

Piano di Formazione Nazionale

Modulo 5 - “Laboratorio per scrivere un progetto di Digital Health in Horizon Europe”

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MARIA CRISTINA BRUGNOLI



Proposal building (Excellence)

Il progetto... a quali domande deve rispondere?

Chi lo propone?

Coordinatore, consorzio, partnership devono essere credibili, riconosciuti ed adeguati all'attività da svolgere.

Perché?

Motivation, rationale. Il progetto deve essere UNICO, CHIARO, SEMPLICE, BELLO e INTELLIGENTE 😊

Perché è unico, migliore degli altri progetti?

Innovatività, pertinenza, eccellenza. Attenzione a non essere OUT OF SCOPE...!

Quali sono gli obiettivi generali? E gli obiettivi specifici?

Gli obiettivi devono essere chiari, quantificabili e soprattutto misurabili.

Quali sono i risultati attesi? Con quali indicatori sono verificabili i risultati?

I risultati di progetto devono quantificabili e soprattutto misurabili. Si vuole sapere cosa si andrà a finanziare!

Il progetto... a quali domande deve rispondere?

In che modo promuoverò i risultati?	Nella maggior parte dei casi le azioni di dissemination ed exploitation sono cruciali per una buona riuscita della proposta.
Fattori esterni che condizionano l'andamento del progetto	Stato dell'arte, Condizioni di mercato, rischi, ...
In che tempi verrà realizzato? Qual è il piano di attività? In che modo sono strutturate le attività?	GANTT, Workplan, Workpackages, task, deliverables, milestones. I tempi e l'organizzazione delle attività devono essere adeguati al progetto e alle capacità dei partner.
Quali sono i costi del progetto?	Il budget deve essere ragionevole , adeguato rispetto a ciò che intendo fare/rilasciare e in quali modalità.
Chi beneficerà del progetto?	Devo identificare gli utenti finali, capire chi sono e quali sono i benefici che riceveranno. Inoltre... li ho coinvolti adeguatamente nel progetto? Sono rappresentati?

Horizon EU

Come in H2020 abbiamo 3 sezioni fondamentali:

- Excellence
- Impact
- Implementation

Excellence

Questa è la sezione dove abbiamo l'opportunità di impressionare e incuriosire i revisori! Una buona redazione della sezione sulla Excellence può aumentare notevolmente le possibilità di successo della nostra proposta.

Excellence in HEU

Nel contesto di Horizon Europe la sezione sulla Excellence si riferisce alla **qualità e all'originalità** della ricerca proposta, nonché al potenziale scientifico/tecnologico del progetto. È uno dei criteri principali utilizzati dai valutatori per valutare la proposta ed è considerato un aspetto chiave affinché un progetto venga finanziato.

Nell'esaminare le proposte, i valutatori esamineranno:

- La qualità e l'originalità della ricerca proposta,
- Il potenziale scientifico e tecnologico del progetto proposto
- L'approccio scelto per raggiungere gli obiettivi
- La competenza e l'esperienza dei partner e la considerazione interdisciplinare,

Le proposte che dimostrano standard elevati in questi settori sono eccellenti e hanno maggiori possibilità di essere finanziate.

Award criteria

Excellence – aspects to be taken into account.

- **Clarity and pertinence of the project's objectives**, and the extent to which the proposed work is ambitious, and goes beyond the state of the art.
- **Soundness of the proposed methodology**, including the underlying concepts, models, assumptions, interdisciplinary 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.

Excellence

In questa sezione troviamo:

- la motivazione del progetto
- gli obiettivi e il concetto del progetto e infine
- la metodologia e l'approccio scelti

In altre parole, nell'EXCELLENCE dobbiamo definire COSA si propone di raggiungere il tuo progetto. Questo dovrebbe essere trasmesso ai revisori in modo chiaro ed emozionante.

(NB: è solo nella Implementation che spiegheremo COME verranno raggiunti gli obiettivi che abbiamo definito).

Oltre agli obiettivi sopra menzionati della sezione Eccellenza, uno dei ruoli più significativi di questa sezione è presentare la novità (e/o l'importanza) del progetto. Il modo per manifestare chiaramente la novità e la motivazione del progetto è stabilire il divario di conoscenza nel campo di interesse e mostrare come il progetto va oltre lo stato dell'arte per colmare questo divario.

