Gender Equality in Horizon Europe

Bridge2HE with NCPs

Training: Introducing Gender Issues and the Gender Equality Plan in Horizon Europe

11 March 2021

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E5 – Democracy & European Values

DG Research & Innovation

Policy context

The new European Research Area

Learn more here!

#ResearchImpactEU #EUResearchArea

European Research Area
An open space for knowledge and growth

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)
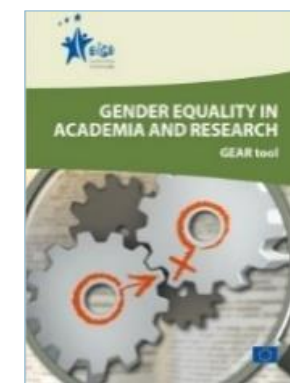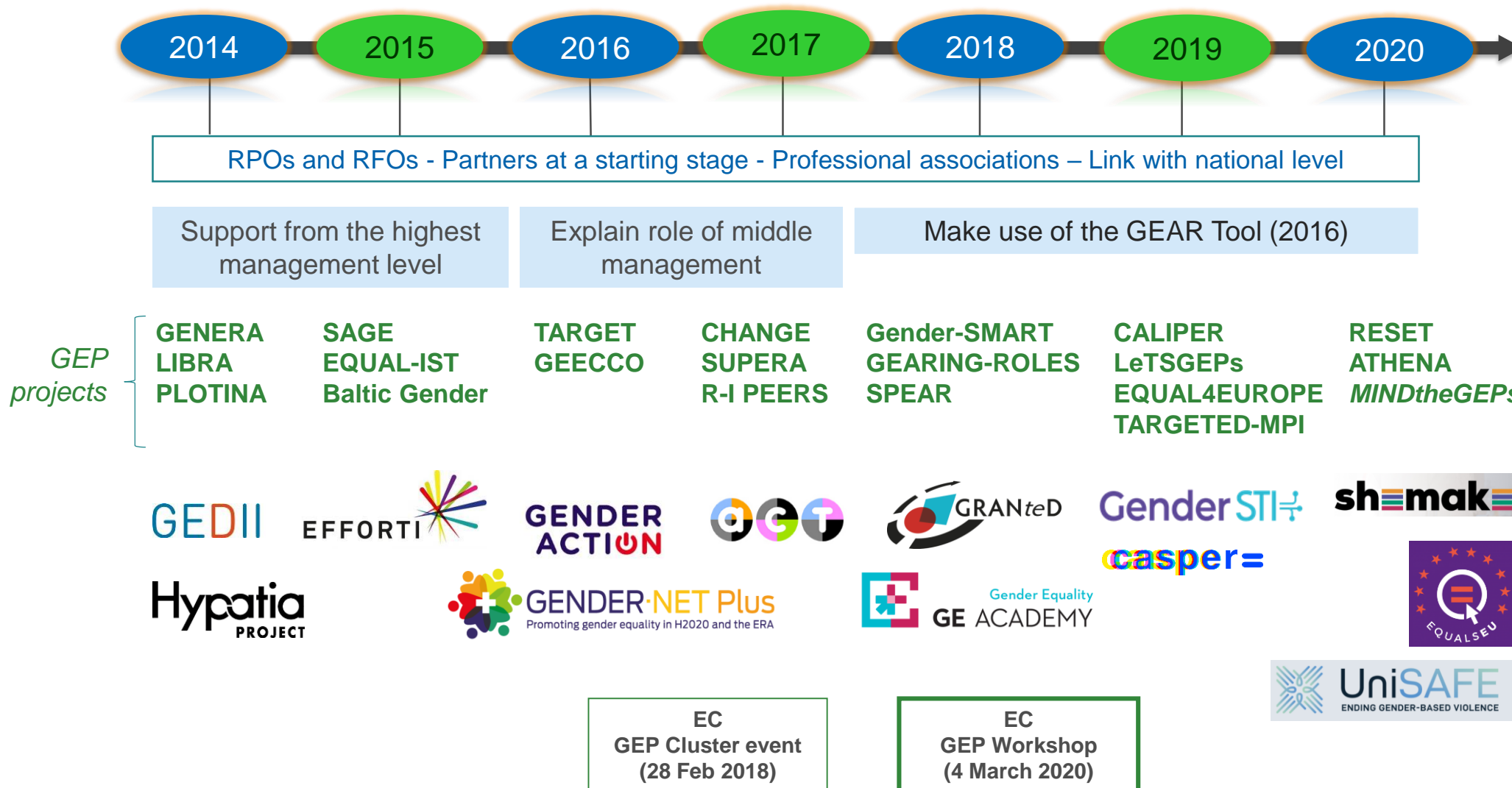
Three levels

