



EU policy for (inclusive) gender equality in research and innovation

GENDER-NET Plus «Integrating gender analysis into research» Workshop
Paris – 17 November 2022

A photograph of the European Union flag, which is blue with twelve gold stars arranged in a circle. The flag is being held up by two hands, and it is waving in the wind. The background is a blurred green landscape with trees.

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GENDER EQUALITY

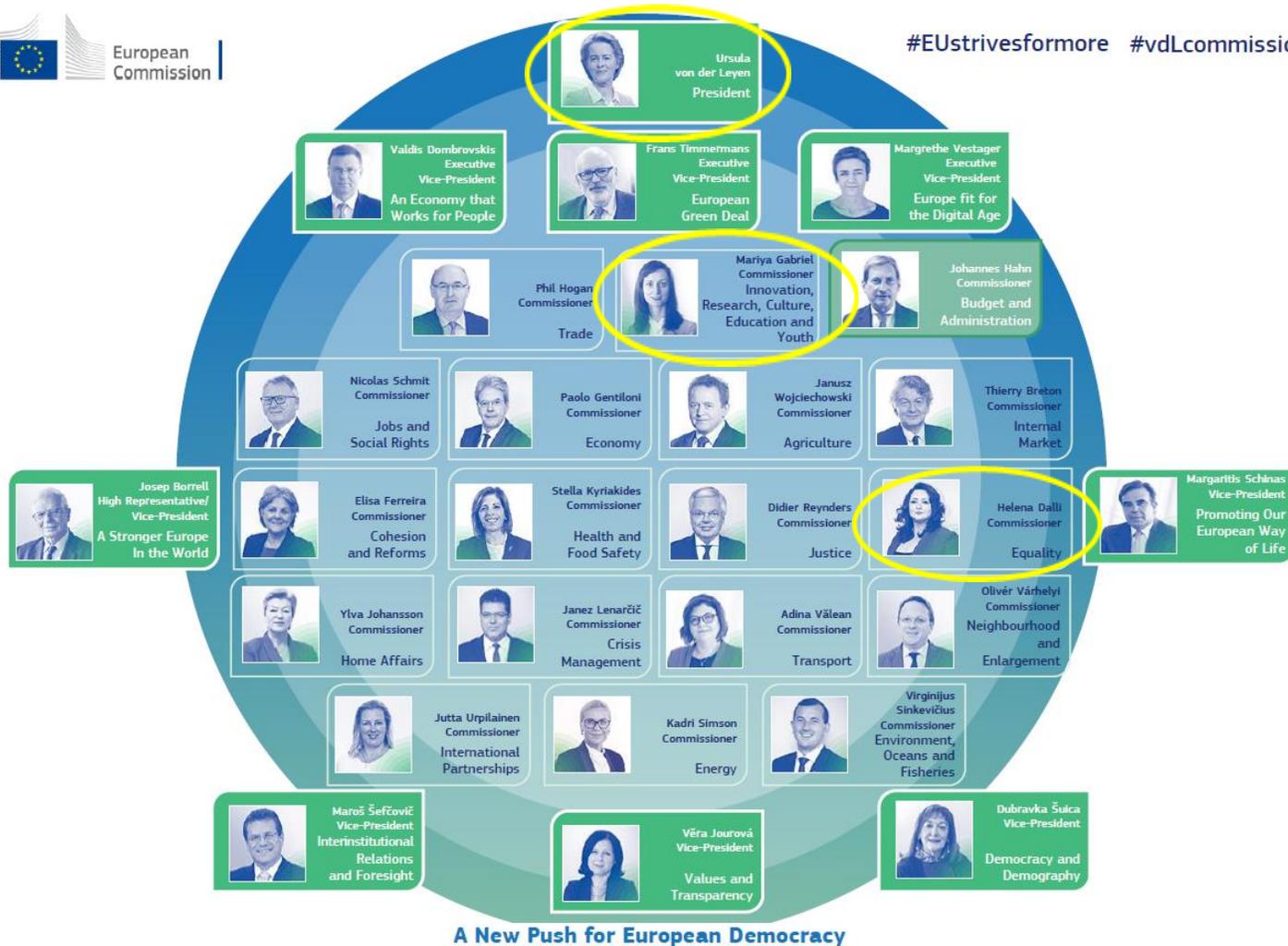
EU Policy Context



Policy Context



#EUstrivesformore #vdLcommission



- Gender equality high on the agenda of the UvdL Commission
- 1st ever Commissioner for Equality (Helena Dalli)
→ Task Force on Equality
- Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth



EC priority: Fostering a “Union of Equality”

- Six Equality Strategies adopted:
 1. [Gender Equality Strategy 2020-2025](#) (05/03/2020)
R&I explicitly addressed: New measures to strengthen gender equality in Horizon Europe:
 - Possibility to request a **Gender Equality Plan** from applicants
 - **Funding for gender and intersectional research** also made available
 - An initiative to increase the number of women-led technology start-ups
 2. [EU Anti-racism Action Plan 2020-2025](#) (18/09/2020)
 3. [EU Roma strategic framework for equality, inclusion and participation](#) (07/10/2020)
