



Integrating a gender dimension in research & innovation content – Horizon Europe & EU policy context

PRIMA Workshop – Empowering women as champions of the Mediterranean's green transition
6 June 2023 (online)

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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HORIZON EUROPE

THE EU RESEARCH & INNOVATION PROGRAMME

2021 – 2027

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

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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 (GEP)** 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

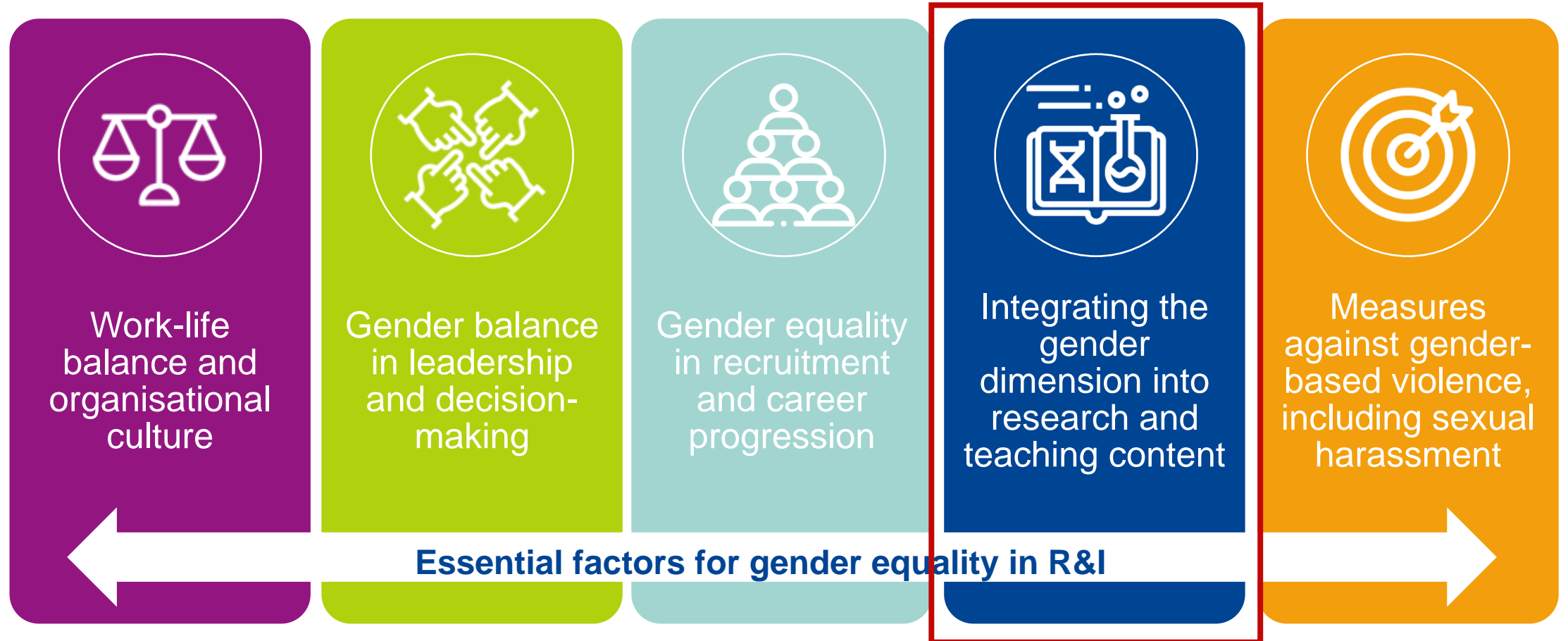
- Sex/gender disaggregated data on personnel (and students, for establishments concerned)
- Annual reporting based on indicators



