



APRE

Agenzia per la Promozione
della Ricerca Europea

La dimensione di genere in Horizon Europe

Corso di formazione per Sant'Anna, Scuola Normale Superiore e Università di Pisa

5 dicembre 2022

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Agenda

Time	Topic
10:30	Saluti di benvenuto
10:40	Sessione interattiva (menti.com)
10:45	Prospettive: dizionario essenziale di genere, inquadramento storico-legale
11:00	Gender Equality Plan: conoscere il GEP della propria istituzione (open session)
11:30	Coffee break
11:35	Integrare la dimensione di genere nei progetti Horizon Europe
12:05	Il template della proposta: cos'è richiesto in fasi di scrittura
12:25	Esempi di progetti finanziati sul tema gender
12:30	Conclusioni



Mi presento



- ▣ Laureata in filosofia e scienza storiche, specializzazione in **storia della scienza**
- ▣ Ho conseguito il master in **comunicazione della scienza** alla SISSA di Trieste
- ▣ Interessi principali: **gender issues in R&I, bioeconomy, energy**
- ▣ Socia fondatrice di **She is a scientist APS**, progetto di **comunicazione** e **storytelling** nato nel 2017 per valorizzare l'apporto delle donne alla scienza e per creare maggiore consapevolezza sui fattori che influenzano la **gender equality in scienza e ricerca**



Breve sessione interattiva

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CODICE

[52 51 66 2](#)



Qual è il genere in cui ti identifichi?

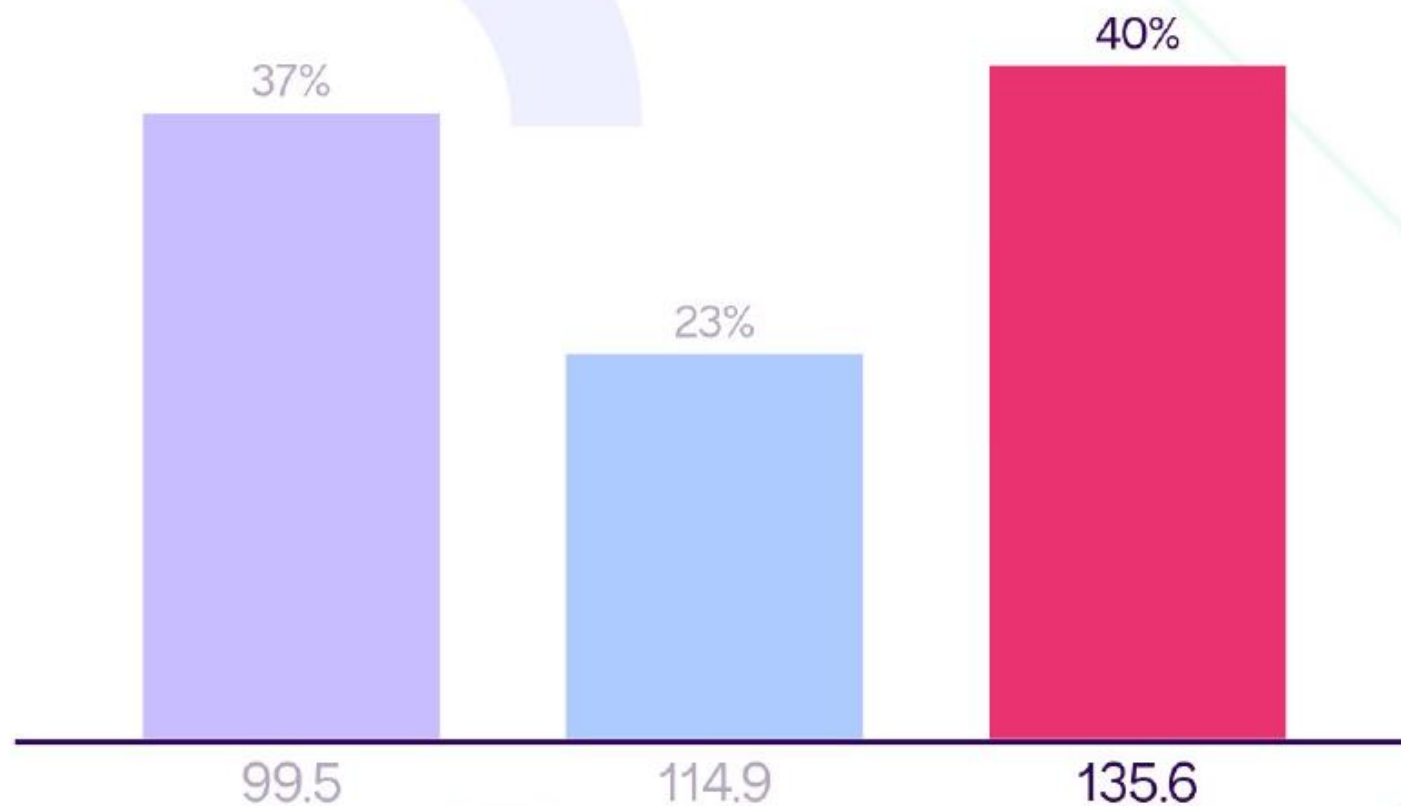


GENERE | Cosa vi viene in mente?





