



Federal Ministry
of Research, Technology
and Space



Overview of the strengthened provisions for gender equality in Horizon Europe

Online Workshop on the Gender dimension in Research, 09 June 2026



Who are we? Contact Point Women into EU Research

Initiative of the former BMBF since 2001, part of EU Bureau of the BMFTR, hosted by DLR Project Management Agency (DLR PT)

Advice on EU Research (framework programme) for female scientists based in Germany

Information on equal opportunities, participation of women scientists and gender aspects in EU research for any interested party

Various formats for different focus groups

Newsletter (in German) and website



Content

Overview of European Research Area (ERA) as basis for Horizon Europe

Gender aspects within Horizon Europe

1. Eligibility criterion: Gender Equality Plan (GEP)
2. Award criterion: Integration of the Gender Dimension
3. Ranking criterion: Gender balance



Content

Overview of European Research Area (ERA) as basis for Horizon Europe

Gender aspects within Horizon Europe

1. Eligibility criterion: Gender Equality Plan (GEP)
2. Award criterion: Integration of the Gender Dimension
3. Ranking criterion: Gender balance



European Research Area – policy context

ERA policy priority since 2012 : Gender equality and gender mainstreaming

- Gender equality in scientific careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension in research and innovation content (sex and gender analysis)



ERA policy framework

The **Council Recommendation for a Pact for R&I in Europe (2021)** sets gender equality and inclusiveness as principle and value of the ERA

Council Conclusions on the future governance of the ERA of 26 November 2021

ERA Policy Agenda (2025-2027): “Strengthening gender equality and inclusiveness in the ERA, notably with an intersectional approach” is one of the structural policies

Ljubljana Declaration on Gender Equality in Research & Innovation

She Figures 2024



PhD women graduates	47.6 %
PhD women graduates Information and Communication Technologies	21.4 %
PhD women graduates Engineering, manufacturing, construction	29.5 %
Women Researchers	33.7 %
Women in grade A positions	29.4 %
Women Heads of Higher Education institutions	26.4 %
Women board leaders	39.5 %
Women board members	37.7 %
Publications with a gender dimension in their R&I content*	1.9 %



- [Full Report](#)
- [Interactive website](#)
incl. MS country fiches

* Highest percentage in the Medical & Health sciences; lowest percentage in Engineering & Technology



Content

Overview of European Research Area (ERA) as basis for Horizon Europe

Gender aspects within Horizon Europe

1. Eligibility criterion: Gender Equality Plan (GEP)
2. Award criterion: Integration of the Gender Dimension
3. Ranking criterion: Gender balance



Gender equality in Horizon Europe (2021-2027)

Gender equality: a strengthened crosscutting priority in Horizon Europe

- Article 7(6) and Recital 53 of Framework Regulation
- Articles 2(2)(e) and 6(3)(e) of the Specific Programme



Main gender aspects within Horizon Europe

1. Eligibility criterion: Gender Equality Plan (GEP)
2. Award criterion: Integration of the Gender Dimension
3. Ranking criterion: Gender balance



1. Eligibility criterion: Gender Equality Plan (GEP)

Participants (as Beneficiaries and Affiliated Entities) that are **public bodies, research organisations or higher education institutions*** established in a Member State or Associated Country **must have a gender equality plan** in place, fulfilling **mandatory process-related requirements**

- A self-declaration is requested at proposal stage (for all categories of participants)
- Included in the legal entity validation process (based on a self-declaration questionnaire)

* Private-for-profit entities (incl. SMEs), NGOs, CSOs, as well any types of organisations from non-associated third countries, are exempted concerning the criterion. [See legal categories definitions in the Funding & Tenders Portal](#)



