

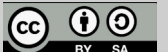


Gender Dimension in Research

Gender dimension in projects and funding opportunities on gender

Date. Facilitator's name, email address.

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Agenda

9.30 – 10.00	Welcome and Overview
10:00 – 11:30	Content Part 1. Gender Equality Plan in Horizon Europe Projects
11.30 – 11.45	Break
11:45 – 11.30	Content Part 2. Gender dimension in research projects
12.45 – 13.15	Content Part 3. EU funding opportunities on gender equality
13.15 – 13.30	Closure

Objectives and outcomes

Training Objectives

- Introduce the essential requirements and benefits of the Gender Equality Plan (GEP) within Horizon Europe projects.
- Explain the importance of the gender dimension in research and how it impacts research quality and relevance.
- Familiarize with EU funding opportunities specifically designed to support gender equality in research projects.

Learning Outcomes

- Understand and articulate the purpose and key requirements of a Gender Equality Plan (GEP) in Horizon Europe projects.
- Identify specific ways to incorporate gender perspectives and gender-sensitive strategies across the research process, from proposal writing to project implementation, dissemination and evaluation.
- Evaluate the gender responsiveness of existing research projects and recommend improvements.
- Navigate EU funding options for gender-focused projects and understand the application requirements.

Glossary

Gender Balance: An equitable distribution of genders within a group, organization, or team, often with the goal of fostering diverse perspectives and reducing bias.

Gender Barriers: Obstacles that limit opportunities, resources, or fair treatment based on gender, often rooted in societal norms or institutional practices.

Gender-Based Violence: Any act of violence directed at an individual based on their gender, often intended to establish or reinforce gender-based power inequalities.

Gender Dimension: The integration of gender considerations into the design, implementation, and evaluation of policies, projects, or research to ensure that they benefit all genders fairly.

Gender Equality: The state of equal access to opportunities and resources, regardless of gender, aiming to eliminate gender-based discrimination and ensure fair treatment for all.

Gender Equality Plan: A formal policy or document developed by an organization to promote equal opportunities and eliminate gender bias within the workplace or project environment.

Gender Impact: The specific effects or outcomes that an action, policy, or program has on gender equality or the experiences of different genders.

Gender Inequalities: Disparities in status, resources, opportunities, and treatment based on gender, often resulting from systemic biases or discrimination.

Glossary

Gender Mainstreaming: A strategy in which gender perspectives are integrated into all stages of project planning, implementation, and evaluation, promoting equal opportunities and preventing gender-based discrimination.

Gender Quotas: A system of setting minimum requirements for gender representation in certain areas, such as employment or decision-making bodies, to promote gender equality.

Gendered Metaphors: Figurative language that reinforces gender stereotypes or assigns gendered characteristics to certain roles, objects, or actions.

Gender-Sensitive Lens: An approach or perspective that actively considers and addresses the different needs, roles, and experiences of individuals based on their gender.

Language Bias: The use of language that reinforces stereotypes or excludes certain groups, often unintentionally; this can include gendered terms or phrasing that favor one gender over another.

Mitigating Measures: Actions taken to reduce or counteract potential negative effects, such as policies or practices aimed at lessening gender-based barriers or biases.

Sexual Harassment: Unwanted or inappropriate behavior of a sexual nature that creates an intimidating, hostile, or offensive environment for the victim.

Unconscious Gender Biases: Implicit biases specifically related to gender, which can influence perceptions, decisions, and behaviors without conscious awareness, often perpetuating stereotypes and inequalities.

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I. Gender Equality Plan in Horizon Europe Projects

Horizon Europe applicants that are **public bodies, research organisations or higher education institutions** established in a **Member State or an Associated Country** **must have a Gender Equality Plan (GEP) in place**, fulfilling the **four mandatory requirements and consider the recommended areas**.

I. Gender Equality Plan in Horizon Europe Projects

- Applicable to Horizon Europe calls **from 2022 onwards**
- The GEP is **requested at proposal stage** in applications forms
- The GEP **must be in place for the signature** of the Grant Agreement

I. Gender Equality Plan in Horizon Europe Projects

Gender Equality Plan

Does the organization have a Gender Equality Plan (GEP) covering the elements listed below?

☐ Yes ☒ No

Minimum requirements (building blocks) for a GEP

Public GEP: formal document published on the institution's website and signed by the top management, addressing the following issues:

- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel and students and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.
- **Minimum areas** to be **covered** and addressed via concrete measures and targets:
 - o work-life balance and organisational culture;
 - o gender balance in leadership and decision-making;
 - o gender equality in recruitment and career progression;
 - o integration of the gender dimension into research and teaching content;
 - o measures against gender-based violence including sexual harassment.