 4. [LGBTIQ Equality Strategy 2020-2025](#) (12/11/2020)
 5. [Gender Action Plan III – a priority of EU external action](#) (25/11/2020)
 6. [Strategy for the Rights of Persons with Disabilities 2021 – 2030](#) (03/03/2021)
- March 2021: Proposal for a [Directive to strengthen the application of the principle of equal pay for equal work](#)
- March 2022: Proposal for a [Directive on combating violence against women and domestic violence](#)

European Research Area

An open space
for knowledge and growth

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

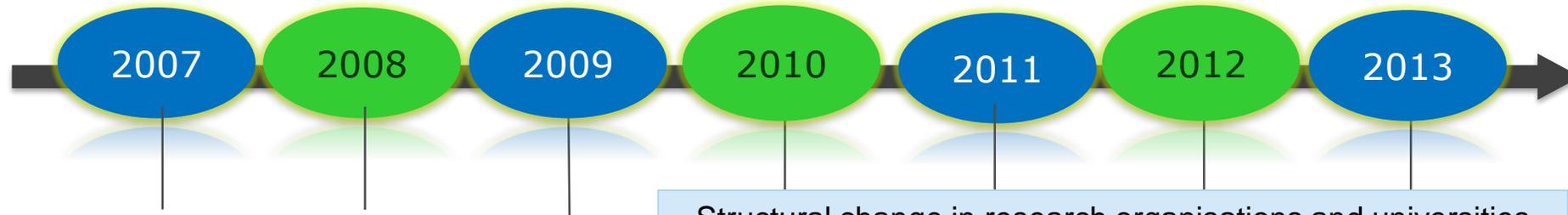
- Gender equality in scientific careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension in research and innovation content (sex and gender analysis)

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 through 30 GEP-implementing projects, budget over 72 EUR Million
 - additional GEP-related initiatives, e.g. training academy, communities of practice

FP7-Science-in-Society Gender Projects



Structural change in research organisations and universities

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



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

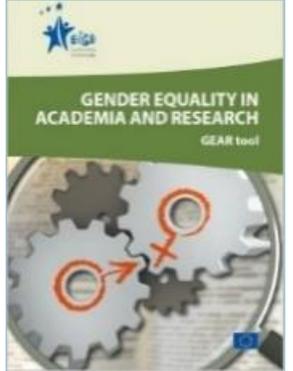
TARGET
GEECCO

CHANGE
SUPERA
R-I PEERS

Gender-SMART
GEARING-ROLES
SPEAR

CALIPER
LeTSGEPs
EQUAL4EUROPE
TARGETED-MPI

RESET
ATHENA
MINDtheGEPs



The [GEAR tool](#)

