



Content

- Policy context
- Overview of gender equality provisions in Horizon Europe
 - Gender Equality Plan (eligibility criterion)
 - Integration of the gender dimension into R&I content (award criterion)
 - Gender balance among researchers (ranking criterion)
- Supporting resources

Policy context

- **Commitment to a Union of Equality**
- Gender equality and equal opportunities anchored in EU Treaties and part of the European Commission's 2024–2029 priorities.
- **EU Roadmap for Women's Rights** (07/03/2025): The Roadmaps' Principles for a Gender Equal Society emphasise the **importance of gender-sensitive research and call for R&I to close the knowledge gap and addressing women's needs**
- **Gender Equality Strategy 2026-2030** (04/03/2026) translates the long-term vision of the Roadmap for Women's Rights into action
- **European Research Area** policy priority since 2012 (**ERA Communication 2012**)
- **ERA Policy Agenda 2025-2027** (29/02/2025): Includes **gender equality and inclusiveness as one of the structural policies** with specific tasks targeting: GEPs, gender dimension in R&I content, gender-based violence in R&I, etc.

Gender equality: a strengthened cross-cutting priority in Horizon Europe



Gender Equality Plan: **Eligibility Criterion** for public bodies, research organisations and higher education establishments from Member States or Associated Countries



Integration of the gender dimension into R&I content is mandatory by default unless specified otherwise in the topic description. **Award Criterion** under the *Excellence* criterion (methodology)



Gender balance among researchers in leading positions: a **Ranking Criterion** – for proposals with equal scores

Gender equality: a strengthened cross-cutting priority in Horizon Europe



Gender Equality Plan: Eligibility Criterion for public bodies, research organisations and higher education establishments from Member States or Associated Countries

⇒ revised wording published in [WP2026-2027](#) with changes applying retroactively to grants awarded under calls with deadlines in 2022 onwards.



Integration of the gender dimension into R&I content is mandatory by default unless specified otherwise in the topic description. **Award Criterion** under the *Excellence* criterion (methodology)



Gender balance among researchers in leading positions: a Ranking Criterion – for proposals with equal scores

⇒ introduced by WP2025. A "researcher with a leading role in a project" refers to an individual responsible for guiding, managing, and directing the action's execution. For more, see [FAQs](#).

HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans



What is an eligibility criterion?

- Formal **requirement** to make sure that only eligible beneficiaries/actions receive a grant
- Checked **before signature** of the grant and must be complied with **throughout the action duration**

Implications of non-compliance

- **At proposal/before grant signature stage:** Project is not funded
- **During implementation:** Loss of eligibility during an ongoing grant normally leads to beneficiary **termination**. Moreover, costs become **automatically ineligible** as from the date of loss of eligibility

Gender Equality Plan

What is a GEP?

- Set of commitments and actions to promote gender equality in an organisation
- It aims to integrate gender equality into the regular rules, procedures and practices of a research organisation
- Inclusive GEP addresses also how gender intersects with other identities, like ethnicity, sexual orientation, disability, or social origin, aiming for structural change and equality for all individuals in an organisation

Why does GEP matter?

- Increasing fairness, attracting and retaining talent, and improving work environments
- Enhancing creativity, innovation, and performance through diversity
- Improving competitiveness
- Boosting research quality by integrating sex and gender analysis

GEP eligibility criterion: mandatory requirements



Public document

- Formal document
- Published on the institution's (public) website
- Signed **and/or adopted** by top management



Dedicated resources

- Commitment of resources and expertise in gender equality to implement the plan



Data collection and monitoring

- Sex/gender disaggregated data on personnel (and students, for establishments concerned)
- Reporting **at least every two years** based on indicators

