



NCP FLANDERS



How to prepare a Gender Equality Plan for Horizon Europe?

The webinar will start at 10.00.

**HORIZON
EUROPE**



THE EU RESEARCH & INNOVATION
PROGRAMME 2021 - 2027

#HorizonEU





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How to prepare a Gender Equality Plan for Horizon Europe?

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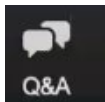


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How to prepare a Gender Equality Plan for Horizon Europe?

Useful info



- Send your written questions to speakers using Q&A. You can upvote questions already asked by other participants.



- Use the chat for non-content related questions/comments.



- Slides of presentation later at <https://www.horizon-europe-info-sessions.be/event/how-to-prepare-a-gender-equality-plan-for-horizon-europe/>



HORIZON EUROPE



THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

ANNE PÉPIN

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



**Belgian NCPs: Webinar on Gender
Equality (Plans) in Horizon Europe**

20 May 2021

HORIZON EUROPE

Policy and legal context



von der Leyen priority: Fostering a “Union of Equality”

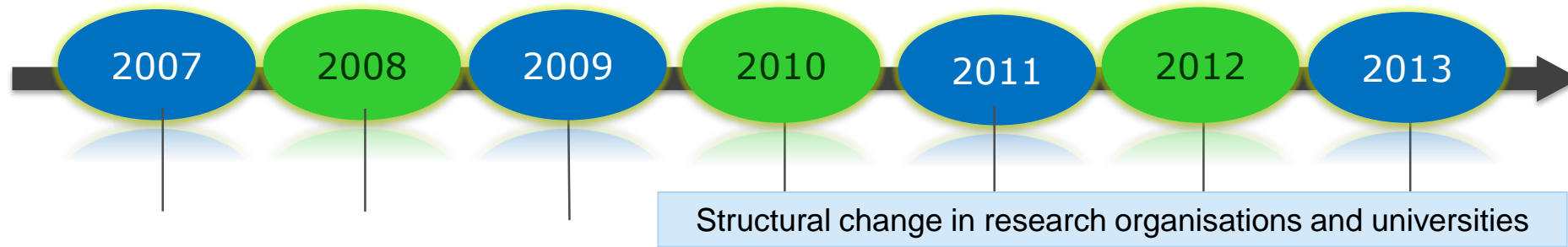
- **Gender-balanced College** of Commissioners
- Target of **50% women managers** at all levels by 2024 + Female Talent Development Programme
- **Commissioner for Equality** (Helena Dalli)
- Creation of a **Task Force for Equality**: Secretariat in SG + Equality Coordinators in each DG
- **[Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’](#)** (05/03/2020)
R&I and Horizon Europe are explicitly addressed, with new measures announced, including:
 - The possibility to **require a gender equality plan** from applicants
 - Initiatives to **increase the number of women-led technology start-ups (EIC)**
 - **Funding for gender and intersectional research** will also be made available
- 5 more strategies adopted:
 - [EU Anti-racism Action Plan 2020-2025](#) (18/09/2020)
 - [EU Roma strategic framework for equality, inclusion and participation](#) (07/10/2020)
 - [LGBTIQ Equality Strategy 2020-2025](#) (12/11/2020)
 - [Gender Action Plan III – a priority of EU external action](#) (25/11/2020)
 - [Strategy for the Rights of Persons with Disabilities 2021-2030](#) (03/03/2021)
- **Upcoming**: Legislative initiative on **gender based violence**

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 guidance, trainings and communities of practice on GEPs

FP7-Science-in-Society Gender Projects



Survey
Database of
programmes

Gender
management

Debate
Guidelines

Implement Gender Action/Equality Plans
Initial focus on STEM
Methodology/Partner for impartially monitoring/assessing progress
Produce Guidelines
Gender dimension in research content

PRAGES

WHIST
DIVERSITY

genSET
GENDERA

INTEGER
GENIS LAB

FESTA
STAGES

GENOVATE
GENDERTIME

TRIGGER
GARCIA
EGERA

9 GEP
projects



Building on Horizon 2020-SwafS Gender Projects



RPOs and RFOs - Partners at a starting stage - Professional associations – Link with national level

Support from the highest management level

Explain role of middle management

Make use of the GEAR Tool (2016)

21 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



GenderSTI

shmak

Hypatia
PROJECT

GENDER-NET Plus
Promoting gender equality in H2020 and the ERA

Gender Equality
GE ACADEMY

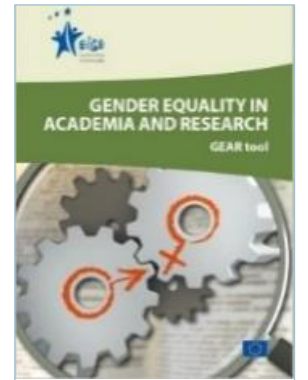
casper

EQUALS EU

UniSAFE
ENDING GENDER-BASED VIOLENCE

EC
GEP Cluster event
(28 Feb 2018)

