



EU Policy on Gender Equality in Research and Innovation

Maastricht University

1 April 2021

Mina Stareva

Head of sector – Gender equality
D4 – Democracy & European Values
DG Research & Innovation

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

- A **gender-balanced College** of Commissioners
- A **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**: [public consultation](#) (DL 10/05)

Policy context



The new European Research Area

Learn more [here!](#)



Research and
Innovation

#ResearchImpactEU #EUResearchArea



ERA Priority 4: 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)

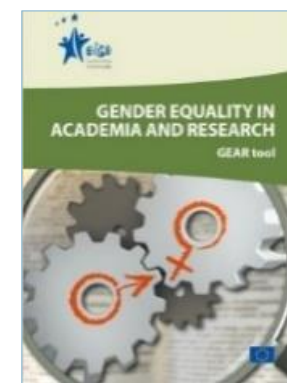
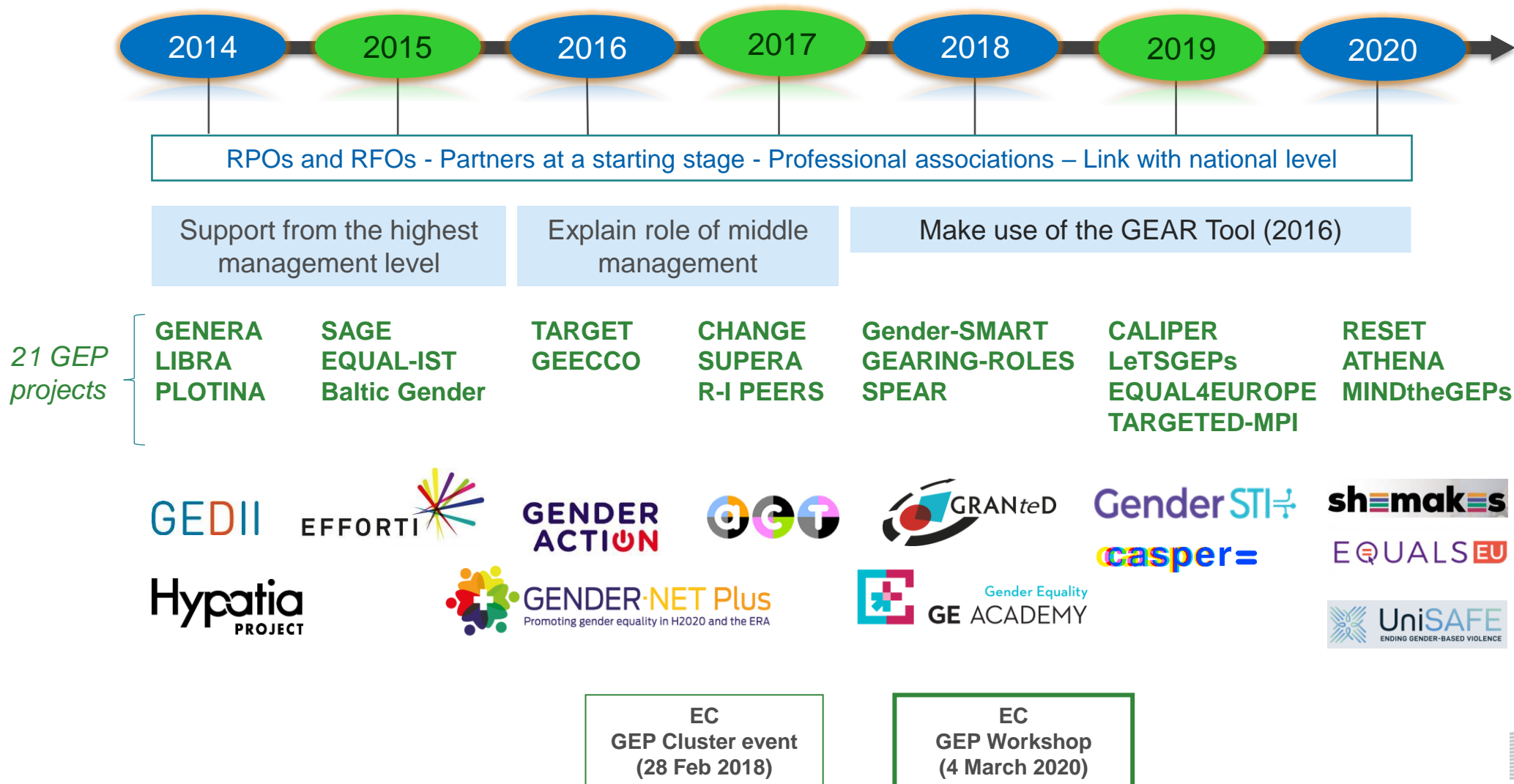
Three levels

