



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.

● Main novelties include the following:

- The **integration of the gender dimension into research and innovation content** (i.e. sex and gender analysis) **becomes a requirement by default across the whole programme** (for more information see the '[Gendered Innovations](#)' policy report).
- A **new eligibility** criterion to get access to Horizon Europe funding: public bodies, research organisations and higher education establishments **will be required, starting in 2022, to have a gender equality plan (GEP) in place.** This will ensure sustainable institutional change.
- Specific funding will be made available for actions supporting the development of **inclusive gender equality plans** in research and innovation organisations across Member States and associated countries under the **"Widening Participation and Strengthening the European Research Area"** part of the Programme. Specific **funding** will be allocated **for gender studies and intersectional research**, in particular in Pillar II Cluster 2 - Culture, Creativity and Inclusive Society.
- Flagship measures and activities promoting gender equality under the **European Innovation Council (EIC)**, including a target of 40% women-led companies invited to **pitch their projects**, a target of 50% women among members of advisory structures, a prize for women innovators and a dedicated initiative to support women-led start-ups.
- Particular attention will be paid to ensuring **gender balance** in evaluation panels and in other relevant advisory bodies, such as boards and expert groups. Gender balance among researchers involved in projects will be strongly encouraged and will be taken into account for equally ranked proposals.

## How will it work together?

Provisions supporting gender equality through Horizon Europe are complementary to those from other Programmes, such as **ERASMUS+**, with strong synergies with the transformative agenda for higher education institutions and the **European Universities alliances**, as well as with the **Cohesion Policy Funds**, and the **Rights and Values Programme**.

## Expected impacts and results

All provisions for gender equality in research and innovation under Horizon Europe will contribute directly to the [United Nations' Sustainable Development Goal \(SDG\) 5](#) on Gender Equality and Women's Empowerment, and to all SDGs, as gender equality is a necessary foundation across SDGs.

## Conclusion

Gender equality, and the opening to inclusiveness issues, are priorities in Horizon Europe, in line with the new ERA framework, and the [Union of Equality](#) sought for by the European Commission.

### MORE INFORMATION

[Gender equality in research and innovation](#)  
[Gendered Innovations: How Inclusive Analysis Contributes to Research and Innovation](#)

[#GenderEquality](#) [#UnionOfEquality](#) [#HorizonEU](#) [#EUResearchArea](#)

[@EUSciencInnov](#)



Publications Office  
of the European Union

© European Union, 2021

Reuse of this document is allowed, provided appropriate credit is given and any changes are indicated (Creative Commons Attribution 4.0 International license). For any use or reproduction of elements that are not owned by the EU, permission may need to be sought directly from the respective right holders.

All images © European Union, unless otherwise stated. Image sources: © ivector #249868181, #251163013, #273480523, #241215668, #245719946, #251163053, #252508849, #241215668, #244690530, #222596698, #235536634, #263530636, #66009682, #273480523, #362422833; © petovarga #366009967; © shooarts # 121467308, 2020. Source: Stock.Adobe.com. Icons © Flaticon - all rights reserved.

ISBN 978-92-76-28425-3 doi:10.2777/410001 KI-04-21-003-EN-N