Primeri evalvacijskih ocen za vključevanje spolne dimenzije v projektne predloge MSCA
Main goals of the programme:

Maximise its impact and deliver on the EU's strategic priorities, such as the recovery, green and digital transitions, and tackles global challenges to improve the quality of our daily lives.

Enhance access to excellence for researchers across Europe to foster participation and collaboration.

Foster the EU's industrial competitiveness and its innovation performance, notably supporting market-creating innovation via the European Innovation Council and the European Institute of Innovation and Technology.

Strengthen EU science and technology by increasing investment in highly skilled people and cutting-edge research.

Horizon Europe will have a budget of around €95.5 billion for 2021-2027 (current prices).
The MSCA Actions

- **Doctoral Networks**
  - Doctoral programmes in and outside academia incl. joint & industrial doctorates

- **Postdoctoral Fellowships**
  - Support to excellent postdoctoral researchers

- **Staff Exchanges**
  - Support for research and innovation staff exchanges

- **COFUND**
  - Co-funding doctoral and postdoctoral programmes

- **MSCA and Citizens**
  - Public outreach events (Night)
MSCA - Work Programme 2023-2024

• The MSCA pay particular attention to **equal opportunities and inclusiveness**. In line with the Charter and Code, all MSCA-funded projects are encouraged to embrace diversity and take measures to facilitate mobility and counter-act gender and disability-related barriers to it. – p.8

• The MSCA endorse **Open Science** and **Responsible Research and Innovation (RRI)** through engaging society at large, integrating the gender and ethical dimensions, promoting Open Science practices through targeted training activities, ensuring open access to research outcomes, including FAIR data handling, encouraging formal and informal science education and feeding back research results into teaching and education. – p. 8
Gender in Horizon Europe

• Integration of the **gender dimension into research and innovation content** is:
  ➢ a requirement by default
  ➢ an **award criterion** evaluated under the excellence criterion, unless the topic description explicitly specifies otherwise
  ➢ **not new** to MSCA
## MSCA Postdoctoral Fellowships

<table>
<thead>
<tr>
<th>Excellence</th>
<th>Impact</th>
<th>Quality and efficiency of the implementation</th>
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<tbody>
<tr>
<td>Quality and pertinence of the project’s research and innovation objectives (and the extent to which they are ambitious, and go beyond the state of the art)</td>
<td>Credibility of the measures to enhance the career perspectives and employability of the researcher and contribution to his/her skills development</td>
<td>Quality and effectiveness of the work plan, assessment of risks and appropriateness of the effort assigned to work packages</td>
</tr>
<tr>
<td>Soundness of the proposed methodology (including interdisciplinary approaches, consideration of the gender dimension and other diversity aspects if relevant for the research project, and the quality of open science practices)</td>
<td>Suitability and quality of the measures to maximise expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities</td>
<td>Quality and capacity of the host institutions and participating organisations, including hosting arrangements</td>
</tr>
<tr>
<td>Quality of the supervision, training and of the two-way transfer of knowledge between the researcher and the host</td>
<td>The magnitude and importance of the project’s contribution to the expected scientific, societal and economic impacts</td>
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<tr>
<td>Quality and appropriateness of the researcher’s professional experience, competences and skills</td>
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| 50% | 30% | 20% |

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*Stojač Sorčan, NCP MSCA, Ljubljana 29. marec 2023*

*The information in this presentation is preliminary and subject to the adoption of the work programme*
Število negativnih evalvacijskih komentarjev pri kriteriju odličnosti na razpisu MSCA PF 22 za slovenske raziskovalne organizacije

- Pertinence of the objectives
- Secondment
- Gender/diversity
- Interdisciplinarity
- Professional experiences
- Supervision
- SMART objectives
- Novelties/innovative
- Open science
- Training
- Transfer of knowledge
- Quality of the objectives
- State of the art
- Methodology
Delež negativnih evalvacijskih komentarjev pri kriteriju odličnosti slovenskih prijaviteljev na razpis MSCA PF 22

Stojan Sorčan, NCP MSCA, Ljubljana 29. marec 2023
- The *gender dimension* is **not sufficiently addressed** considering the *sex dimension* of cellular assays. In addition, the sex dimension of XXXX is not fully considered; for instance, genetic xxxx only in male mice and increased xxxxin female mice only.
- The proposal does not provide sufficiently detailed information about how it will specifically incorporate gender and other diversity dimensions into the research.

