Declaration on Horizon 2020 from the Helsinki Group

The Helsinki Group on Women and Science, the European Commission's advisory group on gender issues in research and innovation, welcomes Article 15[1] as a good basis for integrating gender equality and the gender dimension in research and innovation content. As stated in Article 13, gender is one of the cross-cutting actions in Horizon 2020. These two statements imply a greater ambition in reaching a better gender balance in research and innovation than was the case in the 7th Framework Programme. However, the ambitions stated in these two articles are not mainstreamed throughout all documents forming Horizon 2020, which may pose a serious challenge to achieving the structural change of the European research system, research and university organizations.

In order to accomplish these overall objectives, the gender issue has to be mainstreamed throughout the documents. Therefore, actions to monitor, assess and evaluate gender equality and the gender dimension in research and innovation must be developed and ready to be put into practice at the launch of Horizon 2020. The gender dimension must be integrated in order to take advantage of the research and technological opportunities for better science, economic prosperity and social development.

In the Rules of Participation the Commission proposes the introduction of gender balance in appointed independent expert groups. The Helsinki Group on Women and Science suggests that gender balance must become a rule for all committees and decision-making bodies established under Horizon 2020. Second, in order to reach the ambitions of increasing the proportion of female scientists, the Commission must develop instruments that correlate to this aim. Experience from Member States and Associate Countries demonstrates that gender as an evaluation criterion in the assessment of projects has proven to be a successful, easy-to-implement tool.

[1] Proposal for a Regulation of the European Parliament and the Council establishing Horizon 2020 – The Framwork Programme for Research and Innovation (2014-2020)
http://ec.europa.eu/research/horizon2020/pdf/proposals/proposal_for_a_regulation_of_the_european_parliament_and_of_the_council_establishing_horizon_2020_-_the_framework_programme_for_research_and_innovation_(2014-2020).pdf#view=fit&pagemode=none

Annex to the HG Declaration on H2020.
Proposed amendments on Gender to H2020

	Proposed Amendments on Gender to Horizon 2020
Chapter II Programming Section I General principles	Article 15 Gender equality Research has documented how gender inequalities, built into society and research institutions, have influenced science, medicine and technology. Gender bias in research limits scientific creativity, excellence, and benefits to society. It can also be expensive, as documented by the case of drugs withdrawn from the market because of life-threatening effects higher in women, due to preclinical research done predominantly in male animals. Proper consideration of sex and gender analysis can be a resource to achieve excellence in science, medicine and engineering and to stimulate innovations. Employing gender analysis to stimulate innovation involves interdisciplinary work throughout the research process. It sparks innovation by offering new perspectives, posing new questions, and opening new areas to research. 1. Horizon 2020 shall ensure the effective promotion of gender balance in all programs, in evaluation committees, in expert and advisory groups and in any decision making body existing or created for its implementation. To this end, targets will be developed, and appropriate actions designed to reach those targets will be implemented. 2. In research projects where cells, tissues, animals and humans are involved as subjects or end-users, sex and/or gender differences may exist. The gender dimension in research and innovation is important to address as an integral part of proposals to ensure the highest level of scientific quality. Horizon 2020 shall ensure that the gender dimension is properly considered in research and innovation content at all stages of the process, from priority setting, to definition of calls and proposals, to evaluation and monitoring of programs and projects, to negotiations and agreements. ***Information, communication and dissemination*** The European Commission shall implement information and communication actions concerning Horizon 2020, including communication measures concerning supported projects and results. Budget allocated to communication under Horizon 2020 shall also contribute to covering the corporate communication of the Union's political priorities as far as they are related to the general objective of this Regulation. Activities to disseminate information and carry out communication

