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Answer given by Ms Lahbib
on behalf of the European Commission
(29.8.2025)

The Commission is aware of recent developments affecting diversity and inclusion policies, but remains committed to diversity as a driver of innovation and competitiveness and will continue to monitor developments.

The Commission's corporate call documents¹ provide that projects must comply with EU values, promote gender equality and non-discrimination, reduce discrimination against various groups and improve equality outcomes for individuals². The corporate model grant agreement states that beneficiaries must commit to and ensure the respect of EU values³.

Moreover, under Horizon Europe having a Gender Equality Plan⁴ is an eligibility criterion that applies to certain organisations, including private research organisations and private higher education establishments. If this requirement is not met, Horizon Europe funding may not be received⁵.

The Commission can also suspend or terminate a grant or reduce the funding if EU values are breached⁶.

Equality and non-discrimination are EU core values enshrined in the EU Charter of Fundamental Rights. They are also reflected in the proposal for the future long-term EU budget, which includes an enhanced performance framework supporting the delivery of EU policy priorities, increasing transparency and ensuring consistent application of horizontal priorities. They are also key for businesses' performance to boost competitiveness and unlock the full potential of the EU economy.

The Commission remains steadfast in supporting efforts to strengthen diversity, equality and inclusion. This includes the annual EU Diversity Month⁷, the European Capitals of Inclusion and Diversity awards⁸ and the EU Platform of Diversity Charters⁹.

¹ Information on calls for proposals, tenders and EU funded projects and their results can be found on a dedicated EU Funding & Tenders Portal website: <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/home>.

² Based on Article 2 of the Treaty on the European Union and Article 21 of the EU Charter of Fundamental Rights.

³ Such as respect for human dignity, freedom, democracy, equality, the rule of law and human rights, including the rights of minorities.

⁴ <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/what-gender-equality-plan-gep>.

⁵ See page 14-15: https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2025/wp-14-general-annexes_horizon-2025_en.pdf.

⁶ Incorrect implementation, fraud, irregularities, substantial errors or serious breach of contractual obligations, including the violation of EU values.

⁷ https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/diversity-and-inclusion-initiatives/european-diversity-month_en.

⁸ https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/combating-discrimination/tackling-discrimination/diversity-and-inclusion-initiatives/european-capitals-inclusion-and-diversity-award_en.

⁹ https://eu-diversity-inclusion.campaign.europa.eu/eu-platform-diversity-charters_en.