




Gender equality in EU R&I

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She Figures 2021

	EU-27 
PhD women graduates	48.1 %
PhD women graduates Information and Communication Technologies	22.4 %
Women in grade A positions	26.2 %
Women in grade A positions Engineering and Technology	17.9 %
Women Heads of Higher Education institutions	23.6 %
Women board leaders	24.5 %
Women board members	31.1 %
Patent applications submitted by women	10.7%
Publications with a gender dimension in their R&I content	1.8 %



Released on 24/11/2021

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

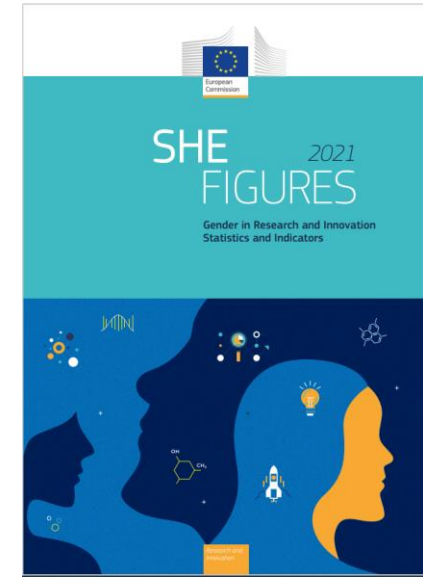


She Figures 2021 – Policy Briefs

Themes including good practices and policy recommendations:

- Improving the presence, participation, and progression of women in science
- Institutional culture, research excellence & institutional change (including the impact of COVID-19)
- Policy actions to tackle gender imbalance in Europe's research leadership
- Gender dimension in research and innovation content and training
- Holistic view of Science Technology Engineering, and Mathematics (STEM) education at undergraduate level
- Promoting a gender perspective in innovation
- Intersectionality

...with many good practices from EUA



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HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans





Eligibility Criterion

Gender Equality Plan (applicable from calls with deadlines in 2022 onwards)

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 for the criterion. [See legal categories definitions in the Funding & Tenders Portal](#)

Mandatory GEP process 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

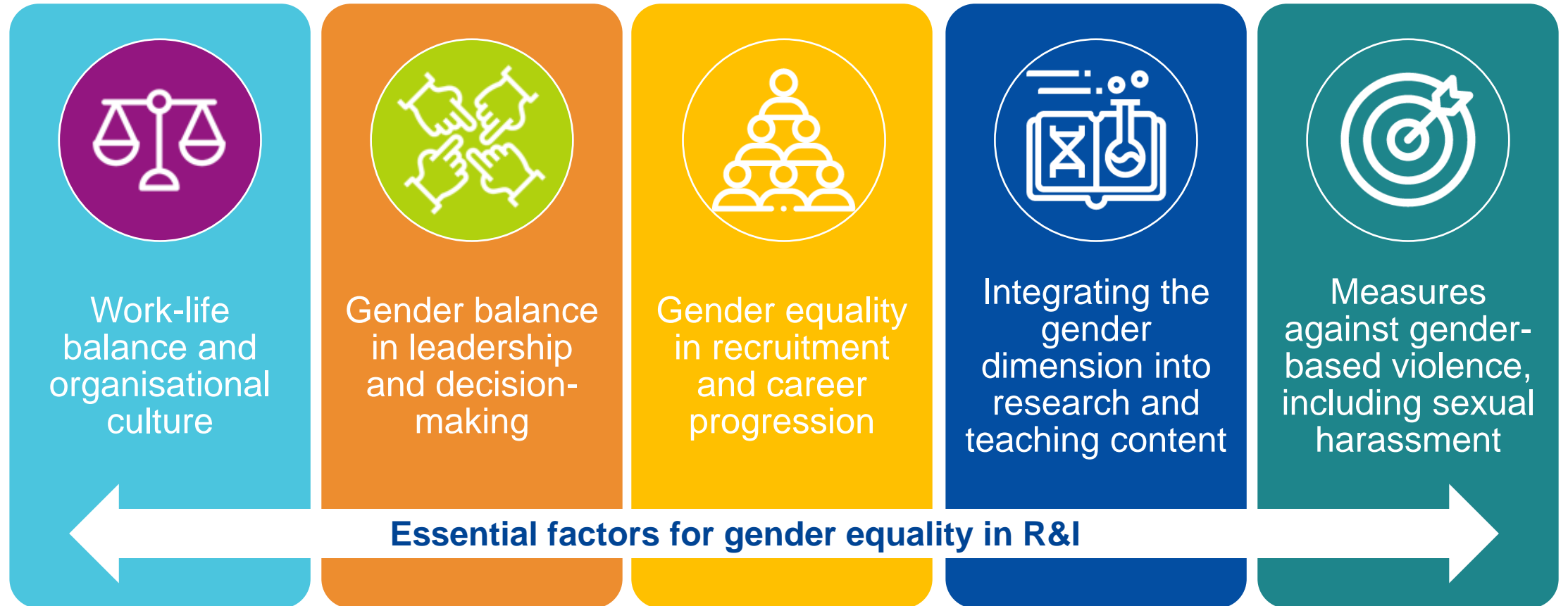
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