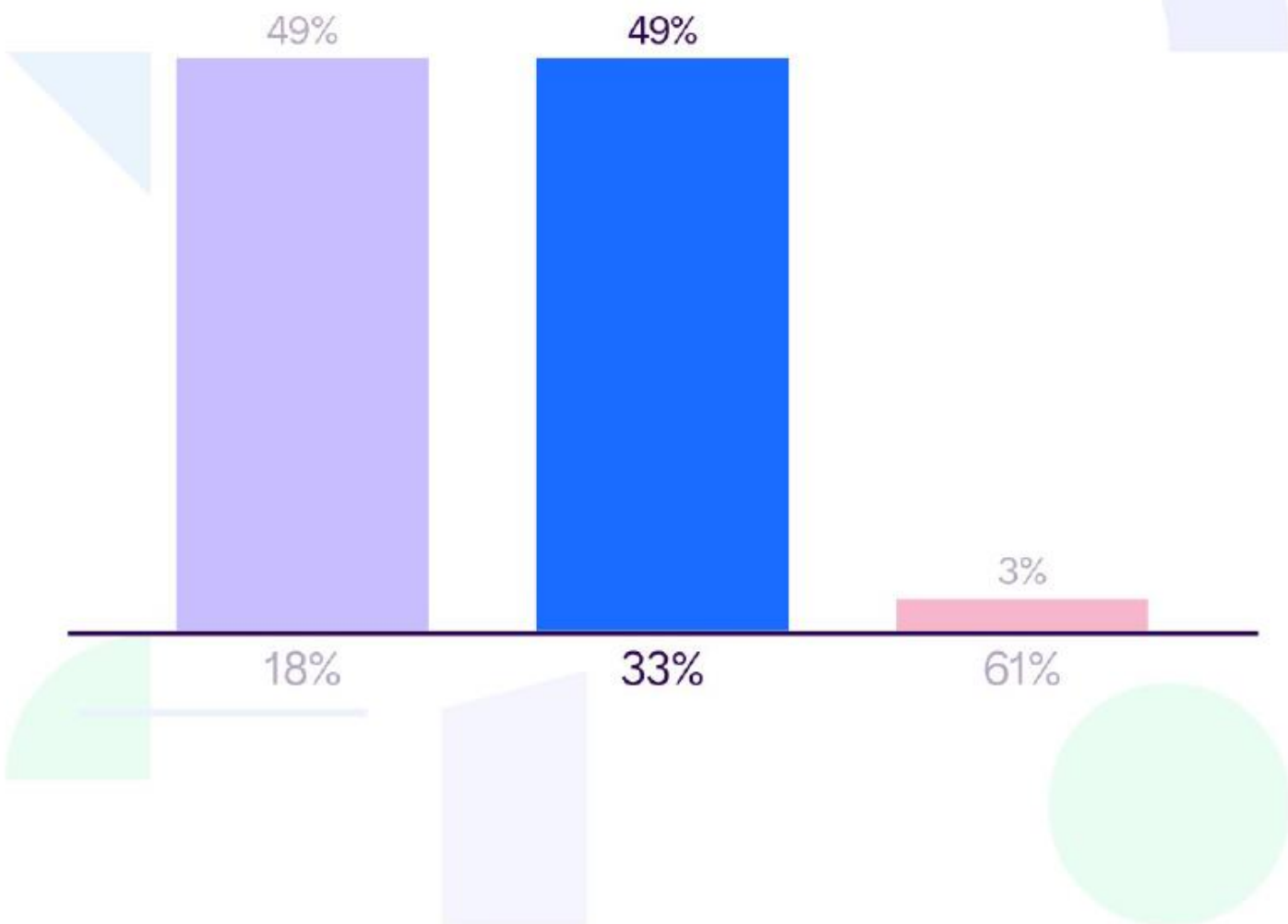
Gli anni necessari a colmare il gender gap a livello GLOBALE



Gli anni stimati per colmare il gap nell'educazione a livello GLOBALE



% media EUROPEA della presenza femminile nei consigli di amministrazione al 2020



Perché ha senso parlare di genere e adottare una prospettiva di genere e adottare una prospettiva di genere nella ricerca?



Quanto sei d'accordo?

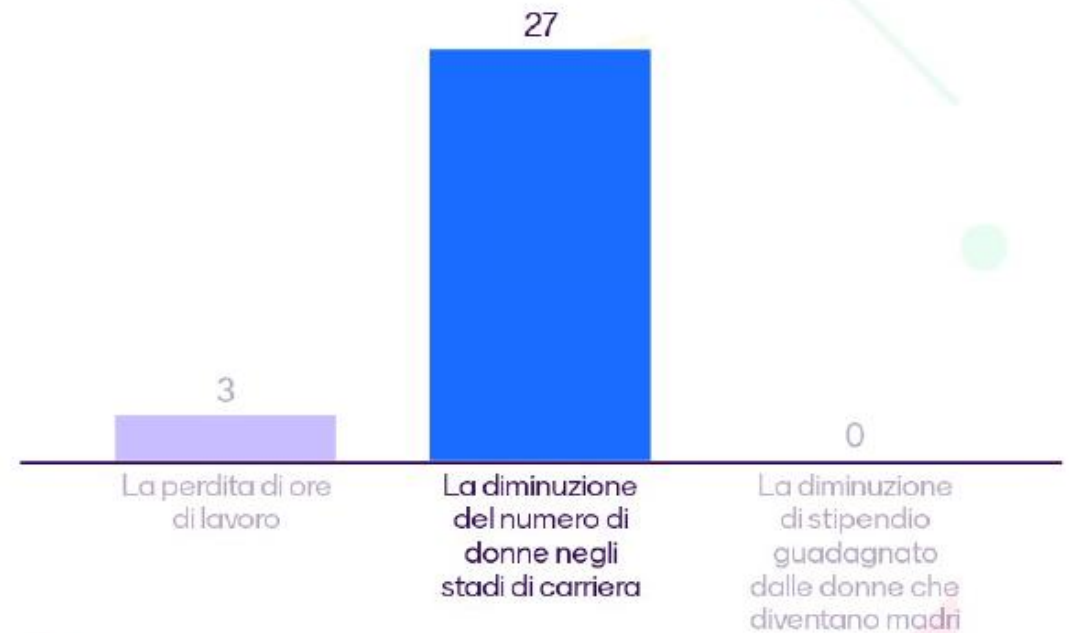
Poco

Il numero delle donne laureate è minore rispetto a quello degli uomini

2.1

Molto

Leaking pipeline: è un'espressione che indica





Prospettive
Dizionario essenziale



Theoretical framework [1]