- The proposal has a gender dimension, which is not sufficiently addressed.

- The gender dimension is insufficiently discussed in the proposal.

- There is limited information on how the gender dimension in xxxx will be specified.

- Gender aspects are included but very limited with not convincingly presented justification.
+ The gender dimension is **appropriately addressed**.
+ Gender dimension is **very well addressed** in the proposal.
+ The gender dimension is **clearly highlighted**, and appropriate **action plans** are perfectly presented.
+ The **gender and diversity dimension** of the research are addressed appropriately.

- The proposal **insufficiently recognizes** the relevance of **gender and other diversity aspects** for its **research and innovation content** and does not take them **into proper account**.

- The **gender dimension and other diversity aspects** are **insufficiently addressed** in the proposal, although they are of special relevance given the complex and diverse socio-demographic indicators of individuals with psychosocial disabilities.

- Gender aspects are described **in a generic way**.

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+ Gender aspects are adequately addressed and are relevant for the proposal's research content.

+ The gender dimension and other diversity aspects are convincingly discussed in the proposal.

+ The proposal successfully highlights the innovative role of gender.

+ There is a very clear articulation of how gender and age considerations have affected the design of the proposal.

+ The proposal indicates very appropriately that gender dimension to the research and innovation is not relevant.

+ No gender dimension aspect is expected in the proposal, but relevant measures are proposed to detect potential sex specificity.
GENERAL COMMENTS

-The proposal indicates the importance of gender & diversity aspects in the proposed research. However, these aspects are not fully operationalized in the proposal.

- Gender and diversity issues are mentioned minimally and insufficient details are given about how they will be addressed during the research.

- Gender aspects are described in a generic way.

- The proposal does not convincingly address the relevant gender aspects of the research. Which gender differences will be considered, and which data will be collected for this purpose are not adequately addressed.

- The proposal lacks sufficient evidence that it addresses gender and other diversity dimensions as a central feature of the study, nor does it explain why and/or how these considerations would not apply.
RESEARCH OBJECTIVES

+ The proposal strongly considers gender aspects, as they are the core of the research project, focused on women’s writing, networks, and patronage.

+ Gender-specific issues are addressed effectively and in accordance with the proposal's objectives.

+ The gender dimension is very well addressed in the proposal despite being a minor aspect of the project scope.

- It is not clearly outlined how the gender aspects referred to the proposal and will significantly contribute to the research aims.

- The proposal fails to provide adequate information about the gender dimension, although one of the objectives of this proposal is to examine the role of gender as a moderator variable of the relationship between wellbeing-oriented HRM and employee performance. It is not clearly described how other diversity aspects are included in the research.
+ The gender dimension is **relevant** to the proposal's research and innovation content and is **well embedded** in both the **subject** and the **methodology** of the proposal.

+ The gender dimension is **clearly addressed**, both **thematically** (the proposal would consider gender differences in the perception and portrayal of the environment) and **methodologically** (it would take into account the importance of female sources in the construction of Italian geography and landscape).

+ The proposal makes a strong case for the **centrality** of gender to the film research.

+ Gender is at the core of the proposal’s inquiry of masculinities and its **intersectionality** very well accounted for. The proposal raises an important issue of masculinity in relation of dependence and power not only in interactions with women but also with men of different ethnic or national groups.

+ Gender-specific issues are **fully covered with particular focus** to the issues of endangered and suffering masculinity and gendered trauma.
Some gender dimension aspects have sufficiently been taken into account in the design of the proposal to the extent that they can surface in the proposed research.

No gender dimension aspect is expected in the proposal, but relevant measures are proposed to detect potential sex specificity.

The gender and diversity dimensions are excellent and effectively integrated into the research operations, as it outlines how gender, sexuality, and other identities are implicated in the online meme phenomenon.

The idea of the research related to deeper understanding of the possible correlation between gender and sustainable development is clearly formulated, and well identified cross-sectoral topics to be studied are ambitious.

The proposal offers a very suitable investigation into gender related questions about the presence and role of women in the relevant context, engaging with information from a range of sources.

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The proposal addresses gender and diversity aspects adequately by incorporating a focus on nondiscrimination/equal treatment legislation into its research.

The proposal takes into account legal subjectivities including the gender dimension. This dimension is briefly but sufficiently addressed.

The gender dimension is well considered, and it includes analyses depending on sex. It will be done with a dimorphic lizard species in which males and females differ in morphology and behaviour.

