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GENDER IN HORIZON EUROPE

11 FEBRUARY 2022
WHY GENDER EQUALITY IN HORIZON EUROPE?

• The European Commission is committed to promoting gender equality in research and innovation.
  • part of the Gender Equality Strategy for 2020-2025, which sets out the Commission von der Leyen’s broader commitment to equality across all EU policies.
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  - part of the Gender Equality Strategy for 2020-2025, which sets out the Commission von der Leyen’s broader commitment to equality across all EU policies.

• Goal: “to improve the European research and innovation system, create gender-equal working environments where all talents can thrive and better integrate the gender dimension in projects to improve research quality as well as the relevance to society of the knowledge, technologies and innovations produced”
  - Implemented as crosscutting priority in legal base of Horizon Europe
Overall goals of funding research:

A sustainable, fair and prosperous future for people and planet based on European values.

- Tackling climate change (35% budgetary target)
- Helping to achieve Sustainable Development Goals
- Boosting the Union's competitiveness and growth
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Gender equality

Not just a ‘tick the box’ exercise
3 MAIN LEVELS AT WHICH GENDER EQUALITY IS CONSIDERED IN HORIZON EUROPE [REQUİRED]

1. [eligibility] Gender Equality Plan (GEP) as eligibility criterion for public bodies and universities
3 MAIN LEVELS AT WHICH GENDER EQUALITY IS CONSIDERED IN HORIZON EUROPE [REQUIRED]

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“Beneficiaries must also take all measures to promote equal opportunities between men and women in implementing the action and, where applicable, in line with their gender equality plan. They must aim to achieve, to the extent possible, a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.”
3 MAIN LEVELS AT WHICH GENDER EQUALITY IS CONSIDERED IN HORIZON EUROPE [REQUIRED]

1. [eligibility] Gender Equality Plan (GEP) as eligibility criterion for public bodies and universities

2. [evaluation] Integration of the gender dimension into all research and innovation content as requirement and award criterion evaluated under the excellence criterion
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1. [eligibility] **Gender Equality Plan (GEP)** as eligibility criterion for public bodies and universities

2. [evaluation] **Integration of the gender dimension into all research and innovation content** as requirement and award criterion evaluated under the excellence criterion

“**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 outputs and engagement of citizens, civil society and end-users where appropriate**”
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1. [eligibility] Gender Equality Plan (GEP) as eligibility criterion for public bodies and universities

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3. [ranking] Increasing gender balance throughout the programme is another objective, with a target of 50% women in
   1. Horizon Europe related boards
   2. Expert groups and evaluation committees
   3. Among research teams (set as a ranking criterion for proposals with the same score)
GENDER THROUGHOUT HORIZON EUROPE

**Pillar 1**
Excellent Science
- European Research Council
- Marie Skłodowska-Curie Actions
- Research Infrastructures

**Pillar 2**
Global Challenges and European Industrial Competitiveness
- Health
- Culture, Creativity and Inclusive Society
- Civil Security for Society
- Digital, Industry and Space
- Climate, Energy and Mobility
- Food, Bioeconomy, Natural Resources, Agriculture and Environment
- Joint Research Centre

**Pillar 3**
Innovative Europe
- European Innovation Council
- European innovation ecosystems
- European Institute of Innovation and Technology

Widening Participation and Strengthening the European Research Area
- Widening participation and spreading excellence
- Reforming and Enhancing the European R&I system
OTHER SPECIFIC FUNDING FOR GENDER [OPTIONAL]

Pillar 1
Excellent Science

- European Research Council
- Marie Skłodowska-Curie Actions
- Research Infrastructures

Pillar 2
Global Challenges and European Industrial Competitiveness

- Health
- Culture, Creativity and Inclusive Society
- Civil Security
- Digital Age and European Security
- Climate, Energy and Mobility
- Food, Bioeconomy, Natural Resources, Agriculture and Environment

Joint Research Centre

Pillar 3
Innovative Europe

- European Innovation Council
- European innovation ecosystems
- European Institute of Innovation and Technology

Empowering women innovators

Development of inclusive gender equality policies

Widening Participation and Strengthening the European Research Area

Widening participation and spreading excellence

Reforming and Enhancing the European R&I system

Gender and intersectional research
Rule for participation:

Applications must be submitted by a consortium including at least three independent legal entities, each established in a different Member State or Associated Country and with at least one of them established in a Member State.

* Map from Horizon2020, outdated
**Rule** for participation:

Applications must be submitted by a consortium including **at least three independent legal entities**, each **established in a different Member State** or Associated Country and with at least one of them established in a Member State.

**Guidelines** for participation with a strong consortium:

- Cooperation between different types of actors: relevant stakeholders: end-users, SMEs, Multidisciplinary, cross sectorial
- Balance: budget, geography, gender
- Alignment of expertises with topic’s scope, objective and impact
GUIDELINES BECOME RELEVANT WHEN PROPOSALS SCORE EQUAL:

1. Proposals that address aspects of the call that have not otherwise been covered by more highly ranked proposals will be considered to have the highest priority.