- ↗ **SESSO:** caratteristiche biologiche e fisiologiche. Le caratteristiche sessuali alla nascita definiscono il sesso come femminile e maschile, più raramente sia maschili sia femminili (intersessualità)
- ↗ **GENERE:** sistema socialmente costruito intorno al sesso delle persone (*ruolo di genere*). Insieme di attitudini e comportamenti socioculturali, determinati dal tempo e dal luogo in cui si vive. L'identificazione di genere non sempre coincide con il sesso (*identità di genere*)
- ↗ **GENDER EQUALITY:** situazione in cui le persone di tutti i sessi sono libere di sviluppare le proprie abilità, avere accesso a pari risorse e opportunità, fare scelte senza le limitazioni imposte dai ruoli di genere socialmente accettati
- ↗ **FATTORI INTERSEZIONALI:** come l'etnia, l'età, lo stato socioeconomico, l'orientamento sessuale, l'identità di genere o la disabilità. Si combinano con il sesso e il genere per modellare l'esperienza e le opportunità sociali di una persona o di un gruppo, influenzando così la forma di discriminazione e disuguaglianza che può incontrare



Theoretical framework [II]

- ↗ **GENDER BIAS IN RESEARCH:** differenza (spesso) non intenzionale e implicita tra donne e uomini che posiziona un genere (di solito quello maschile) in una posizione dominante all'interno di un determinato contesto. Questo è il risultato di **stereotipizzazioni e semplificazioni** della mascolinità e della femminilità
- ↗ **GENDER-SPECIFIC RESEARCH:** ricerche focalizzate sul genere
- ↗ **GENDER-SENSITIVE RESEARCH:** in queste ricerche, la dimensione di genere è considerata in tutto il suo ciclo, dall'idea all'implementazione. In linea di principio (ma anche operativamente) *tutte le ricerche EU-funded dovranno essere gender-sensitive*



EQUAL OPPORTUNITIES FOR WOMEN AND MEN

- ↗ Assenza di **barriere** alla partecipazione per opportunità economiche, politiche e sociali sulla base del sesso. Tali barriere sono spesso indirette, difficili da discernere e causate da fenomeni strutturali e rappresentazioni sociali che si sono rivelate particolarmente resistenti al cambiamento (*bias*)
- ↗ Le pari opportunità, che si fondano sulla logica della **necessità** di un'intera gamma di **azioni** per **cambiare** le profonde disuguaglianze sessuali e di genere, dovrebbero essere distinte dalla *parità di trattamento*, che implica semplicemente l'evitare la discriminazione diretta

The background of the slide is the European Union flag, featuring a circle of twelve gold stars on a blue field. The flag is slightly wrinkled, giving it a sense of movement.

Prospettive di genere
Il punto di vista dell'Europa



Dalla sua istituzione a oggi

- ↗ L'uguaglianza di donne e uomini è un **valore fondamentale** dell'Europa, riconosciuto già nel Trattato di Roma del 1957 (art. 119, *parità delle retribuzioni fra i lavoratori di sesso maschile e quelli di sesso femminile per uno stesso lavoro*)

- ↗ Col tempo si sono aggiunte nuove **strategie**:
 - Work-Life Balance Directive (European Parliament and the Council, 2019)
 - European Commission's Strategic Engagement for Gender Equality 2016-2019 (European Commission, 2015)
 - Gender Equality Strategy 2020-2025 (European Commission, 2020)



STRATEGIA 2020-2025

- ▣ Inquadra l'operato della Commissione europea in materia di parità di genere e definisce gli **obiettivi politici e le azioni chiave** per il periodo 2020-2025

- ▣ Il suo scopo è costruire un'Europa in cui donne e uomini, ragazze e ragazzi, in tutta la loro diversità, siano uguali e liberi di perseguire le loro scelte di vita, abbiano pari opportunità di realizzazione personale e le stesse possibilità di partecipare alla nostra società europea e svolgervi un ruolo guida
 - Porre fine alla **violenza di genere**;
 - Assicurare pari opportunità nel **mercato del lavoro**;
 - Colmare il **gender pay gap**;
 - Garantire equilibrio di genere nei **processi decisionali**;
 - Integrare la prospettiva di genere in tutte le **policy** europee



SHE FIGURES 2021

- Report triennale che a partire dal 2003 presenta dati su molti degli obiettivi di uguaglianza di genere della Commissione europea nel campo della politica di **ricerca e innovazione** (R&I)
- I dati seguono il "percorso cronologico" delle donne, dagli studi alla partecipazione al mercato del lavoro e nell'acquisizione di ruoli decisionali, esplorando le differenze nelle condizioni di lavoro di donne e uomini e nei risultati della ricerca



Women are close to reaching gender parity among doctoral graduates...



48.1%
of doctoral graduates
in EU 27 (2018, Eurostat)

...but are still under-represented in technical professions.



Women represent
24.9%
among self-employed professionals
in Science and Engineering (S&E)
and Information & Communication
Technologies (ICT) (2018, Eurostat)

In addition, more women work under precarious contracts than their male counterparts.



She figures, 2021



Women are under-represented at the highest level in academia...

Overall, women account for



42.3% of academic staff

Representation of women by academic grade (higher education sector)



(2018, DG R&I Women in Science database)



... and in decision-making positions.



23.6%

of heads of higher education institutions are women

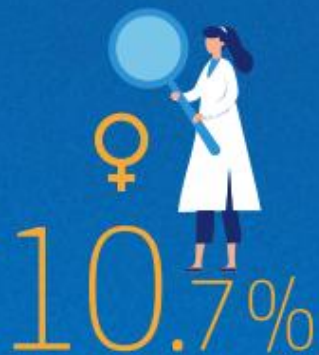
(2019, DG R&I Women in Science database)

She figures, 2021



Women are less successful than men in accessing research funding...

(2019, DG R&I Women in Science database)



(2015-2018, based on European patent applications)

... and are significantly under-represented among inventors.



The 2020 European Research Area Communication renewed the EU's commitment to gender equality in R&I. **Horizon Europe (2021 – 2027)** has gender equality as a crosscutting priority and will play a key role in ensuring structural change towards gender equality in research and innovation.