1. Eligibility criterion: Mandatory GEP requirements

Public document

- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution

Dedicated resources

- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality

Data collection and monitoring

- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes

Training and capacity building

- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics

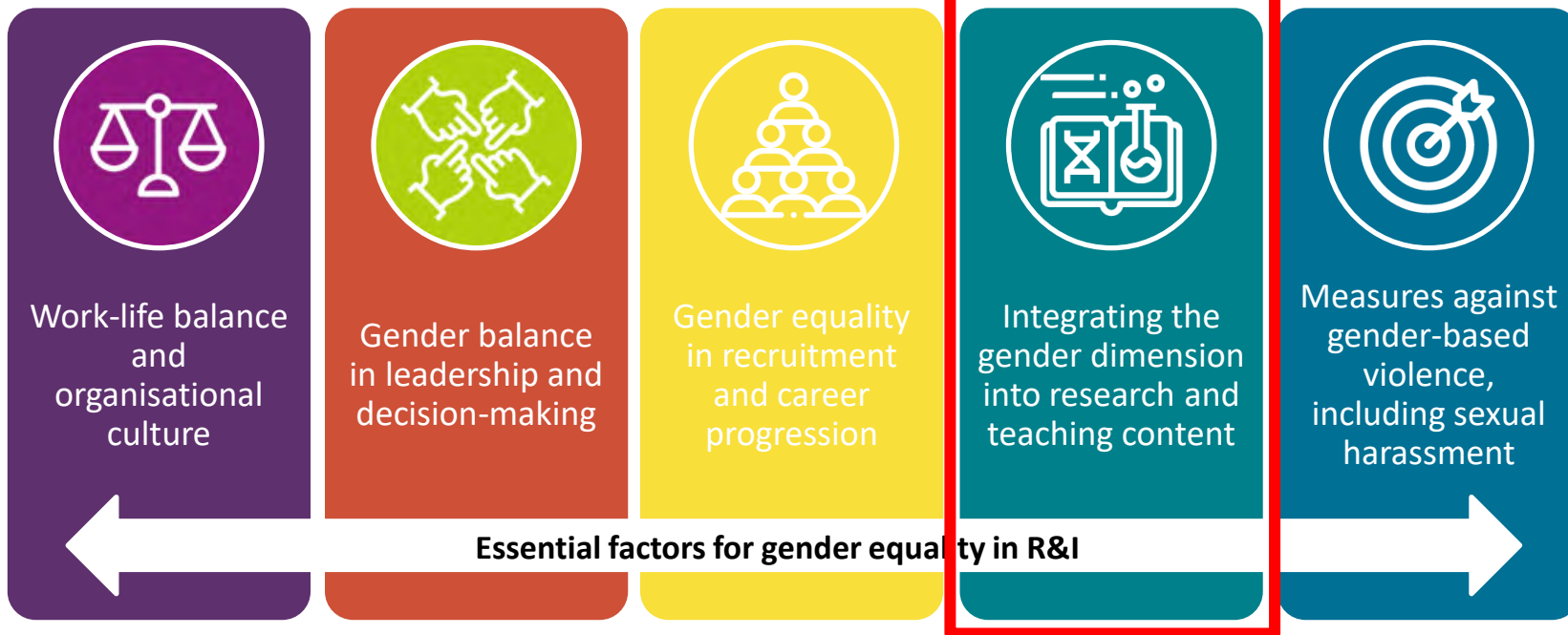


Eligibility criterion: Mandatory GEP requirements – slight changes

- publication: a formal document published on the institution's website and signed **and/or adopted** by the 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 the establishments concerned) and reporting **at least every two years** based on indicators;
- training: awareness raising/training for staff and decision-makers on gender equality, **for instance on unconscious gender biases.**



1. Eligibility criterion: Recommended content areas





1. Eligibility criterion: Gender Equality Plan (GEP)

Establishing a GEP: Not the job of the scientists, but of administration.

If you collaborate with partner institutions, assure yourself they have a decent GEP, too!



1. Eligibility criterion: Gender Equality Plan (GEP)

Gender equality plan

Having a gender equality plan is an eligibility criterion for Public bodies, Higher education establishments and Research organisations from Member States and Associated Countries. Be aware that if the proposal is selected, having a Gender Equality Plan will be necessary before the grant agreement signature (applicable on calls with deadlines in 2022 and beyond).

Does the organisation have a Gender Equality Plan (GEP) covering the elements listed below? Yes No

Minimum process-related requirements (building blocks) for a GEP

- **Publication:** formal document published on the institution's website and signed by the top management
- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel (and students for establishments concerned) and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.

Content-wise, recommended areas to be covered and addressed via concrete measures and targets are:

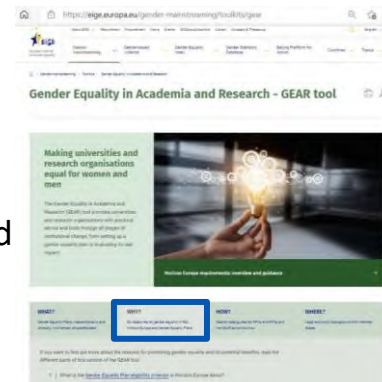
- o work-life balance and organisational culture;
- o gender balance in leadership and decision-making;
- o gender equality in recruitment and career progression;
- o integration of the gender dimension into research and teaching content;
- o measures against gender-based violence including sexual harassment.

Standard Proposal Template



Supporting GEP practice and knowledge

- EIGE-RTD 'Gender Equality in Academia and Research Tool' (**GEAR tool**) updated
- Detailed Horizon Europe Guidance on GEPs published on 28/09/2021
- Activities and material by FP7 and **H2020 SwafS gender projects**





2. Award criterion: Integration of the gender dimension

“Gender equality is a **cross-cutting priority** in Horizon Europe and concerns all programme parts. Activities will aim to eliminate gender inequality and intersecting social inequalities [...] – throughout R&I systems, including by addressing unconscious biases, stereotypes, and systemic structural barriers.