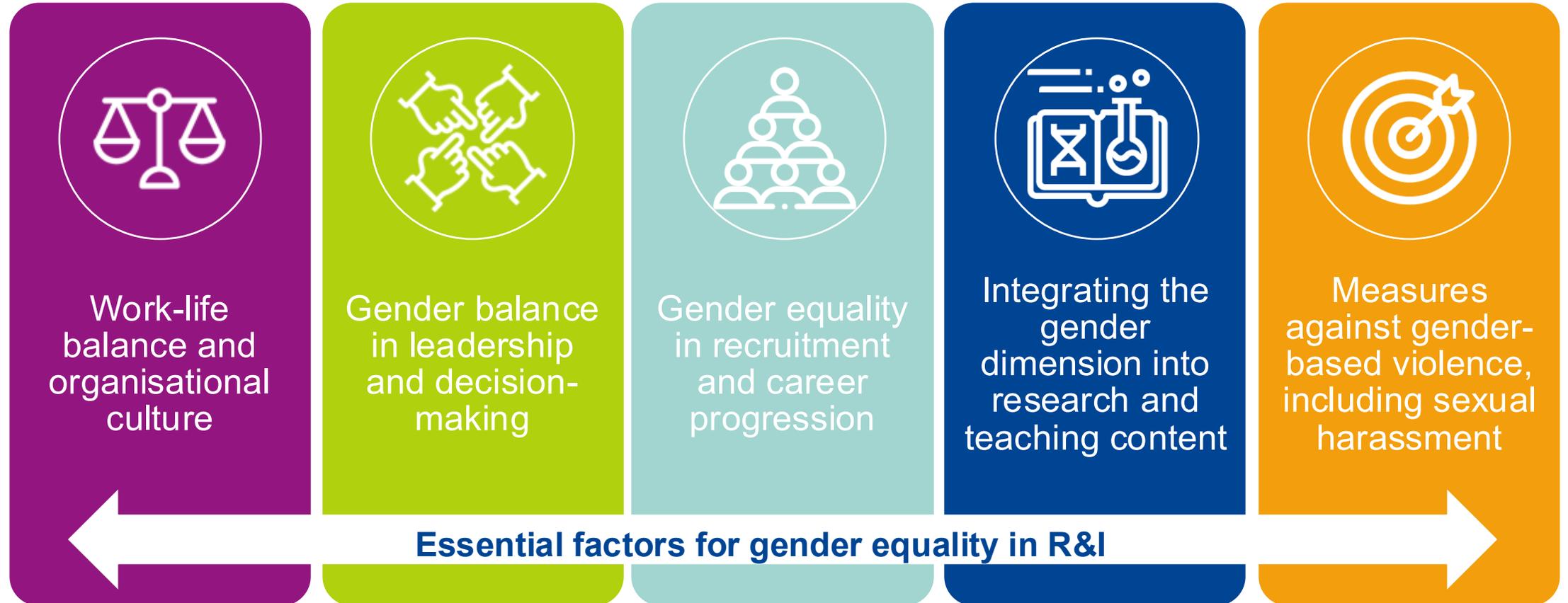


Training

- Awareness raising/training on gender equality, **for instance on unconscious gender biases**
- For staff and decision-makers

- GEP eligibility criterion wording outlines in [General Annexes of the Work Programme 2026-2027](#), with changes applying retroactively from 2022 onwards.

GEP eligibility criterion: recommended content areas



GEP eligibility criterion: implementation and enforcement

- **Proposal submission stage:** an organisation may not yet have a GEP
- **Grant agreement signature stage:** an organisation **must have a GEP** in place
 - The organisation has to fill in the GEP questionnaire in the Funding & Tenders Portal to declare that it has a GEP complying to all mandatory requirements.
 - Project officer from EA check if self-declaration is in place. The content of **GEP is not reviewed** at this stage.
- **Project implementation stage:**
 - The GEP has to be in place during implementation of (all) the project(s) funded by Horizon Europe
 - Commission conducts **ex-post GEP checks** on randomly selected beneficiaries and affiliated entities to verify the self-declaration / compliance with the eligibility criterion. In case of non-compliance, sanctions may be imposed, including termination of beneficiary/affiliated entity.



GEP Questionnaire in the Participant Register in the Funding & Tenders portal

Organisation Data **Legal Information** 1 Authorised users / LEAR Bank Accounts Financial capacity Messages Documents SME

Legal entity status a natural person a legal person

Legal form * 11

VAT number * 319 not applicable

Legal register 43

Registration number

Registration date

Legal entity type private entity public body

Legal entity qualification non-profit for profit

Is it a civil society organisation Yes No

International organisation Yes No

International Organisation of European Interest for H2020 (IOEI H2020) Yes No

International Organisation of European Interest for Digital Europe (IOEI Digital Europe) Yes No

International European Research Organisation for Horizon Europe (IERO Horizon Europe) Yes No

Research organisation Yes No

Secondary/Higher education establishment Yes No

Gender equality plan Yes No 2 [Change GEP](#)

When editing the organisation's legal information profile, the LEAR (Legal Entity Appointed Representative) should fill in the full GEP questionnaire

HORIZON EUROPE AWARD CRITERION

Integration of the gender dimension in R&I content



What is the gender dimension in R&I?