EC
GEP Cluster event
(28 Feb 2018)

EC
GEP Workshop
(4 March 2020)

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 European Research Area'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), involving **private/innovation** sector, 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

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](#)



Deepening the ERA: 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



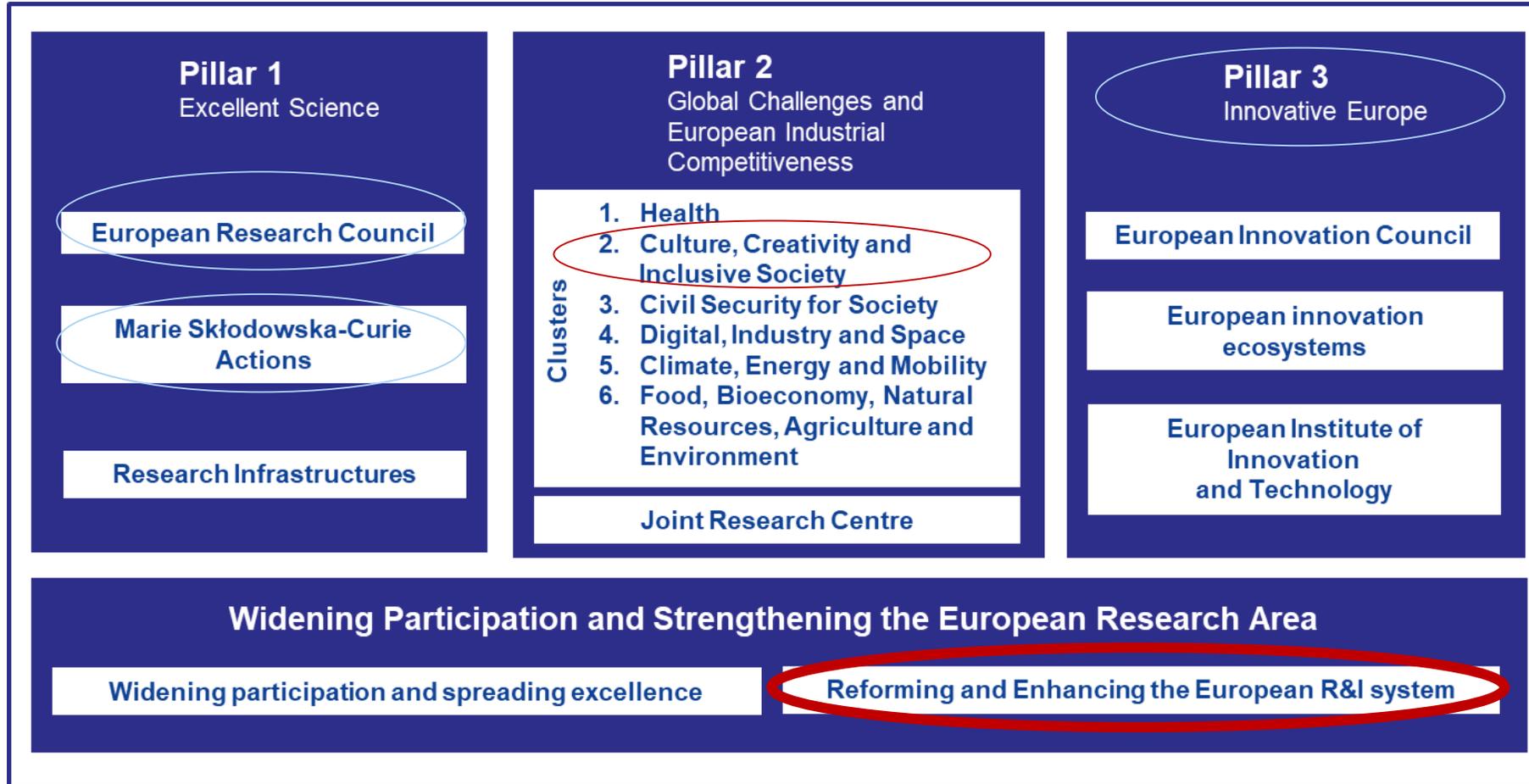
HORIZON EUROPE

THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027



Horizon Europe architecture



Horizon Europe
Total Budget
(2021-2027):
EUR 95.5 Billion

Key Impact Pathway Indicators: Scientific, Societal, Towards technological/economic impact

