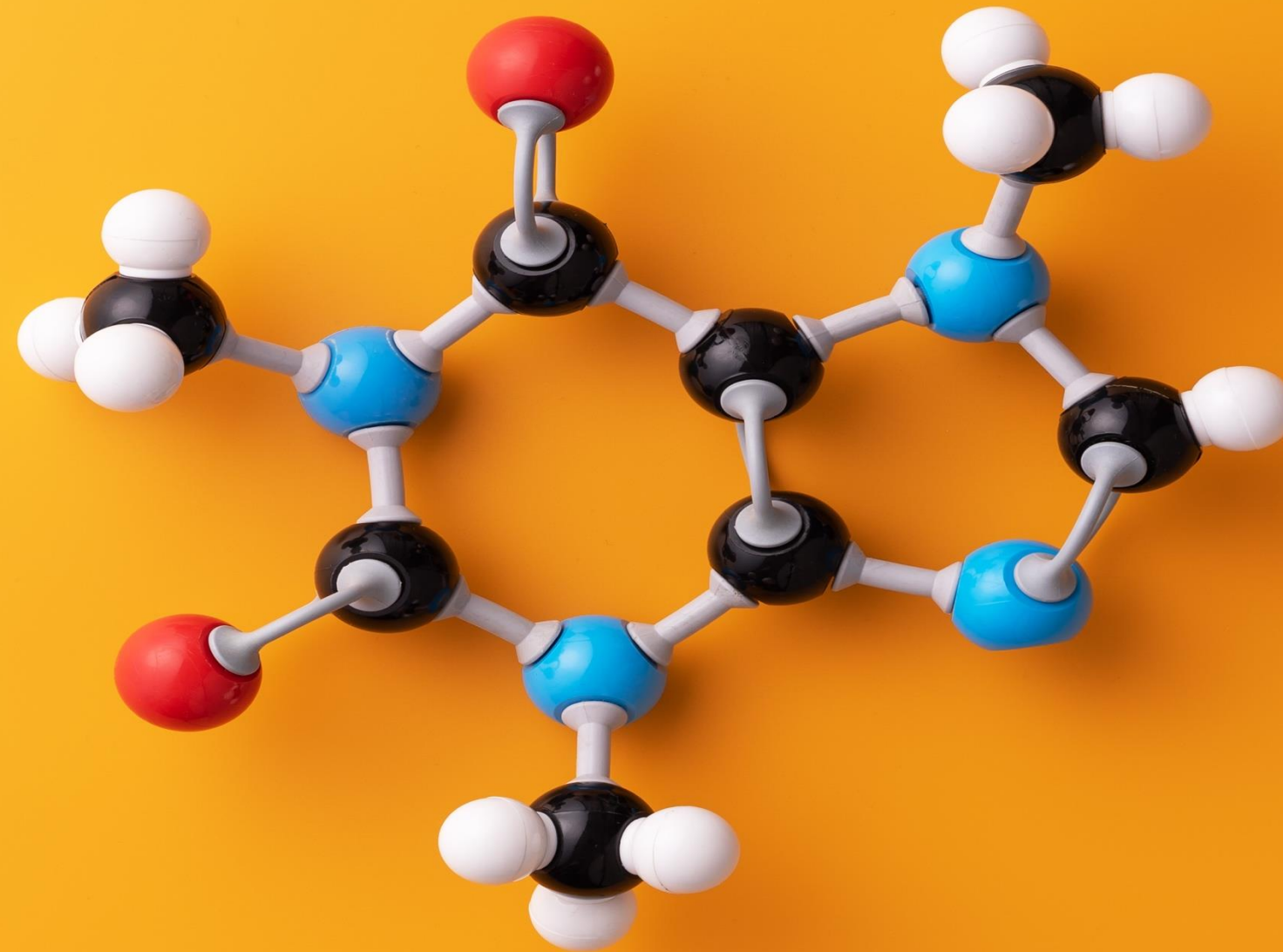


EINSTEIN project Gender equality webinar

Gender Dimension in Horizon Europe Programme





Research must consider **gender from the beginning**, it is not something that can be “added on”, and to be able to integrate a gender analysis from the beginning it requires that researchers are trained in it

01

Gender **does not equal** sex

02

Gender balance in Horizon Europe proposals is not the same as gender dimension

03

Gender Equality Plans (GEP) does not mean you have achieved gender dimension in the projects

HORIZON EUROPE

Gender Equality





Eligibility: Gender Equality Plan



Award Criteria: Integration of the gender dimension



Ranking Criteria: Gender balance



Ranking Criteria for ex aequo proposals

By order of priority

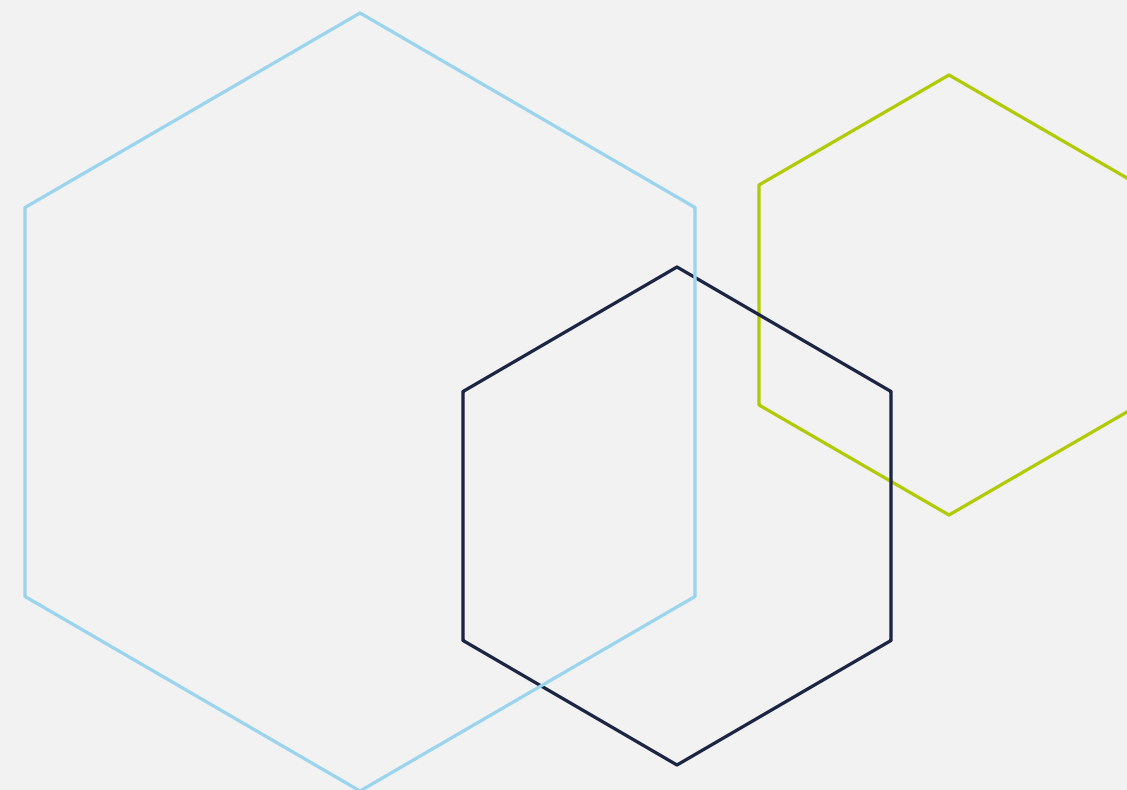
1. Aspects of the call that have not otherwise been covered by more highly ranked proposals
2. Scores on 'Excellence' then on 'Impact' (for IAs, scores on 'Impact' then 'Excellence')
- 3. Gender balance among personnel named in the proposal who will be primarily responsible for carrying out the research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



Ranking Criteria: Gender balance

Applicants to EU funding programmes should ensure that the project team is as gender-balanced as is possible (i.e. a 50/50 balance of male and female researchers). Gender of researchers in the project is recorded in Part A of the proposal (the online administrative forms).

While the team's gender balance will not be assessed as part of the evaluation process, it will be used as a ranking criterion between otherwise equally scored proposals (ex aequo).