1.1 Objectives and ambition [e.g. 4 pages]

- **Briefly describe the objectives of your proposed work.**
 - Why are they pertinent to the work programme topic?
 - Are they measurable and verifiable?
 - Are they realistically achievable?
- **Describe how your project goes beyond the state-of-the-art,** and the extent the proposed work is ambitious. Indicate any exceptional ground-breaking R&I, novel concepts and approaches, new products, services or business and organisational models. Where relevant, illustrate the advance by referring to products and services already available on the market. Refer to any patent or publication search carried out.
- **Describe where the proposed work is positioned in terms of R&I maturity** (i.e. where it is situated in the spectrum from 'idea to application', or from 'lab to market'). Where applicable, provide an indication of the Technology Readiness Level, if possible distinguishing the start and by the end of the project.

NB: Please bear in mind that advances beyond the state of the art must be interpreted in the light of the positioning of the project. Expectations will not be the same for RIAs at lower TRL, compared with Innovation Actions at high TRLs

1.2 Methodology [e.g. 14 pages]

- Describe and explain the **overall methodology**, including the concepts, models and assumptions that underpin your work. Explain how this will enable you to deliver your project's objectives. Refer to any important challenges you may have identified in the chosen methodology and how you intend to overcome them. [e.g. 10 pages]
- Describe any national or international research and innovation activities whose **results will feed into the project**, and how that link will be established; [e.g. 1 page]
- Explain how **expertise and methods from different disciplines** will be brought together and integrated in pursuit of your objectives. If you consider that an interdisciplinary approach is unnecessary in the context of the proposed work, please provide a justification. [e.g. 1/2 page]
- For topics where the work programme indicates the need for the integration of **social sciences and humanities**, show the role of these disciplines in the project or provide a justification if you consider that these disciplines are not relevant to your proposed project. [e.g. 1/2 page]
- 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

Objectives and outcomes

- **OBJECTIVES:** Inizia descrivendo gli obiettivi del lavoro di ricerca e innovazione svolto nell'ambito del progetto. Da questo avranno origine i risultati del tuo progetto. Gli obiettivi del progetto possono essere molto diversi e possono riguardare i risultati scientifici e/o tecnologici di una ricerca specifica, la fattibilità di un'innovazione, la condivisione delle conoscenze tra gruppi target e parti interessate, ecc.
- **OUTCOMES:** I risultati del progetto e la loro relazione con il programma di lavoro: mostra come il tuo progetto si allinea con Orizzonte Europa, gli obiettivi tematici e i risultati attesi. Per questo, è necessario analizzare profondamente il tuo argomento e identificare i risultati e l'impatto attesi. Ad esempio, la proposta potrebbe spiegare come contribuirà allo sviluppo di nuove tecnologie, o come promuoverà la collaborazione con altri progetti correlati sotto la stessa destinazione dell'argomento in questione.

Key performance indicators

- I KPI definiscono dei target specifici, misurabili e quantificabili utilizzati per valutare le prestazioni di un progetto o programma.
- Nella parte di eccellenza, i KPI possono essere utilizzati per dimostrare che la ricerca proposta è di alto livello e ha il potenziale per apportare un contributo significativo al settore.
- Ad esempio, una proposta incentrata sullo sviluppo di una nuova fonte di energia rinnovabile potrebbe spiegare come contribuirà a ridurre le emissioni di gas serra e in che misura (percentuale, CO2 equivalente, ecc.) e come mitigherà il cambiamento climatico.
- I KPI dovrebbero essere SMART (Specific, Measurable, Achievable, Relevant, Time-bound) e dovrebbero essere utilizzati per valutare le prestazioni del progetto durante la sua esecuzione, non solo per la valutazione della proposta.

- **Convincing state of the art:** dimostrare l'uso di tecniche o tecnologie all'avanguardia ed innovative. Il consorzio dovrebbe concentrarsi e determinare come andare oltre (BEYOND) lo stato dell'arte e convincere i revisore sul fatto che la proposta è innovativa. Ad esempio, se una proposta è incentrata sullo sviluppo di nuovi materiali, potresti descrivere come prevedi di utilizzare metodi di sintesi avanzati per creare nuovi materiali con proprietà uniche.
- **Well elaborated methodology:** puoi dimostrare l'eccellenza del tuo piano di ricerca descrivendo una metodologia chiara e dettagliata, compresi obiettivi specifici, un approccio solido all'analisi dei dati, una chiara definizione delle sfide scientifiche e i concetti e le innovazioni da implementare per superare queste sfide e raggiungere gli obiettivi del progetto.