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 institutions*** established in a Member State or Associated Country **must have a gender equality plan** in place, fulfilling **mandatory process-related requirements**

- A self-declaration is requested at proposal stage (based on a self-declaration questionnaire in the Participant Register)
- 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
- 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

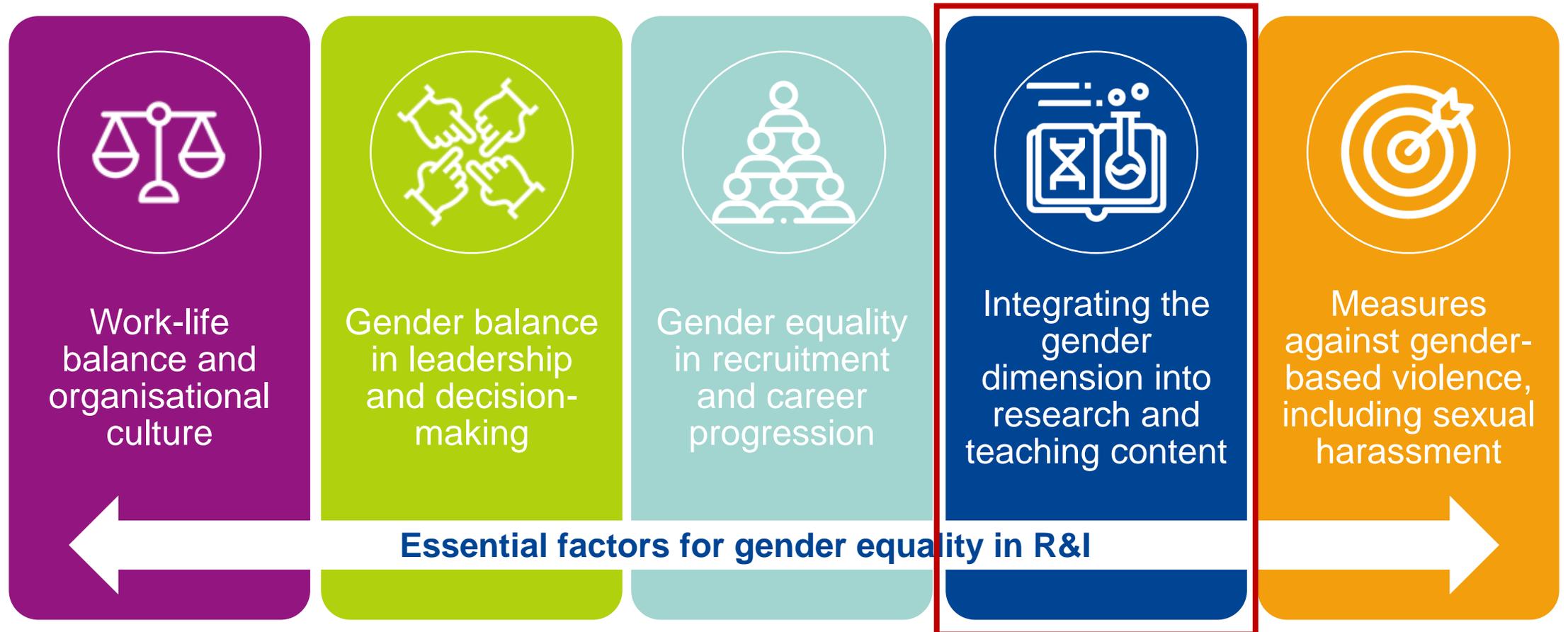
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



