

Gender equality in Horizon Europe

The European Commission is committed to promoting gender equality in research and innovation. There are three main ways in which gender is addressed in Horizon Europe:

- Increasing the gender balance
- Having a Gender Equality Plan (GEP) at the level of the organisation
- Integration of the gender dimension into research and innovation.

The aim of this survey is to understand how the priorities set at the policy level are implemented in practice, namely in Horizon Europe projects. We would kindly ask you to answer the questions in the following sections, as it will provide a valuable insight into the realisation of gender equality and social justice through your work.

1 person per partner organisation should answer the following 2 sets of questions.

Gender balance

Horizon Europe is striving to increase gender balance at various levels in the research and innovation world. Please provide gender disaggregated statistics (women, men, non-binary persons) for your project:

1. Overall number of persons working on project
2. Number of researchers working on project
3. Number of non-researchers working on project
4. Number of work package / task leaders working on project.

Gender equality plan

1. Does your entity have a GEP in place?
 - a) yes
 - b) no
2. Did your entity have a GEP in place before it became an eligibility criterion for Horizon calls for all public bodies, higher education institutions and research organisations?
 - c) yes
 - d) no
3. What was the reason for the adoption of the GEP?
 - a) the Horizon requirement
 - b) the recognised need for more gender equality within the entity
 - c) both
 - d) we don't need the GEP to apply to Horizon projects
4. When preparing the GEP, did your entity consult with any of the following actors / offices?
 - a) office / department within my entity dealing with gender and/or social justice issues
 - b) trainings (online or live) provided by the EC or other actors on GEP
 - c) external gender experts
 - d) none of the above
 - e) not relevant (don't need GEP)

5. What kind of monitoring of the GEP has your entity carried out (there are more possible answers)?
- a) yearly reports on the progress of GEP that include measurable indicators are published
 - b) a gender equality coordinator meets periodically with the relevant team (human resources, office for gender / social justice, decision-makers etc) in order to assess the progress
 - c) there are periodical trainings on gender equality available within my entity (gender balance at leadership levels, in recruitment and career progression, integration of gender dimension into research and teaching, work-life balance, gender-based violence)
 - d) a general and brief chapter on gender is included in the yearly report of the entity
 - e) none of the above.