	activities shall be an integral task under all of the actions supported by Horizon 2020. Taking the gender dimension in dissemination and communication activities will be part of effective schemes and will be assessed. In addition, the following specific actions shall be supported:
Chapter IV Monitoring and evaluation	Article 25 Monitoring 1. (……) This shall include information and indicators on cross-cutting topics such as gender, sustainability and climate change (…)
	Article 26 Evaluation 1 (a) (iii) The contribution of … and the Knowledge and Innovation Communities to the gender targets, and to the priority on societal challenges and the specific indicators and objectives on "gender innovation" and on "leadership in enabling and industrial technologies" … …. 1 (b) … and for promoting gender balance and integrating the gender dimension in research and innovation content. 2. The performance indicators for the general objectives and for the European Institute of Innovation and Technology, as set out in the introduction of Annex I to this Regulation, and for the specific objectives as established in the specific programme, including relevant baselines, shall provide the minimum basis for assessing the extent to which the objectives of Horizon 2020 have been achieved. Gender indicators shall be added as performance indicators, using for example existing tools as *She Figures, Statistics and Indicators on Gender Equality in Science. She Figures* has become a relevant and recognized source of indicators and it should become a biannual publication by the DTR.
Annex I Broad lines of the specific objectives And activities	Part I. Priority "Excellent science" (a) … creative individual researchers and their teams, irrespective of their sex, to pursue the most promising… (b) …shall support collaborative research and user driven, gender sensitive technology and innovation in order to extend Europe's … (c) … societal challenges. Mobility programs will ensure effective equal opportunities between men and women and include specific measures to remove obstacles to the mobility of female researchers. …The activities are inherently forward-looking, building skills in the long term, focusing on the next generation of science, technology, researchers and innovations and providing support for emerging talent from across the whole of the Union and associated countries, as well as worldwide, with a view to increase the participation of female research talents. In view of their science-driven nature and largely 'bottom-up', investigator-driven funding arrangements…
	Part II Priority "Industrial leadership" (a) …..and processing and space. Proper consideration of user needs and gender dimensions shall be taken into account in all these fields. Emphasis will be …
	Part III. Priority "Societal challenges"

	…end-user driven innovation, social innovation and market take-up innovations. Social sciences and humanities shall be an integral part of the activities to address all the challenges. In addition, the underpinning development of these disciplines shall be supported under the specific objective 'Inclusive, innovative and secure societies'. Likewise, a focus on gender and gender equality will be integrated in all challenges. Support will also focus on providing… (f) Equal, inclusive and innovative ~~and secure~~ societies NOTE: A majority of MSs have suggested that challenge number 7 is created and deals with security only. It therefore leaves challenge 6 to societal challenges. This is the best solution to deal with equality AND inclusiveness in an innovative sense. Support for public procurement, design, end-user driven innovation, gender dimensions, social innovation and market take-up of innovations. In addition, cross-cutting support for international cooperation and the integration of gender dimensions shall be provided … The specific objective "Equal, inclusive, innovative ~~and secure~~ societies" also includes an activity to promote gender balance in research and integration of gender dimensions in research and innovation content, and another to close de research and innovation divide ….
Part I Excellent science	1. European Research Council 1.1 Specific objective ..to seek advancement elsewhere. Furthermore, while 60% of European university graduates are women, only 18% of grade A researchers are women, as compared to a 27% in the US. The low number of women who are able to pursue scientific careers is a dramatic waste, a loss of talent, and a hindrance for the excellence of European research. Broad lines of the activities … in the world, working in Europe. The ERC will ensure unconscious gender bias is properly tackled in evaluation procedures. And the ERC shall aim to foster … …the world's top 1% most highly cited publications. In addition it shall aim at a substantial increase in the number of excellent female researchers and excellent researchers from outside Europe whom it funds and specific improvements in institutional practices and national policies to support top researchers. The ERC's Scientific Council shall continuously monitor ...
	2. Future and emerging technologies 2.1 Specific objective … by industrial competitiveness. FET will ensure research and technology respond to the needs and specificities of a diversity of

	users, and particularly that they are gender sensitive and support gendered innovations.
	3. Marie Curie Actions 3.1 Specific objectives -- way across the whole of Europe. Mobility programs shall include specific measures targeted to remove barriers to women's mobility and ensure effective equal opportunities between men and women. Broad lines of activities (d) … to foster excellence at national level in researchers' training, mobility and career development. Special attention should be given to gender equality and structural change. (e) … to increase their impact. In this context, indicators shall be developed and data related to researchers' mobility, skills and careers, as well as gender equality, analysed,
Part II Industrial leadership	1. Leadership in enabling and industrial technologies A common approach The approach shall integrate sex and gender analysis into engineering innovation. Proper consideration of gender and sex analysis may lead to new products, processes, infrastructure, or services. It will lead to design that promotes human well-being, including gender equality, and to identify new markets and business opportunities by developing technologies that meet the needs of a complex and diverse user group. Being blind to potential differences of sex and gender may result in missed business opportunities, with certain groups of people being left out or poorly accommodated; treating women and men as homogeneous groups ignores differences among women and among men; over-emphasizing differences between women and men can cause engineers to overlook significant commonalities between women and men; designing to stereotypes may result in unpopular products. 1.1 Information and Communication Technologies 1.1.2 Rationale and Union added value ...business processes, communication and transactions. ICT will also be indispensable in contributing to key societal challenges , as well as societal processes such as community formation, consumer behavior, and public governance and gender equality, for example by means of social media. The Union support to ICT research and innovation ... 1.1.3 Broad lines of the activities This six major activity lines are expected to cover the full range of needs. User-specific requirements and gender analysis will be considered throughout. 1.2 Nanotechnologies 1.2.3 Broad lines of the activities