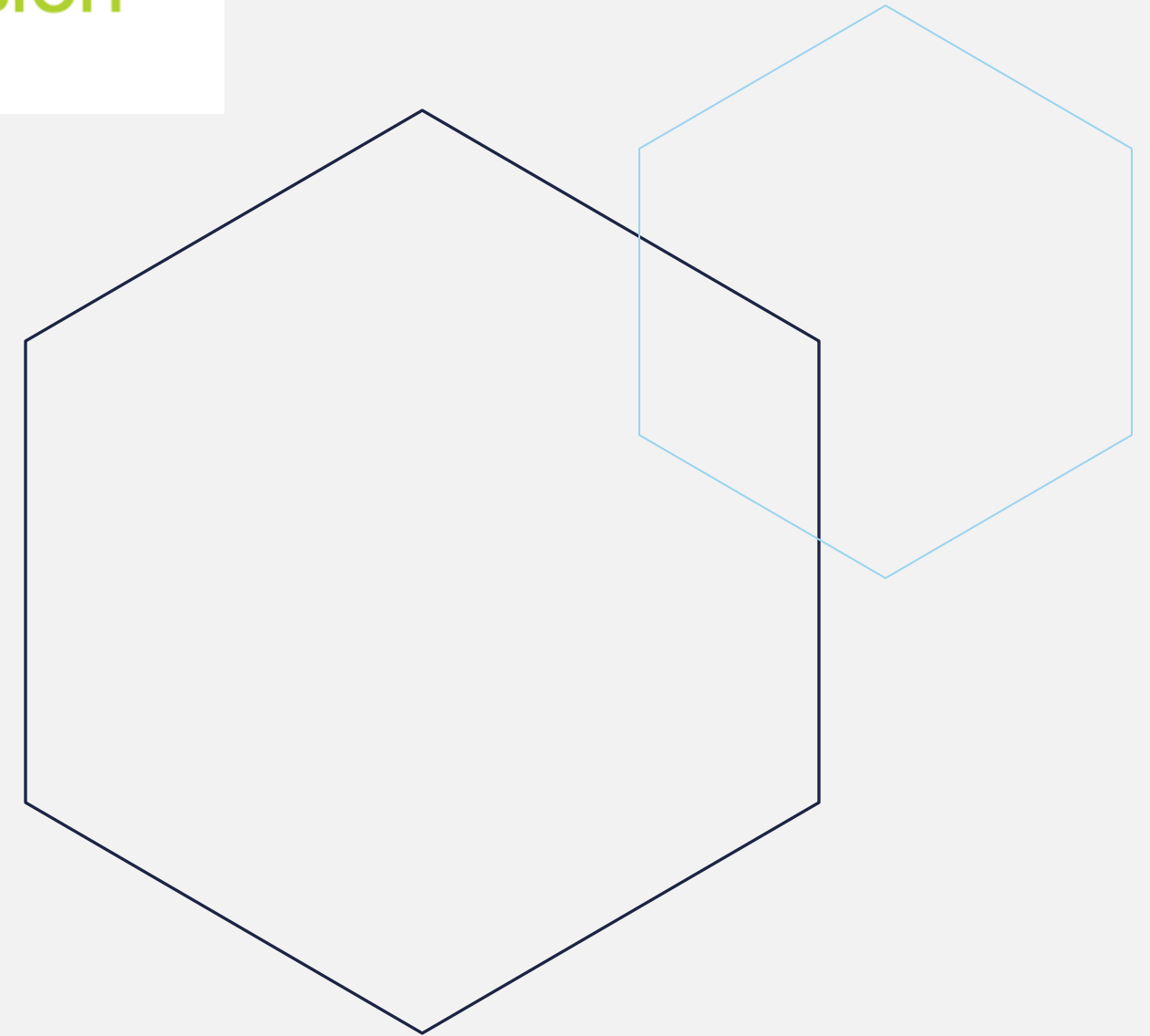




Award Criteria: Integration of the gender dimension

The integration of the gender dimension in research and innovation activities is required for RIA (Research and Innovation Action), IA (Innovation Action) and MSCA (Postdoctoral Fellowships - PF, Doctoral Networks - DN, Staff Exchanges - SE and COFUND), types of instruments.

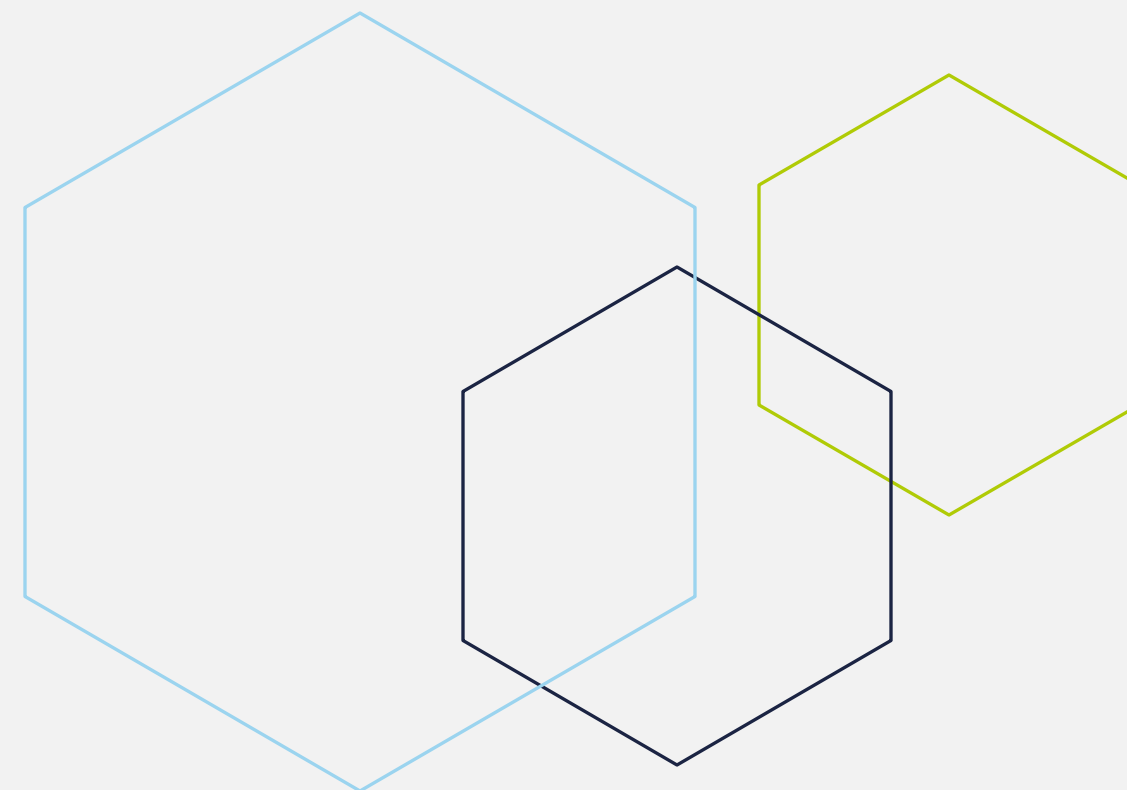
The gender dimension should **be addressed in the 'Excellence' section** (section 1) of the proposal template, more specifically in the sub-section 1.2. Methodology





Award Criteria: Integration of the gender dimension

The integration of the gender dimension into R&I content is mandatory. It is a requirement **set by default across all Work Programmes, destinations and topics**, unless its non-relevance for a specific topic is specified in the topic description, e.g. by the mention *“In this topic the integration of the gender dimension (sex and gender analysis) in research and innovation content is not a mandatory requirement”*.



Evaluation criteria “Excellence”

Evaluation criteria ‘Excellence’:

1.1. 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.

1.2. 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

1. Excellence #@REL-EVA-RE@#**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.

⚠ *The following aspects will be taken into account only to the extent that the proposed work is within the scope of the work programme topic.*

1.1 Objectives and ambition #@PRJ-OBJ-PO@# [e.g. 4 pages]

of your proposed work. Why are they pertinent to the work programme? Are they realistically achievable?

yes beyond the state-of-the-art, and the extent the proposed work is original ground-breaking R&I, novel concepts and approaches, new products, organisational models. Where relevant, illustrate the advance by referring to available on the market. Refer to any patent or publication search carried

work is positioned in terms of R&I maturity (i.e. where it is situated in the 'lab to market' or 'lab to market'). Where applicable, provide an indication of when the work is expected to start and end, if possible distinguishing the start and by the end of the project.

It advances beyond the state of the art must be interpreted in the light of the project. Expectations will not be the same for RIAs at lower TRL, compared to those at high TRLs.

@@COM-PLC-CP@# [e.g. 14 pages]

all methodology, including the concepts, models and assumptions that will enable you to deliver your project's objectives. Refer to any methods you have identified in the chosen methodology and how you intend to use them.

⚠ *This section should be presented as a narrative. The detailed tasks and work packages are described below under 'Implementation'.*

⚠ *Where relevant, include how the project methodology complies with the 'do no significant harm' principle as per Article 17 of [Regulation \(EU\) No 2020/852 on the establishment of a framework to facilitate sustainable investment \(i.e. the so-called 'EU Taxonomy Regulation'\)](#). This means that the methodology is designed in a way it is not significantly harming any of the six environmental objectives of the EU Taxonomy Regulation.*

⚠ *If you plan to use, develop and/or deploy artificial intelligence (AI) based systems and/or techniques you must demonstrate their technical robustness. AI-based systems or techniques should be, or be developed to become:*

- 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.