The gender dimension is represented by dimorphism and, in some cases, sex differences in feeding strategies that will be analysed separately.
+ The proposal is sensitive to gender by prioritizing gender-balanced datasets of speakers, and to diversity by giving equal treatment to tone languages, which have been somewhat neglected in phonetics and phonology.

+ Although the disease only affects women, partners are also affected, which is sufficiently taken into account, as are sexual orientation, gender identity, LGBTQI+, age and social background.

+ Gender issues are well addressed, aiming to achieve gender balance in the studied patient samples and including gender dimension in the analysis.

+ The gender dimension is appropriately considered, as the target disease ALS has differences depending on the sex of the patient.

+ Gender dimension is an important part in the electrophysiological and morphological properties of heart and is properly considered and addressed in the proposal.
The gender dimension is very pertinent in the proposed research and well illustrated in the activities concerned (e.g. working on resistant strains of bacteria causing infertility and pregnancy issues in women).

The gender dimension related to the studied species is credible.

+ The gender dimension is sufficiently addressed regarding the research activities, in particular by taking into account potential sex differences in experimental animals.

+ Gender dimension is adequately taken into account in designing the animal experiments.
- References to *gender* dimension and diversity aspects remain general. The *role of women* in *indigenous societies* and especially in the *fight for climate justice* is remarkable but it is not given due attention in the proposal.

- Specific aspects in relation to *power dynamics* and *imbalances* are not adequately addressed, in particular the case of the *role of women* in commoning, organization and decision-making.
- Gender dimension is insufficiently elaborated. Although the higher prevalence of CP among boys than girls will be considered in the methodology, the degree to which statistical adjustment will account for this is inadequately explained.

- The influence of gender/sex on the disease manifestation is not sufficiently addressed.

- The gender dimensions are not well considered in the proposal, despite their importance for immune responses in mice.

- Considering that the devices are designed for human sample analysis, the gender dimension is not adequately presented. There are significant gender differences in pharmacokinetics, and these are not adequately addressed.
The gender dimension is carefully taken into account as the researcher critically deconstructs gender bias in the existing literature and challenges paradigms of marginalisation and silence. It is excellently integrated into the over-all theme of the research.

The gender dimension is persuasively described and is an integral part of the proposal, as the theoretical construct is central to its tracing of political uses of anger across Black and gay political groups.

The proposal is ambitious and clearly demonstrates that it goes beyond the existing state-of-the-art in several areas, such as WWI history in its global, non-European dimension, gender and racial relations, as well as multi-linguistic aspects of human relations in the wartime context.
The proposal addresses in a satisfactory manner the gender dimension by addressing female authorship and by planning to look into the semiological function and impact of gender in relation to the corpus studied.

The gender dimension, which is relevant to this proposal, is clearly and sufficiently taken into account through studying a corpus that is selected carefully to include fictional texts by both male and female authors.

The gender dimension and other diversity aspects are properly taken into account. For example, there is an estimated quota of female authors to be interviewed, and the phenomenon will be analysed from a postcolonial perspective. It is clear that the proposal aims to achieve gender balance across the corpus of works studied.
- The theories mentioned (e.g., language as a bridge or barrier to intercultural relations, power in gender and/or ethnic/racial relations etc.) are outlined in too general terms.

- Although the proposal is interdisciplinary, combining linguistics, cultural and gender studies, and history, it is not evident how expertise and methods from different disciplines will be integrated in practice.
+ Issues related to gender and intersectionality are well embedded within the proposed methodology. There are clear considerations around how ethnicity and gender intersect and contribute to multiple barriers to/in employment.

+ The gender dimension and other diversity aspects are correctly identified and addressed in the proposal, i.e., gender aspects of socioeconomic disadvantage and instability will be integrated into the analysis.

+ The gender dimension is very well addressed, explicitly included as a random effect in the models to explain variation in outcomes.

+ The gender dimension is very well considered in terms of testing an equal number of male and female participants, and checking for gender differences in the analyses.

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The outline of the methodology is directly linked to the stated aims of the proposal. The linkage between migration, environment and gender is clearly mentioned and very well involved in the proposal. This is very good.

The gender dimension is taken into account appropriately as the sex of the crickets will be integrated into the analyses to detect any sex-specific response in the microbiome composition or nutrient content.

Gender issues are duly considered in the biological testing part of the project. Animal studies will include both male and female subjects.