→ A common approach:
institutional change

- Member States and Associated Countries
- Stakeholders: Research Performing Organisations /Research Funding Organisations – RFOs
- European Commission

❖ She Figures 2018 show that significant heterogeneity remains across Europe

Building on Horizon 2020-SwafS Gender Projects



The [GEAR tool](#) with step-by-step guidance on setting up and implementing GEPs is currently being updated



Gender Equality to strengthen the European R&I potential

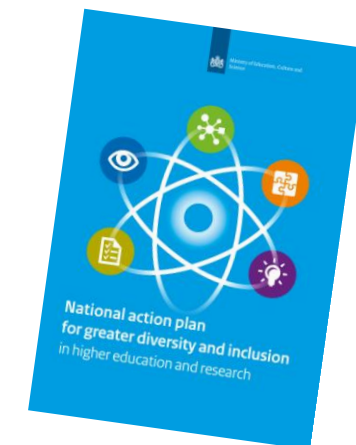
- Persisting gender inequalities in European R&I systems hinder the ERA's potential: under-representation of women in STEM, only 24% in top academic positions, under 10% among patent holders, gender-based violence, and low level of integration of sex/gender analysis in R&I content
- Need to address **inclusiveness**: 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

She Figures 2018

		
PhD women graduates	47.9%	49.1%
PhD women graduates Engineering, manufacturing and construction	29%	27%
Women Researchers	33.6%	25.4%
Women in grade A positions	23.7%	18.7%
Women Heads of institutions in HES	21.7%	18.2%
Women board leaders	20%	50%
Women board members	27%	33%



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:

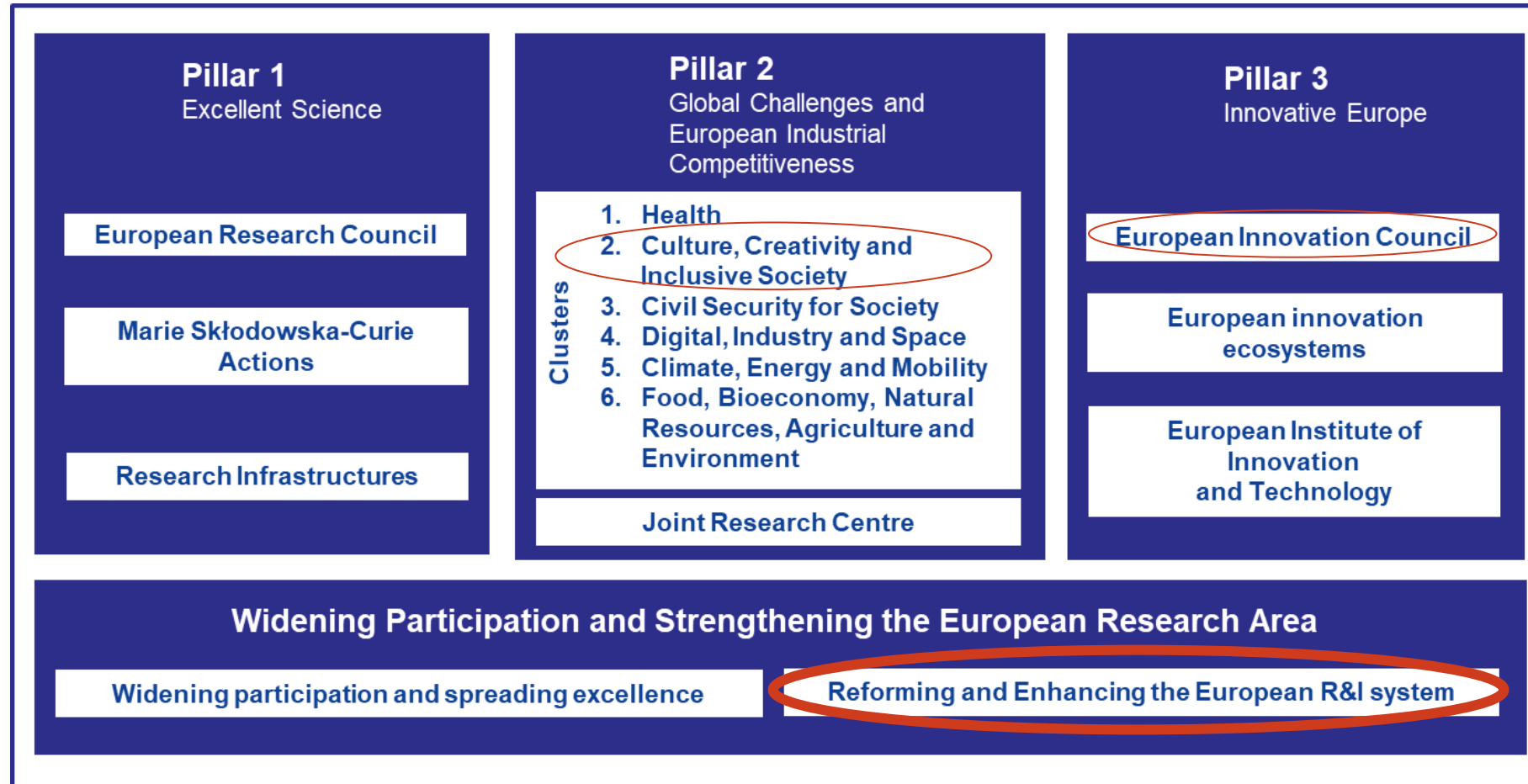
ii. Gender Equality:

*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.***

Horizon Europe

Horizon Europe



→ Strategic Plan adopted 15 March 2021

→ Work Programmes 2021-2022 foreseen to be adopted in May 2021

Strengthened provisions for Gender Equality in Horizon Europe (1)

- **Article 6a.5 (Principles of the Programme) of the Framework Regulation:**

“The Programme shall ensure the **effective promotion of equal opportunities for all**, and the implementation of **gender mainstreaming**, and of **the gender dimension in the research and innovation content** and shall aim to address the causes of gender imbalance. Particular attention shall be paid to **ensuring to the extent possible gender balance**, in evaluation panels and in other relevant advisory bodies such as boards and expert groups.

- **Eligibility criterion:** Applying public bodies, research organisations and higher education establishments, from EU Member States and Associated Countries, will need to have a **Gender Equality Plan** in place
 - Transition period until enforcement of the eligibility criterion for calls with deadlines in 2022
 - Self-declaration through questionnaire, no document upload, requested at GA signature
 - Compliance checks throughout Horizon Europe
 - Equivalent documents (e.g. strategic plan, inclusion strategy) accepted

GEPS : co-created building blocks

Mandatory process-related elements

PUBLIC DOCUMENT

- formal document signed by the top management,
- published on the institution's website and disseminated widely within the institution.

DEDICATED RESOURCES

- Earmarked funding could be available for staff positions such as "Equality Officers" or "Gender Equality Teams".
- Organisations may reserve working hours of existing staff (academic, management, HR) for equality work.

DATA COLLECTION AND MONITORING

- sex/gender-disaggregated data collection across all staff categories.
- Annual reporting of gender imbalances across job categories & leadership positions.
- comprehensive evaluation approach.

TRAINING & CAPACITY BUILDING

- e.g. tackling unconscious gender bias among staff and decision-makers
- information and dissemination material, workshops,
- or working groups dedicated to specific topics.

Recommended areas to be covered by GEPs:

- ✓ **work-life balance and organisational culture**
Examples: Parental leave policies, flexible work-time arrangements.
- ✓ **gender balance in leadership and decision-making**
Examples: Introducing gender quotas for evaluation panels or decision making bodies.
- ✓ **gender equality in recruitment and career progression**
Examples: Unconscious bias training for HR managers, inclusive language for job vacancies, fair evaluation for employees.
- ✓ **integration of the gender dimension into research and teaching content**
Example: Get inspiration from the case studies and methods developed by the [EC “Gendered innovations” Expert Group](#)
- ✓ **measures against gender-based violence including sexual harassment**
Example: Having in place a code of conduct or an intervention protocol in case of complaints.
→ See [GEAR Tool](#) and project **UniSAFE**



Co-design session:
Get ready: a new ERA for Equality is calling (22/09/2020)
Video Recording on [YouTube](#)

Strengthened provisions for Gender Equality in Horizon Europe (2)