EC
GEP Workshop
(4 March 2020)



The **GEAR tool** with step-by-step guidance on setting up and implementing GEPs is currently **being updated**

Belgian participants in H2020 SwafS projects

Project acronym	BE partner
PLOTINA	JUMP FORUM SPRL
GEECCO	Yellow Window
SUPERA	Yellow Window
R-I PEERS	Digital Leadership Institute
Gender-SMART	Yellow Window
GEARING ROLES	Yellow Window
CALIPER	ULB
EQUAL4EUROPE	EFMD AISBL
TARGETED-MPI	VUB
HYPATIA	ECSITE
GENDER-NET Plus	F.R.S.-FNRS
GE Academy	Yellow Window
CASPER	Yellow Window
EQUALS-EU	ALL DIGITAL AISBL
UniSAFE	Yellow Window
GENDERACTION	EWI and FWB (Associate Partners)

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

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

The Commission will:

12. Propose as of 2021, in line with the Horizon Europe programme objectives, the development of **inclusive gender equality plans** with Member States and stakeholders in order to promote EU gender equality in R&I

Council Conclusions on the new ERA

- [Council Conclusions on the New European Research Area](#) (adopted on 1 December 2020)

CALLS on the Commission and Member States to agree on priority actions as part of an ERA policy agenda in 2021, including on actions in the following domains:

*ii. **Gender Equality:***

RECALLS with great concern that there continues to be a major gender imbalance preventing Europe from using the full potential of its R&I system aiming for excellence,

*and CALLS on the Commission and Member States for a **renewed focus on gender equality and mainstreaming, including through the instrument of gender equality plans and the integration of the gender dimension into R&I content.***

*INVITES Member States and research funding organisations to **advance measures to ensure that allocation of research funding is not affected by gender bias.***

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Gender Equality



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: **Eligibility Criterion**



Integration of the gender dimension: **Award Criteria**



Gender balance: **Ranking Criteria**

HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans





Eligibility Criterion

Gender Equality Plan (applicable from 2022 onwards)

Participants 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 type of organisations from non-associated third countries, are exempted for the criterion
See legal categories definitions in the Funding & Tenders Portal [here](#)

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

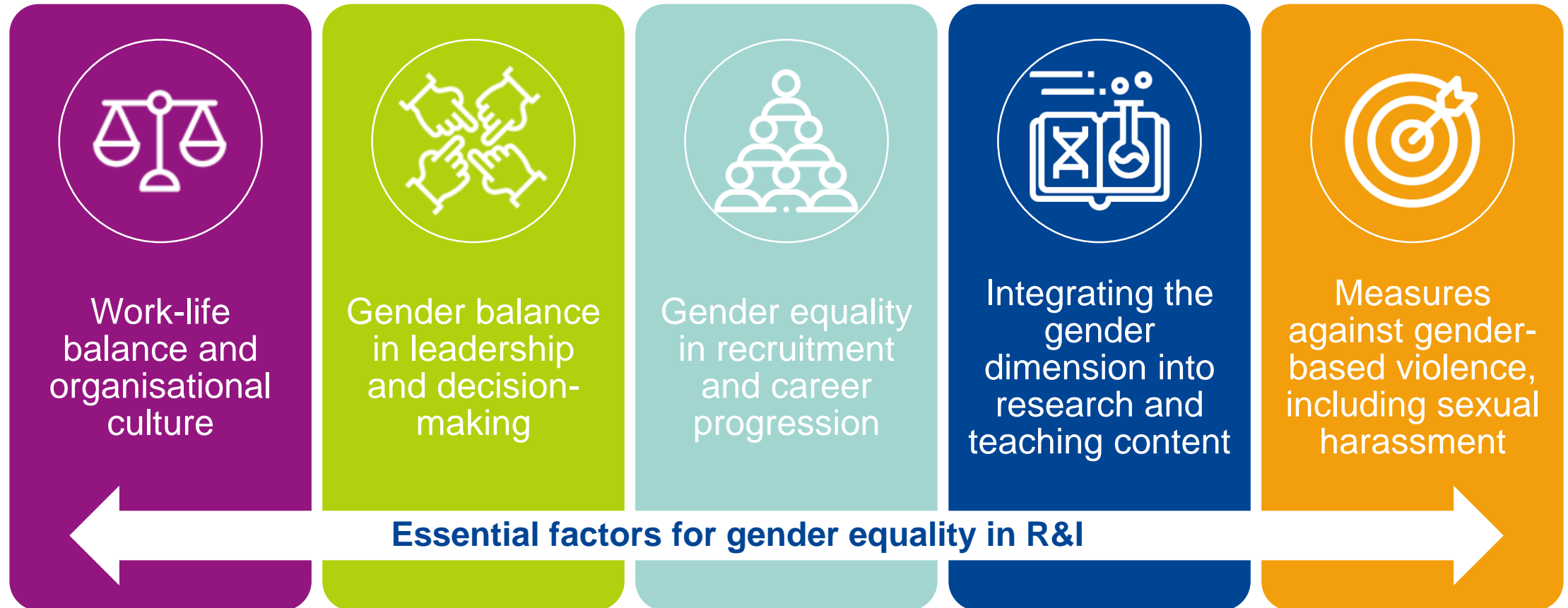
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