Training

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

Recommended GEP content areas



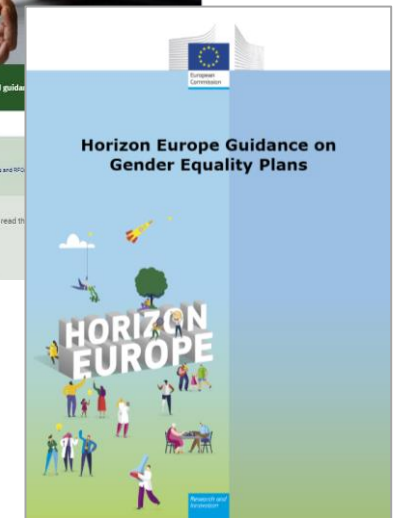
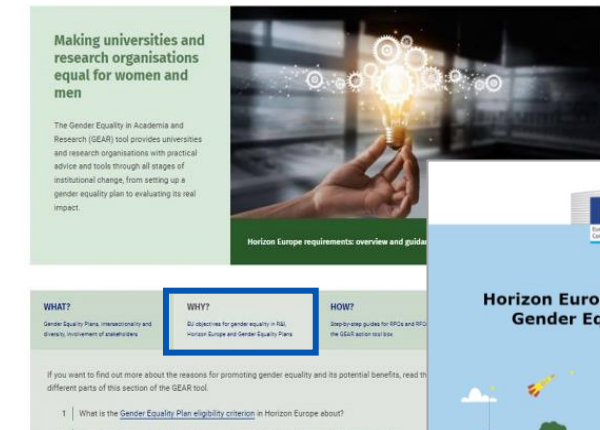


Supporting GEP practice and knowledge

- 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
- Pilot EU ‘knowledge & support facility on institutional change through GEPs’
 - ✓ [Horizon Europe Guidance on Gender Equality Plans](#) (28/09/21)
 - ✓ Online trainings to countries with higher amount of organisations without GEPs
 - ✓ Online mutual learning workshops, building on [European Universities Alliances](#)
- Activities and material by FP7 and [Horizon 2020 Science-with-and-for-Society \(SwafS\) gender equality projects](#)



Gender Equality in Academia and Research - GEAR tool





Examples of Horizon 2020-SwafS funded GEP projects involving Mediterrean partners



<https://www.gendertarget.eu/>

(May 2017-December 2021)

Partners included:

Réseau Méditerranéen des Écoles d'Ingénieurs et de Management (FR)
Research and Innovation Foundation (CY)
Fondazione Regionale per la Ricerca Biomedica (IT)
Fondazione Giacomo Brodolini (IT)
Hellenic Foundation for European and Foreign Policy (EL)
NOTUS (ES)
Université Hassan II Casablanca (MA)



<http://gender-smart.eu/>

(January 2019-December 2022)

Partners included:

CIRAD (FR)
Agence Nationale de la Recherche (FR)
Center for Scientific and Technological Research of Extremadura (ES)
Mediterranean Agronomic Institute of Bari (IT)
Cyprus University of Technology (CY)



Horizon Europe Guidance on GEPs: examples of integrating the gender dimension into research & teaching content

Science Foundation Ireland (Ireland): SFI also now requires that applicants fully consider the potential biological (sex) and socio-cultural (gender) dimensions as key analytical and explanatory variables in their research, and demonstrate that they have given full consideration to any potential sex/gender aspects in their proposed research programme, as detailed in their

[Guidance for Applicants on Ethical and Scientific Issues](#)

The German Environment Agency (UBA): has implemented a gender mainstreaming programme for its research activities as part of its GEP. Steps included a [gender impact assessment process](#) into the approval of all research projects, support for the integration of gender into research design, as well as steps to ensure effective presentation of gender-specific research results and outcomes

The [Gearing Roles project](#) produced a [diagnostic and self-assessment checklist](#) for gender in the curriculum.

The Garcia Project, funded by FP7, has also produced a [Toolkit for Integrating Gender Sensitive Approach into Research and Teaching](#).

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

*Umbrella term referring to the integration of **sex analysis** and/or **gender analysis** into R&I design and content*

SEX refers to the **biological attributes** (functions deriving from chromosomal complement, reproductive organs, or specific hormones or environmental factors that affect the expression of phenotypic traits in sexually reproducing organisms) that distinguish male, female, and intersex (in humans) or hermaphrodite (in non-human animals). **In engineering and product design research**, sex includes anatomical and physiological characteristics that may affect the design of products, systems and processes

GENDER refers to **socio-cultural norms, identities and relations** that, together, shape and sanction “feminine” and “masculine” behaviours, structure societies and organisations, and **also affect products, technologies, environments, and knowledge**. Gender is complex and changes in time and place

Should be taken into account from the setting of research priorities, through defining concepts, formulating research questions, developing methodologies, gathering and analysing sex and gender disaggregated data, to reporting results, and transferring them to markets into products and innovations which will benefit all citizens and promote gender equality