NB: la parte di Excellence deve poi essere allineata all'impatto sia per il collegamento ed inserimento nei Pathways sia per il riferimento nelle misure di dissemination, communication e exploitation.

Other

- Open science
- Gender dimension in research and innovation content.
- Social sciences and humanities (SSH).
- Do no significant harm principle (DNSH).
- Artificial Intelligence robustness and ethics.
- Research data management and management of other research outputs

Domande per verificare gli obiettivi

- What is the challenge / **what are the problems in the specific field** (indication etc.)?
- **What shall be reached; which problem shall be addressed and solved?**
- What is the consortiums' vision ?
- **What needs to be delivered in order to reach the expected impact?**
- Ask questions to cross-check the "central theme of the proposal":
 - **Are the objectives of the project useful to reach the expected impact ?**
 - **Which approach have they chosen? What is their underlying concept (hypothesis, main assumptions)**

Tips

- There is usually **one main**, overarching goal ("*overall objective*") and **several subordinate**, more specific goals ("*specific objectives*"). You should list both.
- To a certain extent, the **project objectives are usually already included in the topic text** (see: *specific challenge, scope, expected impact.*), sometimes explicitly listed, sometimes more implicit.
- The objectives are a result of the selected topic and the *concept and approach* the consortium has chosen for its project.

NB: But please avoid using the same words of the call text!!!

Tips (2)



- Imagine to be an evaluator...
 - Start with a short description of the Idea of your project
 - Create a picture in the evaluators' mind
 - Identify the objectives of your project on the first page

Useful questions to bear in mind for the short presentation:

- What **problem** do you intend to solve?
- Why should it be solved at **European level**?
- Is the knowledge/solution **already available**?
- Why is now **the perfect time** to do it?
- Why **are you the best** person/consortium to do it?

State of the art (and beyond!)

- Present situation vs future situation
- Innovation potential of the project results
- Comparative tables
- Abbreviations



Methodological framework

Definire con attenzione:

- Gli end users (attenzione: di solito non si tratta solo un gruppo o un target)
- Gli attori /stakeholders coinvolti nel processo (public bodies, decision makers, technicians, etc.)
- Gli obiettivi che vogliamo raggiungere (e la baseline da cui partiamo)
- Gli indicatori che abbiamo scelto/dobbiamo scegliere per dimostrare il nostro avanzamento
- L'approccio che vogliamo utilizzare
- Le tempistiche
- Le risorse a disposizione (incluse quelle esterne al progetto)
- E ovviamente i ruoli e responsabilità all'interno del progetto

Dobbiamo produrre un piano complessivo che tenga conto di tutti questi aspetti!

The methodology and the end users

- Methodologies and techniques
- Requirement definition
- Data collection
- Data analysis
- Iteration and fine tuning
- KPI (e loro tipizzazione)
- Definizione e caratteristiche del target
- Popolazione complessiva e sample size
- Recruitment e Engagement (strategie e obiettivi)

NB: se lo studio comprende anche sistemi IT dobbiamo considerare anche la valutazione di questi aspetti (quindi: user experience, usability, acceptability, ergonomics, etc.)

Select and integrate

Market analysis
other available data
sources
Surveys
Delphi studies
Stock tracking