I. Gender Equality Plan in Horizon Europe Projects

Mandatory GEP process requirements



**Public
document**



**Dedicated
resources**



**Data
collection
and
monitoring**



**Training
and
capacity
building**

Source: <https://ec.europa.eu/research/participants/docs/h2020-funding-guide/other/event220623.htm>

Further information: [Horizon Europe guidance on gender equality plans](#). [GEAR tool](#)



I. Gender Equality Plan in Horizon Europe Projects

Mandatory GEP process requirements



Public document

- ✓ Formal document
- ✓ Published on the organisation's website
- ✓ Signed by the top management
- ✓ Actively communicated within the institution

I. Gender Equality Plan in Horizon Europe Projects

Mandatory GEP process requirements



Dedicated resources

- ✓ Funding for gender equality positions or teams
 - ✓ Reserved time for others to work on gender equality
- Examples: dedicated unit/department to Equal Opportunities,
setting-up a Working Group to support the implementation of the GEP.

I. Gender Equality Plan in Horizon Europe Projects

Mandatory GEP process requirements



Data collection and monitoring

- ✓ Data on sex or gender of staff across roles and leadership.
- ✓ Data on sex or gender of student body.
- ✓ Annual reports and evaluations of progress and outcomes with a set of indicators (more than 2) for staff and students.

GEECCO tutorial for data monitoring:

<https://www.tuwien.at/en/tu-wien/organisation/zentrale-bereiche/genderkompetenz/gender-in-der-forschung/geschlecht-innovation/geecco-results/evaluation-and-monitoring-tutorials>

ACT Gender equality Audit and Monitoring tool: <https://act-on-gender.eu/nes/gender-equality-audit-and-monitoring-team-tool>

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I. Gender Equality Plan in Horizon Europe Projects

Mandatory GEP process requirements

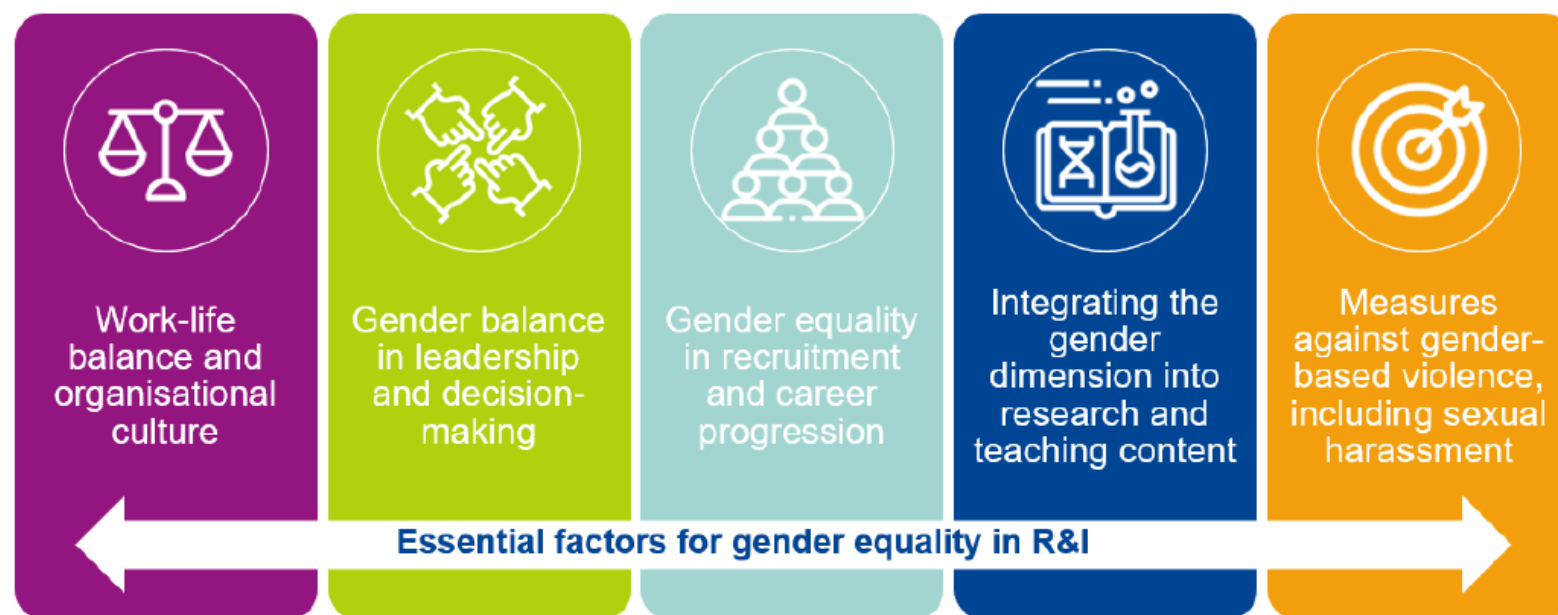


Training and capacity building

- ✓ Whole organisation engagement, with professors, students, administrative staff, decision makers and top management included.
- ✓ Ongoing and long-term process.