⚠ *Note: This section is mandatory except for topics which have been identified in the work programme as not requiring the integration of the gender dimension into R&I content.*

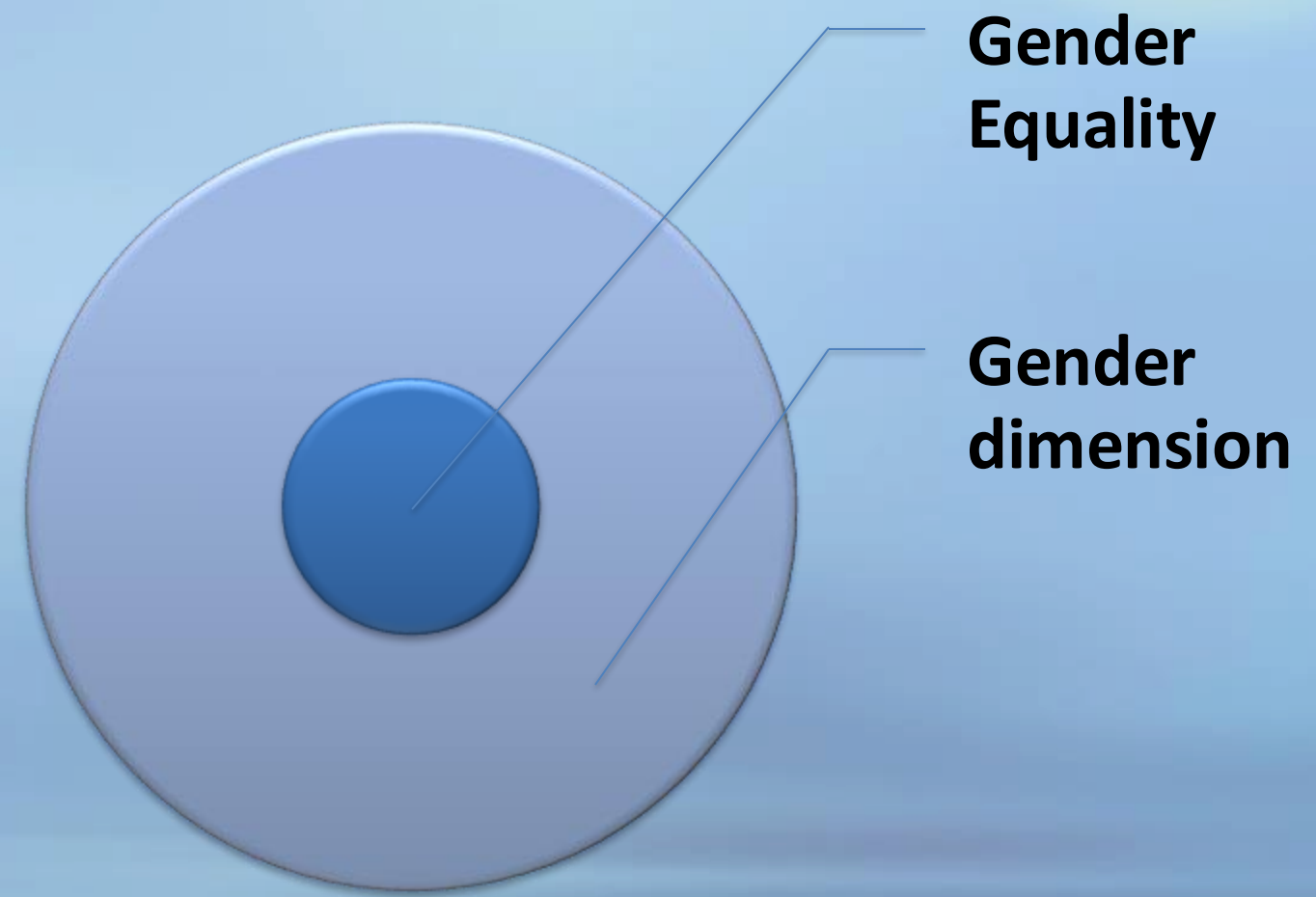
⚠ *Remember that that this question relates to the content of the planned research and innovation activities, and not to gender balance in the teams in charge of carrying out the project.*

⚠ *Sex and gender analysis refers to biological characteristics and social/cultural factors respectively. For guidance on methods of sex / gender analysis and the issues to be taken into account, please refer to https://ec.europa.eu/info/news/gendered-innovations-2-2020-nov-24_en*



Gender Equality

Gender equality goes beyond research design and into structural change, encouraging balanced participation and leadership in research projects. This is crucial in shaping a diverse and inclusive research environment, which leads to better innovation and broader societal impact.



© European Union, 2023. Project source: Horizon 2023. Results event

GENDER DIMENSION IN RESEARCH AND INNOVATION (R&I) CONTENT

An umbrella term covering the integration of sex and/or gender analysis in the design and delivery of research and innovation, in order to foster excellence and ensure R&I outputs benefit everyone in society and are adapted to people's needs and behaviours. Integrating the gender dimension in R&I content is mandatory by default for RIA/IA actions in Horizon Europe, and evaluated under the 'excellence' award criterion (methodology).

SEX

Refers to biological characteristics (including genetic, hormonal, physiological, anatomical) that distinguish between male, female, and intersex (in humans) or hermaphrodite (in non-human animals).

GENDER

Refers to socio-cultural norms, identities and relations that, together, shape and sanction what are considered "feminine" and "masculine" behaviours, and structure societies and organisations.

INTERSECTIONALITY

Factors such as racial or ethnic origin, age, socioeconomic status, sexual orientation, or disability, combine with sex and gender to shape a person's or a group's experience and social opportunities, thereby influencing the form of discrimination and inequality encountered.




The gender *dimension* focuses on integrating *gender perspectives* within the design, methodology, and outcomes of research. It ensures that research and innovation address the needs of different genders, leading to more equitable and effective results.

Gender v Sex

Gender refers to **social and cultural factors**. Although gender is traditionally described in the binary terms of 'man' or 'woman', other gender identities exist such as non-binary or agender, along with culture-specific terms such as two-spirit

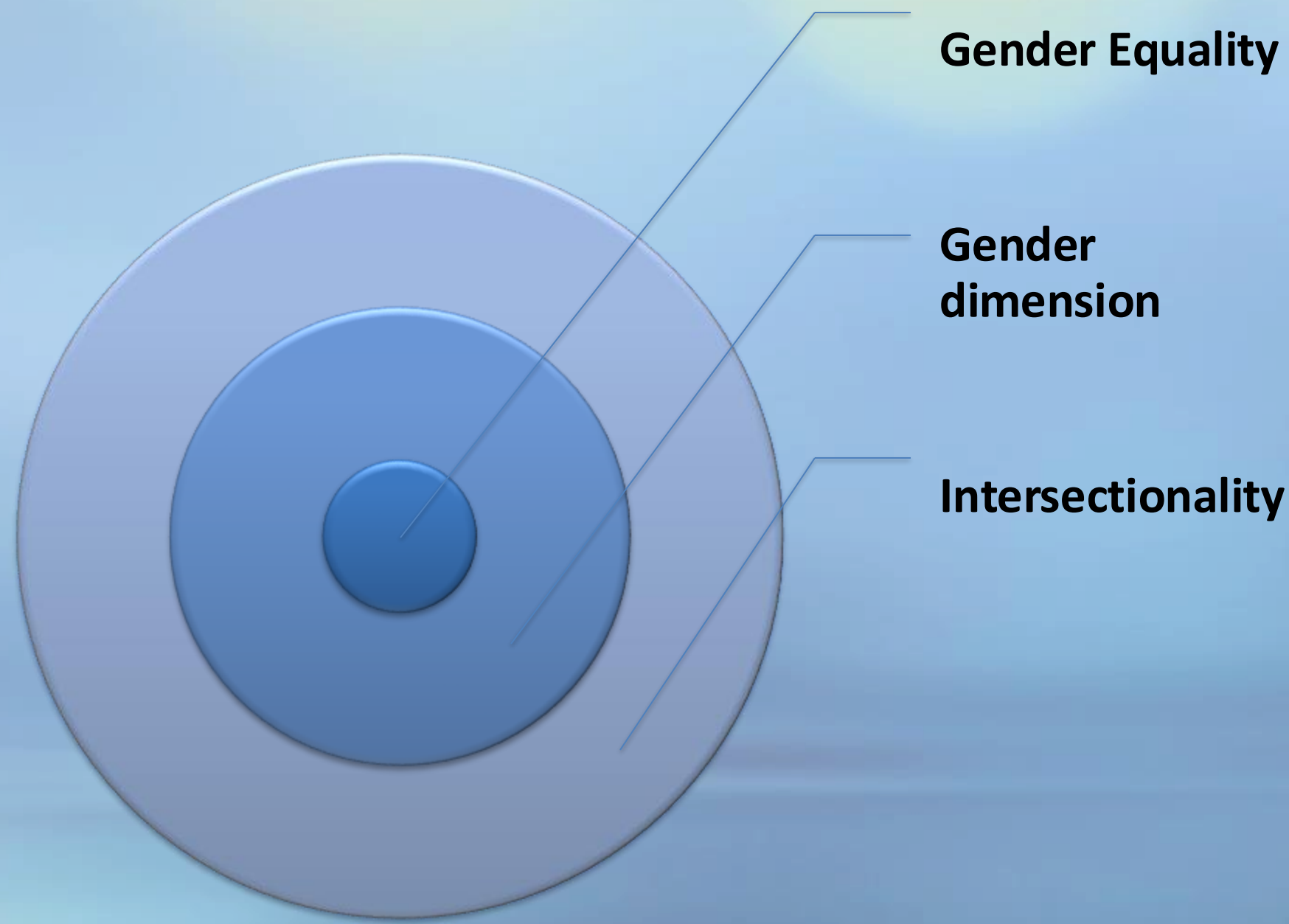


Sex refers to **the biological and physiological characteristics**. Sex is a term that signifies biological women and men, or female and male animals, as statistically distinct categories

A to Z guide why gender matters in R&I (Elizabeth Pollitzer)