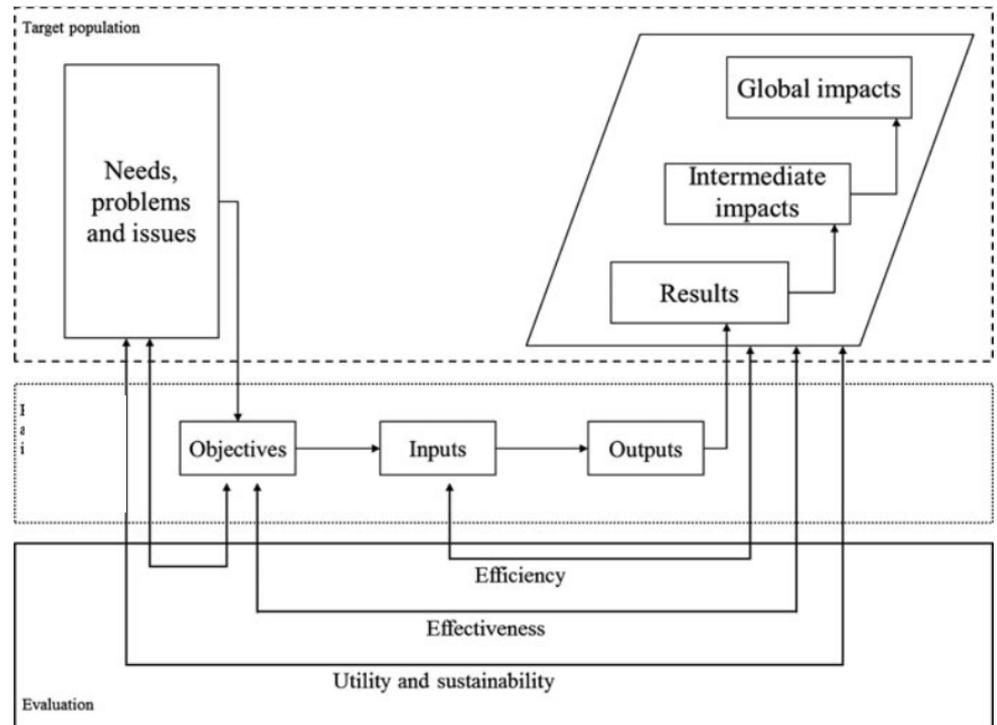
concept desing
scenarios
use cases
test cases
pilots
trials

brainstorming
focus group
accompanying person
interviews (structured or semi
structured)
questionnaires
online applications (and online data)

co-creation, spiral model, iterative process, ...: **users always in the loop!**

Overall framework

- Processo complessivo (survey, pilot, trial, etc.)
- Declinazione del processo (ad esempio in regioni diverse)
- Utilizzo dei risultati (in più contesti e per più attività)



Tips on methodology

- How will be solved the problems and needs described
- Detailed but concise description of the solution
- Rational why the project is composed this way, in the different stages identified (research, demonstration, etc.)
- Flow chart visualizing the phases of the project and their interconnections
- Verify coherence among objectives, activities, results

Check point!

- Does chapter 1 create curiosity and stimulates to carry-on reading?
 - Does the **layout** encourage reading (with pleasure)?
 - Check **consistency** across chapter 1, and across entire proposal
 - Are **abbreviations** explained (when first occurring)?
 - Are **figures** self-explanatory (applicants tend to have too many figures in chapter 1, and also the wrong figures!)
 - Take an Helicopter view on the proposed project: **do you get all required information? What is missing? What is overdone?**
-

Evaluator's feedback: Excellence

Strengths

- **Ambitions** well in balance with the project consortium capabilities, objectives, and duration of the project. The proposal is ambitious, realistic and comprehensive
- In addition to the fact that all **objectives** are clearly described, logically planned and refer to the scope of the call, they are also **well formulated** (importance of English proofreading!).
- **Technological component** is well described
- It is well seen if the **replicability of the results** is also considered.
- The proposal is **innovative**. Use of **new methods/ technology** is in general seen as a positive aspect by evaluators – but of course, it has to be well justified and proofed by references.
- **Multi-actor approach** is in majority of cases considered as advantage. It is important to remember that simultaneously the required target groups/environments/areas should be highlighted. Clear priorities of the project have been well received by evaluators.
- Proposals which need engagement of **different regions** – the geographical coverage and thorough justification are highly appreciated.
- Positive attention could be gained through **follow-up activities/plans**
- Usage of results of **previous projects**, engagement with already existing thematic **networks**.
- The overall **conceptual framework** is sound, well described and designed

Evaluator's feedback: Excellence

Weaknesses

- The **objectives** match those of the call only partially, the objectives lack some specificity in some places and the description of efforts to achieve some objectives is insufficient.
- The **methodology and approach** are described in rather general or insufficient ways (e.g. not supported by facts or references), or are imbalanced (e.g. focus only on one technological aspect/area/theme/too much concentrated on literature only and the practical pilots are not described or briefly discussed). Chosen technology is not appropriate/enough justified/well described. Proposed approach is often not suitable/convincing/justified for the ambition of the project.
- **Ambition of the project** is not realistic. Over ambitious targets at the limited time scale or also very limited aims are usually referred to as a major shortcoming.
- The level of **trans-disciplinarity** is limited, not dealt with or integrated or formulated in an unclear way.
- **Scientific credibility** is limited or the assessment of the level of the ambition is difficult
- The **innovation potential** appears limited/ only one part of the project has innovation potential, the innovation potential and capacity to go beyond the state-of-the-art is not fully convincing.
- In IAs there should not be too much focus put on research activities.