I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



Work-life
balance and
organisational
culture



Things to think about

Department openness and inclusivity

Visibility of women

Valuing staff contribution

Workload allocation

Induction and training

I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



Work-life
balance and
organisational
culture



Possible measures

- Parental leave policies
- Flexible working time arrangements
- Support for caring responsibilities
- Workload management
- Reintegration of staff after career breaks
- Advice and support on work-life balance

I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



Gender balance
in leadership
and decision-
making



Things to think about

How women are represented in **decision-making** at the top of the organisations and across academic schools and administrative functions.

What types of **barriers** exist in ensuring women are represented in decision-making and leadership positions

What **targets** could be set to ensure gender balance in leadership and decision-making roles

I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



Gender balance
in leadership
and decision-
making



Possible measures

Providing all decision-makers and leaders with gender training

Adapting procedures for selection/appointment of staff on committees

Ensuring gender balance through gender quotas

Making committee membership more transparent

Providing support to women employees

Ensuring that leadership and decision-making roles are properly recognised

I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



Gender equality
in recruitment
and career
progression



Things to think about

What targets should be set in terms of recruitment of women and progression into senior roles?

Which inclusive and proactive measures can be implemented to achieve these targets?

I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



Gender equality
in recruitment
and career
progression



Possible measures

Codes of conduct for recruitment and promotion

Gender equality expertise in recruitment/promotion committees

Unconscious bias training for recruiters

Being aware of language bias

Publicly advertised recruitment and selection procedures

Assessing research quality rather than quantity

I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



Integrating the gender dimension into research and teaching content



Things to think about: Research Performing Organisations

Do prospective research projects include a gender impact assessment?

Do internal quality assurance and approval processes for research and teaching programmes review whether gender has been considered appropriately in their design?

Is there support and leadership in place that enables and promotes the incorporation of sex and gender analysis into research design and reviewing teaching curricula?

I. Gender Equality Plan in Horizon Europe Projects

Recommended GEP content areas



Measures
against gender-
based violence,
including sexual
harassment



Possible measures

Behaviours: A code of conduct to establish and codify the expected behaviours of employees

Reporting: A policy to establish how all members of the organisation can report instances of sexual harassment

Investigation: A policy to set out easy to understand information about the investigatory and decision-making process

Support for victims: advice and information on support available to victims or witnesses

Disciplinary measures

Group Activity 1

Potential obstacles and drawbacks	Solutions or actions to address them

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II. Gender dimension in research projects

1. Excellence criteria
2. Project implementation criteria
3. Impact criteria
4. Annex 5. Specific rules. Model grant agreement
5. Measures to promote gender equality within a project
6. Work plan and resources
7. Budget and eligible costs
8. Evaluation

II. Gender dimension in research projects

Excellence criteria

- [...] appropriate consideration of the **gender dimension in research and innovation content.**

→ *Describe how the gender dimension is taken into account in the project's R&I content and training programmes.*

→ *If you do not consider such a gender dimension to be relevant in your project, please provide a justification.*

Note: this question relates to the content of the planned R&I activities, and not to gender balance in teams in charge or carrying out the project

[Source: Standard Application Form. HE Programme](#)

II. Gender dimension in research projects

Excellence criteria

EXAMPLE. Rethinking Standards and Reference Models

Standards and reference models based on a single sex (or particular groups of men or women) can have damaging material consequences. For example:

- **Cardiac Health Misdiagnosis:** Heart attack symptoms differ by sex, leading to misdiagnoses in women.
- **Vehicle Safety:** Crash test dummies based on male anatomy raise injury risks for women.
- **Protective Equipment Fit:** Safety gear often fits women poorly, reducing effectiveness and increasing risk.
- **Pharmaceutical Dosages:** Male-based drug dosages cause side effects in women, who metabolize differently.

