

9 December 2013

Fact sheet: Gender Equality in Horizon 2020

A renewed commitment

Gender equality in research and innovation is a key element of Horizon 2020 and is mainstreamed as a cross-cutting issue throughout the programme. It is enshrined in the core documents establishing Horizon 2020, with the following objectives:

- *Gender balance in research teams*
- *Gender balance in decision-making*
- *Integrating gender/sex analysis in R&I content.*

These three objectives are in line with the Commission's strategy on gender equality as well as with the goals set out in the July 2012 Communication on completing the European Research Area (ERA). They are integrated at each stage of the Research and Innovation cycle.

Moreover, the "Science With and For Society" part of Horizon 2020 includes a specific Call on "Gender Equality in Research and Innovation" (GERI).

Gender balance in decision-making

The aim is to reach the Commission's target of 40% of the under-represented sex in each group (for example expert groups) and panels (for example evaluation panels).

For Advisory Groups, the target was raised to 50%, given the high response rate from women to the Commission's call for interest launched in February 2013. Also, each group includes at least one expert with gender expertise; all gender experts in the groups meet regularly.

As the pool of female scientists in Europe and beyond is constantly growing, Horizon 2020 wants to guarantee both a high level of expertise and the respect of gender balance. This will also help engage newcomers in EU research activities.

Gender balance in research teams at all levels

Horizon 2020 encourages a balanced participation between women and men in research activities at different stages of the cycle.

To reinforce applicants' engagement at proposal level, gender balance in the research team has been included among the ranking factors to prioritise proposals with the same scores.

In particular, by signing the grant agreement, beneficiaries will commit to promote equal opportunities between men and women in the implementation of their action. They will also commit to aim, as far as possible, for gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

Gender dimension in research and innovation content

The gender dimension is explicitly integrated into several topics across all sections of the Horizon 2020 Work Programme. In these cases, applicants will describe how sex and/or gender analysis is taken into account in the project's content. Sex and gender refer to biological characteristics and social/cultural factors, respectively. Topics with an explicit gender dimension are *flagged*, to ease access for applicants. This should not however prevent applicants to a *non-flagged* topic from including a gender dimension in their proposal, when the topic and/or its findings may affect individuals or groups of persons.

Recognising gender differences has important implications for scientific knowledge and actively contributes to the production of goods and services better suited to potential markets.

Gender training

A novelty of Horizon 2020 is the inclusion of gender training among the eligible costs of an action. The aim is to help researchers to further develop and share gender expertise in relation to the funded project.

The annex of the Work Programme explicitly refers to the possibility of including gender training as an activity in proposals as well as to the type of costs that would actually be eligible.

Useful resources / training

- NCPs: gender equality issues fall within the responsibility of the NCPs' coordinators, who will help applicants and direct them to useful resources
- GenPort – on-line community of practitioners for sharing knowledge and inspiring collaboration: www.genderportal.eu
- Gendered Innovations publication: http://ec.europa.eu/research/science-society/document_library/pdf_06/gendered_innovations.pdf
Website, with all case studies: http://ec.europa.eu/research/science-society/gendered-innovations/index_en.cfm
- Gender Toolkit: <http://www.yellowwindow.be/genderinresearch/>
- Cost Action GenderSTE: <http://www.cost.eu/media/newsroom/genderSTE>