making *	(•) Yes ( ) No
Gender equality in recruitment and career progression *	(•) Yes ( ) No
Integration of the gender dimension into research and/or teaching content *	(•) Yes ( ) No
Measures against gender-based violence including sexual harassment *	( ) Yes (•) No

For additional information and guidance on the Horizon Europe Gender Equality Plan eligibility criterion please check here

My Person Profile
My Organisation(s)
Grants
My Proposal(s)
My Project(s)
My Formal Notification(s)
My Expert Area

Is it a civil society organisation	○ Yes ○ No	
International organisation *	○ Yes ● No	✓
Research organisation	○ Yes ● No	✓
Large research infrastructure	○ Yes ○ No	
Secondary/Higher education establishment	● Yes ○ No	

Gender equality plan

Gender equality plan	● Yes ○ No	Change GEP

Erasmus Charter

The Erasmus Charter for Higher Education (ECHE) provides the general quality framework for European and international cooperation activities that a higher education institution (HEI) may carry out within Erasmus +.

Erasmus Code	
Application Reference Number	
ECHE Valid	**from to**

FP7 Indirect Cost Method (ICM)

If you are registering for FP7 participation, please indicate the relevant FP7 Indirect Cost Method for your organisation.

Cancel Submit

If the organisation still has to register

European Commission

Find calls for proposa

Horizon4Ukraine | Brexit info | Report fraud

Search calls for proposals and tenders by keywords, programmes... Search

EU Programmes

Asylum, Migration and Integration Fund (AMIF)	Border Management and Visa Instrument (BMVI)	Customs Control Equipment Instrument (CCEI)	Connecting Europe Facility (CEF)	Citizens, Equality, Rights and Values Programme (CERV)	Creative Europe (CREA)
Customs Programme (CUST)	Digital Europe Programme (DIGITAL)	Europe Direct (ED)	European Defence Fund (EDF)	European Parliament (EP)	EU Anti-fraud Programme (EUAF)
European Solidarity Corps (ESC)	Erasmus+ Programme (ERASMUS)	EU4Health Programme (EU4H)	European Social Fund + (ESF)	European Maritime, Fisheries and Aquaculture Fund (EMFAF)	Euratom Research and Training Programme (EURATOM)
Fiscalis Programme (FISC)	Innovation Fund (INNOVFUND)	Internal Security Fund (ISF)	Horizon Europe (HORIZON)	Single Market Programme (SMP)	Social Prerogative and Specific Competencies Lines (SOCPL)
EU External Action (RELEX)	Interregional Innovation Investments (I3)	Justice Programme (JUST)	Protection of the Euro against Counterfeiting Programme (PERICLES)	Pilot Projects and Preparatory Actions (PPPA)	Programme for the Environment and Climate Action (LIFE)

News

Information Session on the call for proposals Information and awareness raising campaigns on the risks of irregular migration in third countries and within Europe AMIF-2022-TF1-AG-INFO

Recording of the information session for the call: Information and awareness raising campaigns on the risks of irregular migration in third countries and within...

20 May, 2022

The amendment to the Horizon Europe Work Programme 2021-2022 was adopted

The Commission adopted this amendment on 10 May 2022. Please read the related Press Release. The updates to calls for proposals and topics are available under t...

18 May, 2022

We need your feedback to improve the Portal services

The team behind the Portal wants to know your opinion. In this short survey you are invited to share your experience. Let us shape a better service together!

All news ›

Events

The Gender Equality Plan eligibility criterion in Horizon Europe: Who is concerned? How to comply with it?

23 Jun 2022 14:30

Avoiding errors in declaring personnel costs in Horizon 2020 grants

22 Jun 2022 10:00

All events ›

The participant register is now multilingual! Select your preferred language from the top right corner of the Portal.

Participant Register

Need help?

If you want to participate in a call for proposals or in a call for tenders with eSubmission, your organisation needs to be registered and have a 9-digit Participant Identification Code (PIC). Please quote your PIC in all correspondence with the Commission.

The register contains all participants of EU programmes.

Is your organisation already registered? PIC search

Please check whether your organisation has already been registered. If so, no need to register it again.

Search a PIC

Register your organisation

To register your organisation or as a natural person, you need to login into the Portal or, if you are a new user, create your account.

Check what information you need to register in the Online Manual - and keep it to hand during the registration procedure. To start registration, click on the button below.

Register your organisation

You can suspend the registration process at any time: the data entered can be saved as draft and you can continue your registration later. To return to your registration, please log in and get into My Organisation(s) in the My Area section. Incomplete, draft registrations are automatically deleted after one year.