Integrating the gender dimension into R&I content will continue to be a **default requirement across the whole programme unless a topic specifies otherwise, or applicants can duly justify its non-relevance**. This integration is particularly relevant for addressing global challenges [...], in which sex and/or gender differences play pivotal roles, thereby influencing the quality and societal relevance of R&I outcomes.”

Source: Strategic Plan 2025-2027, p. 41: GENDER EQUALITY AND INCLUSIVENESS ...



2. 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.”



What does „gender dimension in research“ mean?

Sex refers to **biological characteristics** of women and men, boys and girls, in terms of reproductive organs and functions based on chromosomal complement and physiology. As such, sex is globally understood as the classification of living beings as male and female, and intersexed.

Gender refers to the **social and cultural construction** of gender roles, of femininity and masculinity and other concepts, which may all vary in time and place, and between cultures.



Example: Testing a New Pain Medication

Sex analysis: Researchers include both female and male participants and analyze the results separately by sex. They examine whether:

- the medication is equally effective in women and men
- women and men require different dosages to achieve the same effect
- side effects occur at different rates
- the medication is metabolized differently due to biological differences



Example: Testing a New Pain Medication

Gender analysis: Researchers investigate whether women and men differ in:

- how quickly they seek treatment
- their likelihood of reporting pain
- their access to healthcare
- their attitudes toward medication use



Does your project have ANYTHING to do with human beings?

If yes (even just an interface), you should give some thought to potential differences between distinct genders.

N.B.: „Every cell has a sex. Every human being has a gender.“



Potential gender differences (non-exhaustive!):

Roles, knowledge, responsibilities, ownership

Interests and composition of relevant stakeholder groups

Demand, user/consumer behaviour, use of products and services, readiness to refrain from their use

Exposure to stress factors owing to different gender roles

Design and analysis/interpretation of studies and surveys

Developing apps: identical use / usage patterns women – men?

Perceptions, needs and use of technologies, tools, services as well as risk assessment and impact



2. Award criterion: Integration of the gender dimension

Why is taking the gender dimension into account important?

- **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
- **Enhanced societal relevance of research and innovation**



2. Award criterion: Gender dimension in proposal template

Excellence: Aspects to be taken into account:

„Soundness of the proposed methodology, including the underlying concepts, models, assumptions, interdisciplinary approaches, **appropriate consideration of the gender dimension in research and innovation content** [...]”

Excellence: 1.2 Methodology

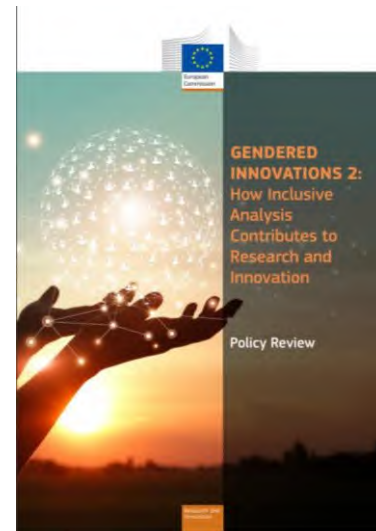
„Describe how the gender dimension (i.e. sex and/or gender analysis) is taken into account in the project’s research and innovation content [e.g. 1 page]. If you do not consider such a gender dimension to be relevant in your project, please provide a justification.“



Gendered Innovations : How inclusive analysis contributes to research and innovation

- 15 **case studies** (in health, AI & robotics, climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding) building on Horizon 2020-funded projects – civil security facets included!
 - Refined methodologies on the integration of sex/gender based analysis, and intersectional analysis, in R&I content
 - Evidence-based policy recommendations for Horizon Europe
 - Awareness raising material including factsheets
- Full [Policy Review Report](#) and [Factsheet](#)
- [Interview of Commissioner Gabriel in KILDEN News](#) (25/11/2020)
 - [Nature editorial](#) (09/12/2020)

→ **Additional guidance and links to resources in the Horizon Europe Programme Guide (section on *Gender equality and inclusiveness*)**





3. Ranking criterion: Gender balance

Relevant for consortium research with partner institutions (form to be filled in on main research personnel of the project)

In case of ex aequo proposals (equal number of points), gender balance in team is a ranking criterion and can therefore be the decisive factor



Ranking criteria in case of ex aequo proposals

1. Aspects of the call that have not otherwise been covered by more highly ranked proposals
2. Scores on 'Excellence', then on 'Impact' (IAs: 'Impact', then 'Excellence')
3. Gender balance among 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
5. ...

Source: General Annexes, Part F



Kontaktstelle **F**rauen **i**n die EU-**F**orschung (FiF) Contact Point Women into EU Research

Astrid Schwarzenberger
(absent until 9/2026)

0228 3821 - 1659
astrid.schwarzenberger@dlr.de

Christin Raue

0228 3821 - 1565 christin.raue@dlr.de

We look forward to your questions!

<https://www.eubuero.de/de/fif-2512.html>