



Mreža NKT  
Obzorje Evropa

HORIZON  
EUROPE



THE EU RESEARCH & INNOVATION  
PROGRAMME 2021 - 2027

#HorizonEU



# Primeri evalvacijskih ocen za vključevanje spolne dimenzije v projektne predloge MSCA



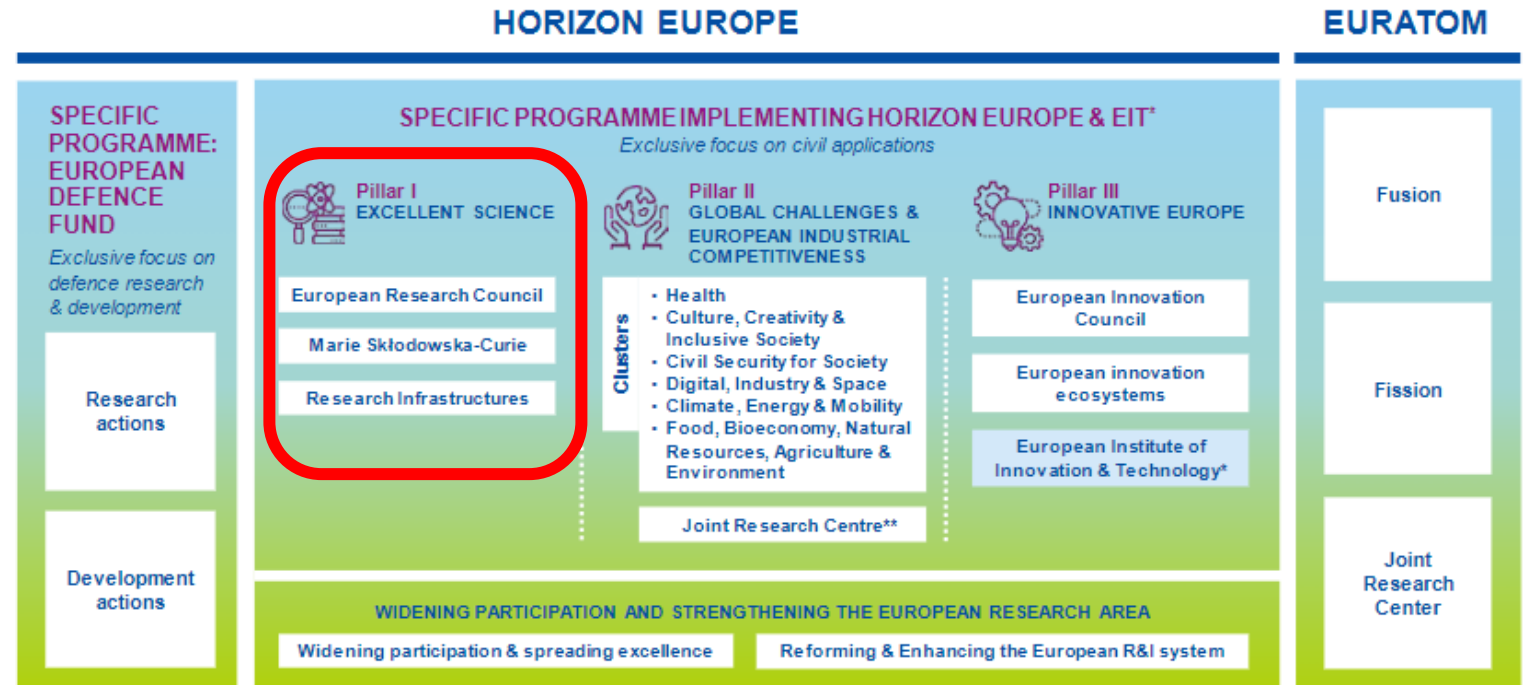
## Main goals of the programme:

**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**



\* European Institute of Innovation & Technology (EIT) is not part of the Specific Programme