Source: <https://genderedinnovations.stanford.edu/methods/standards.html>

II. Gender dimension in research projects

Excellence criteria

EXAMPLE. Rethinking Standards and Reference Models

- **Workplace Ergonomics:** Tools and workstations designed for men can lead to discomfort or injury for women.
- **Sports Equipment:** Male-designed sports gear heightens injury risks for female athletes.
- **Sleep Studies:** Male-based sleep studies result in guidance that doesn't support women's sleep patterns.
- **Mental Health Assessments:** Male-focused stress responses lead to misdiagnosis in women for PTSD and depression.
- **Thermal Comfort:** Office temperatures often favor men, leaving women uncomfortably cold and affecting productivity.

Source: <https://genderedinnovations.stanford.edu/methods/standards.html>

II. Gender dimension in research projects

Excellence criteria

EXAMPLE. Rethinking Standards and Reference Models

When analyzing human standards and reference models, researchers/engineers should consider the following questions:

- Does the existing model differentiate between women, men, and gender-diverse people?
- If a model does *not* consider sex, is it based on research in both sexes, or is it in fact a male/females reference model that is being used as a generic “human” model?
- Does the existing model take into account differences between women’s, men’s, and gender-diverse people's needs, attitudes, and interests?

Source: <https://genderedinnovations.stanford.edu/methods/standards.html>

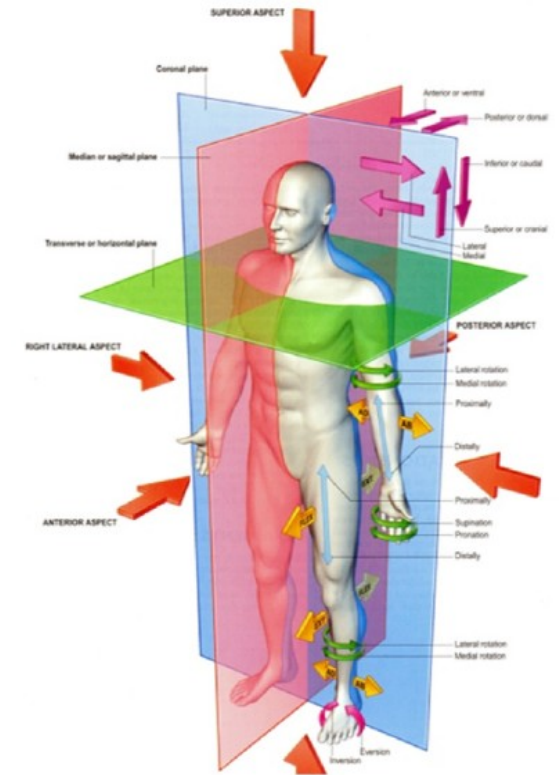


Figure 2. The 70kg male body is often used as a standard reference model in anatomical textbooks.

II. Gender dimension in research projects

Project implementation criteria

- Quality and effectiveness of the **work plan**, suitability of the **effort assigned to work packages** and the **resources** overall is assessed.
- **Capacity of participants** and consortium as a whole. [...] show how the **expertise in gender aspects** of R&I as appropriate [...]

[Source: Standard Application Form. HE Programme](#)

II. Gender dimension in research projects

Impact criteria

- Credibility of the pathways to achieve the impacts specified in the work programme:
 - state the **target groups** that would benefit,
 - describe any **requirements, potential gender barriers** and the **mitigating measures**.

[Source: Standard Application Form. HE Programme](#)

II. Gender dimension in research projects

Impact criteria

- Measures to maximise the expected impacts.
 - describe the dissemination, exploitation and communication **measures** that are planned, and the **target groups addressed**.

[Source: Standard Application Form. HE Programme](#)

II. Gender dimension in research projects

Impact criteria

Identify potential target groups:

What are the characteristics of target users/communities? These may include sex, age, socioeconomic status, ethnicity, native language, etc.

Questions to include:

- How will different groups of people (defined by sex, race, age, geographic location, etc.) be affected by this project/product?
- What are their particular perspectives, needs and interests?
- Whose practical knowledge or experience is relevant to this research or design project?

Source: <https://genderedinnovations.stanford.edu/methods/co-creation.html>

II. Gender dimension in research projects

Impact criteria

Seek user or community input:

Engage users/communities in defining problems, requirements, and solution and design alternatives

Ensure that your participant sample is heterogeneous enough to capture the various intersecting positions of relevance to the project

Source: <https://genderedinnovations.stanford.edu/methods/co-creation.html>

II. Gender dimension in research projects

Annex 5. Specific rules. Model grant agreement

VALUES-ARTICLE 14

Gender mainstreaming

The beneficiaries must take all **measures to promote equal opportunities between men and women** in the implementation of the action and, where applicable, in line with the gender equality plan.