Training and capacity building

- For decision-makers and staff
- Tackle unconscious gender biases of people and decisions

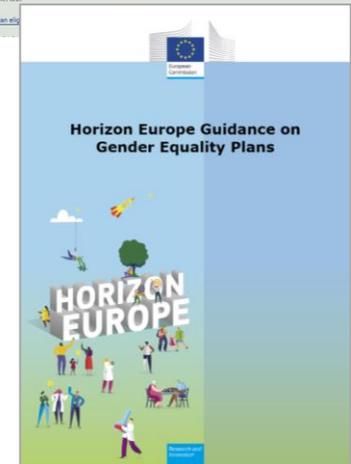
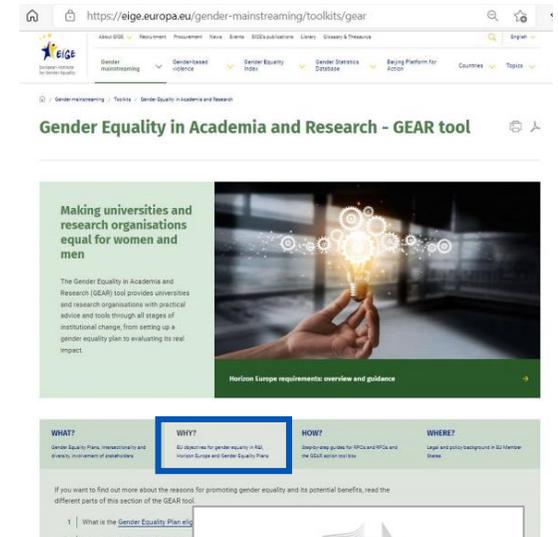
Recommended GEP content areas





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 GEPs](#) published on 28/09/2021
 - ✓ Online trainings to countries with higher amount of organisations without GEPs
Delivered to BG, EL, HU, HR, IT, BA, RO, PL, Baltic Countries, CY
 - ✓ Online mutual learning workshops, building on [European Universities Alliances](#)
Ten workshops organised since November 2021



HORIZON EUROPE AWARD CRITERIA

Integration of the gender dimension in R&I content





Award Criteria: Integration of the gender dimension

EXCELLENCE criterion for RIAs/IAs

- ✓ Clarity and pertinence of the **project's objectives**, and the extent to which the proposed work is ambitious, and goes beyond the state-of-the-art.
- ✓ **Soundness of the proposed methodology**, including the underlying concepts, models, assumptions, inter-disciplinary approaches, **appropriate consideration of the gender dimension in research and innovation content**, and the quality of open science practices including sharing and management of research outputs and engagement of citizens, civil society and end users where appropriate.

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



Integration of the gender dimension in R&I content

Gender dimension

Addressing the gender dimension in research and innovation entails taking into account sex and gender in the whole research & innovation process

Under Horizon Europe the **integration of the gender dimension into R&I content is mandatory** unless the topic description explicitly includes a sentence such as the following:

“In this topic the integration of the gender dimension (sex and gender analysis) in research and innovation content is not a mandatory requirement.”

Why is 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**



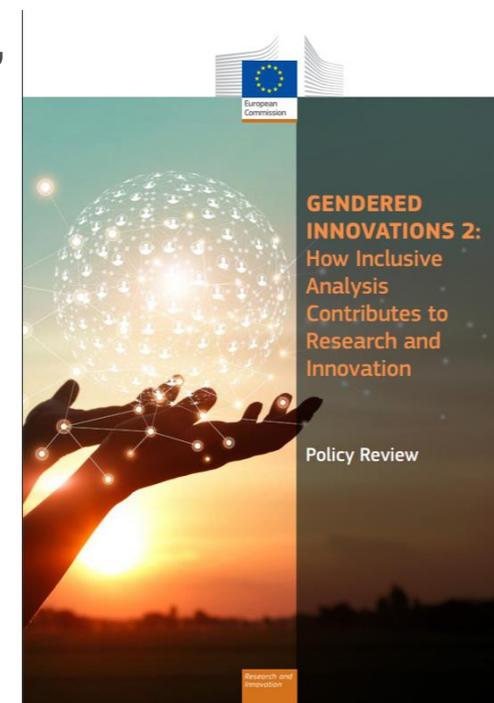
Gendered Innovations: How inclusive analysis contributes to research and innovation