- **Article 2 of Specific Programme sets gender as a cross-cutting priority**
“The Specific Programme has the following operational objectives:
(ca) **strengthening the gender dimension across the Programme**”
- **Article 4.3d of SP sets gender as a specific issue of the Strategic Plan**
“Specific issues, such as (...) **gender equality**, including the integration of gender dimension in the **R&I content**;”
- **Mandatory integration of the gender dimension into research and innovation content** across the Work Programmes, **by default**, unless it is duly justified that sex and/or gender aspects are not relevant
 - Evaluation criterion for RIA/IAs and Cofunds, under the *Excellence* criterion (Methodology)

Sex and Gender

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 (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 knowledges. Gender is complex and changes in time and place.

INTERSECTIONAL FACTORS, such as racial or ethnic origin, age, socioeconomic status, sexual orientation, or disability, combine with sex and gender to shape a person’s/group’s experience and social opportunities, thereby influencing the form of discrimination and inequality they encounter.

Why do we need to integrate the gender dimension into R&I content?

- 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

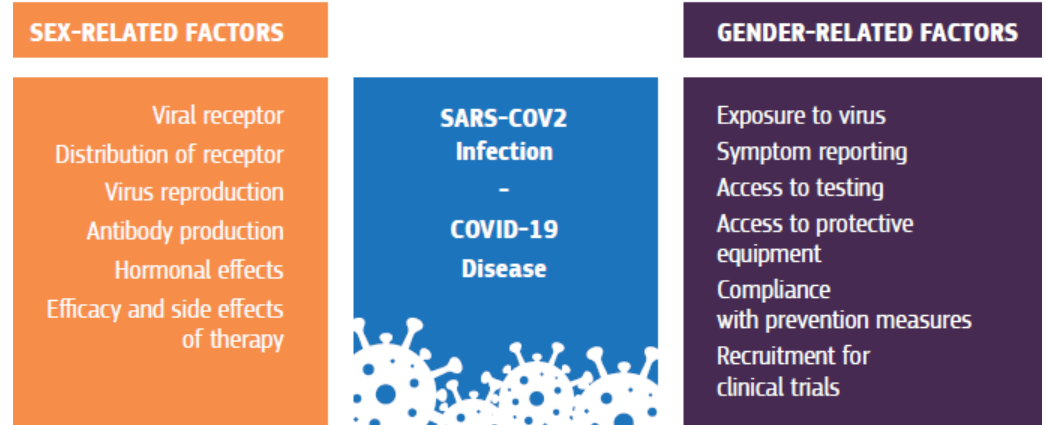
- 15 new **case studies** in health, AI & robotics, climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding) building on Horizon 2020 funded projects
 - **Refined methodologies** on the integration of sex/gender based analysis, and intersectional analysis,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