They must aim, to the extent possible, for a **gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.**

Source: **ANNEX 5. SPECIFIC RULES. MODEL GRANT AGREEMENT**

II. Gender dimension in research projects

Measures to promote gender equality within a project

- Transparency of recruitment and working conditions
- Plans and conditions for career development
- Transparent gender equal wage classification and grading of jobs
- Setting up a gender balance quota in new hires within the project
- Appointing a Gender Issues Advisor within the project/within the Advisory Board
- Setting up a Gender Plan as a project deliverable (in M6 with regular updates).
- Trainings on unconscious gender biases in recruitment and gender issues in research

The EU Charter and the Code of Conduct for the Recruitment of Researchers.

Human Resources Strategy for Researchers

Source: **ANNEX 5. SPECIFIC RULES. MODEL GRANT AGREEMENT**

II. Gender dimension in research projects

Measures to promote gender equality within a project

- Plan for dissemination and communication “with gender dimension”. Admissibility condition in Horizon Europe projects.
- Use of gender-sensitive communication, including the translations into participants’ native languages and removing gender stereotypes.
- Setting up “raise awareness on gender issues” workshop and activities with researchers and students. Ex: “Gender Balance in STEAM fields”.
- Setting up jointly activities with gender-based projects and with sister projects. Ex: round table about gender issues with sister projects.
- Setting up project actions in collaboration with the departments and units of participants dedicated to gender issues and in charge of the Gender Equality Plan.

II. Gender dimension in research projects

Measures to promote gender equality within a project

- Adoption of family-friendly policies. Example: Trips Tues.-Weds.-Thurs.
- Setting up sex and gender analysis, adding tables, figures and descriptions of the gender/sex findings, if any.
- Visibility: when publishing results, take into account magazines and websites specialised in gender aspects and policy briefs. Example: [Gendered Innovations](#)
- Measures to prevent and address gender-based violence such as sexual harassment.
- Gender planning and budgeting

II. Gender dimension in research projects

Measures to promote gender equality within a project

GOVERNANCE STRUCTURE AND BODIES

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

- Advisory boards
- General Assembly/Steering Committee
- Stakeholders, policy makers and decision makers
- Work packages leaders
- Project coordinators
- Main researchers
- Job opportunities within the project lifetime

II. Gender dimension in research projects

Measures to promote gender equality within a project

RETHINKING LANGUAGE AND VISUAL REPRESENTATIONS

- How might metaphors be gendered and create unintended hypotheses?
- Do gendered metaphors reinforce stereotypes?
- Are word choices or naming practices gendered?
- Do naming practices or pronoun choices exclude gender/diverse individuals?
- How does nomenclature influence who becomes scientist or engineer?
- Are the images being used gender inclusive?

Source <https://genderedinnovations.stanford.edu/methods/language.html>

II. Gender dimension in research projects

Measures to promote gender equality within a project

RETHINKING LANGUAGE AND VISUAL REPRESENTATIONS

- Are graphs, charts, or images used to visualize abstract concepts gendered in unintended ways?
- Does a particular field of engineering promote a self-image that carries messages about the gender appropriateness of participation by women, men, and gender-diverse people?
- Are problem sets or training exercises chosen to illustrate basic scientific principles gendered in unintended ways?

Source <https://genderedinnovations.stanford.edu/methods/language.html>

II. Gender dimension in research projects

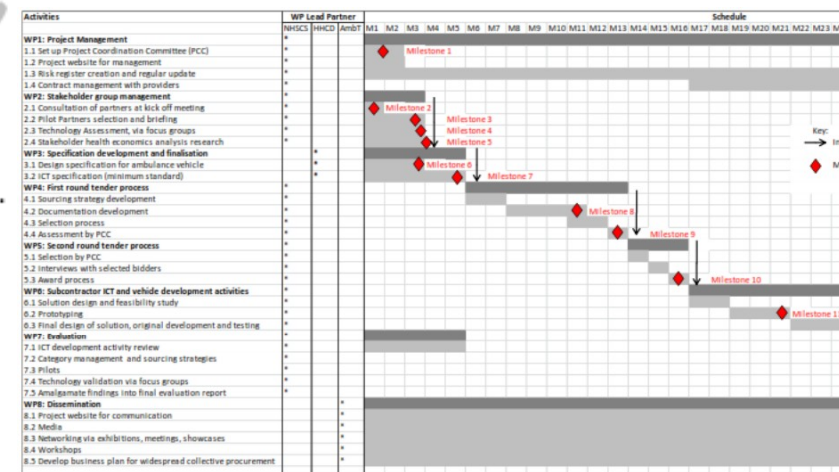
Work plan and resources

If there are specific tasks in the project to address the gender dimension, this should be reflected in the work plan through specific work packages, milestones and/or deliverables.