	c) Developing the societal dimension of nanotechnology, including gender dimensions
Part III Societal challenges	1. Health, demographic change and wellbeing 1.1. Specific objective Add at the end: Significant sex and gender differences exist in health and wellbeing which need to be properly addressed. Demographic processes have significant gender dimensions, particularly aging, with women accounting for most of the elderly population and most of the care-givers. Other important aspects of demographic change, such as changing lifestyles, new family structures, and low birthrates, need proper consideration of gender analysis. 1.3 Broad lines of the activities ….. of new market opportunities. All of these activities shall properly account for gender and sex analysis.
	2. Food security, sustainable agriculture, marine and maritime research and bio-economy Gender differences in consumption habits have been shown to be significant. According to a 2006 FAO report, animal agriculture represents a serious threat to the environment. The report states that global meat production is expected to increase by more than half, from 229 million tons per year in 1999/2001 to 465 million tons by 2050. In addition, the report points out that the number of animals required to meet our meat consumption threatens biodiversity on Earth. Out of the total agricultural land area, approximately 70 percent is being used for meat production. This represents 30 percent of the world's total land area, and the expansion of the grasslands needed for the breeding of livestock is the biggest cause of deforestation. A major portion of the greenhouse gas emissions attributed to human behavior derive from livestock. In fact, animal breeding is responsible for 18 percent of all greenhouse gas emissions – a larger percentage than what the entire transport sector produces. In most of the studies on food and eating, gender emerges as a meaningful factor. When looking at the dietary habits of women and men, studies indicate that women and men eat in somewhat different ways. Results from a Scandinavian study (3) suggest that: on average, women's diets include more fruit, vegetables and cultured-milk products; men's diets include more potatoes, meat, bread and margarine. In other words, men eat more meat compared to women, also in relative terms, such as when analyzing men's and women's different energy needs or social class, although socio economic status is also a very significant co-variable. Both women and men have an important, though somewhat different role in

	relation to animal agriculture, resulting in somewhat different CO_2 emissions, and thus also somewhat different environmental consequences. In light of the problem that the ever-increasing breeding of livestock presents, it is important to consider what the consumption of animal-derived foods looks like from the perspective of gender.
	3 Secure, clean and efficient energy Household energy use can be studied by analyzing direct energy use, i.e. the electricity and fuel that are consumed, as well as by looking at indirect energy use, meaning the energy required for producing, transporting, selling and recycling the goods that are used. There is little specific research on household consumption from a gender perspective. Studies of men's and women's overall consumption do, however, reveal differences, for example in the case of food and transport. On average, men eat greater quantities of meat than women, and they also travel more than women. Research has shown that when converting consumption into energy use, higher consumption translates to higher energy use. Direct energy use is central when looking at households, including the energy needed for food preparation, heating, lighting and numerous household appliances. Many appliances, such as refrigerators, freezers and dryers are associated with tasks often carried out by women. In spite of improvements in energy efficiency, such appliances still account for a substantial portion of a household's electricity consumption – in 2005, in the EU-15 countries, larger appliances used up about half of household electricity, while smaller appliances like televisions and computers consumed 35 percent and lighting 20 percent of total household electricity. Up to now, there have been no studies to systematically analyze household consumption from a gender perspective. Studies from different European countries do reveal differences in how women and men use energy. But it is difficult to draw general conclusions about women's role in energy consumption, because the differences are not only connected to gender, but also to age, marital status, and employment. It has been shown that energy use is higher in two-person, two-income households, compared to those with only a single income. This can be explained by a higher income enabling people to have a greater number of household appliances, but also by a need to perform household work more effectively. Older women use less energy compared to younger women. The reasons include lifestyle changes, for example doing less cooking and being thriftier. Household energy use goes to the root of every task that is performed at home. The patterns behind women's and men's direct household energy use are complex, but the fact that women often have primary