2. The proposals identified under 1), if any, will themselves be prioritised according to the scores they have been awarded for ‘Excellence’. When these scores are equal, priority will be based on scores for ‘Impact’. In the case of ‘Innovation actions’, priority will be given to the score for ‘Impact’, followed by that for ‘Excellence’.

3. If necessary, the gender balance among the 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, will be used as a factor for prioritisation.
1. Proposals that address aspects of the call that have not otherwise been covered by more highly ranked proposals will be considered to have the highest priority.

2. The proposals identified under 1), if any, will themselves be prioritised according to the scores they have been awarded for ‘Excellence’. When these scores are equal, priority will be based on scores for ‘Impact’. In the case of ‘Innovation actions’, priority will be given to the score for ‘Impact’, followed by that for ‘Excellence’.

3. If necessary, the gender balance among the 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, will be used as a factor for prioritisation.

4. If necessary, any further prioritisation will be based on geographical diversity, defined as the number of Member States or Associated Countries represented in the proposal, not otherwise receiving funds from projects higher up the ranking list (and if equal in number, then by budget).

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. These may include, for example, enhancing the quality of the project portfolio through synergies between projects or, where relevant and feasible, involving SMEs. These factors will be documented in the panel report.
WE ARE HERE TO HELP AT ANY STAGE OF YOUR PROPOSAL

PREPARE
- strategic advice
- info sessions and trainings

LINK IDEA TO OPPORTUNITY
- identification of calls
- planning for proposal development

DEVELOP PROPOSAL
- consortium building
- proposal development

EVALUATE
- Grant Agreement preparation
- evaluation report analysis and follow up

MANAGE
- Project Management

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Cătălin Popa
Anke Marit Albers
Maarten Emmerich
Marieke Zwennes
Andrea Guarise
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RESOURCES

- SBD-Grants Office Support hub on Teams – for news and background documents
- Gender Equality Plan UT
- Crowdhelix – for partner search
- Horizon Europe documentation
  - Programme Guide
  - General Annexes
- Horizon Europe Strategic Plan
- EU webpage on Gender in Horizon Europe
- Factsheet on Gender Equality: a strengthened commitment in Horizon Europe
- SHE Figures – state of equality in the EU
- Gendered Innovations – for examples of sex/gender analysis in many research domains
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UT’S FIRST GENDER EQUALITY PLAN
THANK YOU!
WORKING TOGETHER IN A PLATFORM
SLOW PROGRESS OVER THE YEARS

FEMALE RATIO UNIVERSITY OF TWENTE

Source: UT annual reports and AFAS HR system
GEP | BACK TO BASIC

• MEET THE REQUIREMENTS BY 01/01/2022:

  PUBLIC DOCUMENT
  DEDICATED RESOURCES
  DATA & MONITORING
  TRAINING & CAPACITY BUILDING

• BUILD UPON WHAT ALREADY HAS BEEN DONE THROUGH THE YEARS @UT
JOINT ACTIONS ON SPECIFIC FOCUS AREAS

• WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

• GENDER BALANCE IN LEADERSHIP AND DECISION MAKING

• GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

• INTEGRATING THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT

• MEASURES AGAINST GENDER-BASED VIOLENCE, INCLUDING SEXUAL HARASSMENT
GO TO START AND TAKE ACTION

• SHIFT TOWARDS GENDER | DIVERSITY | INCLUSION

• FIXING NUMBERS, DATA AND INSTITUTION

• LIST OF ACTIONS TO TAKE
WHAT NEEDS TO HAPPEN NOW

1. Conduct internal soft audit to gain better insights into the effectiveness of current measures, policies and activities aimed at increasing gender equality

2. Develop actions to ensure target numbers are reached through hiring processes and stimulating cultural change

3. Re-evaluate our current target numbers to see if they are ambitious enough

4. Update conditions of employment

5. Update our portfolio of workshops and trainings providing information and tools to overcome gender gaps

6. Structurally raise awareness about gender inequality in our community and provide (possible) solutions

7. Enhance our data collection, monitoring and dissemination

8. Increase transparency on how gender dimensions are being taken into account in UT research
NEXT STEPS AND NEW THINGS TO WORK ON

• MORE DATA DRIVEN | BASELINE MEASUREMENT

• CULTIVATE TRANSFORMATIONAL CHANGE

• REACTIVE TO PROACTIVE | SOFT AUDIT

• DE&I ACTION PLAN 2.0 | TIMELINE
HORIZON EUROPE FUNDING

• THIS GEP MEETS THE NECESSARY REQUIREMENTS

• THE GEP IS A LIVING DOCUMENT AND REMAINS AN ONGOING PROCESS

• GEP UNIVERSITY OF TWENTE
THANK YOU!

PLEASE FEEL FREE TO CONTACT THE DE&I TEAM WITH ANY QUESTIONS OR SUGGESTIONS!