The proposal identifies effectively the gender dimension and diversity aspects, by integrating in the proposed research several gender related health risk factors, as well as classification based on sex/gender variable (in relation to age).
+ There are known gender differences in the Gastrointestinal diseases under study and the proposal takes into account appropriately this gender dimension for design of in vivo experiments and data analysis.

+ Most experiments will focus on breast cancer and will therefore prioritise females. Relevant gender dimension of studying breast cancer is taken into consideration and well justified.

+ The gender dimensions are well addressed. The proposal provides a balance in gender representation in the studied material.

+ The gender aspect of the proposal is very well addressed, as male and female mice will be used in equivalent numbers throughout the proposal.
METHODOLOGY

+ Gender aspects are **appropriately described** and are very **important** for the proposal. **Longitudinal sex specific differences** in the developing preclinical brain will be considered.

+ The *gender dimension* is taken into account in an **appropriate way** in the context of **sample selection** as there are *sex differences* in mortality to **malaria** and in the response to **vaccination**.

+ The *gender dimension* within the **experimental plan** is clearly identified and appropriately considered.
METHODOLOGY

+ *Gender dimension*, as well as ethnical diversity have been adequately addressed, with a dedicated WP to study the effect of genetic mutations often associated with specific ethnic groups.

+ The *gender dimension* in the disease development and therapy is fairly described and well addressed by the experimental plan.

+ The *gender dimension* is sufficiently integrated into the approach e. g. information on the bias concerning laboratory methods in animals.

+ The gender dimension has been convincingly considered. The proposal will carefully analyze the effect of the proposed therapeutic approach on gender-derived organoids.

+ The gender element relating to the sources of cell lines has been adequately considered.
+ The gender dimension is satisfactorily incorporated, and the proposal demonstrates commitment to ensure *gendered-balanced participation of interviewees* and to investigate if *gender* is an important variable in explaining radicalization.

+ *Gender dimensions* are relevant and have been discussed appropriately in the proposal. *Gender differences* will be tested empirically in the experiments proposed.

+ Potential *gender-specific* behavior and habitat use are acknowledged and accounted for well by analyzing for *sex* through feather *samples* and accounting for *sex* in statistical analyses.
METHODOLOGY

- Gender and diversity aspects, are an important issue of the proposed research, but are not sufficiently considered in the methodology.

- Although the proposal admits the relevance of considering gender equity in the implementation of a model for community transformation, it does not fully specify how this will be achieved.

- The gender dimension is only partially considered in the proposal. While the proposal mentions a specific focus on the effects of anti-democratic discursive practices against female journalists in the analysis, this is not reflected in the research objectives. Also, the way this special attention towards female journalists will translate into the methodology and research design is insufficiently explained, as well as the binary view on gender.

- The gender dimension is not sufficiently considered in the part dedicated to clinical validation.
METHODOLOGY

- There is a lack of detail on how exactly the gender dimension, and specifically, the issue of masculinity, will be examined during the study.

- The gender dimension is not adequately addressed. Gender as a category of analysis has not been problematized, nor has the role of proposed generational differences in the research.

- The gender dimensions of the proposed work are considered in the proposal but they are considered as a linkage and not central to the methodology. This is a shortcoming.

- Despite identification of gender importance for the proposal, it is poorly described how this factor will be taken into the consideration during data analysis.

- The proposal did not give enough information regarding the gender balance of the human cells that will be used.
**METHODOLOGY**

- *Gender issues* relating to the use of *clinical samples* have not been appropriately addressed.

- *The gender dimension* is not fully considered in the proposal, considering that there may be significant *gender-based differences* in the samples' matrix.

- The *gender dimension* is described *too broadly* and has not been *fully considered*. It lacks clarity on whether the *gender dimension* would be *relevant* to the research as it depends on the sample types and analytes used.

- The *gender dimension* is not addressed in a sufficiently consistent and credible manner since the *choice* of models and their sexes are not sufficiently explained.
- The gender dimension in research is not sufficiently discussed, for example, potential gender differences in cancer response to treatments and how might be implemented in the experimental plan.

- Gender aspects have not been addressed in sufficient depth. For example, it has not been convincingly described how data from rats of both sexes will be incorporated in the analyses.

- The gender dimension is not sufficiently addressed in relation to the gender distribution in the data to be used for the proposed research.