	responsibility for the household and according to studies make in excess of 80 percent of all household purchasing decisions means that women are frequently in a key position when it comes to energy efficiency in things like food preparation and laundry. Research also shows differences in how women and men respond to energy conservation campaigns. Men primarily take charge of technical improvements, like insulation, while women are more willing to make changes in their everyday behavior, for example in how they do laundry or perform other household tasks traditionally handled by women. Studies have also found women to be more receptive to energy conservation and to prefer renewable energy sources to a greater extent than men. But more recent studies suggest that men are more knowledgeable about technologies for renewable energy and harbor more positive attitudes toward them, compared to women. Women seem to view fossil-energy sources more positively, but are more likely to be opposed to nuclear energy than men. Information about the gender aspect of energy use can be used for example in shaping civic information. When campaigns for energy efficiency and reductions are being designed, information about fuel-efficient driving could be directed primarily at men, since men on average purchase more fuel. Another suggestion is to look for an easier way to assess the energy-impact of goods and services. Many studies indicate that women are more willing to make changes in how and what they consume, so this kind of information could enable women to live more energy efficiently. The fact that women are often more willing to make changes in their own behavior in order to reduce their climate impact, while men are often attracted to more technical solutions, is nevertheless ignored in many of the strategies for sustainable energy consumption. This can lead to a "feminization of the responsibility to save energy". In order to avoid this, more in-depth investigations into the complex relationship between energy and gender are needed. 3.3 Broad lines of activities (a)... energy efficiency solutions by companies, individuals, communities and cities. Research should take socio-economic and gender differences in energy consumption into account.
	4 Smart, green and integrated transport Research has shown that women and men have different transportation patterns. For example, men are more likely to drive private cars, whereas women use public modes of transportation more often. Men also travel longer distances than women. Why do women and men have such different patterns of travel? There are several explanations for the differences, some having to do with structural and spatial explanations, but also others that are connected to the cultural influences and expectations that steer women's and men's behavior. Cultural conceptions about cars are part of a

	gendered universe, in which controlling technology and a fascination with speed are manifestations of masculine competence, while women's relationship with cars is presented from the perspective of user-friendliness, security and responsibility. In order to target investments most efficiently and create a sustainable system of transport, it is necessary to know about the differences that exist. Studies and research point to the following differences in women's and men's use of transportation: m**odes of transportation**, as men use cars more often than women, and women use more public transportation than men; t**ravel distances, m**en generally travel for longer distances than women, which can be partly explained by their greater access to cars; t**ravel patterns,** a typical trip for a man is between home and work, while women are more likely to make trips with multiple stops, for example home-preschool-work-shop-preschool-home, and to drive children to school and free-time activities; t**iming of travel, m**en are most likely to travel during rush hour and for longer distances, women are more likely to travel outside the busiest times of day and to make more trips in the near vicinity; access to cars, **men** have greater economic might and are more likely to have a driving permit, and therefore also have better opportunities for driving, although the situation appears to be changing as more women enter the labor market – younger women are more likely to have a driving permit and a car than older women. The relationship of women and men to cars and the environment is different. Women are more focused on functionality, men on engine capacity and performance. Men's potential to drive more is higher than women's, while women are more willing to use other modes of transportation in order to reduce their own car-use. Gender alone does not determine travel patterns. Living in an urban area, age and labor market position all contribute to transportation habits. The groups responsible for the most travel are those aged 25–54 – an age group that includes a high proportion of wage earners. People with higher education travel the longest distances, while those with only basic education travel the shortest distance. Both men and women who live in rural areas drive more than those living in urban areas. High-income earners drive more frequently than low-income earners. The question is whether declining gender differences will enhance other differences, for example those connected to class, age and ethnicity. From a gender equality perspective one might think that women ought to emulate the transport patterns of men. But adding sustainability to the equation, increased car traffic is clearly not the solution we are looking for. It would be better for men to adapt to women's travel patterns; the way that women use public transportation could be set as the norm, and both women and men could be encouraged to make shorter trips, use more public transportation, and to cycle and walk more often. This is something that must be supported when making infrastructure plans, in order to