Training and capacity building

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

Recommended GEP content areas



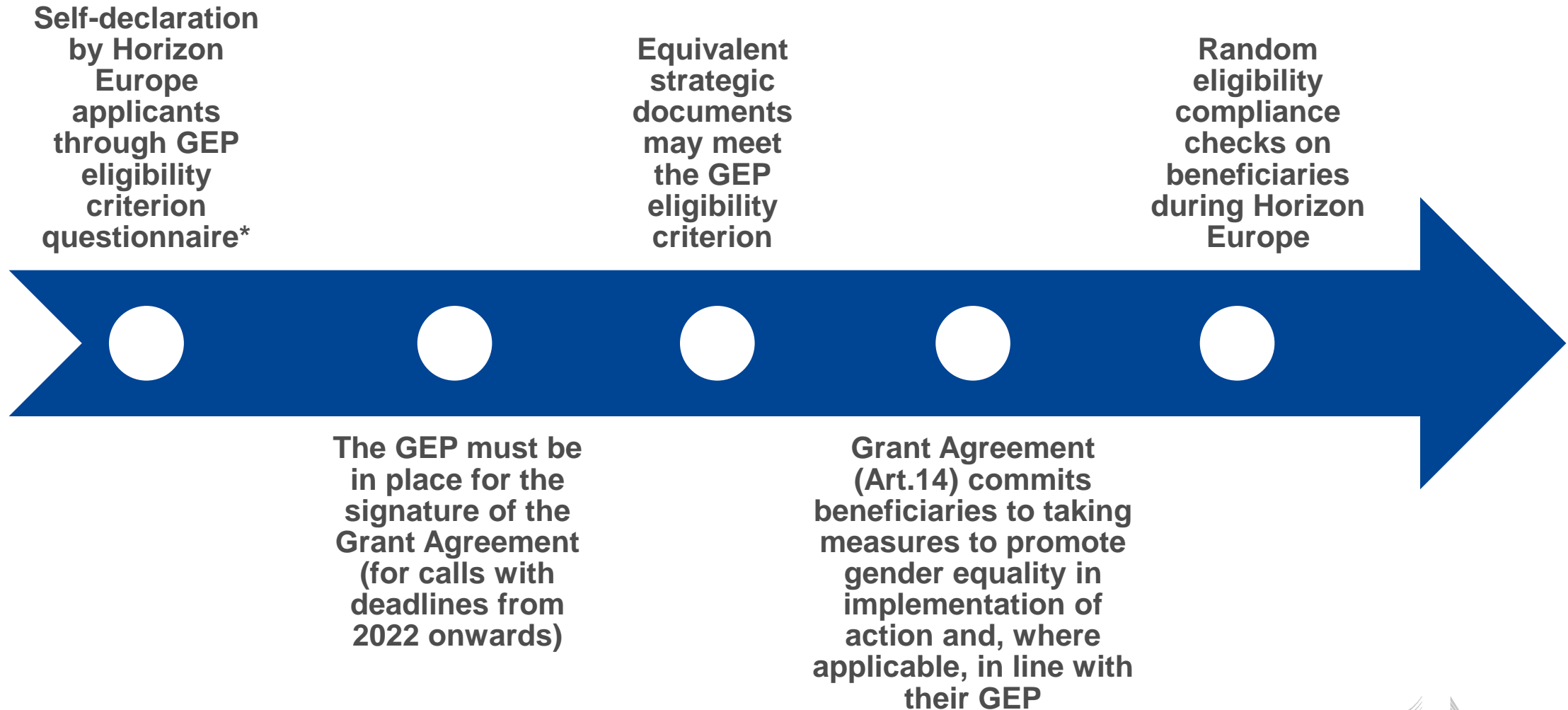
Co-design session:

Get ready: a new ERA for Equality is calling (22/09/2020)

Video Recording on [YouTube](#)