Gli stakeholders



Le nostre ipotesi devono essere supportate dalla ricerca e dalla consultazione degli stakeholder. Questo rafforzerà la plausibilità del concept, della metodologia, della teoria che abbiamo elaborato, e la probabilità che i risultati dichiarati saranno effettivamente raggiunti. E permetterà di migliorare non solo la capacità di rendere conto della politica (accountability), ma anche di rendere i risultati più credibili perché erano stati previsti.

Il processo partecipativo di solito comprende una serie di incontri con tutti i partner coinvolti e con altri stakeholder, per:

- ottenere un feedback sulle conclusioni e le implicazioni della ricerca preliminare;
- ottenere il pieno coinvolgimento delle parti interessate, che è un fattore di successo essenziale.

SMART Indicators

- **S**pecifico rispetto all'obiettivo da misurare;
- **M**isurabile, quantitativamente e/o qualitativamente;
- **A**ccessibile, cioè tale che le informazioni si possano reperire ad un costo e in modalità sostenibili;
- **R**elevant (“pertinente”) rispetto ai bisogni di valutazione;
- **T**imely (“tempestivo”), cioè con una chiara indicazione dell'orizzonte temporale di riferimento.

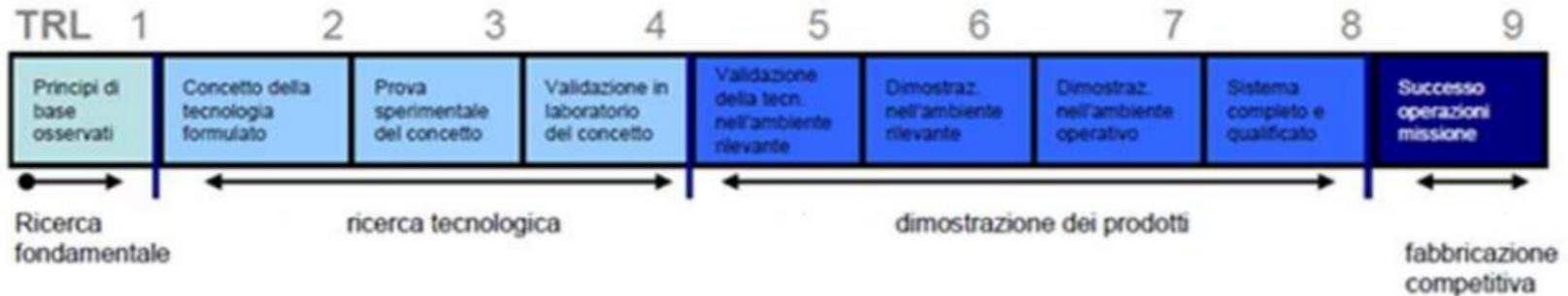


Other...

- Technology readiness level (TRL) ed altri aspetti tech
- Gender dimension

Technology readiness level

Technology Readiness Level (TRL)



TRL 1 BASIC PRINCIPLES OBSERVED

TRL 2 TECHNOLOGY CONCEPT FORMULATED

TRL 3 EXPERIMENTAL PROOF OF CONCEPT

TRL 4 TECHNOLOGY VALIDATED IN LAB

TRL 5 TECHNOLOGY VALIDATED IN RELEVANT ENVIRONMENT (industrially relevant environment in the case of key enabling technologies)

TRL 6 TECHNOLOGY DEMONSTRATED IN RELEVANT ENVIRONMENT (industrially relevant environment in the case of key enabling technologies)

TRL 7 SYSTEM PROTOTYPE DEMONSTRATION IN OPERATIONAL ENVIRONMENT

TRL 8 SYSTEM COMPLETE AND QUALIFIED

TRL 9 ACTUAL SYSTEM PROVEN IN OPERATIONAL ENVIRONMENT (competitive manufacturing in the case of key enabling technologies; or in space)

Technology Readiness Level (TRL)

In pratica:

- Identificare **realisticamente** il livello da cui partiamo... (e spiegare perchè)
- ... e quello a cui vogliamo arrivare (ed in che modo pensiamo di riuscirci!)
- Se stiamo lavorando su un sistema INTEGRATO (più componenti) dobbiamo specificare il livello di ciascun elemento
- Anche in questo caso sarebbe utile fissare degli obiettivi e poi individuare eventuali challenges e/o risks
- Sottolineare un eventuale riutilizzo di sistemi/componenti già sviluppati in altri progetti (ed il relativo stato di avanzamento che intendiamo proporre)

Ricordare di menzionare sempre...