Training and capacity building

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

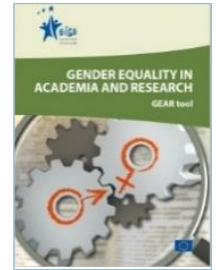
Recommended GEP content areas





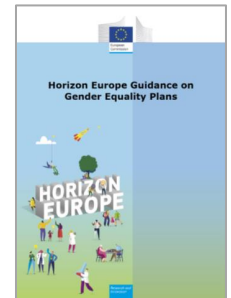
Supporting GEP practice and knowledge

- The ‘Gender Equality in Academia and Research Tool’ ([GEAR tool](#)) is being updated
- Activities by Horizon 2020 SwafS-funded gender projects (e.g. ACT, GE Academy)



- **Pilot ‘European knowledge & support facility on institutional change through GEPs’**

1. Detailed [Horizon Europe Guidance on GEPs](#) published on 28/09/2021
2. Online trainings to countries with higher amount of organisations without GEPs. Trainings already delivered to BG, EL, HU, HR, IT, BA. More trainings upcoming
3. Online mutual learning workshops, building on [European Universities Alliances](#). Four MLW already organised in Nov-Dec 2021. More in 2022
4. Network of national GEP contact points across MS and AC: work in progress

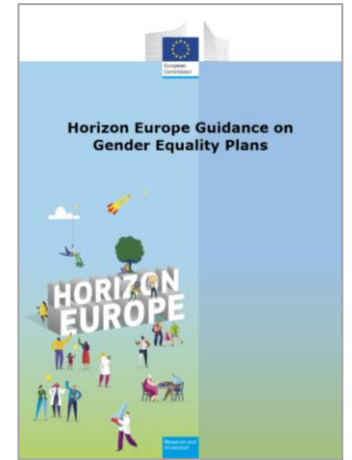




Good practices for gender balance in decision-making

- **Ghent University (Belgium):** changed its procedures for the election of the members of its Board of Governors. Election procedures request a **40/60 gender-balanced representation** of its members and faculties are required to have at least one male and one female candidate for the elections. Where elections do not meet the minimum 40/60 gender balance, the candidate with the least votes from the overrepresented sex (compared to other faculties) is replaced by the faculty's candidate of the other sex with the highest number of votes. This procedure resulted in a gender balance on the Board of Governors for the first time in the university's history.
- **Lund University (Sweden):** The **AKKA leadership programme** at Lund University focuses on developing leadership competences. Within the programme, the academic organisation and leadership were subjected to critical scrutiny from a gender perspective. The programme has successfully increased the number of women in leading positions and helped create gender-aware leaders who have served as “**change agents**”, however analysis carried out in 2020, after the discontinuation of the programme in 2014, shows that **backsliding occurs if efforts are not sustained**.

The AKKA programme has inspired similar programmes in various universities, including the current High Potential University Leaders Identity & Skills Training (H.I.T.) Program - Inclusive Leadership in Academia at the University of Zürich (Switzerland)



[Horizon Europe Guidance on GEPs](#)



Thank you!

For questions specific to the GEP eligibility criterion, please contact:
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For other questions and further information on gender equality provisions, please contact:
RTD-GENDERINRESEARCH@ec.europa.eu

#HorizonEU

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



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