3.1 Work plan and resources *e.g. 14 pages (19 pages for topics using lump sum funding) – including tables]*

Please provide the following:

- brief presentation of the overall structure of the work plan;
- timing of the different work packages and their components (Gantt chart or similar);
- graphical presentation of the components showing how they inter-relate (Pert chart or similar).
- detailed work description, i.e.:
 - a list of work packages (table 3.1a);
 - a description of each work package (table 3.1b);
 - a list of deliverables (table 3.1c);



II. Gender dimension in research projects

Work plan and resources

Timing and Scheduling (Gantt Chart):

- Are there milestones that address gender aspects within each work package?
- Have review points been scheduled to assess gender considerations throughout the project?

Graphical Representation of Interconnected Components:

- How are gender-relevant tasks connected to other project components?
- Are gender-integrated work packages clearly highlighted in the visual layout?

Detailed Work Description (Work Packages and Deliverables):

- Does each work package description specify how it addresses gender perspectives?
- Are there deliverables focused on analyzing or implementing gender-related insights?
- Does the work package description use gender-sensitive language throughout?

II. Gender dimension in research projects

Budget and eligible costs

GOODS AND SERVICES

- ✓ **Travel costs.** Example: the European Conference on Gender Equality in Higher Education
- ✓ **Gender expert services.** Example: Expert recommendations on which aspects reinforce or reduce inequalities and which promote equality with respect to the status quo and on how the research project can reduce gender inequalities and promote gender equality.
- ✓ **Training costs.** Examples: Training on Methods and Techniques for Integrating Sex and Gender into Research content, training for data collection with humans and the analysis of data from human participants.
- ✓ **Costs of dissemination and communication actions with gender dimension**

II. Gender dimension in research projects

Budget and eligible costs

PERSONNEL COSTS

- ✓ *Working hours devoted to including gender dimension*

II. Gender dimension in research projects

Evaluation

- ✗ *The gender dimension is only considered in relation to project management, however, **social practices do have a strong gender dimension which is insufficiently addressed** in the proposal.*
- ✗ ***Gender considerations are limited** to avoid gender bias in studies involving human participants.*
- ✗ *While **the action addresses how to improve the gender balance of the photonics sector** with actions specifically targeting young women, the **methodology is described in general terms and specific action lacks clarity**.*
- ✗ *The Gender dimension **has been mentioned only in a general manner and is not properly addressed**.*
- *The consortium partners **adequately demonstrate their knowledge and commitment to enable gender aspects of R&I**.*

Source: proposals presented by Universitat Politècnica de Catalunya 2019-2022

Group Activity 2

Evaluate the ergonomic design of current agricultural machinery used in vineyard management across Southern Europe