Integration of the gender dimension in R&I content

Gender dimension

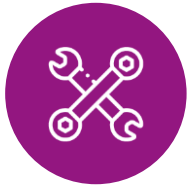
Addressing the gender dimension in research and innovation entails taking into account sex and gender in the whole research & innovation process

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**



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

➤ Check whether and to what extent:

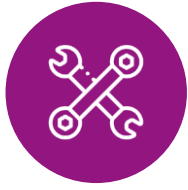
- the sex and/or gender of persons under study in the action
- the sex and/or gender of individuals affected by the implementation of the research and innovation results (e.g. end users)
- the sex of animals under study
- or with regard to samples taken from humans or animals

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](#)** (with additional case studies, on e.g. water management)
- **[This introductory webinar by H2020 project GE Academy](#) and [additional more field-specific videos](#)**
- **[This introductory video produced by H2020 project ACT](#)**
- **[This GEAR tool](#)**



Gendered Innovations 2: How inclusive analysis contributes to research and innovation

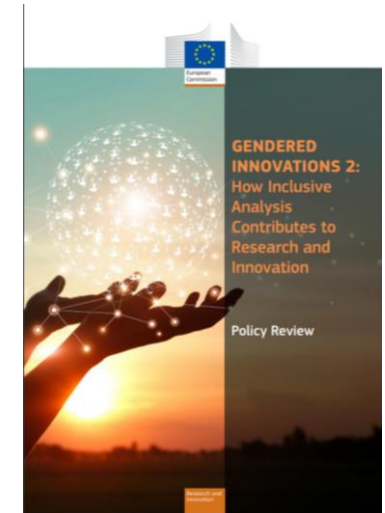
[Interview of Commissioner Gabriel](#) (25/11/2020)

[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



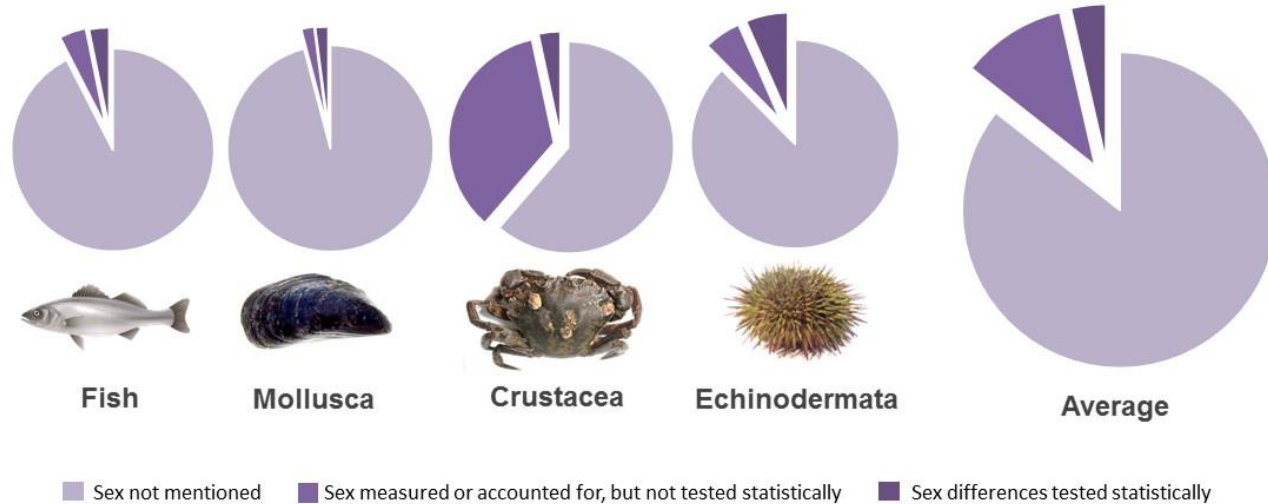
Guidance and links to other resources in:

- [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](#)

GI2: Marine Science – analysis sex

Proportion of Ocean Acidification Studies that Analyze Sex

From studies on key taxonomic groups (Echinodermata, Crustacea, Mollusca & Fish) published between 2008 and 2016



Source: Ellis et al. (2017) <https://doi.org/10.1098/rsbl.2016.0761>

Over 99% of juveniles and subadults turtles at the Northern Great Barrier Reef in Australia are now female due to ocean warming, and local extinction is possible in the near future