Additionally, for actions where the SME status is an eligibility criterion (like, e.g. the SME Instrument) you must also carry out the SME self-assessment.

Should your project or tender be successfully evaluated, the registered data will be verified by the Validation Service team before the signature of the Grant Agreement or of the Framework Contract.

Participant 's Register

Need help?

1 Identification — 2 Organisation Data — 3 Legal Information — 4 Authorised Users — 5 Summary — 6 Success

Identification

Welcome to the Participant Register

The Registration wizard will guide you through the registration process.

- Please have the relevant documents at hand, to make sure you fill in everything correctly.
- Registration will take 5-10 minutes. The system will automatically save your information if in case you need to close the wizard. Your data will be restored the next time when you re-enter the page.
- Your/organisation PIC number will be displayed at the end, when registration is completed. PIC: Participant Identification Code

OK

not applicable

Website

Website

500

Participant 's Register

Need help?

1 Identification — 2 Organisation Data — 3 Legal Information — 4 Authorised Users — 5 Summary — 6 Success

Identification

Legal name * : My Organisation Ltd. (220)

Registration country * : Belgium

Registration number : Registration number (50)

VAT number : VAT number (20) — not applicable

Website : Website (500)

Save

Next

Participant 's Register

Need help?

1 Identification — 2 Organisation Data — 3 Legal Information — 4 Authorised Users — 5 Summary — 6 Success

Organisation Data

Legal name	**My Organisation Ltd.**
Business name	Business name (400)
Address *	rue de la Loi (226)
Postal code *	1000 (35)
P. O. box	P. O. box (30)
City *	Brussels (111)
Registration country	**Belgium**
Phone *	+32470000000 (18)
Fax	Fax (30)
Website	

My Person Profile
My Organisation(s)
My Formal Notification(s)
My Expert Area

Participant 's Register

Need help?

1 Identification — 2 Organisation Data — 3 Legal Information — 4 Authorised Users — 5 Summary — 6 Success

Legal Information

Legal Information

Legal entity status: a natural person / a legal person

Legal form *: - - Select One - -

VAT number

Legal register: Legal register (319)

Registration number

Registration date: dd/mm/yyyy

Legal entity type: private entity / public body

Legal entity qualification: non-profit / for profit

SME Self-Declaration: Yes / No

Participant 's Register

Need help?

1 Identification — 2 Organisation Data — 3 Legal Information — 4 Authorised Users — 5 Summary — 6 Success

Legal Information

Legal Information

Legal entity status: a natural person / a legal person

Legal form *: - - Select One - -

VAT number

Legal register: Legal register (319)

Registration number

Registration date: dd/mm/yyyy

Legal entity type: private entity / public body

Legal entity qualification: non-profit / for profit

SME Self-Declaration: Yes / No

My Person Profile
My Organisation(s)
My Formal Notification(s)
My Expert Area

Registration number

Registration date: dd/mm/yyyy

Legal entity type: private entity / public body

Legal entity qualification: non-profit / for profit

SME Self-Declaration: Yes / No

Is it a civil society organisation: Yes / No

International organisation: Yes / No

International Organisation of European Interest for H2020 (IOEI H2020): Yes / No

International Organisation of European Interest for Digital Europe (IOEI Digital Europe): Yes / No

International European Research Organisation for Horizon Europe (IERO Horizon Europe): Yes / No