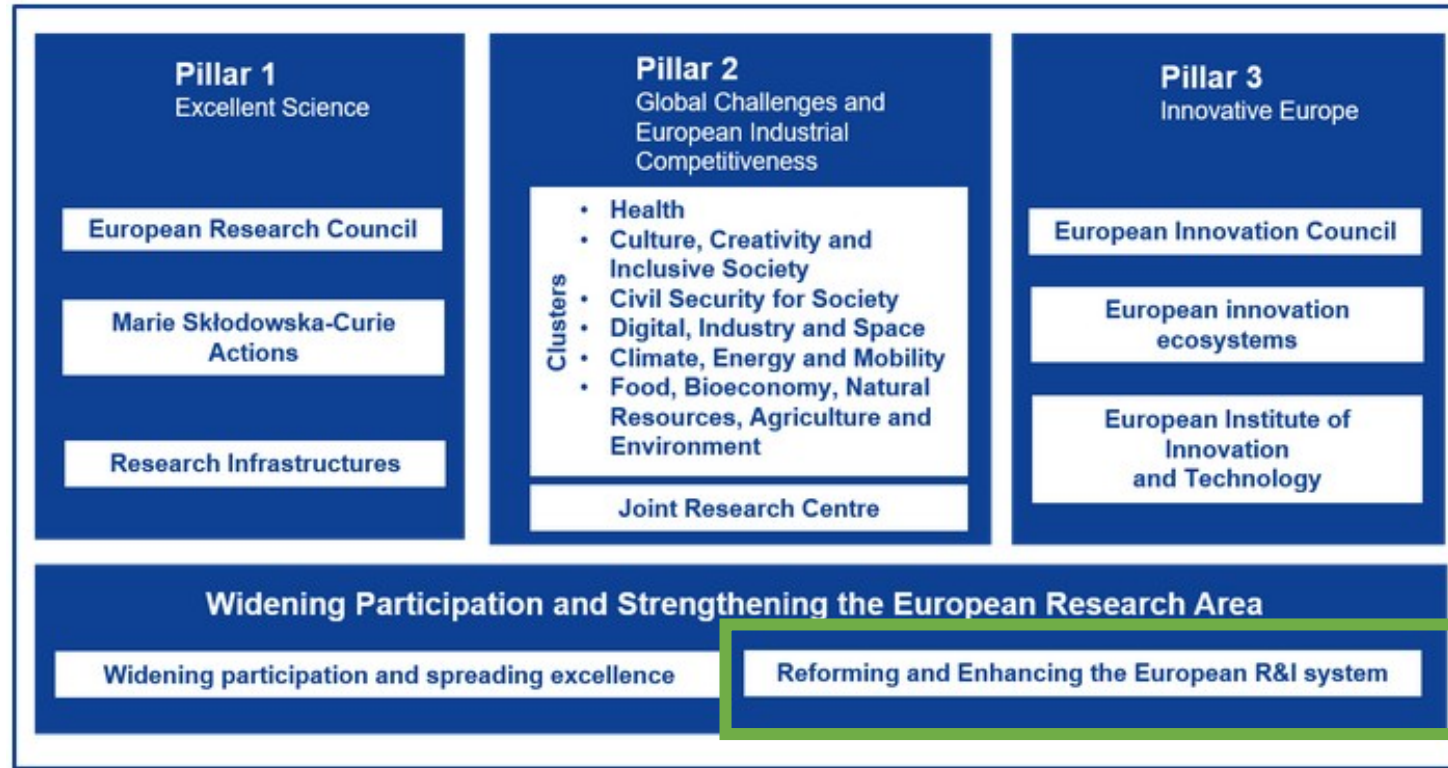
Brainstorm five ways to integrate a gender perspective into this research.
You can consider research design and participants, methodology and data collection, analysis, and/or dissemination.

1	2	3	4	5

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III. EU funding opportunities on gender equality



Source: [Participation in Horizon Europe](#)

III. EU funding opportunities on gender equality 2022

AGRIGEP is an example of a project that was founded through a specific Horizon call on gender equality.

15 proposals
submitted

4 funded
European
projects

64%
beneficiaries
from "Widening
countries"

Coordinators: 2 widening
(HU y TK)
2 no widening
(IE y FR)

HORIZON-WIDERA-2022-ERA-01-81: Support to the implementation of inclusive GEPs

Projects funded under this topic

Found 4 record(s)

Search...

TITLE	ACRONYM	PROJECT ID
Building Gender Equality through gender budgeting for Institutional Transformation	BUDGET IT	101094391
SecUring sPORTs Education thRough innovative and inclusive Gender Equality Plans	SUPPORTER	101094529
Assessment and implementation of Agriculture and Life Science Universities' first Gender Equality Plans in widening countries	AGRIGEP	101094158
Twinning Research and Innovation Institutions to Design and Implement Inclusive GEPs	NEXUS	101094949

Source: <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/opportunities/topic-details/horizon-widera-2022-era-01-81>

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III. EU funding opportunities on gender equality 2024

TOPIC	TITLE
HORIZON-WIDERA-2024-01-10	Policy coordination to support all aspects of inclusive Gender Equality Plans and policies in the ERA
HORIZON-WIDERA-2024-01-11	Support to the implementation of inclusive gender equality plans

Source: [Work Programme 2023-2024 Widening participation and strengthening the European Research Area](#)

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III. EU funding opportunities on gender equality 2024

HORIZON-WIDERA-2024-ERA-01-10: Policy coordination to support all aspects of inclusive Gender Equality Plans and policies in the ERA

Rationale

- Policy coordination is needed to advance the implementation of GE in the ERA building on the commitment of the Ljubljana Declaration and opening up GE policies in R&I to diversity

Objective:

- Supporting ERA policy development on inclusive GE at national level, including a focus on joint activities with different actors from the innovation sector, in coordination with the ERA Forum and the EC

Expected Outcome:

- Sustainable network of national representatives from MS/AC accomplish the GE and inclusiveness objectives of the ERA
- Enhanced policy dialogue on inclusive GEPs, career paths, intersectional dimension in R&I content...