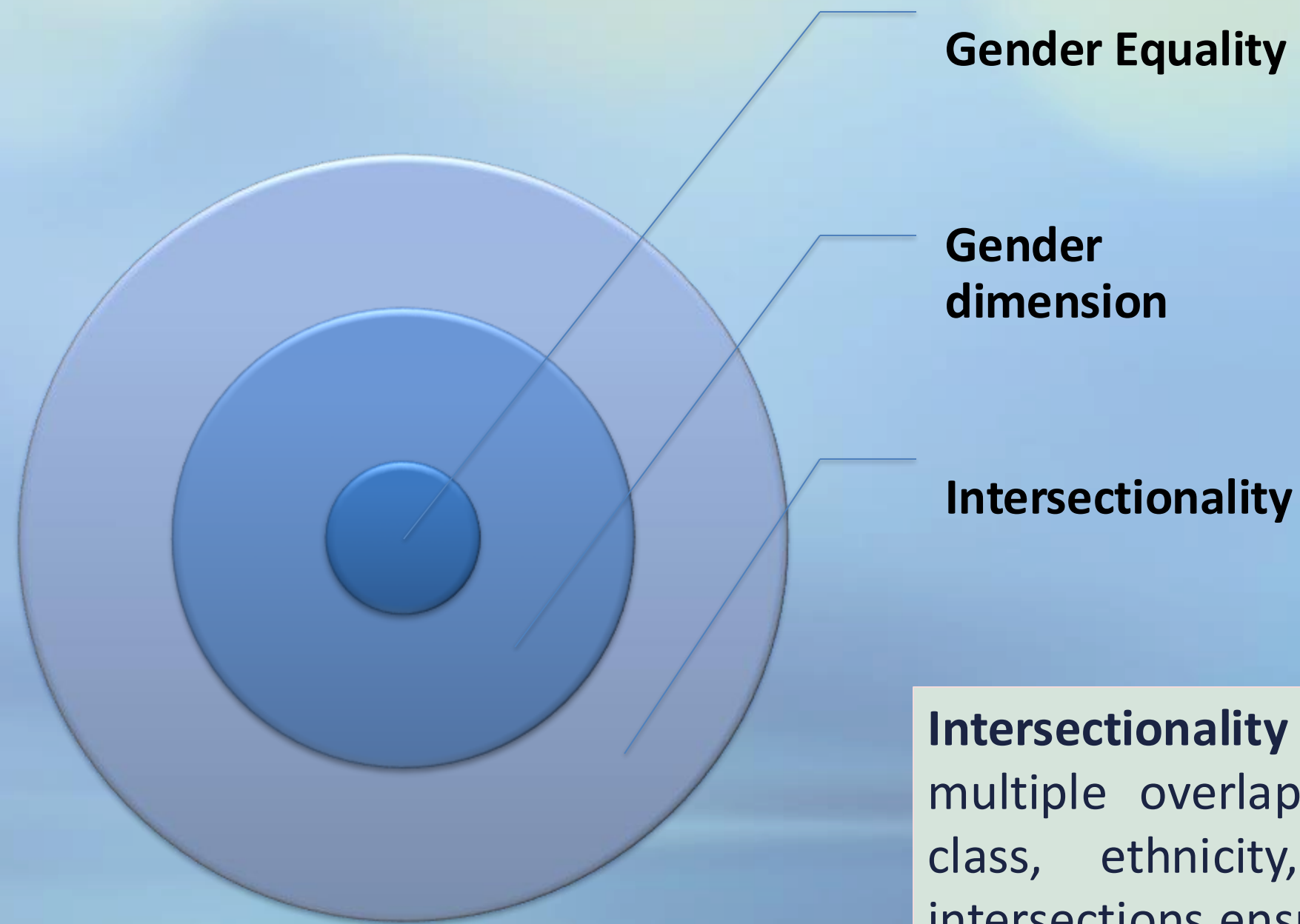
C is for the role of **chromosomes** in non-hormonally produced sexual dimorphism, involving, for example, gene silencing of X-chromosome complement¹⁸. **C** is also for **combined risk pathways** where interactions between **genetic control** and behavioural, occupational, environmental, nutritional and other modifiable factors differentiate health effects of women and men¹⁹. **C** is also for gender differences in sensitivities to **chemotherapy**: in women the agent half-life is often longer and is associated with improved survival but also increased toxicity²⁰. **C** is also for **climate change** and need for gender responsive **climate action** concerning temperature-related morbidity and mortality; health effects of extreme weather events; air pollution; water- and food-borne contamination; vector-borne and zoonotic diseases; and exposure to ultraviolet rays, all of which can affect women and men in different ways²¹. **C** is also for **cognitive technologies** and gender stereotyping of social robots²², as well as for **cyber security** and for **cryptology** where greater participation of women is needed²³. **C** is also for **cognitive bias** in decision making of which at least 150 types have been identified so far, and this makes for a strong argument in support of science teams diversity. **C** is for **chicks**, 50 million of which are hatched each day in USA alone, and the poultry industry, which would like an automatic way of separating female eggs/chicks from males²⁴. **C** is also for

N is for **nantechnology, nanoscience, nanoparticles** and **nano-safety** and the question who assesses the risks for women and men, and who ensures that women and men are represented fully in study design in such, fast developing areas: so far the quest for innovation has been firmly gender-blind¹⁰⁴. **N** is also for the **norms** used in research, which have been predominantly *men* and *male* resulting in both “beta bias,” by which women are ignored, and “alpha bias,” by which gender differences are exaggerated¹⁰⁵. **N** is for **nutrition** and the steady weight gain of 0.8lb per year that accumulates over time: between 1971 and 2004, the average dietary intake of calories in the United States increased by 22% among women and by 10% among men¹⁰⁶. **N** is also for gender vulnerabilities in **natural disasters**: in much disaster research, gender is simply a quantitatively measured background characteristic rather than a central analytical element¹⁰⁷. **N** is also for **neglecting females as subjects in life science research**¹⁰⁸, for example, our understanding of pain starts with the male rat model¹⁰⁹; in most anatomy books majority of images and descriptions are of man’s body¹¹⁰.





Don't “pink and shrink it”



Intersectionality goes beyond gender and includes multiple overlapping social identities such as race, class, ethnicity, and ability. Recognizing these intersections ensures that research does not only focus on one dimension of diversity but considers the complexity of how various factors intersect to create unique challenges or opportunities for individuals.

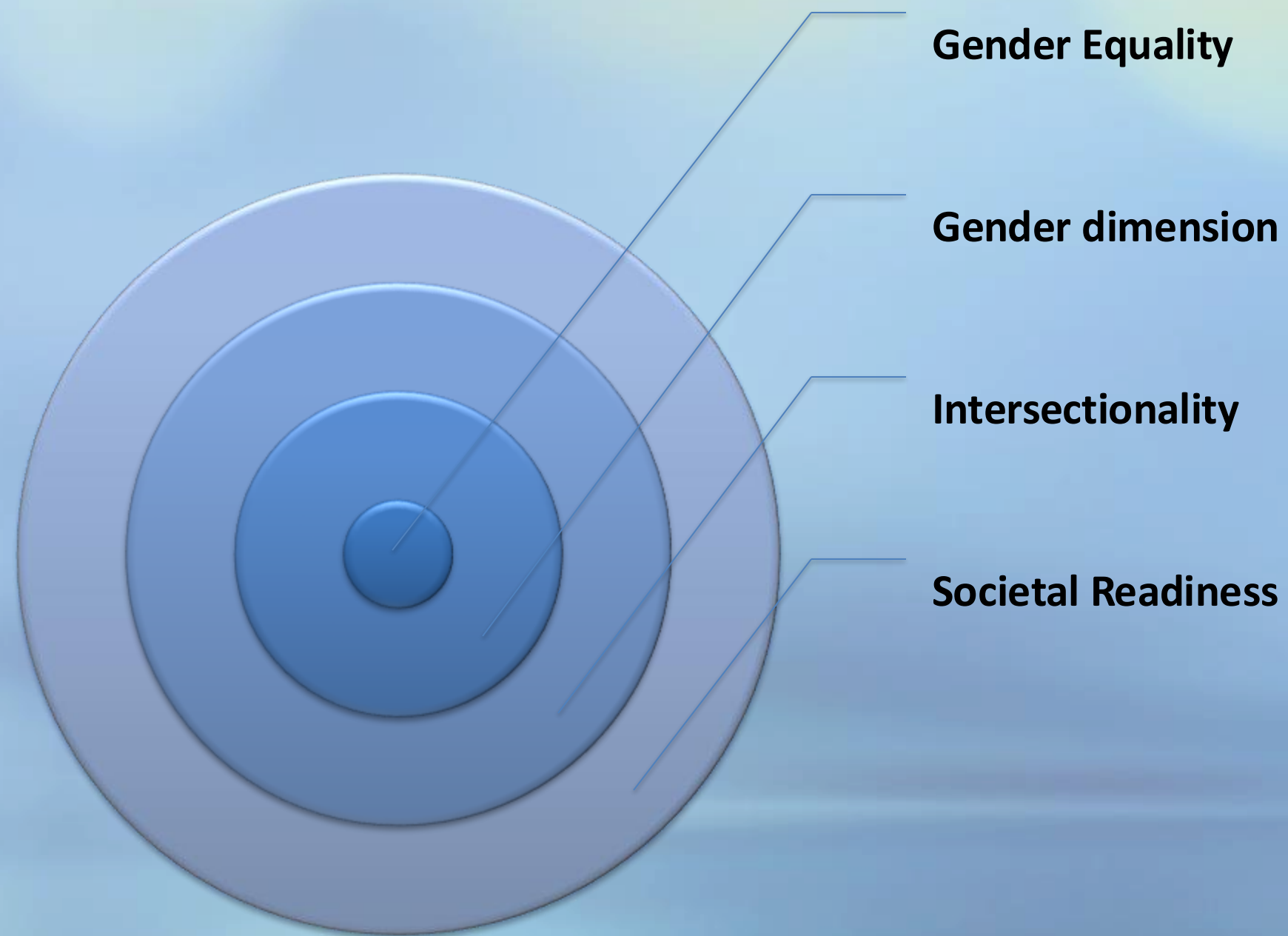
The background is a vibrant blue with wavy, layered patterns. It is decorated with various abstract geometric shapes and patterns: a yellow ring, purple circles, a green striped triangle, a white zigzag shape, a pink star with blue dots, a yellow grid, a cyan circle, a teal and orange circular pattern, a red striped triangle, and a yellow star-like shape. The word "INTERSECTIONALITY" is written in large, bold, white capital letters with a black drop shadow across the bottom center.