→ *A common approach*
institutional change

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

❖ She Figures 2018: significant heterogeneity remains across Europe

European Commission

Building on Horizon 2020-SwafS Gender Projects

Timeline: 2014 — 2015 — 2016 — 2017 — 2018 — 2019 — 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)

GEP projects

GENERA	**SAGE**	**TARGET**	**CHANGE**	**Gender-SMART**	**CALIPER**	**RESET**
LIBRA	**EQUAL-IST**	**GEECCO**	**SUPERA**	**GEARING-ROLES**	**LeTSGEPs**	**ATHENA**
PLOTINA	**Baltic Gender**		**R-I PEERS**	**SPEAR**	**EQUAL4EUROPE**	*MINDtheGEPs*
					TARGETED-MPI	

GEDII · EFFORTI · GENDER ACTION · GET · GRANteD · GenderSTI · shemakes · Hypatia PROJECT · GENDER-NET Plus (Promoting gender equality in H2020 and the ERA) · casper · GE ACADEMY (Gender Equality) · EQUALSEU · UniSAFE (ENDING GENDER-BASED VIOLENCE)

EC GEP Cluster event (28 Feb 2018)	EC GEP Workshop (4 March 2020)

GENDER EQUALITY IN ACADEMIA AND RESEARCH
GEAR tool

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

European Commission

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

European Commission

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

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. …

- **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 the 2022 calls
  - Self-declaration through questionnaire, no document upload
  - Regular checks throughout Horizon Europe
  - Equivalent documents (e.g. strategic plan, inclusion strategy) accepted

European Commission

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.

European Commission

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**

EUROPEAN RESEARCH & INNOVATION DAYS
22→24 SEPTEMBER 2020
VIRTUAL EVENT

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

European Commission

Ongoing and upcoming supporting initiatives

➢ **Horizon 2020 SwafS projects:** ACT, GE Academy, CASPER, GENDERACTION and GEP projects

➢ Update of the EIGE-DG R&I **GEAR Tool**

➢ Launch of a **pilot GEP knowledge & support facility** (H2020 SwafS funding, under existing EAC Framework Contract) to develop guidance, online trainings, mutual learning workshops, and establish a network of national contact points on the GEPs

➢ **Work with Member States:**

  ➢ **ERAC SWG GRI Task Force on GEPs** : survey to map the situation on GEP requirements and support at national level

  ➢ TRIO Presidency workshop **Gender Equality Plans as a catalyst for change,** 15 March 2021

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Strengthened provisions for Gender Equality in Horizon Europe (2)

- **Article 2 of Specific Programme sets gender is 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