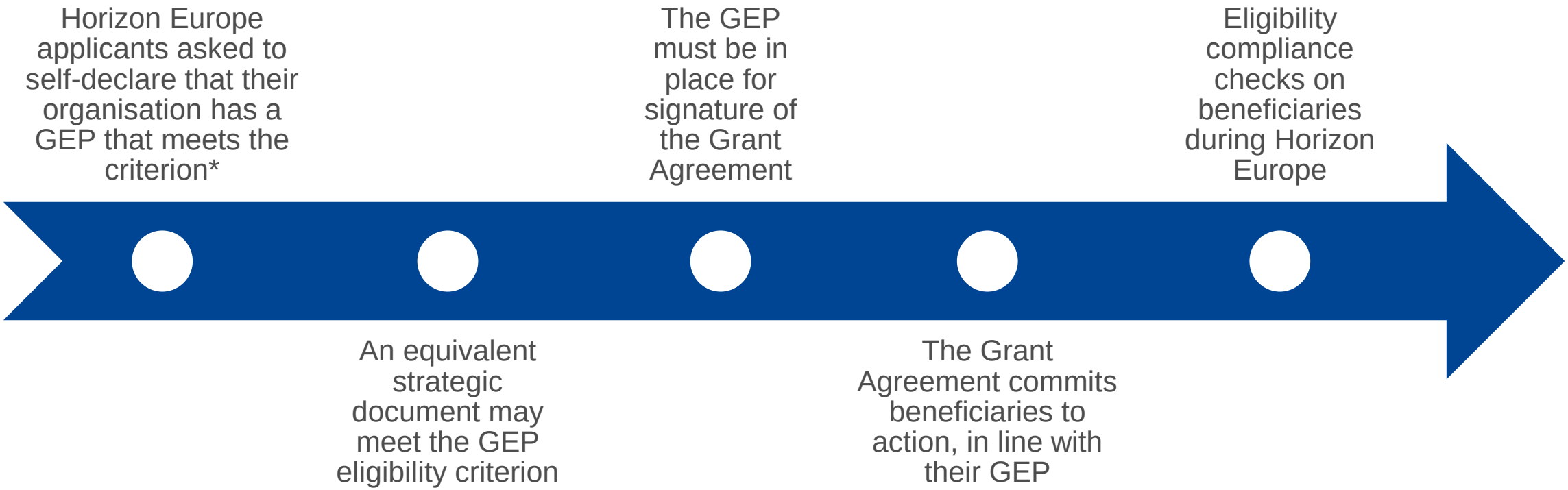
Research organisation: Yes / No

Secondary/Higher education establishment: Yes / No

Gender equality plan

Gender equality plan: Yes / No — Change GEP

The eligibility criterion steps



* Declaration to be made by the LEAR in the Participant Register through the GEP questionnaire

European Commission

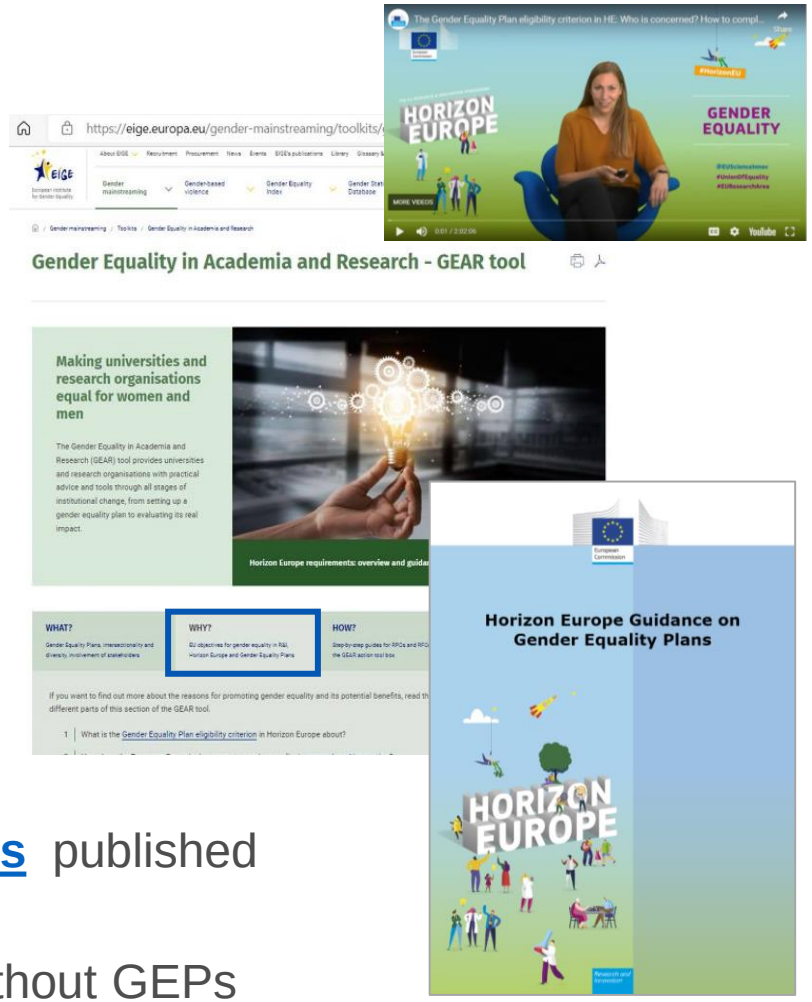
Supporting GEP practice and knowledge

- Dedicated webinar on 23/06/2022: **The Gender Equality Plan eligibility criterion in Horizon Europe: Who is concerned? How to comply with it?**