INTERSECTIONALITY

Analysing factors intersecting with sex and gender

- Genetics
- Age
- Sex Hormones
- Reproductive Status
- Body Composition
- Comorbidities
- Body Size
- Disabilities
- Ethnicity
- Nationality
- Geographic Location
- Socioeconomic Status
- Educational Background
- Sexual Orientation
- Religion
- Lifestyle
- Language
- Family Configuration
- Environment



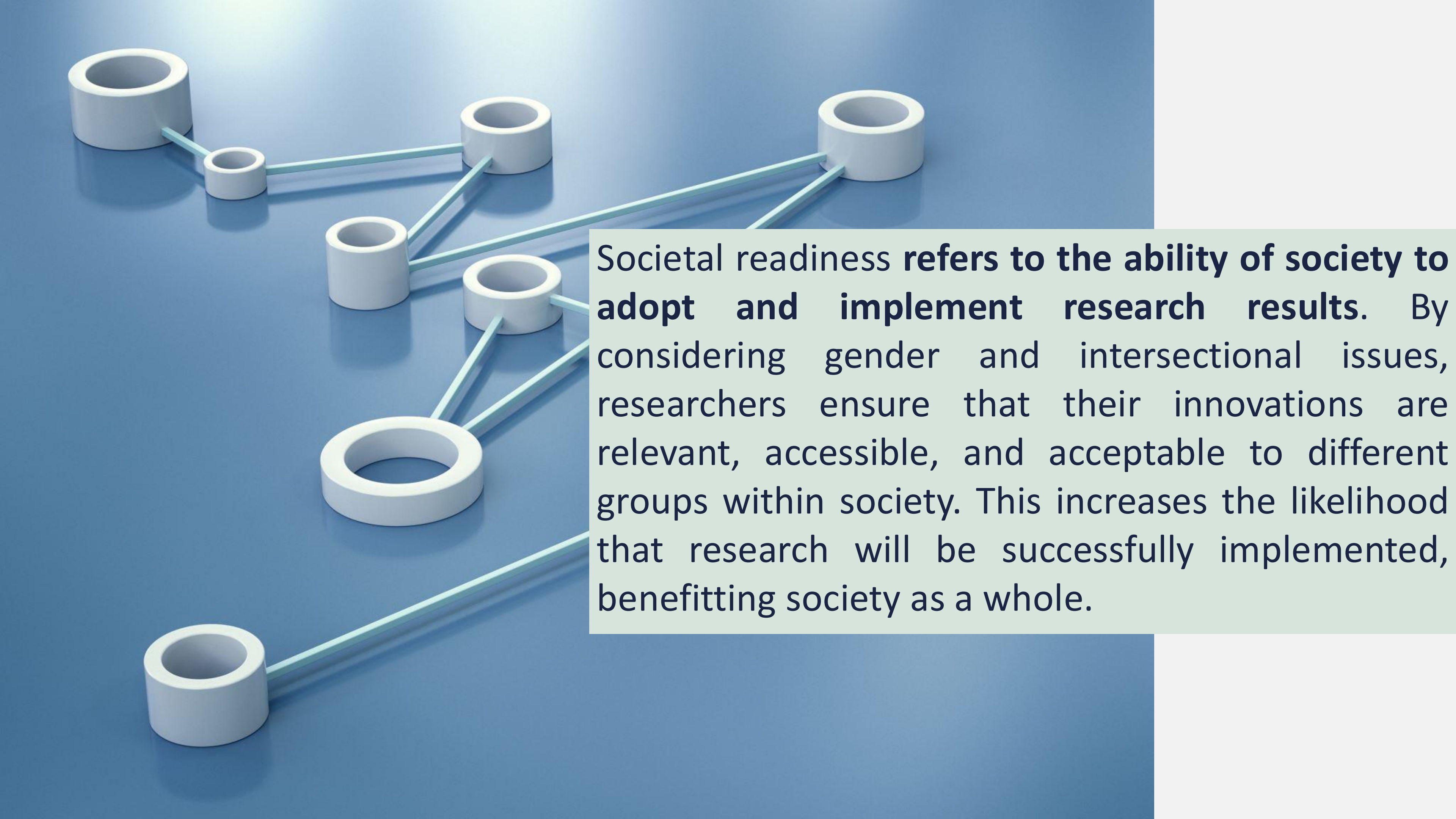


Gender Equality

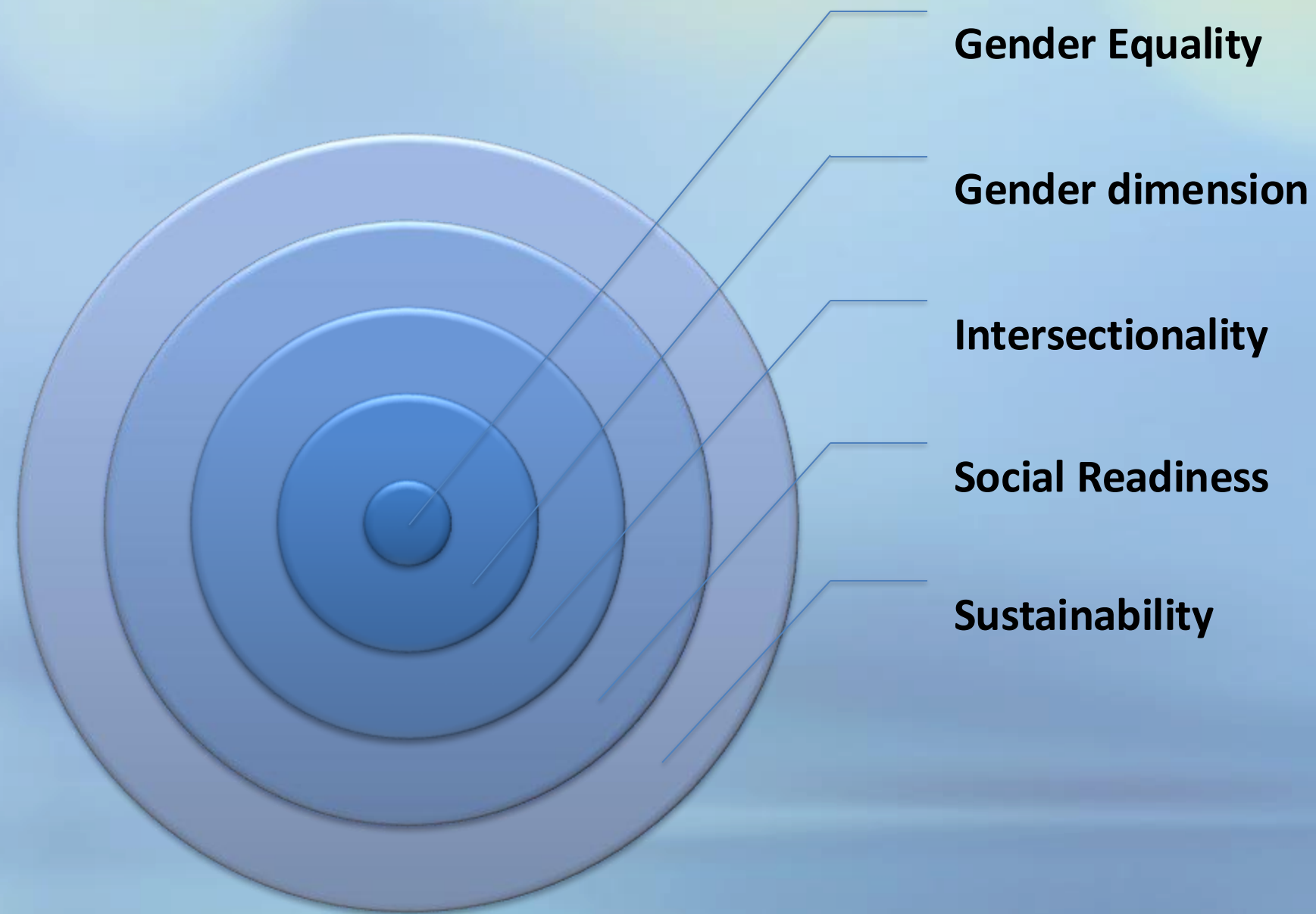
Gender dimension

Intersectionality

Societal Readiness



Societal readiness **refers to the ability of society to adopt and implement research results.** By considering gender and intersectional issues, researchers ensure that their innovations are relevant, accessible, and acceptable to different groups within society. This increases the likelihood that research will be successfully implemented, benefitting society as a whole.



Sustainability is a core value of Horizon Europe, focusing on long-term environmental, social, and economic progress. When considering gender and intersectionality, sustainability strategies become more inclusive, ensuring that both men and women benefit from solutions to global challenges like climate change, resource efficiency, and social welfare.

A photograph of a garden scene. In the foreground, a trowel and a garden fork are stuck into dark, rich soil. The trowel has a wooden handle and a stainless steel blade with the words "STAINLESS STEEL" visible on its side. The garden fork also has a wooden handle and three metal tines. The background is a lush, green garden with various plants and trees, slightly out of focus. The sky is a clear, bright blue. The text "What tools to use ?" is overlaid in the center of the image in a white, sans-serif font.

What tools to use ?