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She figures, 2021

- ▣ Ad oggi **nessuno** Stato membro ha raggiunto la piena parità di genere e i progressi sono lenti
- ▣ Il **divario** di genere è ancora presente nei settori dell'istruzione e del lavoro (salari, assistenza, ruoli e pensioni)
- ▣ La **sottorappresentanza** delle donne in ambito STEM è persistente. Questo comporta anche un basso livello di integrazione delle tematiche di genere nei contenuti di R&I

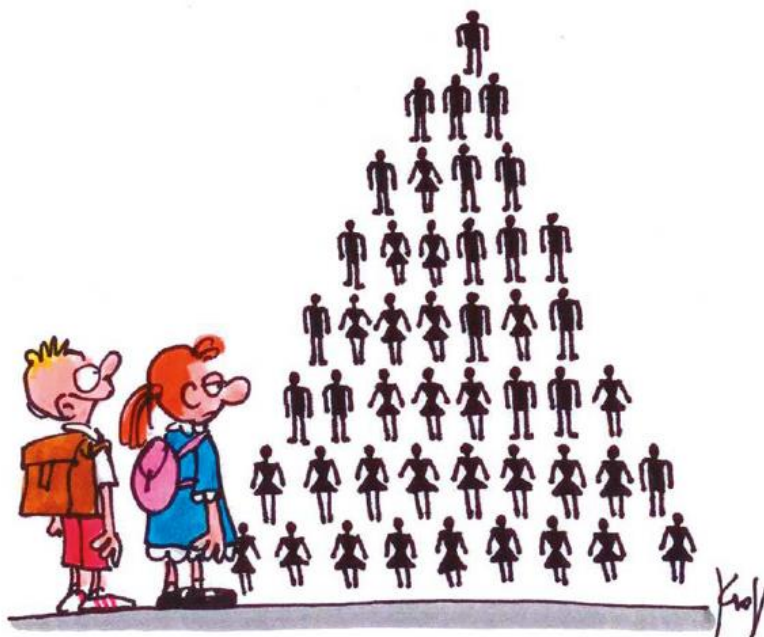


[→ Coronavirus pandemic: Impact on gender equality \(Factsheet\)](#)



Altri dati utili

- 🏷 Donne impegnate nella ricerca: **32,8%** (2018)
- 🏷 Professoresse ordinarie o equivalente: **26,2%** (2018)
- 🏷 Direttrici di istituti superiori di ricerca: **23,6%** (2019)
- 🏷 Donne appartenenti a comitati scientifici: **31,1%** (2019)
- 🏷 Tra il 2013 e il 2017 solo il **20%** delle domande di brevetto internazionale includeva una donna e il **47%** dei team di inventori erano tutti uomini
- 🏷 Tra il 2015 e il 2019, solo l'**1,8%** delle pubblicazioni scientifiche ha affrontato la dimensione di genere o di sesso del proprio argomento
- 🏷 Tra 2013 e il 2017, le autrici delle pubblicazioni erano la **metà** rispetto agli autori



Justice

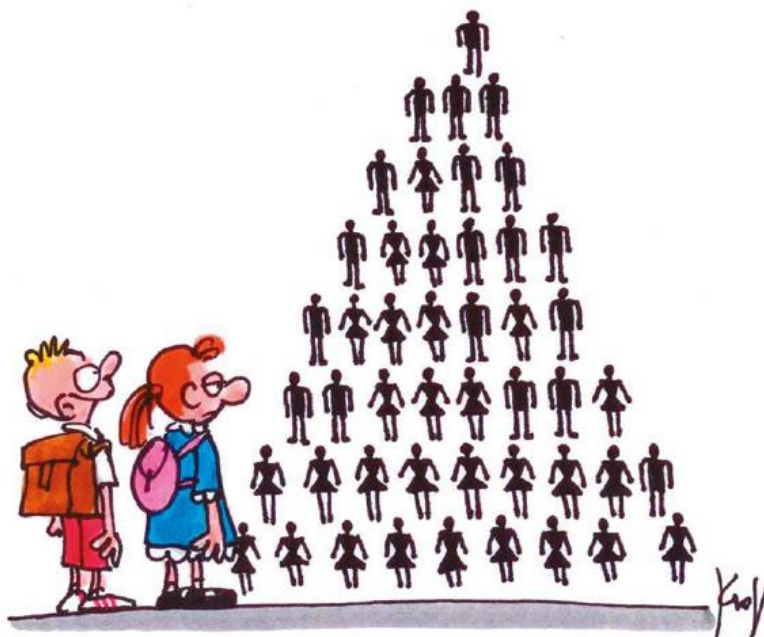
SOFFITTO DI CRISTALLO

- ❏ Metafora che si usa per indicare una situazione in cui l'avanzamento di carriera di una persona in un'organizzazione lavorativa o sociale, o il raggiungimento della parità di diritti, viene impedito
- ❏ La causa risiede nelle discriminazioni o barriere di natura sociale, culturale, psicologica



LEAKING PIPELINE

- Metafora che descrive il modo in cui le donne diventano minoranze sottorappresentate in molti campi (comprese le STEM) man mano che si avanza verso posizioni professionali apicali