	ensure more effective placement of workplaces and residential areas. Finally, it is important to focus on the heterogeneity contained in the categories of 'women' and 'men' in the context of transportation. 4.1 Specific objective The specific objective is to achieve a European transport system that is resource efficient, environmentally-friendly, safe, equal and seamless for the benefit of citizens, the economy and society. This transport system shall encompass the "healthy ageing" philosophy, thus benefiting all, regardless of age, sex and disability but taking into consideration the gender and universal design dimensions. 4.3 Broad lines of activities (b)... and the deployment of smart planning and management solutions; and to drastically reduce the occurrence of accidents and the impact of security threats. Research should take the socio-economic and gender differences in transport patterns into account. (d) The focus of activities shall be to improve the understanding of transport related socioeconomic and gendered trends and prospects, and provide policy makers with evidence-based data and analyses.
	5 Climate action Women's and men's lifestyles, behaviors, and consumption are often different, and they leave a different environmental footprint. Climate change affects women and men throughout the world. IPCC, the UN climate panel, has concluded that "climate change impacts will be differently distributed among different regions, generations, age classes, income groups, occupations, and genders". By focusing on the social and human dimensions, as well as differences between men and women, we can enhance adaptation strategies and support sustainable development work. In addition, 'gender neutral' strategies that do not include a gender perspective have often turned out to be 'gender blind'. In order not to strengthen existing inequalities it is therefore important to possess knowledge of gender aspects when, for example, developing strategies or adaptation strategies. We need knowledge regarding the gender aspects of climate change in order to target our activities as efficiently as possible. Information about gender aspects is important, for example, when creating sustainable transport systems. Knowledge about women's and men's energy use and attitudes can be used when creating campaigns and information for the society. We can strengthen climate work by including a gender perspective in it. Climate change affects the world' poorest the most and a majority of the world's poor are women. But climate change also affects the inhabitants of the North. Equal Climate emphasizes the industrialized North and especially the Nordic countries. An increasing number of extreme natural phenomena, such as flooding and drought, are expected in the North. These can affect women and men differently. In the North climate change requires that we reduce our emissions

	and that people change their lifestyles. Both women and men are the key to change when it comes to reducing emissions and adapting to climate change. On this webpage you can read about how climate change and gender are connected when it comes to transport, energy, consumption, food. The industrialized countries are responsible for most of the greenhouse gases that contribute to climate change. For example, one billion of the world's 6 billion inhabitants consumed 75 percent of all energy and account for the majority of all emissions from industry, toxins and consumer goods, according to a publication from 2007. The emission of greenhouse gases is blamed particularly on the burning of fossil fuels. This burning is connected to the ways in which industrialized countries produce and consume, and to the lifestyle that is characteristic of the industrialized countries. A high level of consumption is an important part of economic development in industrialized countries and also a creator of identity for their populations. Clothing, furniture and cars are signs that proclaim "who I am". There has been very little attention on the different ways in which women and men consume and contribute to the emission of greenhouse gases, but the information that is available indicates that women and men affect the environment through t heir consumption in different ways. Two sectors that play a substantive role in the production and consumption practices of industrialized countries are foodstuffs and the transportation sector, exemplified by passenger transport. Globally, it is estimated that livestock production is responsible for up to 18 percent of all greenhouse gas emissions. At the same time, we know that men's meat consumption surpasses that of women. Regarding the transportation sector, it is estimated that it consumes approximately 19 percent of all global energy. Studies indicate that there are differences between men's and women's transportation patterns. However, there is also evidence that women's consumption patterns are increasingly mirroring those of men's as women's income increases. 5.3 Broad lines of activities (a) ...assessing impacts, vulnerabilities and developing innovative cost effective adaptation and risk prevention measures; supporting mitigation policies. Research shall take issues of gender and gender equality in relation to adaption policies into account.
	6. Equal, inclusive and innovative ~~and secure~~ societies 6.2 Rationale and Union added value Union funding under this challenge will thus support the