- *Technical robustness* (se il sistema sviluppato è basato su componenti di AI, Artificial Intelligence)
- Nella descrizione tecnica coprire sempre (anche brevemente) gli aspetti di *security and privacy* (inclusi quelli relativi al GDPR)

Why do we need to integrate the gender dimension into R&I content?

- Every cell is sexed and every person is gendered
- 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

Gender dimension

Gender dimension



Eligibility: Gender Equality Plan



Award Criteria: Integration of the gender dimension



Ranking Criteria: Gender balance

Gender eligibility criterion



Eligibility Criterion

Gender Equality Plan (applicable from 2022 onwards)

Participants 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 will be requested at proposal stage (for all categories of participants)
- Included in the entity validation process (based on self-declaration)

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



Gender:
Eligibility
Criterion

Gender eligibility criterion

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



GEP

Gender in R&I



Integration of the gender dimension in R&I content

Gender
Dimension

Addressing the gender dimension in research and innovation content entails taking into account sex and gender in the whole research & innovation process

The **integration of the gender dimension** into R&I content is **mandatory**, unless it is explicitly mentioned in the topic description

Why is the gender dimension important?

- Why do we observe differences between women and men in infection levels and mortality rates in the COVID-19 pandemic?
- Does it make sense to study cardiovascular diseases only on male animals and on men, or osteoporosis only on women?
- Does it make sense to design car safety equipment only on the basis of male body standards?
- Is it ethical to develop AI products that spread gender and racial biases due to a lack of diversity in the data used in training AI applications?
- Is it normal that household travel surveys, and thus mobility analysis and transport planning, underrate trips performed as part of caring work, which are predominantly undertaken by women?
- Did you know that pheromones given off by men experimenters, but not women, induce a stress response in laboratory mice sufficient to trigger pain relief?
- And did you know that climate change is affecting sex determination in a number of marine species and that certain populations are now at risk of extinction?

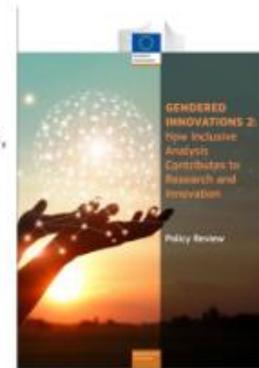


Gender
Dimension

Gender in R&I

Gendered Innovations : How inclusive analysis contributes to research and innovation

- 15 new **case studies** in health, AI & robotics, climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding) building on Horizon 2020 funded projects
- **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
- [Case study on the impact of sex & gender in the COVID-19 pandemic](#)
- [Factsheet on gender and intersectional bias in AI](#)
- **Full [Policy Review Report](#) and [Factsheet](#) released on 25 November 2020**
- [Interview of Commissioner Gabriel in KILDEN News](#) (25/11/2020)
- [Nature editorial](#) (09/12/2020)



Gender
Dimension



Ranking Criteria for ex aequo proposals

By order of priority

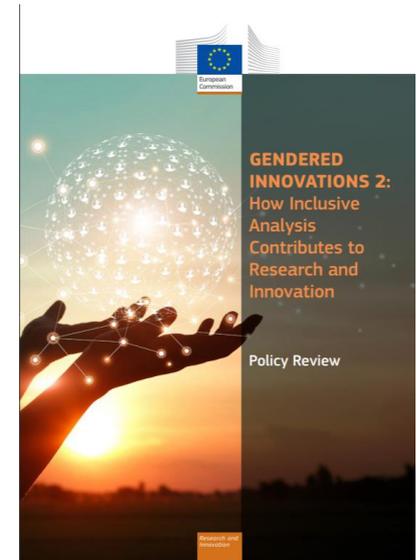
1. Aspects of the call that have not otherwise been covered by more highly ranked proposals
2. Scores on 'Excellence' then on 'Impact' (for IAs, scores on 'Impact' then 'Excellence')
3. **Gender balance among personnel named in the proposal who will be primarily responsible for carrying out the research and/or innovation activities, and who are included in the researchers table in the proposal**
4. Geographical diversity
5. ...



