

# Gender Dimension in Horizon Europe proposals

## Overview

- Gender dimension in research & innovation
  - Gender equality plan (GEP)
  - Gender balance in research & innovation teams
  - Gender dimension in research & innovation content
- Gender dimension & award criteria (Research & Innovation Actions/Innovation Actions)
  - Gender dimension as part of 'excellence' criterion
  - Ranking criterion: Gender balance
  - How is this reflected in the proposal template?

*“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”*

Source: [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.*

Margrethe Vestager, Commission President

## 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 & 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.

# Gender dimension in R&I

# Gender Equality Plan (GEP)

- **New** in Horizon Europe: eligibility criterion **gender equality plans**
- For whom?
  - Public bodies, research organisations and higher education establishments, from EU Member States and Associated Countries
- From when?
  - **Horizon Europe calls with a deadline in 2022 and onwards, GEP must be in place at grant signature stage**
- What?
  - Mandatory process-related elements: a formal public document, dedicated resources, data collection and monitoring, training and capacity building
  - Recommended areas to be covered:
    - Work-life balance and organisational culture
    - Gender balance in leadership and decision-making
    - Gender equality in recruitment and career progression
    - Integration of the gender dimension into research and teaching content
    - Measures against gender-based violence including sexual harassment

→ European Commission, DG R&I strategy [Gender equality in research and innovation](#)

→ DG R&I Horizon Europe gender equality [fact sheet](#)

# Gender balance in research & innovation teams

- Gender balance among researchers involved in project strongly encouraged
- Taken into account as a ranking criterion for ex aequo proposals

→ [Horizon Europe Programme Guide](#) – chapter 9 ‘Gender equality and inclusiveness’ (p. 15 –19)

# Additional measures under European Innovation Council (EIC)

- Accelerator instrument: target of 40% women-led companies invited to face-to-face interviews
- Transition instrument: at least 30% of applications submitted by women-led SMEs or consortia will be invited to face-to-face interviews
  - Women-led consortia: a consortium where at least 50% of Work Package leaders including the consortium coordinator are women
  - Women-led companies/SMEs: companies where the position of either the Chief Executive Officer, Chief Technology Officer or Chief Scientific Officer is held by a woman at the time of application, interview and award of the EU financial support

→ More info: European Innovation Council (EIC) [work programme 2022](#)

# Gender dimension in R&I content

- Why?
  - Do all public transport users have the same needs or not?
  - Do facial recognition systems discriminate?
  - Climate change affects sex determination in green sea turtles
  - Recent studies show women have a lower pain threshold than men
  - ...
- Integrate sex and gender analysis into research & innovation content
  - Examples in [Gendered Innovations 2](#): How Inclusive Analysis Contributes to Research and Innovation

# Gender dimension in R&I content - Definitions

- Sex: biology
    - Humans: distinguishing male, female, intersex
    - Non-human animals: male, female, hermaphrodite
  - Gender: sociocultural
    - Gender norms
    - Gender identities (woman, man, non-binary)
    - Gender relations
  - Intersectionality: intersecting categories that determine identities and experiences
- [Gendered Innovations 2](#): How Inclusive Analysis Contributes to Research and Innovation

# Gender dimension in R&I content – Gender dimension in your proposal

When drafting a proposal:

- Reflect on why sex/gender could matter
- Consider the production of new knowledge and gender
- Include sex and gender aspects as part of a multidisciplinary approach
- Consider social categories/factors intersecting with sex and gender

→ [Horizon Europe Programme Guide](#) – chapter 9 ‘Gender equality and inclusiveness’ (p. 15 –19)

# Gender dimension in R&I content – The value of the gender dimension in R&I

- Adds value to research and innovation
- Questioning existing norms and standards
- Addressing the diverse need of citizens
- Produce goods and services better suited to markets
- Crucial to secure Europe's leadership in science & technology and support inclusive and sustainable growth

→ [Horizon Europe Programme Guide](#) – chapter 9 'Gender equality and inclusiveness' (p. 15 –19)

# Gender dimension & Award criteria

(Research & Innovation Actions/Innovation Actions)

# Integration gender dimension: default requirement

- The integration of the gender dimension into R&I content is **mandatory**.
- It is a requirement set by default across all Work Programmes, destinations and topics, **unless its non-relevance** for a specific topic is **specified in the topic description** e.g. *“In this topic the integration of the gender dimension (sex and gender analysis) in research and innovation content is not a mandatory requirement”*.