- **Understanding feminisation of marine organisms in a warming ocean** is critical to elucidate the threat that climate change poses to animals whose sex is determined by temperature, such as marine turtles, and vital to assess extinction risk under future climate change scenarios
- **Understanding the differential sensitivity of female and male marine organisms to climate change** is critical to fully document the impact of environmental change on populations and ecosystems
- **Understanding environmental sex determination beyond temperature** is vital to population demography in a number of organisms of economic, ecological and experimental importance to humans under future climate change scenarios

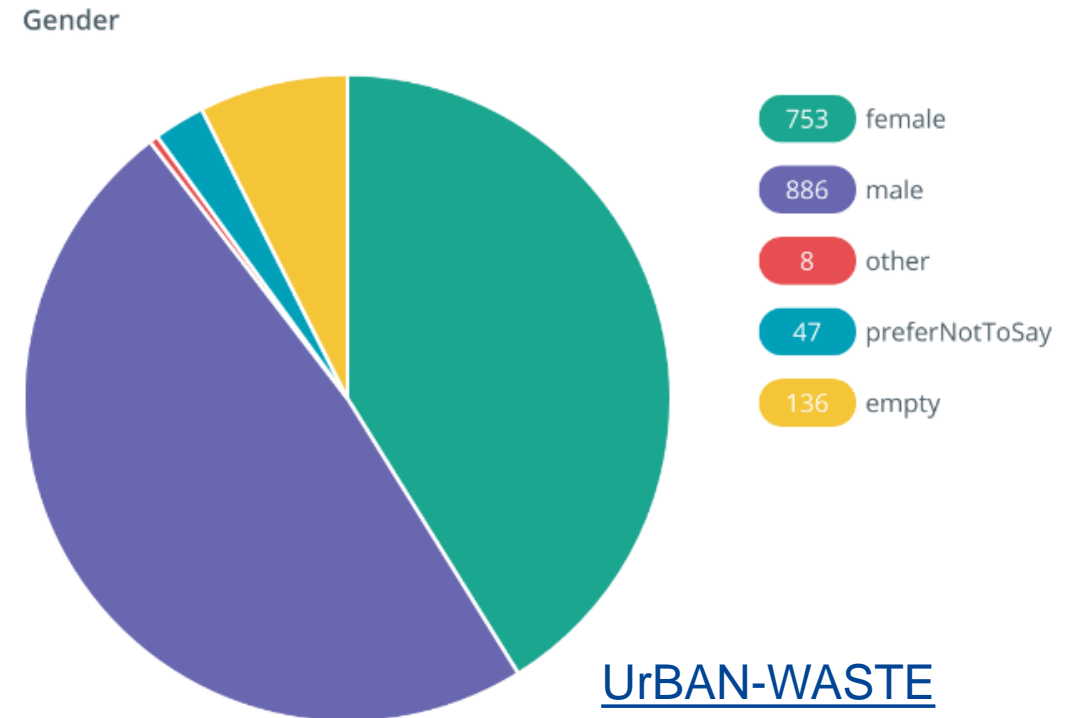
GI2: Waste Management – gender analysis through co-creation and participatory design

Collecting data on gendered waste behaviours and intervening to change user behaviours

- Most waste management employees are still men. Women, by contrast, do somewhat more unpaid labour in household waste management.
- Zamudio (WASTE4THINK): users identified by their citizen cards used for other municipal services. PAYT (Pay-as-you-throw) calculated for each household when different containers are opened (e.g. residual, glass, plastic or organic waste). Each member of a household has own citizen, use can be analysed by sex and age

Participatory methods: the UrBAN-WASTE app

- interactive mobile application to promote more sustainable waste behaviours. Focus on reducing waste in 11 tourist destinations, e.g. Lisbon, Nice.
- Gamification model in which the user's good practices in recycling, avoiding food waste and refilling reusable water bottles (among others) are rewarded with points.