Justice

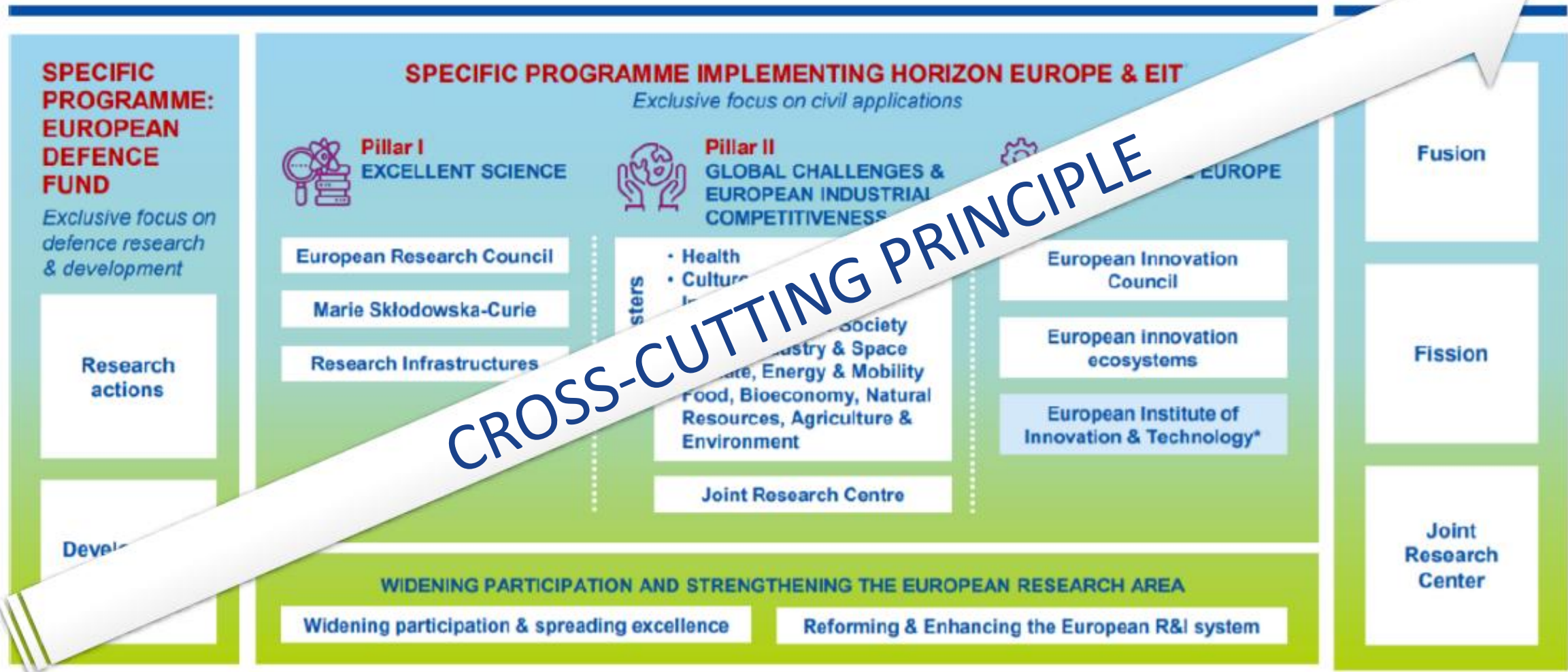


WHAT'S NEW



HORIZON EUROPE

EUROPEAN COMMISSION



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



BASE LEGALE

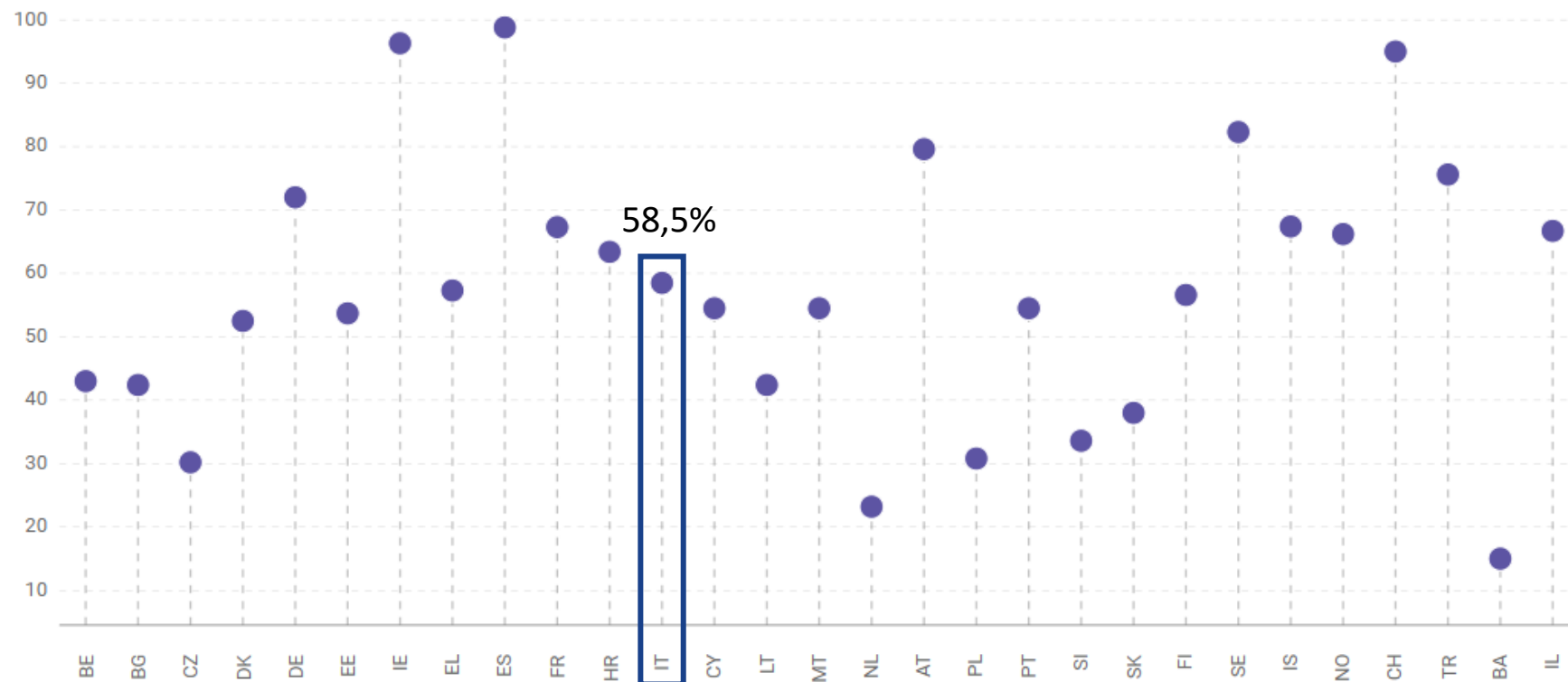
🏠 Regolamento che istituisce Horizon Europe, art. 7

(6) Il programma garantisce l'efficace promozione di pari opportunità per tutti e l'attuazione dell'integrazione di genere, compresa l'integrazione della dimensione di genere nei contenuti della R&I. Mira inoltre ad affrontare le cause dello squilibrio di genere. Si presta particolare attenzione a garantire, per quanto possibile, l'equilibrio di genere in seno ai comitati di valutazione e ad altri organismi consultivi pertinenti quali i comitati e i gruppi di esperti.