  → Strategic Plan to be adopted shortly
  → Work Programmes 2021-2022 foreseen to be adopted in April 2021
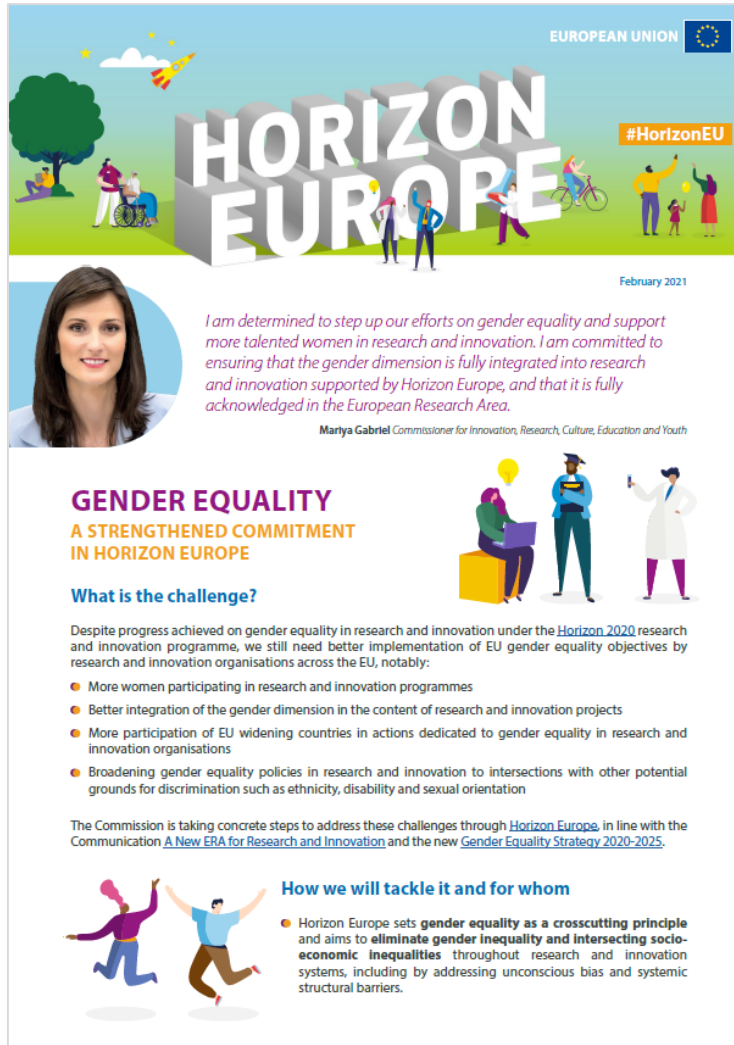
Gendered Innovations "2"

➢ 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)

Useful Resources

New Factsheet on key Gender Equality provisions under Horizon Europe

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

Check regular updates on our *new* Gender Equality in R&I policy page
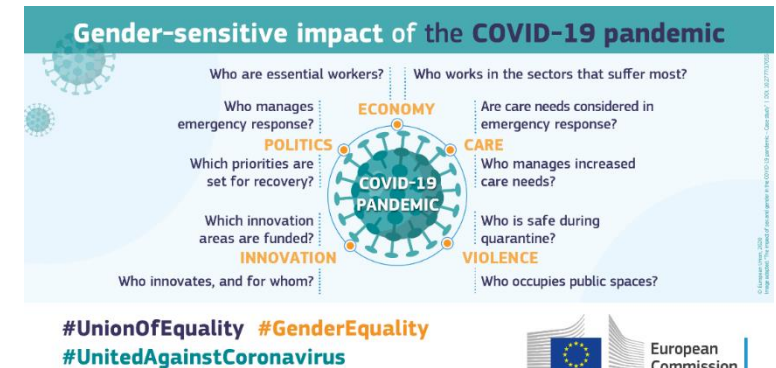

SCAN ME! ⬇

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**

Gender-sensitive impact of the COVID-19 pandemic

Who are essential workers?   Who works in the sectors that suffer most?
Who manages emergency response?   Are care needs considered in emergency response?
Which priorities are set for recovery?   Who manages increased care needs?
Which innovation areas are funded?   Who is safe during quarantine?
Who innovates, and for whom?   Who occupies public spaces?

ECONOMY   POLITICS   CARE   INNOVATION   VIOLENCE
COVID-19 PANDEMIC

#UnionOfEquality #GenderEquality
#UnitedAgainstCoronavirus

European Commission

Thank you
for your attention

For any questions and further information please contact:

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