- EIGE-RTD 'Gender Equality in Academia and Research Tool' (**GEAR tool**) updated in Spring 2022

- Activities and material by FP7 and **H2020 SwafS gender projects**

- **Pilot EU 'knowledge & support facility on institutional change through GEPs'**
  - ✓ Detailed **Horizon Europe Guidance on Gender Equality Plans** published 28/09/2021
  - ✓ Online trainings to countries with higher amount of organisations without GEPs
  - ✓ Online mutual learning workshops, building on European Universities Alliances



European Commission

EU Award for Gender Equality Champions

First edition in 2022, winners announced on International Women's Day 2023

New annual Prize to recognise and celebrate the outstanding results achieved in the implementation of GEPs by academic and research organisations and create a community of inspiring champions

Four winners, each receiving EUR 100K, along 3 categories:

1. **Sustainable Gender Equality Champions** (*two 2022 winners: **TCD, IE and Karolinska Institutet, SE***)
   Can demonstrate a significant and sustained record of activity and a high level of achievement through the implementation of their GEP
2. **Newcomer Gender Equality Champions** *(one 2022 winner: **Maynooth University, IE**)*
   Recently started implementing a GEP and can demonstrate the most progress in its implementation and achieved results
3. **Inclusive Gender Equality Champions** *(one 2022 winner: **SETU, IE**)*
   Developed the most innovative inclusive GEP addressing intersections with other social categories such as ethnicity, social origin, sexual orientation and gender identity (LGBTI+) or disability

European Commission

Monitoring and Impact

- **Compliance checks pilot**:
  - ➢ randomised sample – organisations affected by the eligibility criterion picked at pro rata of the distribution of the total sample of beneficiaries/affiliated entities under 2022 calls
  - ➢ Selected organisations will be informed soon

- **Evaluation study on the impact that EU and national policies and programmes supporting or imposing GEPs have had on gender equality in R&I across the ERA**
  - ➢ Specific contract under existing Framework Contract
  - ➢ Dissemination event on **15 March, 9:30-12:30**
    → **full recording** also on YouTube
  - ➢ Report incl. case studies, policy briefs, published in April

European Commission

HORIZON EUROPE AWARD CRITERIA

Integration of the gender dimension in R&I content

European Commission

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

European Commission

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 taking into account 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**

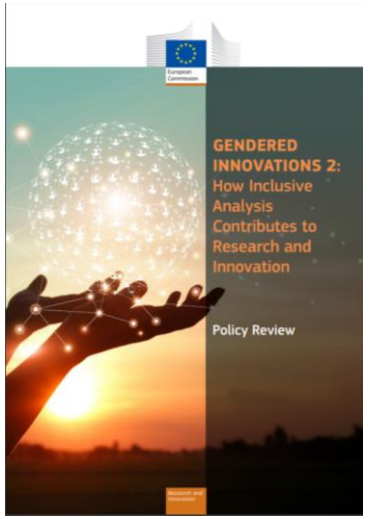
European Commission

Gendered Innovations: How inclusive analysis contributes to research and innovation

Interview of Commissioner Gabriel (25/11/2020)
Nature editorial (09/12/2020)
Nature journals raise the bar on sex and gender reporting in research, 18/05/2022)

Policy Review Report released 25/11/2020

- 15 **case studies** in: health (prescription drugs, chronic pain, systems biology), AI & robotics climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding) and building on H2020-funded projects
- **Refined methodologies** on the integration of sex/gender based analysis, and intersectional analysis, in R&I content, including field-specific methods
- **Evidence-based policy recommendations** for Horizon Europe



Guidance and links to other resources in:

- **Horizon Europe Programme Guide** (section on *Gender equality and inclusiveness)*
- ERC SyG GENDHI (Gender & Health Inequalities: from embodiment to health care cascade)
- Horizon 2020 projects GE Academy, ACT, GENDER-NET Plus

European Commission

Integration of the gender dimension into R&I content; Tips

- **Check whether and to what extent:**
  - the sex and/or gender of persons under study in the action
  - the sex and/or gender of individuals affected by the implementation of the research and innovation results (e.g. end users)
  - the sex of animals under study
  - or with regard to samples taken from humans or animals

  is integrated in your proposal (methods, objectives, work packages, deliverables, etc.)
- Are data collection methodologies, questionnaires, surveys, focus groups, etc. designed to unravel potentially relevant sex and/or gender differences, included in the proposal and deliverables?
- Have you checked the existence of literature on sex/gender analysis in your proposal's field?

