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
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
Horizon 2020-SwafS Gender Projects

2014 - 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)

GENERA LIBRA
SAGE EQUAL-IST
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

Alt+G CoP
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**

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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.
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
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
HORIZON EUROPE

Gender Equality provisions
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**
HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans
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](#)
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
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
HORIZON EUROPE ELIGIBILITY CRITERION

To be done by the LEAR
(Legal Entity Appointed Representative)
If the organisation is already registered
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Legal Information

- Legal entity status: a natural person, a legal person
- Legal form: FOUNDATION
- VAT number: "not applicable"
- Legal register: "not applicable"
- Registration number: "not applicable"
- Registration date: 01/01/1900
- Legal entity type: private entity, public body
- Legal entity qualification: nonprofit, for profit
- Is it a civil society organisation: Yes, No
Funding & tender opportunities
Single Electronic Data Interchange Area (SEDIA)

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

Erasmus Charter

The Erasmus Charter for Higher Education (ECHE) provides the general equality 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

Change GEP

Erasmus+

The Erasmus Charter for Higher Education (ECHE) provides the general equality 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? *

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 fulfill 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 *
- Dedicated resources: commitment of resources and gender expertise to implement it *
- Data collection and monitoring: sex/gender disaggregated data on personnel and students and annual reporting based on indicators *
- Training: Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers *

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 *
- Gender balance in leadership and decision-making *
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).

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Does your GEP fulfill 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 plan (GEP)

The document is signed by senior management and available on your organisation’s public website.

Failure to provide the Gender Equality Plan if 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.

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- Public GEP: the GEP is a formal document published on the Institution’s website and signed by senior management.
- Dedicated resources: commitment of resources and gender expertise to implement it.
- Data collection and monitoring: sex/gender disaggregated data on personnel and students and annual reporting based on indicators.
- Awareness raising: trainings on gender equality and unconscious gender biases for staff and decision-makers.

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.
- Gender balance in leadership and decision-making.
- Gender equality in recruitment and career progression.
- Integration of the gender dimension into research and/or teaching content.
- Measures against gender-based violence including sexual harassment.

For additional information and guidance on the Horizon Europe Gender Equality Plan eligibility criterion please check here.
Is it a civil society organisation: Yes
International organisation: Yes
Research organisation: Yes
Large research infrastructure: Yes
Secondary/Higher education establishment: Yes

Gender equality plan:
Gender equality plan: Yes

Erasmus Charter
The Erasmus Charter for Higher Education (ECHE) provides the general equality 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.
If the organisation still has to register
Find calls for proposals

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

Search

EU Programmes

Asylum, Migration and Integration Fund (AMIF)

Border Management and Visa Instrument (BMDV)

Customs Control Equipment Instrument (CCE)

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)

EUHealth Programme (EUH)

European Social Fund + (ESF)

European Maritime, Fisheries and Aquaculture Fund (EMAF)

Euratom Research and Training Programme (EURATOM)

Fiscalis Programme (FISC)

Innovation Fund (INNOVAFUND)

Internal Security Fund (ISF)

Horizon Europe (HORIZON)

Single Market Programme (SMP)

Social Prerogative and Specific Competencies Lines (SDCPL)

EU External Action (ELEAX)

Interregional Innovation Investments (I3)

Justice Programme (JUST)

Protection of the Euro against Counterfeiting Programmes (REPOLEX)

Pilot Projects and Preparatory Actions (PREP)

Programme for the Environment and Climate Action (EEA)

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...

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!

20 May, 2022

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

Participant Register

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.
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

Website

OK
Horizon Europe applicants asked to self-declare that their organisation has a GEP that meets the criterion*.

The GEP must be in place for signature of the Grant Agreement.

An equivalent strategic document may meet the GEP eligibility criterion.

The Grant Agreement commits beneficiaries to action, in line with their GEP.

Eligibility compliance checks on beneficiaries during Horizon Europe.

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

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

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.”
Gendered Innovations: How inclusive analysis contributes to research and innovation


➢ 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

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
Nature journals raise the bar on sex and gender reporting in research, 18/05/2022
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
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. 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

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

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HORIZON EUROPE

Dedicated funding for (inclusive) gender equality
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 (WIDERERA) programme part, under Reforming and enhancing the European Research and Innovation System
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<th>Topic/Action</th>
<th>Type</th>
<th>Budget</th>
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<tr>
<td>2021</td>
<td>HORIZON-WIDERERA-2021-ERA-01-80: Centre of excellence on <strong>inclusive gender equality</strong> in Research &amp; Innovation → <strong>project INSPIRE</strong></td>
<td>RIA</td>
<td>EUR 5M</td>
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<td>2021</td>
<td>HORIZON-WIDERERA-2021-ERA-01-81: Policy coordination to advance the implementation of the ERA <strong>gender equality and inclusiveness</strong> objectives within Member States → <strong>project GENDERACTIONplus</strong></td>
<td>CSA</td>
<td>EUR 3M</td>
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<td>2022</td>
<td>HORIZON-WIDERERA-2022-ERA-01-80: Living Lab for gender-responsive innovation → <strong>project GILL</strong></td>
<td>RIA</td>
<td>EUR 3M</td>
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<td>2022</td>
<td>HORIZON-WIDERERA-2022-ERA-01-81: Support to the implementation of <strong>inclusive</strong> GEPs → projects <strong>SUPPORTER, AGRIGEP, BUDGET IT</strong></td>
<td>CSA</td>
<td>EUR 3M</td>
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<tr>
<td>2021</td>
<td>She Figures 2024</td>
<td>PP</td>
<td>EUR 0.5M</td>
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<tr>
<td>2022</td>
<td>EU Gender Equality Competence Facility</td>
<td>PP</td>
<td>EUR 1M</td>
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<td>2022</td>
<td>EU Award for Gender Equality Champions</td>
<td>Prize</td>
<td>EUR 0.4M</td>
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Topic descriptions on the F&T Portal [here](#) and full 2021-2022 WP [here](#)
<table>
<thead>
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<tr>
<td>2023</td>
<td>HORIZON-WIDER-A-23-ERA-01-09: Policy support to facilitate the implementation of a zero-tolerance approach towards gender-based violence in the ERA</td>
<td>CSA</td>
<td>EUR 2M</td>
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<td>2023</td>
<td>HORIZON-WIDER-23-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</td>
<td>CSA</td>
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<td>2024</td>
<td>HORIZON-WIDER-24-ERA-01-10: Policy coordination to support all aspects of inclusive Gender Equality Plans and policies in the ERA</td>
<td>CSA</td>
<td>EUR 3.5M</td>
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<td>2024</td>
<td>HORIZON-WIDER-22-ERA-01-81: Support to the implementation of inclusive GEPs</td>
<td>CSA</td>
<td>EUR 3M</td>
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<td>2024</td>
<td>She Figures 2027</td>
<td>PP</td>
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<td>2023-2024</td>
<td>EU Award for Gender Equality Champions</td>
<td>Prize</td>
<td>EUR 0.4M each year</td>
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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
Useful Resources
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

The European Commission is committed to promoting gender equality in research and innovation. It is part of the European Commission Gender Equality Strategy for 2020-2026, 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.

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

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