✉️ diversity-ga@utwente.nl
GENDER AND ENERGY
JOY CLANCY
PROFESSOR EMERITUS ENERGY AND GENDER
CSTM, BMS
SOME DEFINITIONS

- Gender blind research – no differentiation between women and men
- Gender bias research – unconscious perceptions about women and men; men are the normative reference – bodies and behaviour. Women tend to be more sensitive to ambient temperature than men. But one third of patients treated for osteoporosis are men (J Osteoporosis)
WHAT’S GENDER GOT TO DO WITH ENERGY IN EUROPE?

ISN’T IT ABOUT WOMEN COOKING IN THE GLOBAL SOUTH?
ENERGY IN EUROPE HAS A GENDER DIMENSION

USERS PERSPECTIVE

- Eastern European households cook on wood; rural Ireland – peat
- Behavioural differences in response to energy use: gender is cross-cutting with civil status, income and age (other variables?)
  2016 (EU): 32.5% of households – one person
  Increase in men living alone
  4 out 10 are ‘elderly’
  Women’s pensions 2016: 32.5% of EU households – one person
  Increase in men living alone
- Women living alone use less energy than men – possibly lower appliance ownership
- Ethnicity matters
  2015 (UK) - households living in energy poverty: 16.4% ethnic minority; 10.4% white
OK – I GET THAT – BUT IS IT COMPLAINING ABOUT ENERGY SECTOR JOBS?
AFTER ALL THOSE EQUAL OPPORTUNITY INITIATIVES WHAT’S THE PROBLEM?
THERE’S STILL A WAY TO GO FOR WOMEN IN THE ENERGY SECTOR

RET slightly better than oil & gas – mainly in admin rather than technical posts
WOMEN’S EXPERIENCES IN THE ENERGY SECTOR
SOME REACTIONS

► Women can’t be engineers you have to be big and strong to work in the sector
► Are you the new secretary? (question to new graduate on first day at energy research institute)
► You don’t want to be an engineer - that’s a man’s job
► We’ll do the more technical stuff, and you can take notes ok?
ABOUT TO HIRE A RESEARCHER?
KEEP THIS IN MIND

► Women tend to apply for jobs if they fit all the criteria - men are more speculative

► Career breaks can make women less experienced than men of same age - interpreted as ‘less competent’; commitment questioned

► Evidence indicates employer may tend to favour an applicant of the same age, race and sex
YES BUT THERE ARE WOMEN RESEARCHERS IN MY TEAM SO WHAT’S GENDER GOT TO DO WITH MY ENERGY RESEARCH PROJECT?

YOU WON’T KNOW IF YOU DON’T ASK!
TO ENGENDER MY PROPOSAL OR NOT?
IF YOU ARE LUCKY EVALUATOR MAY NOT UNDERSTAND GENDER – BUT THAT’S CHANGING

- New generation technologies – people have an opinion! Right to influence policy choices
  Don’t assume that women are ‘greener’ than men
- (non)Users of equipment eg the washing machine.
WHAT’S GENDER GOT TO DO WITH MY ENERGY PROJECT?
AN ENGINEER’S VIEW

- My technology is ‘gender neutral’ – it provides energy which benefits women and men – at least in Europe – elsewhere I can see it might be problematic
  So I don’t need a ‘gender’ dimension to my project
- Oh no – the Horizon Europe Call says I have to justify my choice…. Why are they asking about this??
  My energy technology is making a significant contribution to the energy transition!
SOCIAL ACCEPTANCE OF NEW TECHNOLOGY
AN EXAMPLE OF GENDER AND GREEN HYDROGEN

- Energy transition draws on new technologies – which have economic, environmental and social consequences
- Citizens (=voters) have opinions about technologies - some evidence women and men have differences about RETs
- Politicians don’t want to waste money on technology that will cause problems with voters – public consultation increasingly used as policy tool
- Sensitivity to gender justice = women and men have equal rights to influence policy
- Acceptability of hydrogen? Age differential?
- Including a work package on social acceptance makes good sense
GENDER DIFFERENCES TOWARDS TECHNOLOGIES
UNDERSTANDING PERCEPTIONS & MOTIVATIONS

- ‘People/community’ – not homogeneous group – disaggregate your sample beyond women/men
- Collect and present quantitative and qualitative data intersectionally – ask a gender expert!
  Don’t assume all women are gender experts or no men understand the issues.
BACK TO OUR ENGINEER

- Oh now I get it…………… acknowledging there’s a ‘gender dimension’ to my energy technology is a positive contribution to proposal success
- Gender analysis provides an entry point to understanding societal views on emerging technologies (hydrogen) & can help encourage more funding for future research!
THANK YOU FOR LISTENING
FINALLY APOLOGIES FOR THE LAST SLIDE & SOME SELF PROMOTION

- Not in UT’s gender equality plan:
- Women, Gender Equality and the Energy Transition in the EU
  Joy Clancy and Marielle Feenstra
  Commissioned by FEMM Committee European Parliament
  *This report deals specifically with STEM issues!*

- My chair!