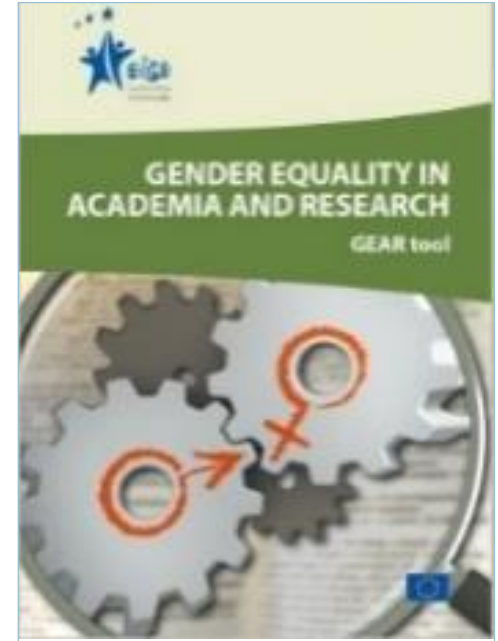
The eligibility criterion steps



Supporting GEP practice

Extensive 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

→ trainings, mutual learning workshops, national GEP contact points

HORIZON EUROPE AWARD CRITERIA

Integration of the gender dimension in R&I content





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 new **case studies** in health, AI & robotics, climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding) building on Horizon 2020 funded projects
- **Refined methodologies** on the integration of sex/gender based analysis, and intersectional analysis, in R&I content
- **Evidence-based policy recommendations** for Horizon Europe
- **Awareness raising** material including factsheets
- [Case study on the impact of sex & gender in the COVID-19 pandemic](#)
- [Factsheet on gender and intersectional bias in AI](#)
- **Full [Policy Review Report](#) and [Factsheet](#) released on 25 November 2020**
- [Interview of Commissioner Gabriel in KILDEN News](#) (25/11/2020)
- [Nature editorial](#) (09/12/2020)



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
- **Three gender identity categories: woman, man, non-binary**


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Useful Resources




Factsheet on key Gender Equality provisions under Horizon Europe



EUROPEAN UNION 

HORIZON EUROPE #HorizonEU

February 2021




I am determined to step up our efforts on gender equality and support more talented women in research and innovation. I am committed to ensuring that the gender dimension is fully integrated into research and innovation supported by Horizon Europe, and that it is fully acknowledged in the European Research Area.

Mariya Gabriel Commissioner for Innovation, Research, Culture, Education and Youth

GENDER EQUALITY

A STRENGTHENED COMMITMENT IN HORIZON EUROPE




What is the challenge?

Despite progress achieved on gender equality in research and innovation under the [Horizon 2020](#) research and innovation programme, we still need better implementation of EU gender equality objectives by research and innovation organisations across the EU, notably:

- More women participating in research and innovation programmes
- Better integration of the gender dimension in the content of research and innovation projects
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation

The Commission is taking concrete steps to address these challenges through [Horizon Europe](#), in line with the Communication [A New ERA for Research and Innovation](#) and the new [Gender Equality Strategy 2020-2025](#).

How we will tackle it and for whom



- Horizon Europe sets **gender equality as a crosscutting principle** and aims to **eliminate gender inequality and intersecting socio-economic inequalities** throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers.

<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1>

Gender Equality in R&I policy page

Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

PAGE CONTENTS

The Commission's gender equality strategy

Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

She Figures monitoring report

Networks

Publications

Latest

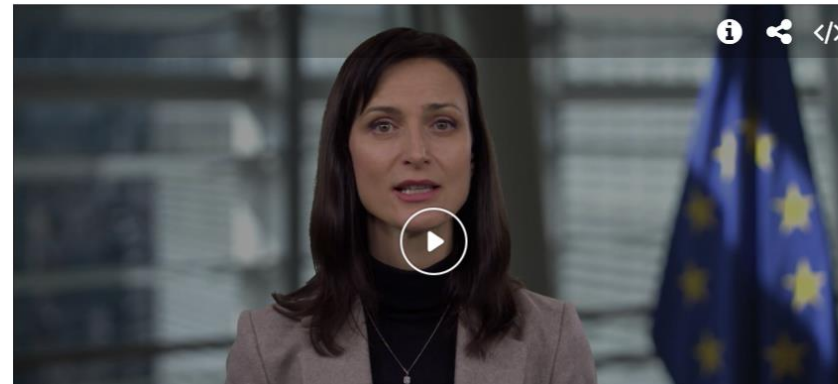
Related links

The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which apply widely across the labour market including the research sector.



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

SCAN ME!



https://ec.europa.eu/info/files/gender-equality-plans-frequently-asked-questions_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

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

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

Horizon Europe (HORIZON) | clear filter

Programming period: 2021-2027 | Clear filter

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

For other questions and further information on gender equality provisions, please contact:
RTD-GENDERINRESEARCH@ec.europa.eu

#HorizonEU

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



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How to prepare a Gender Equality Plan for Horizon Europe?

Thank you for your participation!

Please do not hesitate to contact us for any remaining questions

& don't leave without giving us your feedback through the evaluation form!