Proportion (%) of research organisations in Europe that take actions or measures towards gender equality (update: 14/09/2022)

UNIT: PERCENTAGE (COMPARABLE)



EIGE, Gender Statistics Database



GENDER EQUALITY IN HORIZON EUROPE [I]

- ↗ **Pubblicazione del Gender Equality Plan:** obbligo per ogni ente pubblico, ente di ricerca (pubblico o privato) o istituto di istruzione superiore, per call con scadenza 2022 (**Eligibility criteria**)
- ↗ L'integrazione della **dimensione di genere in contenuti di ricerca e innovazione** diventa un requisito in tutto il programma (**Award criteria**)
- ↗ L'**equilibrio di genere nei team di ricerca**, in caso di *ex aequo proposals* (**Ranking criteria**)



GENDER EQUALITY IN HORIZON EUROPE [II]

- 🏷️ **Promozione di attività per l'uguaglianza di genere (EIC):** obiettivo del 40% delle aziende a guida femminile invitate a presentare i loro progetti; obiettivo del 50% di donne tra i membri dell'advisory board; un premio per le donne innovatrici e iniziative dedicate al sostegno delle start-up guidate da donne ([EIC Women Leadership Programme](#))
- 🏷️ Particolare attenzione sarà prestata alla garanzia di equilibrio di genere nei panel di valutazione e in organi consultivi, come consigli di amministrazione e gruppi di esperti



GENDER EQUALITY IN HORIZON EUROPE [III]

- Finanziamenti specifici per azioni a sostegno dello sviluppo di piani per la parità di genere nella R&I. Parte dedicata del Programma *Widening Participation and Strengthening the European Research Area (WIDERA)*
- Finanziamenti specifici per gli studi di genere e la ricerca intersezionale, in particolare nel secondo pilastro *Cluster 2 - Cultura, creatività e Società inclusiva*

THE EU RESEARCH & INNOVATION PROGRAMME

HORIZON EUROPE

#HorizonEU

GENDER EQUALITY PLANS

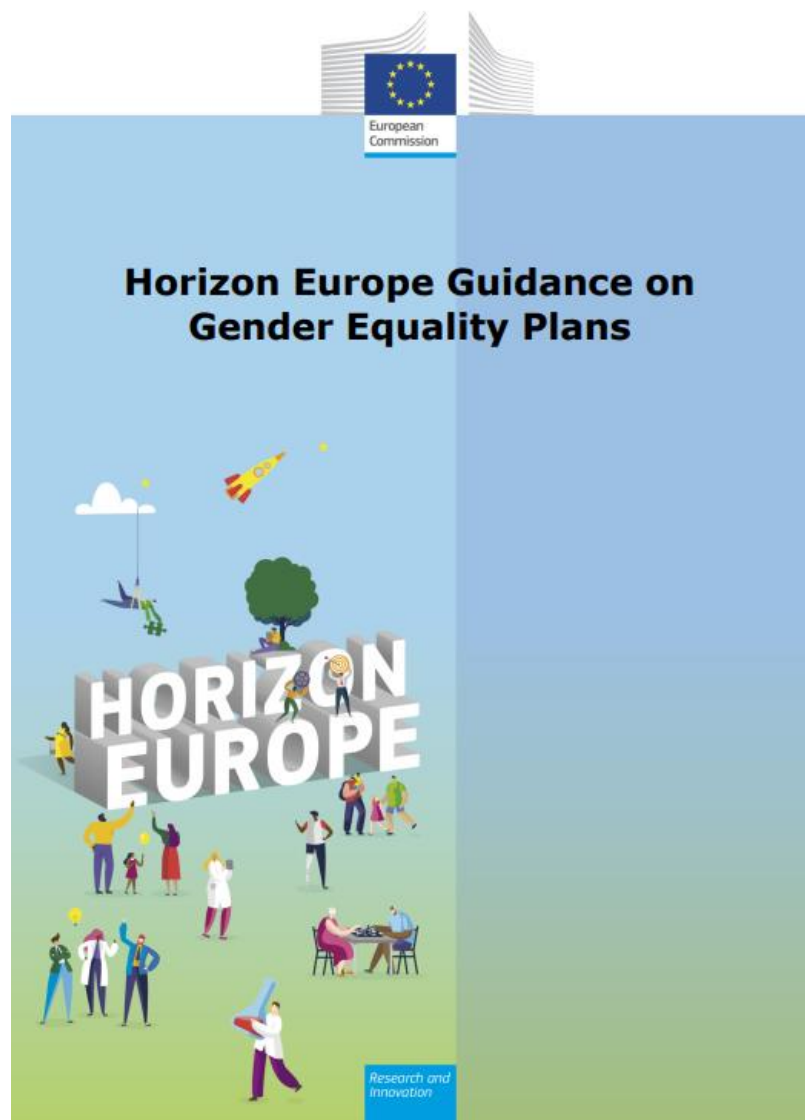
An eligibility criterion
for Horizon Europe