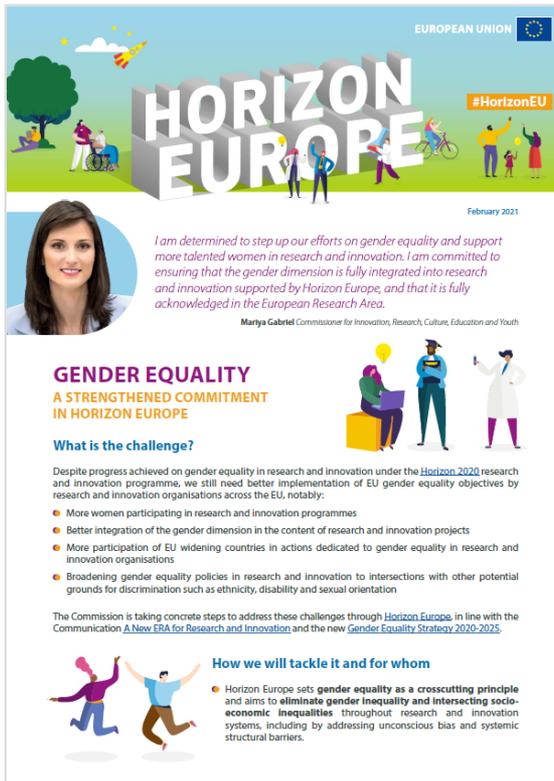
Ranking Criteria

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Factsheet on key Gender Equality provisions under Horizon Europe



The factsheet features a header with the Horizon Europe logo and the text 'EUROPEAN UNION' and '#HorizonEU'. Below the header is a quote from Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth, dated February 2021. The main section is titled 'GENDER EQUALITY A STRENGTHENED COMMITMENT IN HORIZON EUROPE' and includes a sub-section 'What is the challenge?' with a list of three bullet points. A second sub-section 'How we will tackle it and for whom' includes a list of one bullet point. The factsheet is illustrated with various icons representing research, innovation, and gender equality.

EUROPEAN UNION 

HORIZON EUROPE #HorizonEU

February 2021

I am determined to step up our efforts on gender equality and support more talented women in research and innovation. I am committed to ensuring that the gender dimension is fully integrated into research and innovation supported by Horizon Europe, and that it is fully acknowledged in the European Research Area.

Mariya Gabriel Commissioner for Innovation, Research, Culture, Education and Youth

GENDER EQUALITY

A STRENGTHENED COMMITMENT IN HORIZON EUROPE

What is the challenge?

Despite progress achieved on gender equality in research and innovation under the [Horizon 2020](#) research and innovation programme, we still need better implementation of EU gender equality objectives by research and innovation organisations across the EU, notably:

- More women participating in research and innovation programmes
- Better integration of the gender dimension in the content of research and innovation projects
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation

The Commission is taking concrete steps to address these challenges through [Horizon Europe](#), in line with the Communication [A New ERA for Research and Innovation](#) and the new [Gender Equality Strategy 2020-2025](#).

How we will tackle it and for whom

- Horizon Europe sets **gender equality as a crosscutting principle** and aims to **eliminate gender inequality and intersecting socio-economic inequalities** throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers.

<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1>

Gender Equality in R&I policy page

Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

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Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

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Networks

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Latest

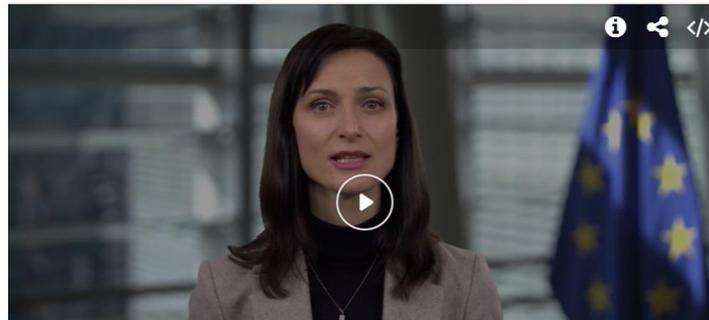
Related links

The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which apply widely across the labour market including the research sector.



SCAN ME!



https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en