The **gender dimension** refers to integrating **sex and/or gender analysis** into the whole R&I process.

- **SEX*** = **biological attributes** in human and animals (e.g., chromosomes, reproductive organs, hormones)
- **GENDER** = **socio-cultural norms, roles, and identities**
- **INTERSECTIONALITY** = how **sex and gender interact with other factors** such as racial or ethnic origin, age, socioeconomic status, sexual orientation, or disability.
 - An intersectional approach examines how **various identities intersect and influence experiences**.

Examples of gender dimension

- Women are twice as likely to die after a heart attack than men, particularly post-menopausal women
- The life expectancy of Roma women is 17 years shorter than for non-Roma women
- Women rely more on public transport and walking than men; women with lower socioeconomic status walk out of necessity, while wealthier, more educated women with free time tend to bike
- Machine learning algorithms exhibit biases against women and ethnic groups
- By 2050, daily water collection times for women without household access could increase by 30% globally and up to 100% regionally

Why is gender dimension important?

- Every cell is sexed and every person is gendered
- **Brings added value of research in terms of excellence, rigor, reproducibility, creativity and business opportunities**
- Brings an in-depth understanding of **all people's needs, behaviours and attitudes**
- Goods and services better suited to the needs of all citizens
- **Contributes to enhanced societal relevance of research and innovation**
- **Supports cross-disciplinary cooperation**

Award Criterion: Integration of the gender dimension

Under Horizon Europe the **integration of the gender dimension** into R&I content **is mandatory** unless the topic description explicitly includes a sentence such as the following:

“In this topic the integration of the gender dimension (sex and gender analysis) in research and innovation content is not a mandatory requirement.”

→ Nevertheless, a number of projects still integrate the gender dimension even in cases of derogation

EXCELLENCE criterion for RIAs/IAs/Cofunds

- ✓ 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 and innovation content**, and the quality of open science practices including sharing and management of research.

- Proposals aspects are assessed to the extent that the proposed work is within the scope of the work programme topic.
- This provision relates to rec. 53 of [Horizon Europe \(2021-2027\) regulation](#) (2021/695), and to requirement on gender equality expenditures tracking incorporated in the [latest Financial Regulation applying to the EU budget](#) (art. 33(f) + recital 24).

Integration of the gender dimension into R&I content: Tips

➤ Check whether and to what extent:

- the sex and/or gender of persons under study in the action
- the sex and/or gender of individuals affected by the implementation of the research and innovation results (e.g. end users)

is integrated in your proposal (methods, objectives, work packages, deliverables, etc.)

- Are **data collection** methodologies, questionnaires, surveys, focus groups, etc., designed to unravel potentially relevant sex and/or gender differences, included in the proposal and deliverables?
- Have you checked the **existence of literature on sex/gender analysis** in your proposal's field?

See also:

- [This Gendered Innovations website](#)
- [This introductory webinar by H2020 project GE Academy and additional more field-specific videos](#)
- [This introductory video produced by H2020 project ACT](#)
- [This GEAR tool](#)

HORIZON EUROPE PROPOSAL RANKING CRITERION

Gender balance among researchers with leading positions



What are the ranking criteria?

Method to establish the priority order for each group of proposals with the same evaluation score. Following aspects are considered:

1. Aspects of the call that have not otherwise been covered by more highly ranked proposals
2. Scores on 'Excellence' then on 'Impact' (for IAs, scores on 'Impact' then 'Excellence')
3. If necessary, **the gender balance among the researchers with a leading role** listed in the researchers table in the proposal, **will be used as a factor for prioritisation**
4. Geographical diversity
5. If a distinction still cannot be made, the panel may decide to further prioritise by considering other factors related to the **objectives of the call, or to Horizon Europe in general**