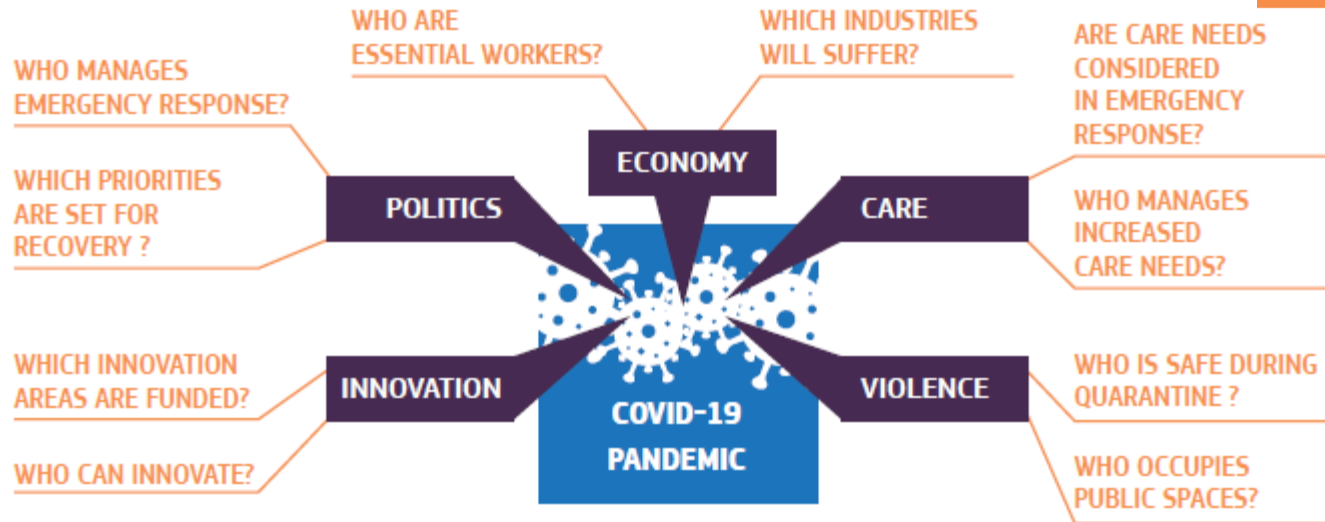
Sex and gender in the COVID-19 pandemic

- Sex differences in immune responses
- Dosing and sex-specific side effects of vaccines and therapeutics

SEX AND GENDER AS POSSIBLE MODULATORS OF COVID-19



GENDER-SENSITIVE IMPACT OF PANDEMICS



Gender-sensitive impact of pandemics.
© Sabine Oertelt-Prigione

- Gender-specific risk factors (healthcare workers, caregivers, janitorial staff)
- Gender-specific socioeconomic burden of public safety measures, e.g. caring duties, increased domestic violence

Strengthened provisions for Gender Equality in Horizon Europe (3)

- **Art. 25-Award Criteria and Selection (Regulation)**

Gender balance among key researchers carrying out the action is a ranking criterion for ex-aequo proposals

- **Art. 45- Monitoring and Reporting (Regulation)**

Gender of researchers indicated in periodic reporting (woman/man/non-binary)

- **European Innovation Council 2021 Work Programme:**

- At least 40% of the EIC Board, the Investment Committee of the EIC Fund, EIC juries and EIC expert evaluators will be women, with the objective to reach 50%
- The companies invited to the face to face interviews with the EIC Accelerator juries will be selected on the basis of excellence, while aiming at having 40% with female CEOs
- The Business Accelerator Services will include specific services for female founders

+ *Women Tech EU* initiative under the European Innovation Ecosystems WP for women-led deep-tech startups at early stage

EU Prize for Women Innovators – 2021 edition

Celebrating the women behind game-changing innovations, and creating role models for women and girls everywhere.



Open to **all women founders** and co-founders (not limited to EIC)
Looking for **breakthrough innovation, impact on society & inspiring role model**



Women Innovators: 3 prizes, €100,000 each
Rising Innovator: 1 prize, €50,000. Age limit dropped to ≤ 30



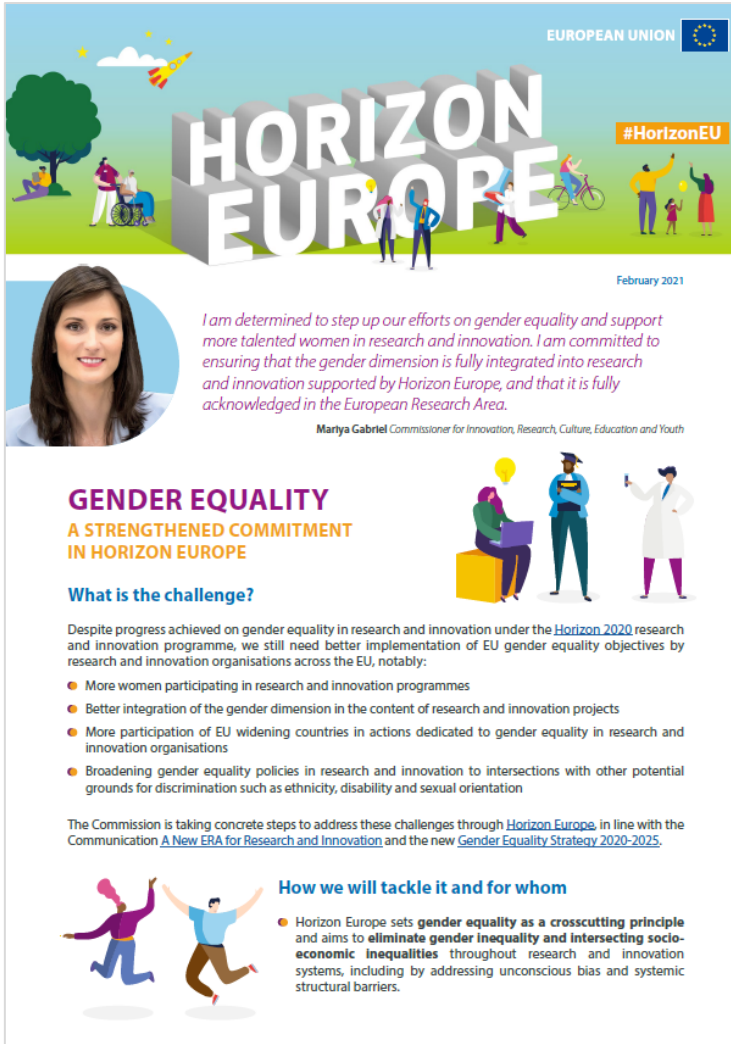
Applications 18 March to 30 June
Winners announced in November