See also:

- **This Gendered Innovations website**
- **This introductory webinar by H2020 project GE Academy and additional more field-specific videos**
- **This introductory video produced by H2020 project ACT**

European Commission

HORIZON EUROPE PROPOSAL RANKING CRITERIA

Gender balance in research teams

European Commission

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. **If necessary, the gender balance among the researchers named in the researchers table in the proposal, will be used as a factor for prioritisation**
4. Geographical diversity

…

Inclusive approach to gender identity

Researchers can declare their gender along three categories: woman, man, non-binary

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[1]	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]

not to complete

HORIZON EUROPE

Dedicated funding for (inclusive) gender equality

European Commission

Specific funding for gender equality related initiatives

Including:

- Funding for **gender studies and intersectional research**, in particular under Cluster 2 - *Culture, Creativity and Inclusive Society*
  - **Feminisms for a new age of democracy** (HORIZON-CL2-**2021**-DEMOCRACY-01-03) → projects FIERCE, CCINDLE, RESIST, PushBackLash and UNTWIST
  - **Gender and social, economic and cultural empowerment** (HORIZON-CL2-**2022**-TRANSFORMATIONS-01-05) → projects ReIncluGen, gEneSys and RE-WIRING
- **Empowering women innovators**, in particular through Pillar III of the programme, Innovative Europe and the European Innovation Council (EIC), including Women TechEU to support women-led deep-tech start-ups, the EU prize for women innovators, a gender and diversity index
- Developing **inclusive** **gender equality policies in support of the new ERA**, through the *Widening Participation and Strengthening the European Research Area* (WIDERA) programme part, under *Reforming and enhancing the European Research and Innovation System*

European Commission

Horizon Europe WIDERA 2021-2022 WP

Year	Topic/Action	Type	Budget
2021	HORIZON-WIDERA-2021-ERA-01-80: Centre of excellence on **inclusive gender equality** in Research & Innovation → **project INSPIRE**	RIA	EUR 5M
2021	HORIZON-WIDERA-2021-ERA-01-81: Policy coordination to advance the implementation of the ERA **gender equality and inclusiveness** objectives within Member States → **project GENDERACTIONplus**	CSA	EUR 3M
2022	HORIZON-WIDERA-2022-ERA-01-80: Living Lab for gender-responsive innovation → **project GILL**	RIA	EUR 3M
2022	HORIZON-WIDERA-2022-ERA-01-81: Support to the implementation of **inclusive** GEPs →projects **SUPPORTER**, **AGRIGEP**, **BUDGET IT**	CSA	EUR 3M
2021	She Figures 2024	PP	EUR 0.5M
2022	EU Gender Equality Competence Facility	PP	EUR 1M
2022	EU Award for Gender Equality Champions	Prize	EUR 0.4M

Topic descriptions on the F&T Portal here and full 2021-2022 WP here

European Commission

Horizon Europe WIDERA 2023-2024 WP

Year	Topic/Action	Type	Budget
2023	HORIZON-WIDERA-2023-ERA-01-09: Policy support to facilitate the implementation of a zero-tolerance approach towards gender-based violence in the ERA	CSA	EUR 2M
2023	HORIZON-WIDERA-2023-ERA-01-10: Support to the implementation of an EU Manifesto for STE(A)M education and research and innovation career paths to tackle gender inequalities in the ERA	CSA	EUR 2M
2024	HORIZON-WIDERA-2024-ERA-01-10: Policy coordination to support all aspects of inclusive Gender Equality Plans and policies in the ERA	CSA	EUR 3.5M
2024	HORIZON-WIDERA-2022-ERA-01-81: Support to the implementation of inclusive GEPs	CSA	EUR 3M
2024	She Figures 2027	PP	EUR 0.5M
2023 2024	EU Award for Gender Equality Champions	Prize	EUR 0.4M each year

Topic descriptions on the F&T Portal here and 2023-2024 WP Info Day here

Deadline for 2023 topics: 9 March 2023

Next Strategic Plan (2025-2027) under development

European Commission

HORIZON EUROPE

Useful Resources

European Commission

Gender Equality in R&I policy webpage

SCAN ME!

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.

https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en

Thank You! Merci! Hvala Vam!

For questions and further information on gender equality provisions, please contact:

RTD-GENDERINRESEARCH@ec.europa.eu

anne.pepin@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 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.