- Gender issues are only partially addressed. The proposal states the importance of the maternal or foetal exposure to micotoxin, but the plan for addressing these differences is not well described.
- The proposal demonstrates only little research experience of the researcher in its core intellectual fields, such as gender studies.
- The researcher is insufficiently trained in academic qualitative ethnographic methods including language skills to conduct fieldwork in Brazil with indigenous populations and on a highly sensitive subject such as gender-based violence.
+ The planned training activities are broad and of a good quality. Especially, the researcher will be trained on advanced characterization and electrochemical techniques, and synchrotron measurements through secondments. Transferable skills trainings such as scientific, grant and policy writing, gender equality, entrepreneurship as well as chemical safety, are well planned.
+ *Gender and diversity aspects* are clearly defined, with excellent consideration given to the proposal's impacts.

+ The *proposal outcomes* would *address a major societal issue* (*"the gender bias in medicine, which remains a male-dominated enterprise"*). In this regard, the database and the further implementation of scholars and practician interviews would bring useful *comparison* and *information*.

+ The discussion on the *positive effects* of the research on *gender and diversity* adds value to the proposal.

+ The *gender dimension* is *addressed* by balanced sample sizes and *potential impacts* on clinical domains.

+ The research topic does not require specific *gender* considerations. Nevertheless, the research topic addresses diversity support *considering positive impact* that project outcomes will have for *women*, elderly and children.
+ The tools and channels to be used for communication and public engagement activities are very appropriate the proposal will well consider the gender dimension during communication and outreach activities.

+ Although keel bone fracture is a problem specific to hens, and therefore the proposal focuses mainly on females, gender dimension is taken into account, as the results could be applied to both sexes.

+ The research impact of the proposal on the historiography of gender in Estonia is credible.

- The expected societal impact of the proposal is credible, particularly considering current heightened interest in intersectional and gendered aspects in academic careers.
- **The societal impact** of the proposal is not presented clearly enough. Above all, it is not clear how raising public awareness of **gender bias in Renaissance** medicine can **have an impact in today's society**.

- **Gender dimension** is vaguely discussed and not elucidated in detail, as **male and female glioblastomas are biologically distinct**, and **improving outcomes may require sex-specific approaches** to treatment.
Although gender is not considered relevant to this research proposal as such, it is sufficiently taken into account with reference to the prospective results, which can potentially acquire a gender dimension.
- The relevance of the gender dimension in relation to the final results of the proposal is not clearly presented.

- The gender dimension has been broadly considered in the proposal, but further details are lacking; it is unclear how the results will be interpreted (specifically when training protocols, dosages, exercise capacity and tolerance to myocardial infarction (MI) consequences were not accurately designed and calibrated to the different genders).

- Gender dimension is relevant to the proposal but is not fully taken into account in the output of the experiments (sex aspect of embryos/neonate is not clearly considered), which could confound data analysis.

- The sex-based phenotypic differences could potentially have influence on the results of the proposal, but the gender dimension is insufficiently addressed.
Gender in MATH

• The gender dimension is well addressed. It is relevant to the proposal due to the setting up of machine learning and predictive tools for biological data analysis.

• The gender dimension and other diversity aspects are very well considered, especially as the proposed approach aims at reducing the existing bias in data analytics.

• Overall, the network-wide training events are clearly described. The content of the training in soft skills is convincing, including emphasis on gender aspects and ethics.
Resources: EU studies (1/3)

• Gendered Innovations Expert Group: reports with case studies and methodologies for sex and gender analysis:
  ➢ *How gender analysis contributes to research* (2013)
  ➢ *How inclusive analysis contributes to research and innovation* (2020)

• These reports were led by Londa Schiebinger from Stanford University, which hosts its own ‘*Gendered Innovations*’ website with examples

• COVID-19 pandemic context: dedicated case study and factsheet on the gender dimension:
  ➢ *The impact of sex and gender in the COVID-19 pandemic*
  ➢ *Coronavirus pandemic: Impact on gender equality*

• Factsheet: *Gender & intersectional bias in artificial intelligence*
Resources: EU-funded projects and others (2/3)

- **Gender-Net Plus** project: promotes the integration of sex and gender analysis into R&I content, through co-funding 13 new projects.
  - IGAR tool (Recommendations for Integrating Gender Analysis into Research)
  - Guidelines and examples on specific research areas

- Several trainings on the gender dimension in R&I content available, coorganised with the European Commission:
  - BMBF hosted a **workshop series** with experts presenting their projects in fields like health, AI, environment and mobility.
    - New sessions foreseen in 2023 and 2024
  - **ELSI Dialogues on sex and gender in biomedical research**
NAJLEPŠA HVALA ZA VAŠO POZORNOST!

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