#WiPrizeEU



Useful Resources

New Factsheet on key Gender Equality provisions under Horizon Europe



The factsheet cover features a header with the European Union flag and the text 'EUROPEAN UNION'. Below this is a large illustration of the words 'HORIZON EUROPE' in 3D block letters, with various people interacting with them. A rocket is shown launching in the background. The hashtag '#HorizonEU' is visible. A portrait of Mariya Gabriel is on the left, with a quote from her on the right. The date 'February 2021' is also present.

EUROPEAN UNION

#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

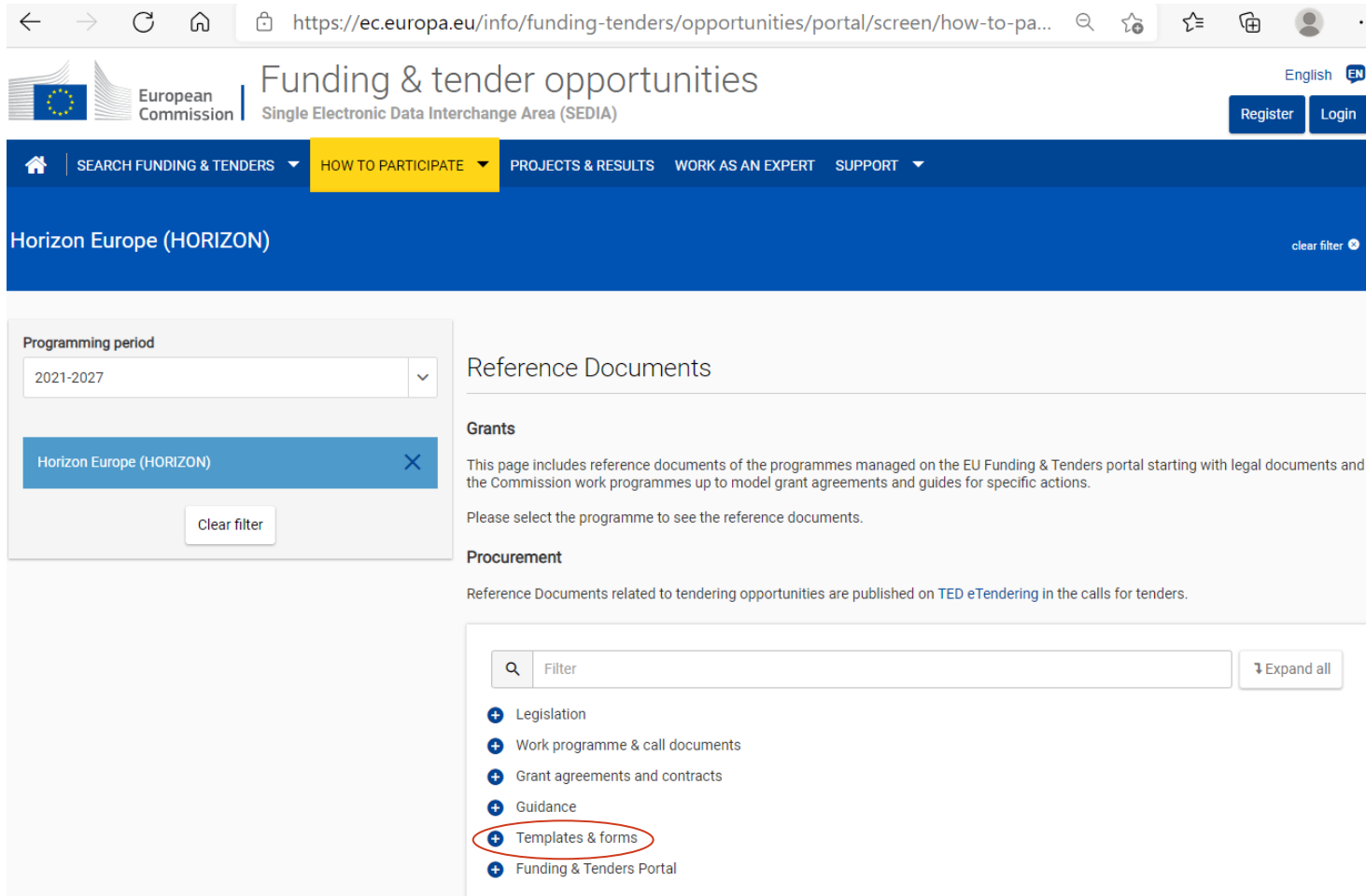
The Commission is taking concrete steps to address these challenges through [Horizon Europe](#), in line with the Communication [A New ERA for Research and Innovation](#) and the new [Gender Equality Strategy 2020-2025](#).