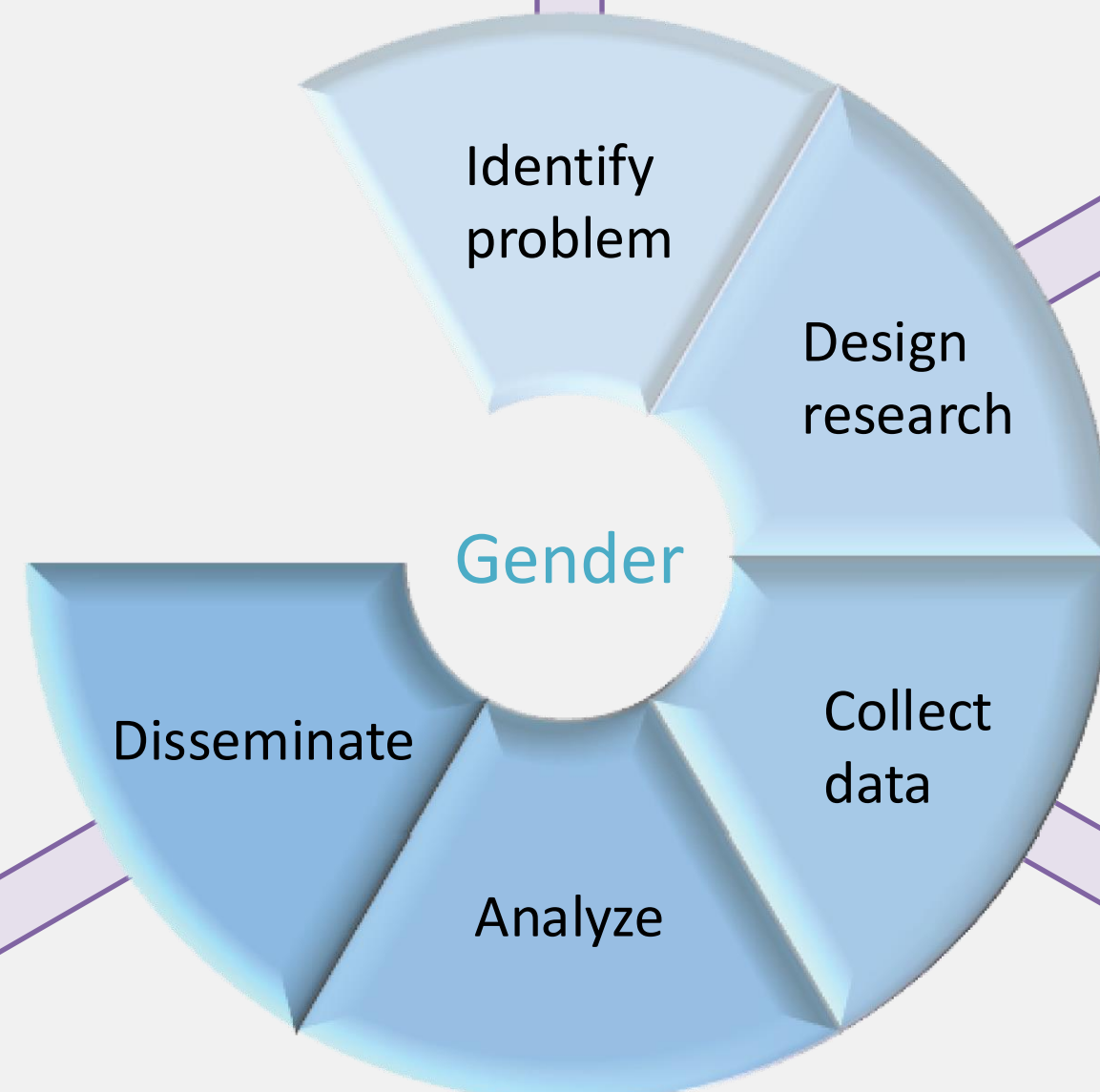
Part B: Main Body of Proposal

	1. Excellence	2. Impact	3. Implementation
Checklist⁴	<ul style="list-style-type: none"> <input type="checkbox"/> Methodology ensures that (possible) sex/gender differences will be investigated <input type="checkbox"/> Sex-/gender-differentiated data will be collected and analysed (where appropriate) <input type="checkbox"/> Any questionnaires, surveys, focus groups (etc.) designed to unravel potentially relevant sex/gender differences in data <input type="checkbox"/> Groups involved in the project (e.g. samples, testing groups) sex/gender balanced (where feasible) 	<ul style="list-style-type: none"> <input type="checkbox"/> Consideration given to how the outcomes and impacts of the research may differ for women and men <input type="checkbox"/> Intention to present statistics or figures to illustrate any sex/gender differences that emerge <input type="checkbox"/> Considered inclusion of organisations/publications that focus on gender among the target groups for dissemination <input type="checkbox"/> Specific publication or event on gender-related findings (if feasible) 	<ul style="list-style-type: none"> <input type="checkbox"/> Work Package or task(s) included to monitor gender issues, where appropriate <input type="checkbox"/> There is gender balance in the project consortium and team at all levels (including decision-making positions) <input type="checkbox"/> Working conditions allow all members of staff to combine work and family life in a satisfactory manner <input type="checkbox"/> Mechanisms are in place to manage and monitor gender equality aspects
Where in proposal to address:	<p>1.2 Methodology ‘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.’</p>	<p>2.1 Project’s pathways towards impact ‘Provide a narrative explaining how the project’s results are expected to make a difference in terms of impact [including societal impact]’</p> <p>2.2 Measures to maximise impact ‘Describe the dissemination, exploitation and communication measures that are planned, and the target group(s) addressed.’</p>	<p>3.1 Work plan and resources ‘Detailed work description, i.e.: a list of work packages (table 3.1a); a description of each work package (3.1b); a list of deliverables (3.1c)’</p> <p>3.2 Capacity of participants and consortium as a whole ‘Describe the consortium. [...] Show how this includes expertise in [...] gender aspects of R&I, as appropriate.’</p>



ANALYZING GENDER

enhances all phases of research



- Gender may play a role in all studies involving humans (Tannenbaum et al., 2019).
- Perform literature searches with adequate terms for "gender" and "sex" (Oertelt-Prigione et al., 2010).
- Consider the project's relevance in relation to different [gender identities, norms, and relations](#).
- Consider [relevant factors intersecting with gender](#) (age, socio-economic status, ethnicity, etc.).
- Reflect upon your own gender assumptions in relation to the project.
- Consider what opportunities may be missed by failing to analyse gender and intersecting factors

- Consider how to [involve diverse groups of research subjects/end-users](#) in the project life-cycle to ensure inclusive solutions.
- Consider which methods (qualitative and quantitative) are suited for examining the gender dimensions of relevance to your project.
- Use appropriate sample sizes for gender comparison (Sell, 2017).
- When [measuring gender in survey research](#), ensure that your instrument has been psychometrically validated in the target population (Steenkamp & Baumgartner, 1998).
- Inspect your [analytical concepts, categories, and theoretical models](#) for misguided or stereotypical assumptions.
- Consider the risk of stereotyping or excluding relevant groups.

- Report sample [characteristics by gender, sex, and relevant intersecting variables](#).
- Report how information on gender identity was obtained.
- Disaggregate reported results by sex and gender.
- Report all results: positive, negative, and inconclusive.
- Ensure that gender variations are properly reported in tables, figures, and conclusions.
- Avoid overemphasizing gender differences. Are the observed variations of practical significance? (Nelson, 2017).
- Consider following the SAGER publication guidelines (Heidari et al., 2016).

- Collect data across gender characteristics (e.g. gender norms, gender identities, and gender relations) and intersecting factors.
- In survey research, use [the two-step approach](#) to collect data on gender identity and birth sex (Deutsch et al 2013). Ensure that all participants feel safe disclosing their gender identity.
- Ensure equal access for women, men and gender-diverse individuals. Is oversampling needed to ensure a sufficient number of gender-diverse participants? (Vaughan, 2017).
- Consider how gender relations between researchers and participants may impact data collection (Chapman et al. 2018).

- Conduct analyses of relevant factors related to [gender norms, gender identity, and gender relations](#) (Nielsen et al., 2021).
- When [using existing data](#), consider the cultural or institutional contexts in which the data were generated for potential gender biases.
- Examine similarities *between* groups (i.e. men, women, and gender-diverse individuals) and variations *within* groups (Hyde, 2005).
- Examine how observed differences between women, men and gender-diverse individuals relate to gender norms and relations.
- Examine how observed gender differences [vary by factors such as age, ethnicity, socioeconomic status](#).
- In longitudinal studies, examine how observed gender variations evolve over time.
- Consider how gender norms, identities and relations intersect to shape people's experiences, opportunities and practices.

Relevance of Sex, Gender and Diversity in Research

Checklist for Applicants on Planning Research Projects

The questions below provide useful starting points for determining whether it may be necessary to provide information about sex, gender and/or diversity when planning your research project. If relevant, information can be provided under item 2.5 in the proposal, where you can also refer to other parts of your proposal. Examples from research are available at www.dfg.de/diversity_dimensions.

Does your proposal involve research

- on or with human subjects,
- on or with animals,
- on samples taken from humans or animals and/or
- with data relating to humans or animals?

Yes.

If applicable, please indicate in the proposal the extent to which the sex, gender and/or diversity of the human subjects, animals or material is or could be of relevance to your research project or your data.

For example, how are potential sex-, gender- and/or diversity-specific differences taken into account

- in the research questions,
- in the formation of theories,
- in the selection of research methods and/or
- in the collection and analysis of research data?

No.

In this case no further information is required.