@EUScienceInnov

#UnionOfEquality #EUResearchArea

EUROPEAN UNION





IL GENDER EQUALITY PLAN

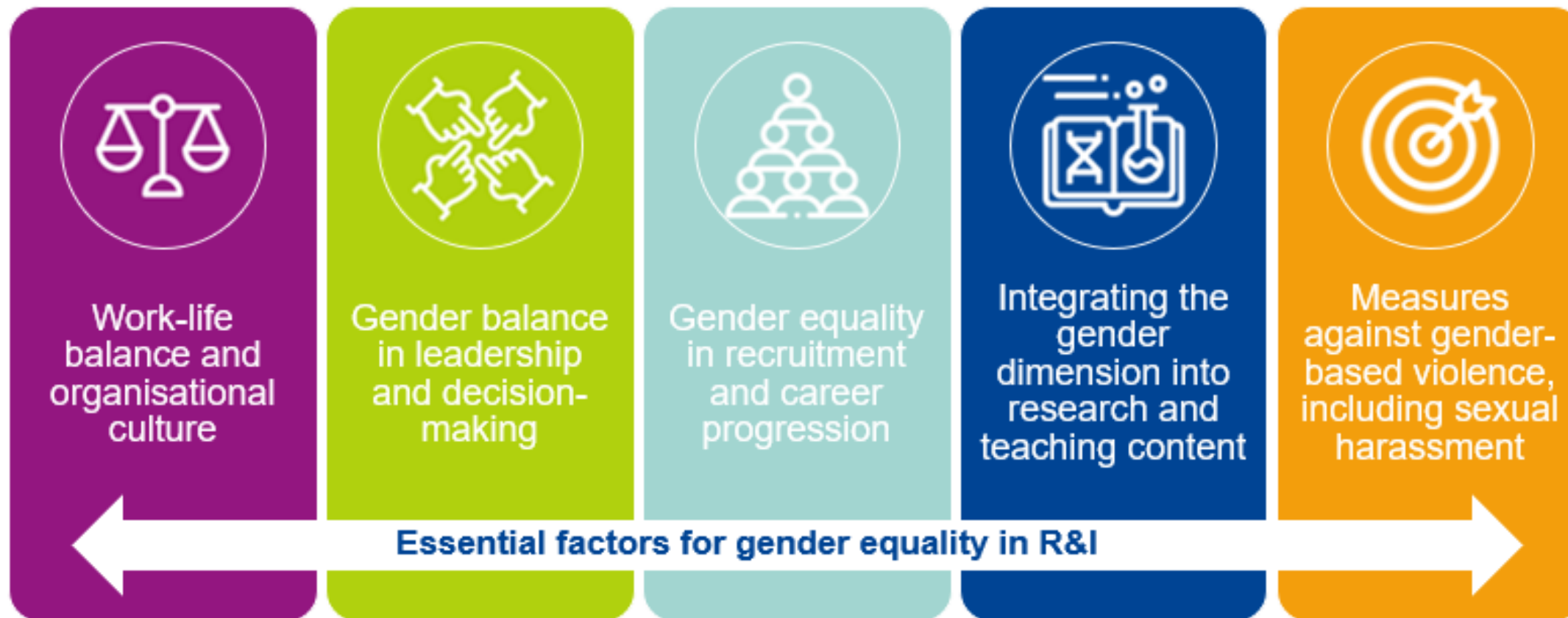
Il GEP è uno strumento **strategico, operativo e individualizzato** che consente di definire il quadro legale, organizzativo, economico e sociale e le condizioni operative per attuare nella pratica la parità di genere.

Con questo termine non si intende che uomini e donne debbano essere uguali o in ugual numero, ma che **a parità di competenze abbiano pari accesso alle stesse opportunità, pur conservando le loro peculiarità.**

Nelle loro versioni più efficaci, i GEPs includono indicatori studiati per misurare il conseguimento degli obiettivi generali e specifici e prevedono la pianificazione di specifici corsi di formazione sulle competenze di genere per le figure coinvolte, per assicurare un'adeguata attuazione del piano.