# Evaluation criteria – basic principles

- Horizon Europe proposals are evaluated for operational capacity and **3 evaluation criteria**:
  - **Excellence**
  - **Impact**
  - **Quality and efficiency of the implementation**
- Evaluators: **score in the range of 0-5 to each criterion** (steps of 0.5) => max. score for a proposal is 15
- **Thresholds** – Your proposal must score: Above 3 for each criterion - Above 10 overall
- Proposals are assessed to the extent that the proposed work is **within the scope of the topic**  
Experts **evaluate proposal as submitted** and not on its potential if certain changes were to be made
- The budget of the call is distributed among topics. Where **topics share a budget envelope**, proposals for these topics will be competing against each other and will result in a **single ranking list**.
- Proposals with **same score** within single budget envelope -> **method to establish a priority order**

# Gender dimension as part of 'excellence' criterion

## Excellence – project's objectives & methodology

- 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 & innovation content**, and the quality of open science practices including sharing and management of research outputs and engagement of citizens, civil society and users where appropriate.

# Ranking criteria – same score proposals

**Method to establish the priority order for proposals with the same score within a single budget envelope:**  
In the absence of special arrangements in the specific conditions, the following method will apply:

For each group of proposals with the same score, starting with the group achieving the highest score and continuing in descending order:

1. Proposals that address **aspects of the call that have not otherwise been covered** = highest priority
2. Proposals identified under (1) -> prioritised according to score for 'Excellence'. When these scores are equal -> priority will be based on scores for 'Impact'. (Exception: Innovation Actions – reverse situation)
3. **Gender balance among the 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** (number of Member States or Associated Countries represented in the proposal not otherwise receiving funding from projects higher up the ranking list)
5. ...

Source: Horizon Europe Work Programme 2021-2022 [General Annexes](#)

# How is this reflected in the proposal template?

Administrative form (Part A - generated by the IT system)	Technical part –Section 1 <b>Excellence</b> (Part B)	Technical part – Section 2 Impact (Part B)	Technical part – Section 3 Quality and efficiency of the implementation' (Part B)
<ul style="list-style-type: none"> <li>• General information incl. proposal title, free keywords</li> <li>• Abstract</li> <li>• Participants and organisation data incl. <b>Researchers' table</b>, up to 5 relevant publications/achievements, up to 5 relevant project</li> <li>• Budget for the proposal</li> <li>• Ethics &amp; security</li> </ul>	<ul style="list-style-type: none"> <li>• <b>1.1 Objectives and ambition</b></li> <li>• <b>1.2 Methodology</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>2.1 Project's pathways towards impact</b></li> <li>• <b>2.2 Measures to maximise impact – dissemination, exploitation and communication</b></li> <li>• <b>2.3 Summary – Impact canvas</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>3.1 Work plan and resources</b></li> <li>• <b>3.2 Capacity of participants and consortium as a whole</b></li> </ul>

! Importance of researchers' table for gender equality ranking criterion

Gender dimension -> part of 'Excellence'

# Proposal template: Researchers' table

## Standard Application Form (HE RIA, IA) – Part A p. 11

*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 <sup>1</sup>	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]

<sup>1</sup> Career stages as defined in Frascati 2015 manual:

Category A – Top grade researcher: the single highest grade/post at which research is normally conducted. Example: 'Full professor' or 'Director of research'.

Category B – Senior researcher: Researchers working in positions not as senior as top position but more senior than newly qualified doctoral graduates (ISCED level 8). Examples: 'associate professor' or 'senior researcher' or 'principal investigator'.

Category C – Recognised researcher: the first grade/post into which a newly qualified doctoral graduate would normally be recruited. Examples: 'assistant professor', 'investigator' or 'post-doctoral fellow'.

Category D – First stage researcher: Either doctoral students at the ISCED level 8 who are engaged as researchers, or researchers working in posts that do not normally require a doctorate degree. Examples: 'PhD students' or 'junior researchers' (without a PhD).

# Proposal template: Section 1 Excellence

## Standard Application Form (HE RIA, IA) – Part B p. 7-8

### 1.2 Methodology

- Describe how the gender dimension (i.e. sex and/or gender analysis) is taken into account in the project's research and innovation content [*e.g. 1 page*]. If you do not consider such a gender dimension to be relevant in your project, please provide a justification. *\_*
  - ⚠ *Note: This section is mandatory except for topics which have been identified in the work programme as not requiring the integration of the gender dimension into R&I content.*
  - ⚠ *Remember that that this question relates to the content of the planned research and innovation activities, and not to gender balance in the teams in charge of carrying out the project.*
  - ⚠ *Sex and gender analysis refers to biological characteristics and social/cultural factors respectively. For guidance on methods of sex / gender analysis and the issues to be taken into account, please refer to [https://ec.europa.eu/info/news/gendered-innovations-2-2020-nov-24\\_en](https://ec.europa.eu/info/news/gendered-innovations-2-2020-nov-24_en)*

# Useful links and documents

- NCP Flanders website: [Info sheet Gender Equality in Horizon Europe](#)
- [Horizon Europe Programme Guide](#) – chapter 9 ‘Gender equality and inclusiveness’ (p. 15 – 19)
- Gender equality in research & innovation – [Commission webpage](#)
- [Commission Factsheet](#) on key Gender Equality provisions under Horizon Europe
- [Gendered Innovations 2 – Policy Review](#) & [Factsheet](#) summarizing the publication