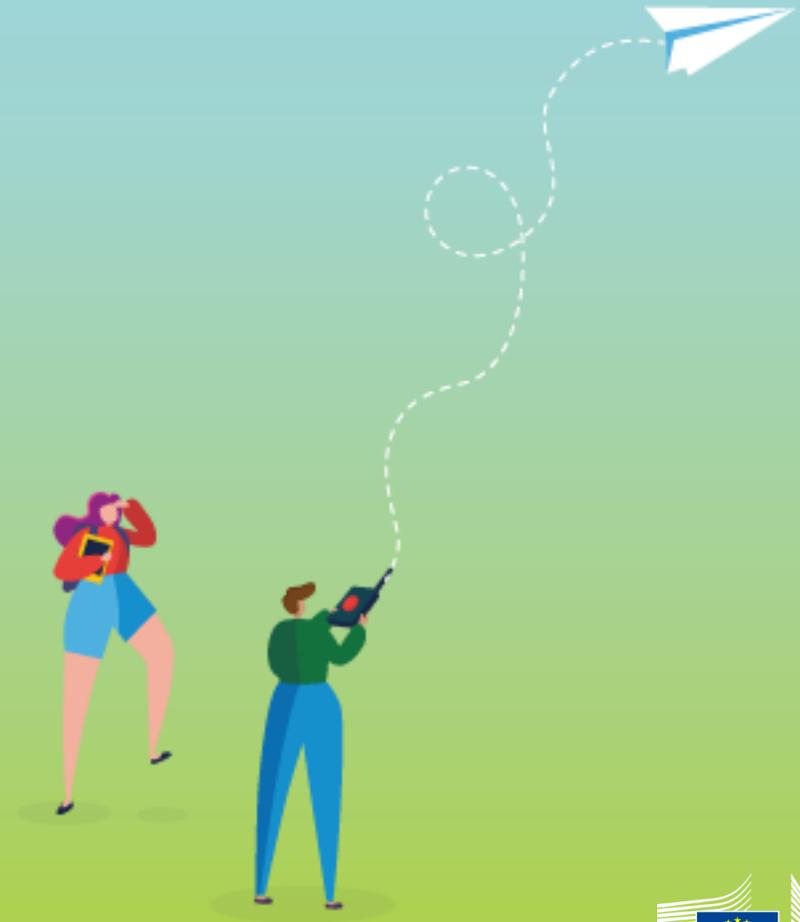
Gender balance ranking criterion

- Relates to the target of **50% women** in Horizon Europe boards, expert groups and evaluation committees, and gender balance among researchers

Who is “a researcher with a leading role in a project”?

- An individual responsible for **guiding, managing, and directing the action's execution**
- An individual who **oversees** planning, coordination, resource allocation, and stakeholder communication; **sets objectives, makes key decisions**, and ensures alignment with goals and timelines in addition to research activities
- This individual **may** also **hold management responsibilities** over staff working on the action and in some cases, focus on coordinating contributions from the specific participant or group they represent

Useful resources



Guidance and resources

Gender Equality provisions in Horizon Europe

- [Horizon Europe, gender equality](#) – fact sheet

GEP eligibility criterion

- [Gender equality plans – FAQs](#)
- [Horizon Europe guidance on gender equality plans](#)
- [GEAR tool](#) advice and tools on how to set up a GEP to evaluating its impact

Gender dimension in R&I content

- [Horizon Europe Programme Guide](#) (section *Gender equality and inclusiveness*)
- [Gendered Innovations 2](#): How inclusive analysis contributes to research and innovation (25/11/2020)
- Gendered Innovations [website](#) and [mailing list](#)
- [Nature series on sex and gender in science - May 2024](#)
- [Nature journals raise the bar on sex and gender reporting in research](#) (18/05/2022)
- [Framework for the integration and evaluation of inclusive gender analysis in research and innovation content](#) (2025)

Gender equality monitoring

- [She Figures main report](#) / [Interactive webpage](#) / [Country fiches](#) / [Data tool](#) / [Infographic](#) / [Handbook](#)
- [Horizon Europe Gender Dashboard](#) / [Fostering gender equality: Key figures from Horizon Europe](#)
- [Programme Performance Horizon Europe](#) (section 'Gender')
- [Fostering gender equality - Publications Office of the EU](#)



Thank you!

Subscribe to our [monthly newsflash](#) to hear from the latest on gender equality in R&I

For questions and further information on gender equality provisions, please contact:
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#HorizonEU

<http://ec.europa.eu/horizon-europe>



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