

# GENDER EQUALITY IN HORIZON 2020

## 1 - What is new in the Framework Programme Regulation

- Gender equality is a cross-cutting issue and shall be implemented across and within the priorities of Horizon 2020 (art. 13)
- Horizon 2020 shall ensure the effective promotion of gender equality and the gender dimension in research and innovation content (art. 15)
- Gender equality is included in Horizon 2020 monitoring and evaluation exercises (art. 25 and 26)

## 2 - The gender equality objectives

- **Gender balance in decision-making**
  - Evaluation panels and expert groups: 40 % target of the under-represented sex, taking into account the situation in the specific field of action.
  - Advisory Groups: equal balance between women and men. Also, each group includes at least one expert with gender expertise; all gender experts in the groups meet regularly in an *ad hoc* formation.
- **Gender balance in research teams at all levels**
  - Applicants to Horizon 2020 are encouraged to promote equal opportunities in the implementation of the action and to ensure a balanced participation of women and men at all levels in research and innovation teams and in management structures
  - Gender balance in teams is one of the ranking factors, to rank proposals with the same scores
- **Gender dimension in research and innovation content**
  - The gender dimension is explicitly integrated into several topics across all the sections of Horizon 2020 Work Programme. Topics with an explicit gender dimension are flagged, to ease access for applicants.
  - A topic is considered gender relevant when it and/ or its findings affect individuals of groups of persons. In these cases, gender issues should be integrated at various stages of the action and when needed, specific studies can also be included as part of the proposals.

## 3 - What applicants should be aware of when developing a proposal

- The application form :
  - Will include a specific request on the **gender dimension under the “Excellence” section**: “Where relevant, describe how and to what extent the concept and approach take into account sex and/or gender. (e.g. addressing characteristics of both women and men)”.
  - While describing the consortium, applicants will be asked to indicate **the percentage of women and men** named in the proposal who will be primarily responsible for carrying out the proposed work.
- **Training on gender issues as eligible costs**: (Annex D of the WP - tbc) Eligible costs for all types of action are in accordance with the Financial Regulation and the

Rules for Participation. In addition, as training researchers on gender issues serves the policy objectives of Horizon 2020, applicants may include in their proposal such activity and the following corresponding estimated costs that may be eligible for EU funding:

- i. Costs of delivering the training (personnel costs if the trainers are employees of the beneficiary or subcontracting if the training is outsourced);
- ii. Accessory direct costs such as travel and subsistence costs, if the training is delivered outside the beneficiary's premises;
- iii. Remuneration costs for the researchers attending the training, in proportion to the actual hours spent on the training (as personnel costs).
- **Parental and maternity leaves** (in the Model grant agreement-tbc) :
  - Costs related to parental leave (which includes maternity leave) for persons directly carrying out the project are eligible costs, provided that they are mandatory under national law
  - The actual time spent on parental leave by a person assigned to the action may be deducted from the number of annual productive hours

#### 4 - The beneficiaries' obligations on gender when signing the Grant Agreement

By signing the grant agreement, beneficiaries will commit to promoting equal opportunities between men and women in the implementation of the 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.

#### 5 - Where applicants can find relevant resources on gender

- **NCPs**: gender equality issue falls within the responsibilities of the NCPs coordinators, which will help applicants and direct them to useful resources. The "Science with and for Society" NCPs will also address gender as part of Responsible R&I
- **GenPort**: on-line community of practitioners for sharing knowledge and inspire collaboration. It will also help applicants to find gender experts to be enrolled in their proposals: [www.genderportal.eu](http://www.genderportal.eu)
- **Gendered Innovations report**: [http://ec.europa.eu/research/science-society/document\\_library/pdf\\_06/gendered\\_innovations.pdf](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](http://ec.europa.eu/research/science-society/gendered-innovations/index_en.cfm)
- **Structural Change report**: [http://ec.europa.eu/research/science-society/document\\_library/pdf\\_06/structural-changes-final-report\\_en.pdf](http://ec.europa.eu/research/science-society/document_library/pdf_06/structural-changes-final-report_en.pdf)

#### 6 - Training facilities and mobilisation of gender expertise

- Training on gender – among other – will be organised through the NCP Network Project addressing quality standards (funded under the call 2014).
- Gender Toolkit: <http://www.yellowwindow.be/genderinresearch/>
- Cost Action GenderSTE: <http://www.cost.eu/media/newsroom/genderSTE>
- Responsible Research and Innovation Toolkit – *in development*