WASTE4THINK

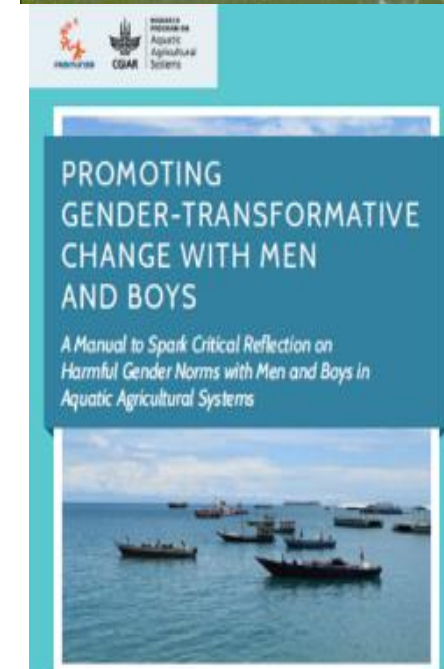
GI2: Agriculture – embedding gender norms in innovation processes

Co-creation and participatory research:

- Increase the agency of women: optimize gill nets for catching small fish (Bangladesh-WorldFish), coaching on self-confidence, negotiating skills and assertiveness.
- Workshops on gender consciousness to ensure that husbands, in-laws and neighbours supported the new role of women in cultivating and catching fish with gill nets.

GENNOVATE 2014-2018 (<https://gennovate.org/>)

- Participation of over 7 000 men and women from 137 rural communities in 26 countries in discussion groups and interviews (split by sex, age and socioeconomic status)
- Methodologies, reports, articles, briefs and videos for research teams to integrate social processes and especially gender norms into large-scale agricultural R&D programmes



Also:

<http://fatima-h2020.eu>

<https://www.gendersmart.eu>

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. **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] |

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Dedicated funding for 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](#) (Transforming Gendered Interrelations of Power and Inequalities for Just Energy Systems) 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](#)



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 and soon a 4 th project | 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](#)



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 was 9 March 2023

Next Strategic Plan (2025-2027) under development

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EU R&I policy context



European Research Area

An open space
for knowledge and growth

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

Three objectives

- 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)**

→ *A common approach: **institutional change***

Three levels

- Member States and Associated Countries
 - ❖ [Council Conclusions of 1 December 2015 on Advancing Gender Equality in the ERA](#)
- Stakeholders: Research Performing Organisations /Research Funding Organisations
- 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

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 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

→ 22 Member States, 3 Associated Countries, 13 Stakeholder Organisations

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Useful Resources



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

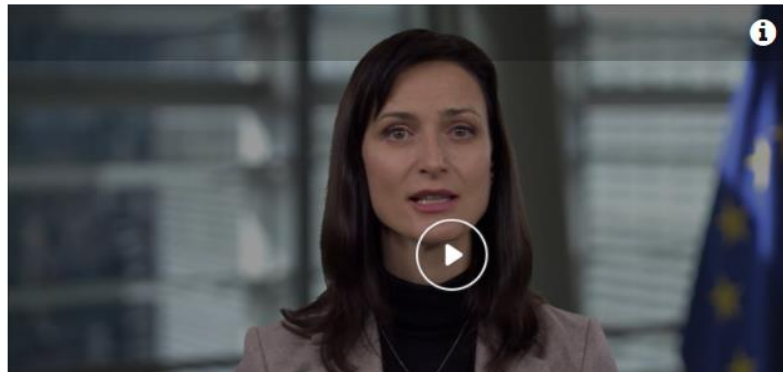
Related links

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.



HORIZON EUROPE February 2021

SHE FIGURES 2021 Gender in Research and Innovation Statistics and Indicators

GENDER EQUALITY A STRENGTHENED COMMITMENT IN HORIZON EUROPE

EU support to strengthen gender equality in STEM

Approaches to inclusive gender equality in research and innovation (R&I)

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!

#EUGenderEquality #UnionOfEquality #GenderEquality #GEP

EU Award for Gender Equality Champions

GENDER EQUALITY PLANS (GEPs) Frequently Asked Questions

| Year | Women (%) | Men (%) |
|---------------|-----------|---------|
| 2010 | 32% | 68% |
| 2015 | 35% | 65% |
| 2020 | 37% | 63% |
| 2025 (target) | 38% | 62% |
| 2030 (target) | 35% | 65% |

| ISCED Level | Proportion (%) |
|---------------------------------------|----------------|
| ISCED 6-7 (Graduate) | 28% |
| ISCED 5 (Post-secondary non-tertiary) | 17% |
| ISCED 4 (Upper secondary) | 10% |
| ISCED 3 (Lower secondary) | 10% |
| ISCED 2 (Upper primary) | 10% |
| ISCED 1 (Lower primary) | 10% |
| ISCED 0 (Pre-primary) | 10% |

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



Thank you for your attention!

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

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#HorizonEU

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



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