\*\* Non-nuclear activities of JRC

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)*



European  
Commission



# 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

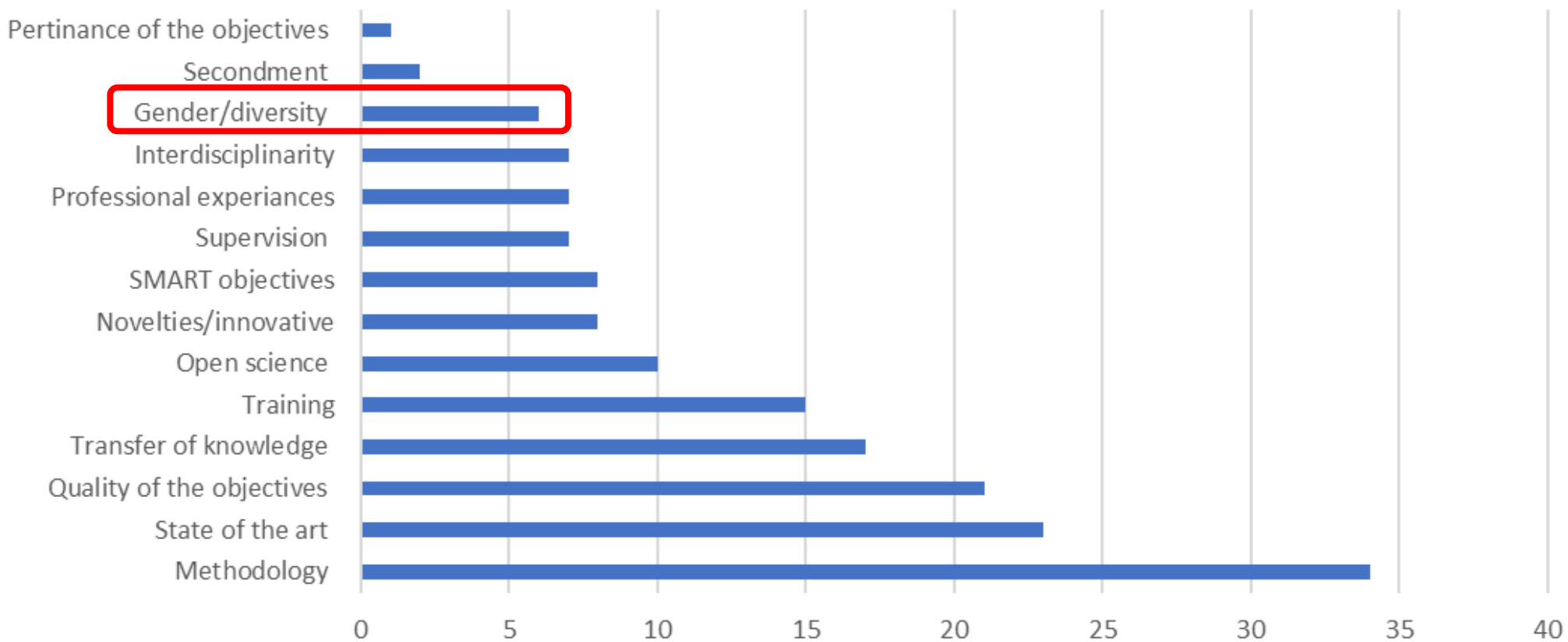
# MSCA Postdoctoral Fellowships

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



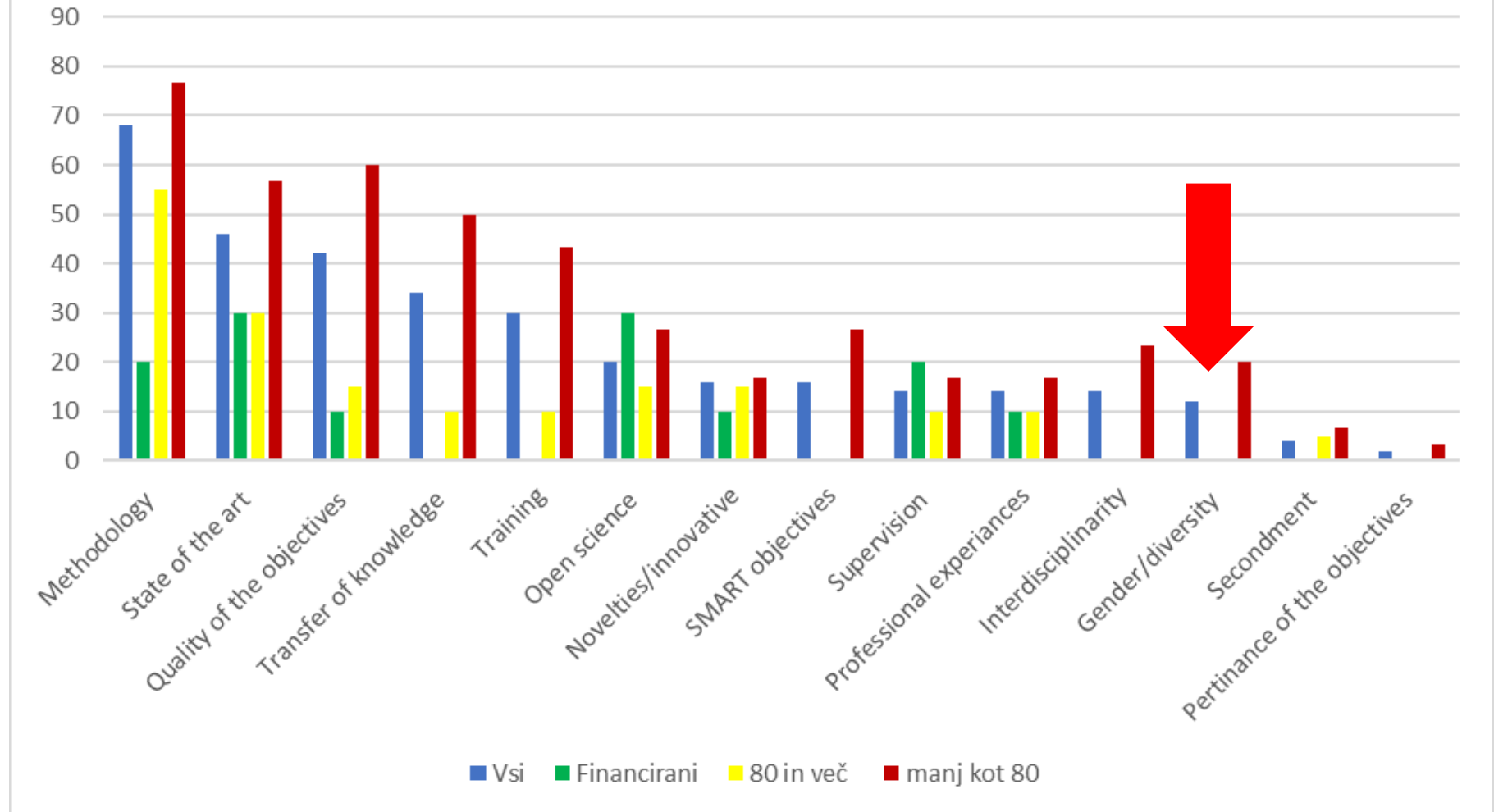


## Število negativnih evalvacijskih komentarjev pri kriteriju odličnosti na razpisu MSCA PF 22 za slovenske raziskovalne organizacije





## Delež negativnih evalvacijskih komentarjev pri kriteriju odličnosti slovenskih prijaviteljev na razpis MSCA PF 22







# Primeri SLO 22 – CHE

- 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.

## Primeri SLO 22 - SOC

- 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**.



# STRENGTHS & WEAKNESSES

- + 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**.



# GENERAL COMMENTS

- + *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.

# INTEGRATION INTO CONTENT

- + 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.



# INTEGRATION INTO CONTENT

- + **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.





# INTEGRATION INTO CONTENT

- + 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.

# INTEGRATION INTO CONTENT

- + 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.



# INTEGRATION INTO CONTENT

+ 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**.



# INTEGRATION INTO CONTENT

- ! - 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.



# INTEGRATION INTO CONTENT

- *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.



# STATE OF THE ART

- + 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



# STATE OF THE ART

- + 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**.



# STATE OF THE ART

- 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.**



# METHODOLOGY

- + 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.



# METHODOLOGY

- + 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).





# METHODOLOGY

- + 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



# METHODOLOGY

- + 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**.



# METHODOLOGY

- 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.



# RESEARCH CAPACITIES

- 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*.



# TRAINING

+ 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.

# IMPACT

- + *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 practitioner 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.



# IMPACT

- + 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.**





# IMPACT

- **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.



# RESULTS

+ 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.**



# RESULTS

- **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](#)





Mreža NKT

Obzorje Evropa

# NAJLEPŠA HVALA ZA VAŠO POZORNOST!

[stojan.sorcan@gov.si](mailto:stojan.sorcan@gov.si)



REPUBLIKA SLOVENIJA  
MINISTRSTVO ZA VISOKO ŠOLSTVO,  
ZNANOST IN INOVACIJE