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>

Funding & Tender Portal



The screenshot shows the European Commission's Funding & Tender Portal. The browser address bar displays the URL: <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/how-to-participate/reference-documents>. The page header includes the European Commission logo, the title "Funding & tender opportunities", the subtitle "Single Electronic Data Interchange Area (SEDIA)", and language options for English and EN. Navigation links include "Register" and "Login". A main navigation bar features a home icon, "SEARCH FUNDING & TENDERS", "HOW TO PARTICIPATE" (highlighted in yellow), "PROJECTS & RESULTS", "WORK AS AN EXPERT", and "SUPPORT". Below this, a blue banner displays "Horizon Europe (HORIZON)" with a "clear filter" link. The left sidebar contains a "Programming period" dropdown set to "2021-2027", a filter for "Horizon Europe (HORIZON)", and a "Clear filter" button. The main content area is titled "Reference Documents" and is divided into two sections: "Grants" and "Procurement". The "Grants" section includes a description of reference documents and a prompt to select a programme. The "Procurement" section states that reference documents are published on TED eTendering. A filter box at the bottom lists categories: Legislation, Work programme & call documents, Grant agreements and contracts, Guidance, Templates & forms (circled in red), and Funding & Tenders Portal. An "Expand all" button is also present.

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

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

Horizon Europe (HORIZON) | clear filter

Programming period: 2021-2027 | 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>

Webinar(s) on how to prepare a successful proposal for Horizon Europe



Webinar: How to prepare a successful proposal in Horizon Europe (24 March 2021)

PAGE CONTENTS

General info & documents

Morning session

Afternoon session

Next events

24
MARCH
2021

10.00 - 16.15 CET

Webinar: How to prepare a successful proposal in Horizon Europe

Documents:

Agenda

Presentation: [Submission and evaluation of proposals - Proposal template, basic principles, evaluation criteria](#) (Isabel VERGARA OGANDO, Bénédicte CHARBONNEL)

Presentation: [The rules of the game - the Model Grant Agreement](#) (Simona STAIU, Morten GYLLING-JORGENSEN, Julien DULOT, Sorin SERBAN)

[Standard application form \(RIA/IA\)](#)

[General Model Grant Agreement](#)

[Gender Equality in Academia and Research - GEAR tool](#)

YouTube recording - morning session



YouTube recording - afternoon session



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

- Key Impact Pathways
- Open Science
- **Gender dimension**
- Dissemination, Exploitation and Communication (including IPR)
- Do no significantly harm principle

Check regular updates on our *new* 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.



SCAN ME! ↓



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

EC R&I action on impact of COVID-19 on gender equality

- **Coronavirus Research and Innovation: section on Gender Equality**
https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research-and-innovation/gender-equality_en
- **Case study** on impact of sex & gender in COVID-19 pandemic
- Foresight study
- **Measures adopted by Commission/Agencies** (e.g. pushing back deadlines, allowing researchers to work part time, allowing unused institutional funding from projects to be reallocated to researchers)
- Over 15 activities by **Horizon 2020 SwafS projects** until now
- Gender as cross-cutting priority in 2nd emergency **Coronavirus call for expression of interest** + dedicated project on “gender +” equality to be launched shortly: **RESISTIRE**



Thank you for your attention

For any questions and further information please contact:

RTD-GENDERINRESEARCH@EC.EUROPA.EU