Are the project results to be used for human subjects and/or animals or to be applied to them?

Yes.

Are differences anticipated in use or applicability due to sex, gender and/or diversity? If applicable, please explain in the proposal how this will be taken into account in the project.

No.

In this case no further information is required.

Could the sex, gender and/or other diversity aspects of the researchers be relevant to the anticipated results?

Yes.

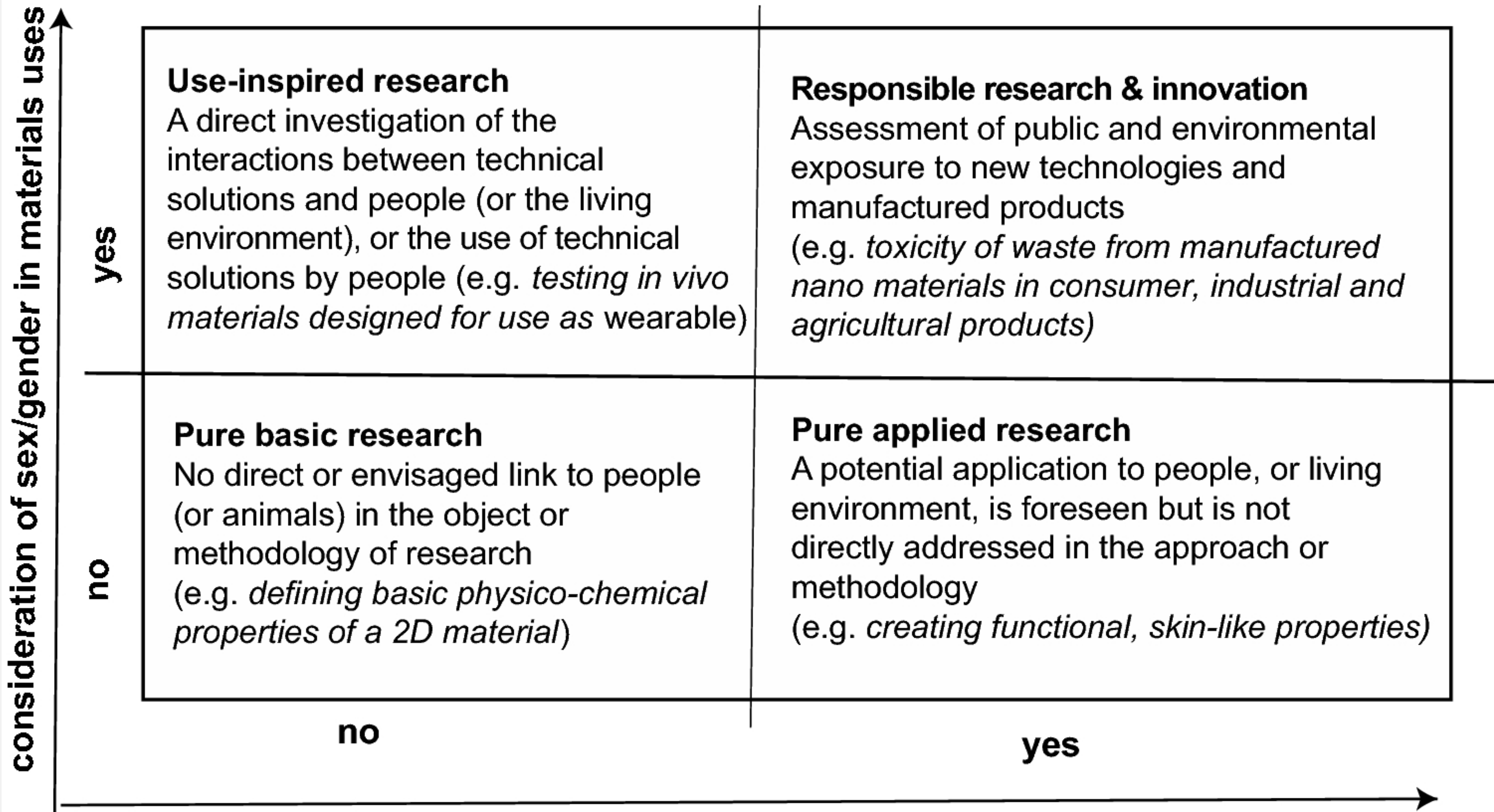
Please explain in the proposal the extent to which you will take into account the sex, gender and/or other diversity aspects of the researchers in your work programme and proposed research methods.

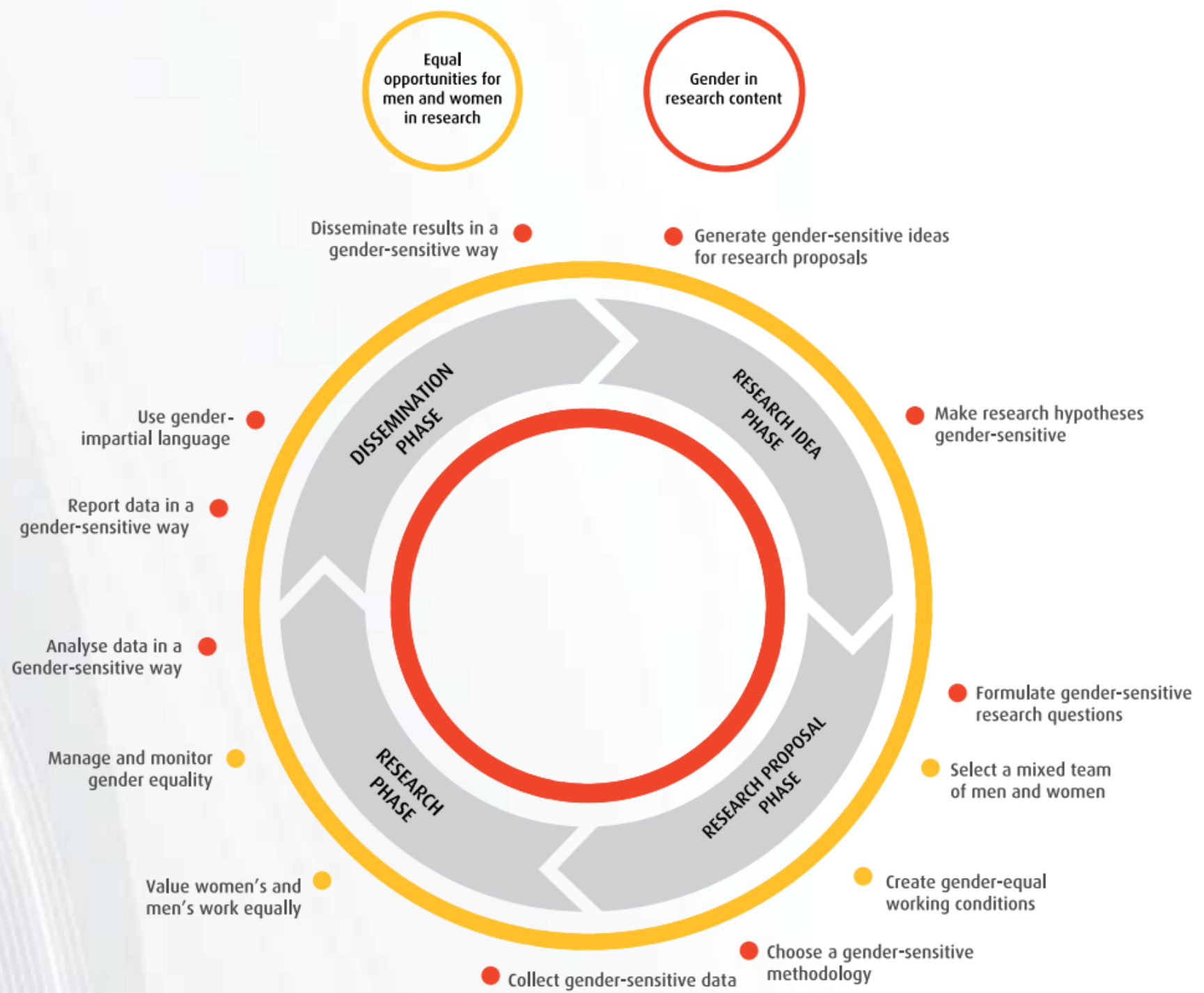
No.

In this case no further information is required.



DFG checklist





Equal opportunities for women and men in research

- Is there a gender balance in the project consortium and team, at all levels and in decision-making positions?

- Do working conditions allow all members of staff to combine work and family life in a satisfactory manner?

- Are there mechanisms in place to manage and monitor gender equality aspects, e.g. workforce statistics, as required by FP7?

Gender in research content

Research ideas phase:

- If the research involves humans as research objects, has the relevance of gender to the research topic been analysed?

- If the research does not directly involve humans, are the possibly differentiated relations of men and women to the research subject sufficiently clear?

- Have you reviewed literature and other sources relating to gender differences in the research field?

Proposal phase:

- Does the methodology ensure that (possible) gender differences will be investigated: that sex/gender-differentiated data will be collected and analysed throughout the research cycle and will be part of the final publication?

- Does the proposal explicitly and comprehensively explain how gender issues will be handled (e.g. in a specific work package)?

- Have possibly differentiated outcomes and impacts of the research on women and men been considered?

Research phase:

- Are questionnaires, surveys, focus groups, etc. designed to unravel potentially relevant sex and/or gender differences in your data?

- Are the groups involved in the project (e.g. samples, testing groups) gender-balanced? Is data analysed according to the sex variable? Are other relevant variables analysed with respect to sex?