Activities:

- Capacity-building, mutual learning, stakeholder and citizen engagement
- Joint activities with actors from private, innovation and entrepreneurship sectors
- Transnational CoP of R&I funding organizations committed to gender-responsive R&I institutions

At least 23 MS
+ AC

Geographical
inclusiveness

Intersectional
approach

CSA
3,5 M€ (1 Project)

III. EU funding opportunities on gender equality 2024

HORIZON-WIDERA-2024-ERA-01-11: Support to the implementation of inclusive gender equality plans

Rationale

- While inclusive GEPs are a core objective for the promotion of GE in the new ERA, there remains heterogeneity across the EU and AC, particularly Widening

Objective:

- Develop inclusive GEPs through a mentoring exercise (more and less experienced organizations)
- Partners around a specific thematic area or have widening partners with similar background

Expected Outcome:

- To enhance attractiveness and R&I excellence of less experienced organizations through GEPs, thus advancing ERA policy objectives on GE and inclusiveness

Activities:

- Methods to develop and monitor inclusive GEPs tailored to organizations' needs
- Networking in GE and inclusiveness (existing CoPs)
- Workshops, on-site visits, capacity building...

**1 leading institution +
3 less experienced
Widening**

**Intersectional
approach**

**Specific thematic
area**

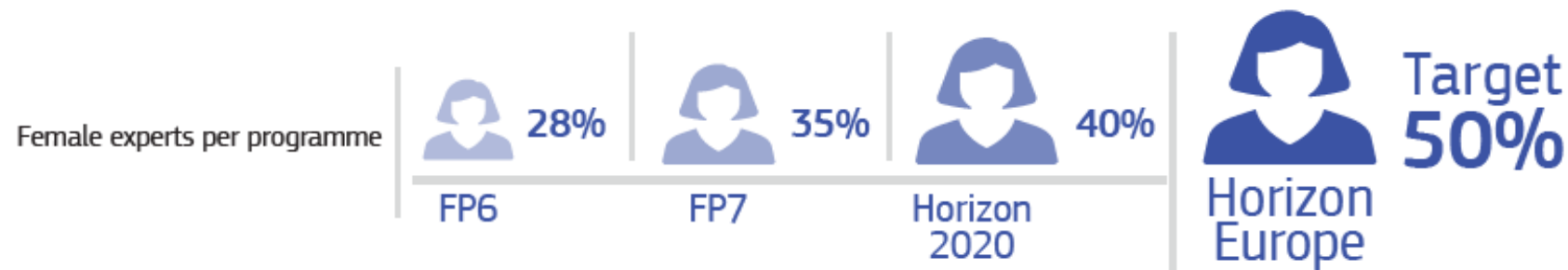
**CSA
3 M€ (4 projects)**

0,5-1 m€ per
project
Deadline:
12.03.24

III. EU funding opportunities on gender equality

Horizon Europe. Work as an expert

Experts for evaluation - expertise first but also geographical, gender and industry academia diversity



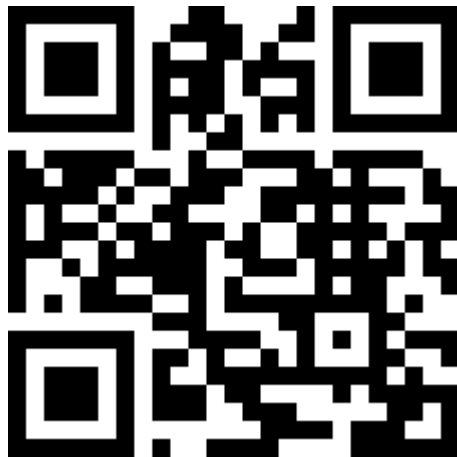
The European Union Institutions appoint external experts to assist in the evaluation of grant applications, projects and tenders, and to provide opinions and advice in specific cases.

Register as expert: <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/work-as-an-expert>

Recommended sources

- [Gender Inclusivity Dissemination Guidelines](#)
- [How to integrate the gender dimension into #HorizonEU clusters & missions,](#)
- [A thematic collection of innovative EU-funded research results](#)
- [Report on Implicit Gender Biases During Evaluation](#)
- [Gender decoder](#): this site to check whether a job advert has the kind of subtle linguistic gender-coding that has this discouraging effect.
- [New tools for gender analysis. Jeremy Berg. ScienceMag.org](#)
- [Video on Gendered Innovations](#) and [video produced by MSCA](#)
- [Toolkit for integrating gender-sensitive approach into research and teaching](#)
- [Gender and Inclusion Toolbox: Participatory Research in Climate Change and Agriculture . CGIAR Research](#)
- [Yellow Window Toolkit for Gender in EU-Funded Research](#)

Exit questionnaire



Before you go, we'd love to hear your feedback.

Please scan the QR code to complete a quick exit survey.



Gender Dimension in Research

Gender dimension in projects and funding opportunities on gender

Date. Facilitator's name, email address.

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