- 15 **case studies** in health, AI & robotics, climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding) building on Horizon 2020-funded projects
- **Refined methodologies** on the integration of sex/gender based analysis, and intersectional analysis, in R&I content
- **Evidence-based policy recommendations** for Horizon Europe

→ **Full Policy Review Report and Factsheet released on 25/11/2020**

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

→ **Additional guidance and links to resources in the Horizon Europe Programme Guide (section on *Gender equality and inclusiveness*)**



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 upcoming 5th project
 - **Gender and social, economic and cultural empowerment** (HORIZON-CL2-2022-TRANSFORMATIONS-01-05)
- 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](#)
- **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 E U prize for women innovators, gender and diversity index



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	RIA	EUR 3M
2022	HORIZON-WIDERA-2022-ERA-01-81: Support to the implementation of inclusive GEPs	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](#)
2023-2024 Work Programme soon to be adopted (early Dec 2022)
Next Strategic Plan (2025-2027) under development

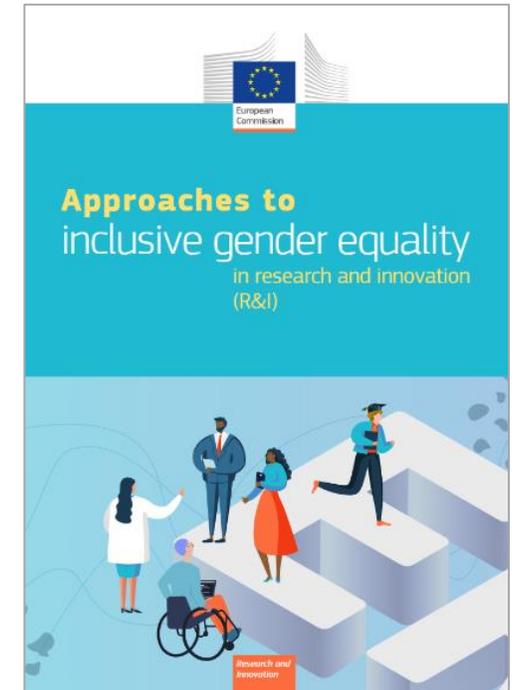
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Useful Resources



DG RTD-led ongoing initiatives

- **New report** released in September 2022 on a pilot study: [Inclusive Approaches to Gender Equality in Research and Innovation](#) following the factsheet published in May 2022: [Towards inclusive gender equality in research and innovation](#)
- Commission Expert Group on the [impact of the COVID-19 pandemic on gender equality in R&I](#)
- Undergoing study on the impact of EU and national GEP-related policies on gender equality in the ERA



Gender Equality in R&I policy updates

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 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 directives, which apply widely across the labour market including the research sector.



SCAN ME!



DRIVE THE CHANGE

This prize will reward academic and/or research organisations with a Gender Equality Plan in the following 3 categories:

- Sustainable gender equality champions
- Newcomer gender equality champions
- Inclusive gender equality champions

APPLY NOW!

@EUScienceInnov
#UnionOfEquality #GenderEquality #GEP



EU Award for
**Gender
Equality
Champions**



New EU Award for Gender Equality Champions

for academic & research organisations

3 categories: Sustainable, Newcomer, Inclusive

Winners announcement: March 2023

[Full Report](#) - [Interactive website](#) - [Policy briefs](#)

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





Thank you!

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

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



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