Dissemination phase:

- Do analyses present statistics, tables, figures and descriptions that focus on the relevant gender differences that came up in the course of the project?

- Are institutions, departments and journals that focus on gender included among the target groups for dissemination, along with mainstream research magazines?

- Have you considered a specific publication or event on gender-related findings?

When drafting the proposal you should..

- **Reflect on why sex and/or gender could matter:** Think about and present the ways in which taking into account the gender dimension will provide added value in terms of creativity, excellence, and return on investment, both from public and private perspectives
- **Consider the production of new knowledge on gender:** Consider what is already known in your area in terms of the gender dimension (e.g. related scientific literature) and identify what is missing. In many areas, gender knowledge still needs to be generated.
- **Include sex and gender aspects as part of a multidisciplinary approach:** Reflecting on sex and gender considerations in relation to health, transport, energy, security, etc. is a great opportunity to foster cooperation between scientists with gender expertise and others. It helps concepts cross the borders of scientific fields and encourages research methods to evolve
- **Consider social categories/factors intersecting with sex and gender:** the way a research problem is formulated will determine which intersecting variables are relevant for analysis. Intersectional research should be designed to illuminate the multiplicative effects of different, but interdependent, categories and factors.

Tips for including Gender dimension in HE proposals

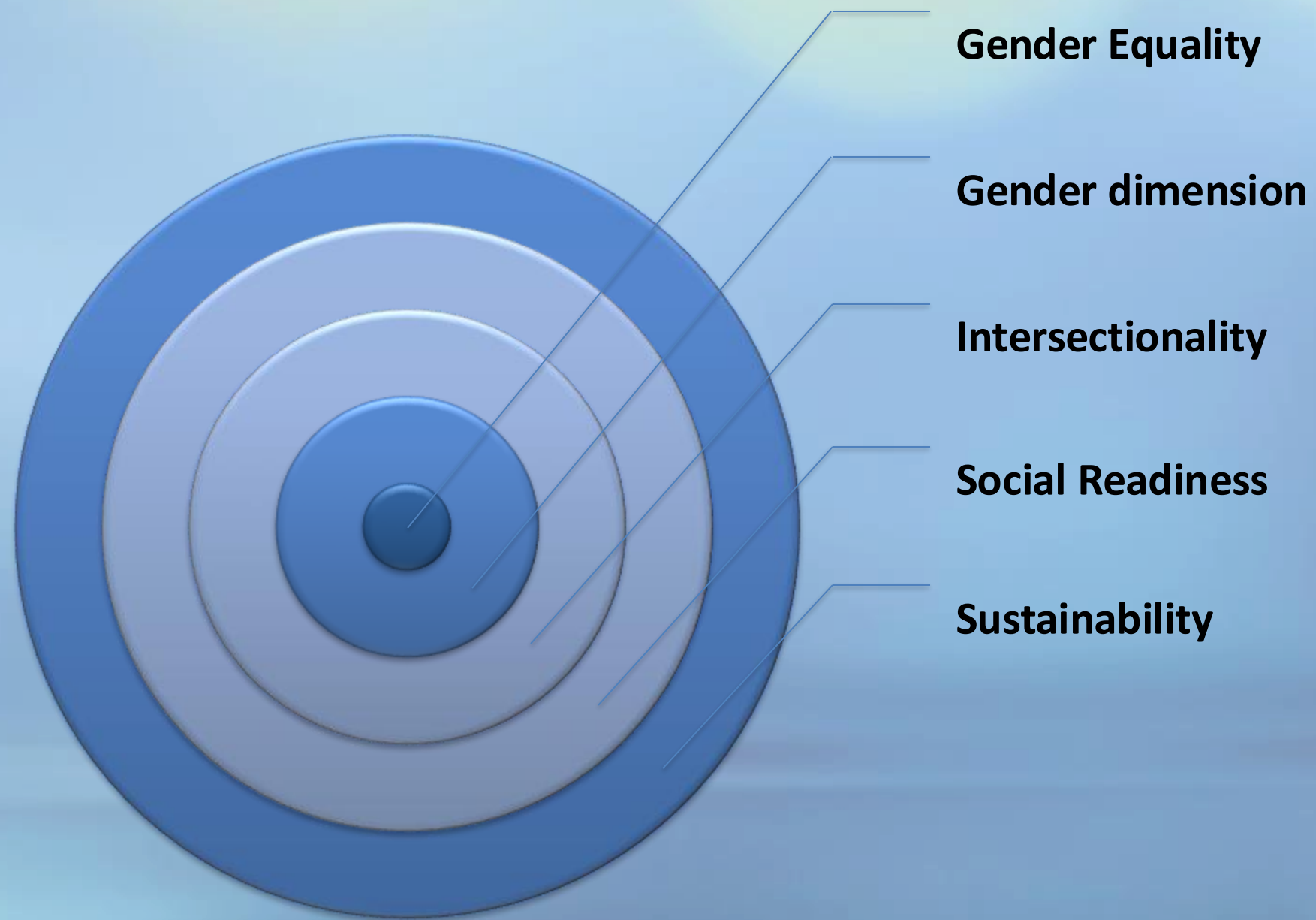
Make 'gender' visible straight away (in abstract, key words)

Keep 'gender' in mind throughout the proposal preparation and drafting (gender balance in team; management structures; expertise in the consortium; research activities;...)

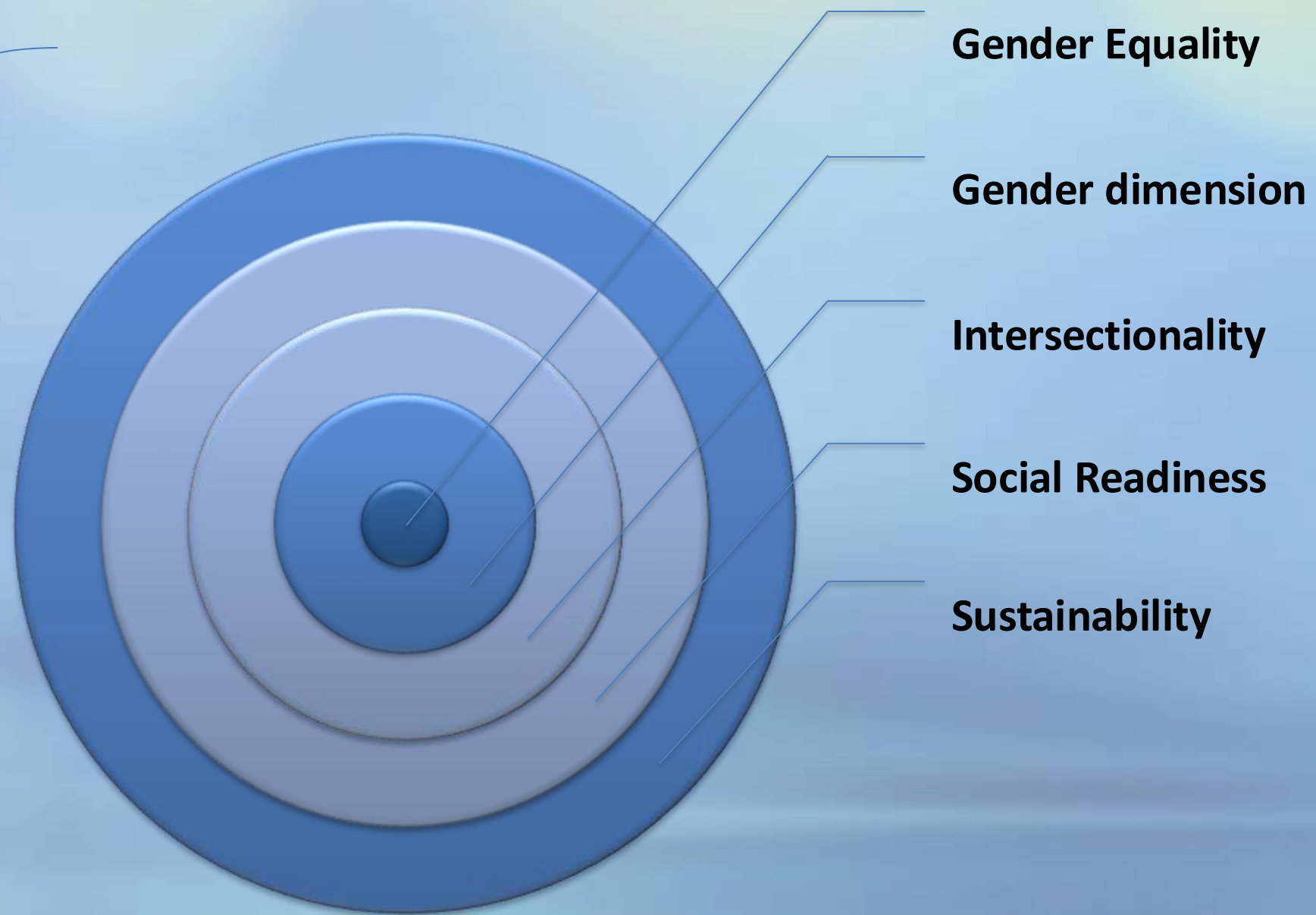
No 'magic formula' nor a couple of paragraphs do the trick!

No 'excellence' without gender dimension

Mobilize appropriate expertise



IMPACT



Integrating sex and gender analysis into research and innovation (R & I) **adds value to research** and is therefore crucial to secure Europe's leadership in science and technology, and to support its inclusive growth considering the needs of women, men and gender diverse individuals as end-users of technological innovations.

Aurelija Povilaikė

Aurelija.povilaikė@lmt.lt