	development, implementation and adaptation of key Union policies, notably Europe 2020 priorities for smart, sustainable and inclusive growth, ~~the Common Foreign and Security Policy and the Union's Internal Security Strategy, including policies on disaster prevention and response~~ . Coordination with the Joint Research Centre direct actions will be pursued. On the relevance of gender to these topics see for example http://www.equalclimate.org/ and OECD. 2008. Gender and Sustainable Development. Maximising the economic, social and environmental role of women. Gender studies—present and developing in European science--should be the basis for innovative policies, their implementation and assessment. They should shed light on all the activities of this challenge as well as fuel the whole of Horizon 2020, together with universal design. www.oecd.org/dataoecd/58/1/40881538.pdf 6.3 Broad lines of activities 6.3.1 Equal societies e) Promote gender equality across Europe.
Part V The EIT	1.Specific objective … poor record in talent attraction and retention, particularly of women; 3. Rationale and added value .. fostering a new culture of knowledge sharing. It will stimulate sex and gender analysis as a resource for innovation. 4. Broad lines of the activities b)Cutting-edge … … such as climate change or sustainable development, considering their gender dimensions. c) (in title, add) … entrepreneurial people, both men and women, with the aid of education and training The EIT shall fully integrated education and training at all stages of careers and develop new and innovative curricula to reflect the need for new profiles engendered by complex societal and economic challenges . This is why, more than any other instrument of Horizon 2020, the EIT will hold a major responsibility in systematically targeting young female talents to bring the waste of those talents to an end in the European Research Area. In the same way it shall envisage education and training in a gender-sensitive way as the renewal of tomorrow's scientific and entrepreneurial landscape will start at the education stage and through training. Finally, it shall integrate the gender dimension in new curricula as a way to ensure the efficiency and quality of training and education as well as its innovative dimension.

Rules of participation	Art. 12 Proposals should explain how and to what extent sex and gender analysis is relevant to the intended project, and use appropriate methods as developed by cutting edge research in the field (see for reference www.genderedinnovations.eu)
EUROPEAN COMMISSION Brussels, 30.11.2011 COM(2011) 810 final **2011/0399 (COD)** **PROPOSAL FOR A REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL LAYING DOWN THE RULES FOR THE PARTICIPATION AND DISSEMINATION IN 'HORIZON 2020 – THE FRAMEWORK PROGRAMME FOR RESEARCH AND INNOVATION (2014-2020)'** **Title I** **INTRODUCTORY PROVISIONS** *Article 1* **Subject matter and scope**	*Article 2* **Definitions** (10) *'legal entity'* means undertakings, civil society organizations, research centres and universities, encompassing any natural person, or any legal person created under national law, Union law or international law, which has legal personality and which may, acting in its own name, exercise rights and be subject to obligations;
	Art. 13 or Art. 15 Ethics and gender review The Commission shall systematically carry out gender reviews for proposals, using a template with a check list, particularly for those dealing with human beings as either subjects or users.
	Article 14 Selection and award criteria All criteria shall be gender-blind in order to ensure that no unconscious bias favours some participants. An incentive system in support of projects with an integrated gender and gender equality perspective should be established. Both the Commission and participating countries should develop target figures for the share of female researchers to be reached by 2020. Such target figures will ease the measuring of progress and achievement of objectives regarding gender balance. 3. The work programme or work plan shall lay down further details of the application of the award criteria laid down in paragraph 1, and specify weightings and thresholds. Gender-balance shall be one of the criteria of work programmes.
	16 Grant agreement 4 … Code of conduct for the Recruitment of Researchers. It will in particular include activities to promote the balanced representation of men and women in research teams and to ensure an adequate

	integration of sex and gender analysis in research content.
	Artcile 23 Elligibility of costs Costs making work/life balance or facilitating the participation of women researchers during the project lifecycle shall be eligible without reducing the total of eligible costs.
	Article 35 **Procurement, pre-commercial procurement and public procurement of innovative solutions** (a) shall comply with the principles of transparency, non-discrimination, gender equality, equal treatment, sound financial management, proportionality, and with competition rules and, where applicable, with Directives 2004/17/EC, 2004/18/EC and 2009/81/EC, or, where the Commission acts on its own behalf, with Regulation (EU) No XX/2012 [the Financial Regulation];
	Article 37 **Appointment of independent experts** 2. Independent experts shall be chosen on the basis of skills, experience and knowledge appropriate to carry out the tasks assigned to them. In cases where independent experts have to deal with classified information, the appropriate security clearance shall be required before appointment. Gender balance will have to be taken into account. ... Appropriate measures shall be taken to ~~seek~~ ensure gender balance. ~~and Geographical diversity~~ when appointing independent experts Appropriate measures shall be taken to ~~seek~~ ensure geographical diversity as well. ...The Commission or the relevant funding body may call upon the advice of advisory bodies for the appointment of independent experts. In the case of ERC frontier research actions, the Commission shall appoint experts on the basis of a proposal from the Scientific Council of the ERC which shall respect gender balance.