



GENDER PRINCIPLES IN HORIZON EUROPE

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“Accounting for sex and gender makes for better science”, and it’s the renowned journal *Nature* who says so, in an [editorial](#) in December 2020. Sex and gender are therefore to be taken seriously under Horizon Europe. Two different aspects should be considered:

SEX AND GENDER IN THE STUDY DESIGN

Beware of a common misunderstanding: the ‘Gender chapter’ (Section 1.2.6 – Sex or Gender Dimension in the standard HEU Part B template) is not about gender balance in the project teams! Here you are expected to explain **how your scientific approach is taking into account relevant sex and gender-related behaviours, needs and perceptions.**

Think for example:

TRANSPORT

- Gendered travel behaviour due to unequal share of care work
- Gender-related security needs and expectations
- Adaptation of in-vehicle security equipment (belts, airbags) to different body shapes

ENERGY

- Gendered energy demand due to unequal share of household work
- Gendered energy consumption (single parenting, gender pay gap, gender pension gap)

HEALTH AND BIOLOGY

- Different sex-related symptoms
- Need for different treatments for each sex
- Disaggregation of data or cell samples by sex

COMMUNITY ENGAGEMENT

- Cultural expectations on gender roles
- Discrimination, inclusion and intersectionality
- Gender-related outreach and communication

IT

- Role of gender stereotypes in Artificial Intelligence
- Gendered patterns in access to and use of new technologies
- Gender as a factor in tech acceptability

MARKET ANALYSIS

- Gender as a factor in consumer segmentation and consumption pattern analysis

'Sex' vs 'Gender'

The notion of 'Sex' refers to biological characteristics, whereas 'Gender' is a social construct and is not necessarily aligned with a person's sex.

Avoid making vague promises based on buzzwords such as "gender-proofing"! **Be concrete** and show you are aware of the relevant sex and gender-related implications of your research. Ideally, include a **specialist team from the social sciences and humanities** as project partner or advisor.

Don't forget, this is not about simply ticking a box for a positive project evaluation. Taking into account gender and sex in your technology development is likely to **make your results more useful and more impactful**.

The European Commission's Expert Group on Gendered Innovations / Innovation through Gender has published a [Guide including 15 case studies](#) as examples of good practice.

GENDER EQUALITY IN THE PROJECT IMPLEMENTATION (GENDER EQUALITY PLAN)

A new eligibility condition will be applied starting in 2022: Any public or research entity wishing to participate as beneficiary or affiliated entity must have a **Gender Equality Plan (GEP)**.

MINIMAL REQUIREMENTS

- Formal document published on the entity's website and signed by top management
- Resources and expertise to be dedicated to the GEP's implementation
- Collecting, monitoring and reporting of sex/gender-related data (indicators)
- Regular staff and management trainings to raise awareness on sex/gender issues

Any other strategic document (e.g., Diversity/Non-Discrimination Plan) covering these areas will be considered as equivalent.

AREAS THE GEP SHOULD COVER

- Work/Family balance and organisational culture
- Ensuring equity in management and decision-making
- Gender equality in recruitment and career development
- Integration of gender dimension in research and teaching
- Measure against gender-based violence including sexual harassment

The European Commission will offer dedicated webinars on the GEP and provide a template. Further information can be found on [a dedicated website](#).

Our experts have accumulated significant experience in European projects management. [Contact us to find out more!](#)

Publication written by Christiane Abele from ARTTIC

PNO Consultants France and ARTTIC have joined forces to deliver services covering the complete innovation cycle, from strategy to implementation, while maximising technical and sectoral complementarities. An unrivalled expertise, attested by over 120 successful Horizon 2020 proposals in the transport, health, security, defence, energy, food and bioeconomy fields; three decades of experience serving a portfolio of 400 clients; and a strong European presence through our offices in Paris, Toulouse, Derby (UK) and Brussels make PNO Consultants France and ARTTIC sound partners to advise your organisation in the financing, set-up and management of research and innovation projects.

FURTHER READING

[Accounting for sex and gender makes for better science. Nature 588, 196 \(2020\).
https://doi.org/10.1038/d41586-020-03459-y](https://doi.org/10.1038/d41586-020-03459-y)

[Tannenbaum, C., Ellis, R.P., Eyssele, F. et al. Sex and gender analysis improves science and engineering. Nature 575, 137–146 \(2019\). https://doi.org/10.1038/s41586-019-1657-6](https://doi.org/10.1038/s41586-019-1657-6)

[European Commission: GENDERED INNOVATIONS 2: How Inclusive Analysis Contributes to Research and Innovation. July 2020.
https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ki0320108enn_final.pdf](https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ki0320108enn_final.pdf)