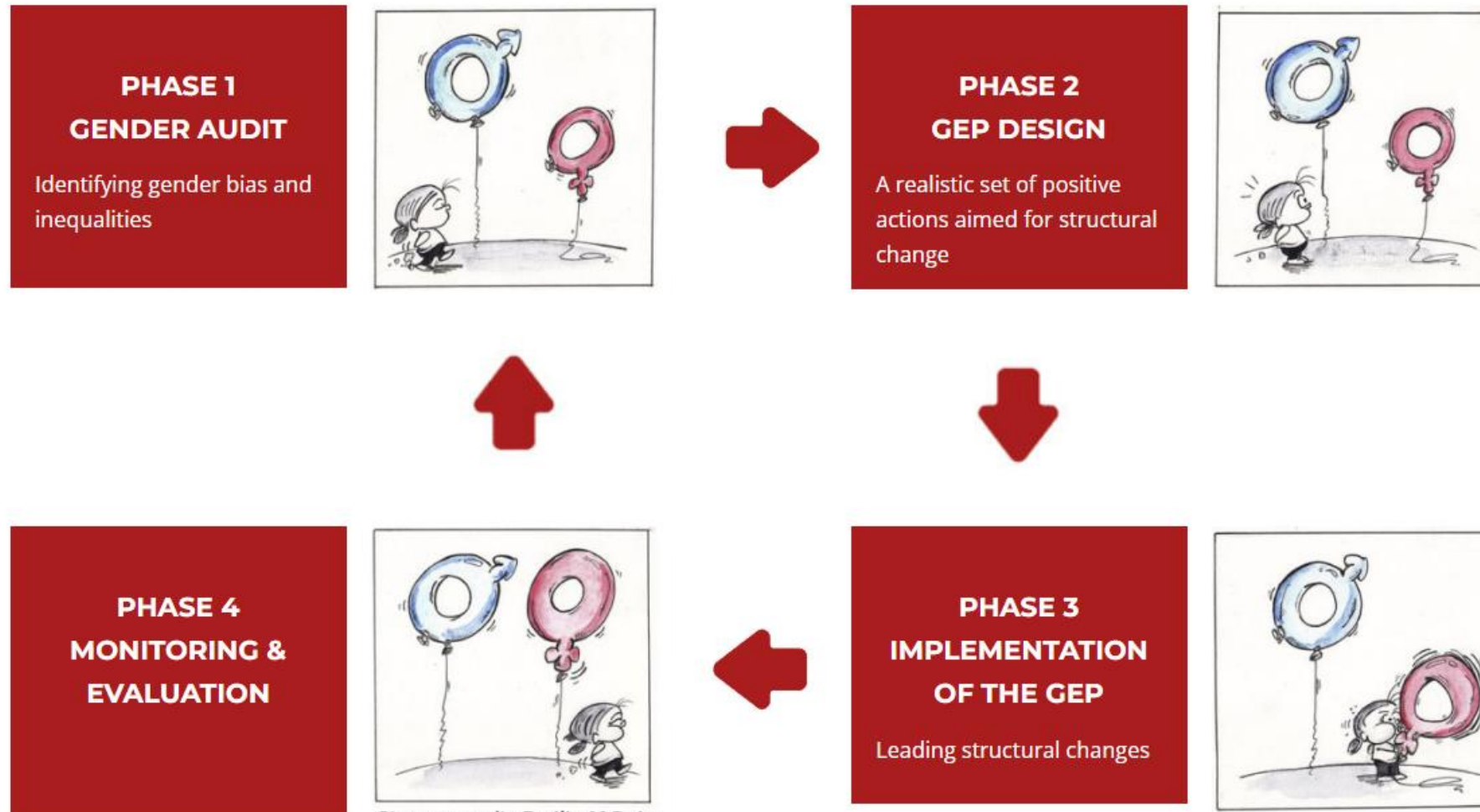


Aree d'azione del GEP





GENDER EQUALITY IMPLEMENTATION IS A CONTINUOUS PROCESS



Pictures credit: Emilio M Ruiz

H2020 PLOTINA

Gender equality plan: workflow [I]



- ▮ Creazione di un **team** di implementazione GEP con chiara definizione di ruoli e responsabilità per la preparazione e l'attuazione del Piano
- ▮ Il GEP deve essere preparato, approvato e convalidato dai principali **responsabili** delle decisioni dell'istituzione
- ▮ I **manager** e i decisori che hanno maggiore influenza devono comportarsi come i principali sponsor del GEP presentando e supportando l'implementazione del Piano, coinvolgendo gli **stakeholder** chiave, rendendo evidenti i vantaggi per i diversi target
- ▮ Il GEP deve essere presentato a **tutti i livelli delle istituzioni** per chiedere opinioni e costruire alleanze, ma deve aspettarsi resistenza passiva e ostilità attiva e ha quindi pianificato come affrontarlo, come minimizzare queste reazioni negative, prepararsi convincenti azioni del caso basate sui dati
- ▮ Una fase di **implementazione pilota** è importante per verificare la fattibilità e la sostenibilità del Piano

Gender equality plan: workflow [II]



L'attuazione del piano per la parità deve essere accompagnata da un **calendario di monitoraggio**. Questo percorso dovrebbe essere svolto sotto forma di riunioni regolari, in cui il team GEP avrebbe questi compiti:

- Verificare lo stato delle misure / iniziative previste
- Valutare le persone responsabili e fornire strumenti, materiali o guide sull'iniziativa che inizieranno a sviluppare
- Valutare la riprogrammazione del GEP, se necessario
- Aiutare a pensare a strategie alternative se sorgono resistenze o ostacoli imprevisti

Gender equality plan: workflow [III]



- Il monitoraggio e la valutazione delle azioni avverrà su base annuale
- Sulla base degli indicatori predefiniti
- E i risultati pubblicati

Strumenti utili

- 🏠 Fase 1 | [Gender Audit](#)
- 🏠 Fase 2 | [La prima bozza del GEP](#)
- 🏠 Fase 3 | [Implementazione](#)
- 🏠 Fase 4 | [Monitoraggio](#)



Promoting gender balance and inclusion in research, innovation and training

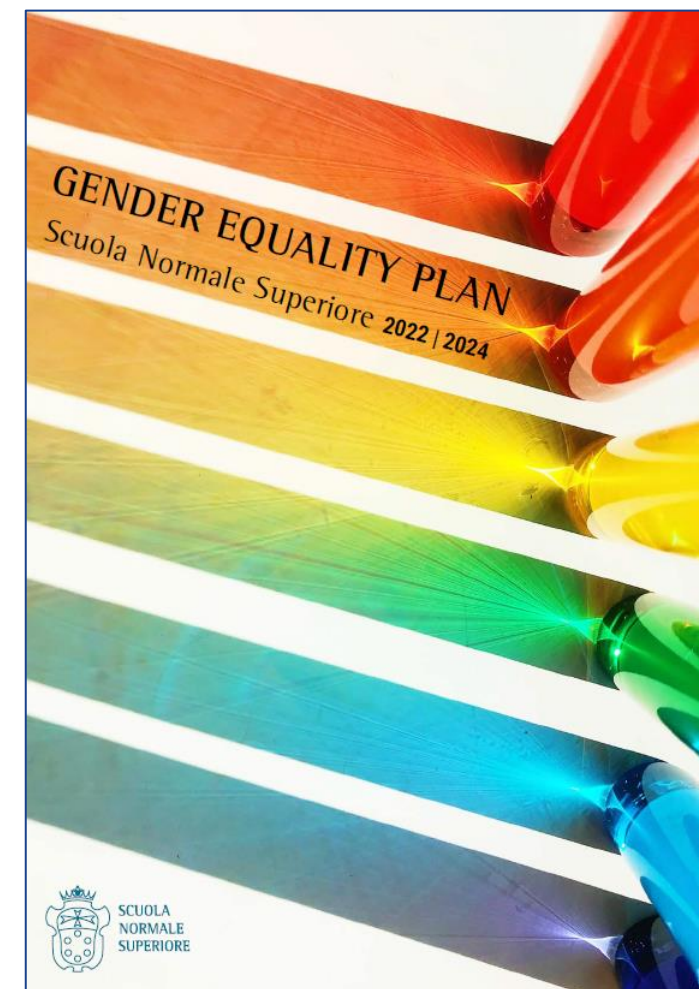
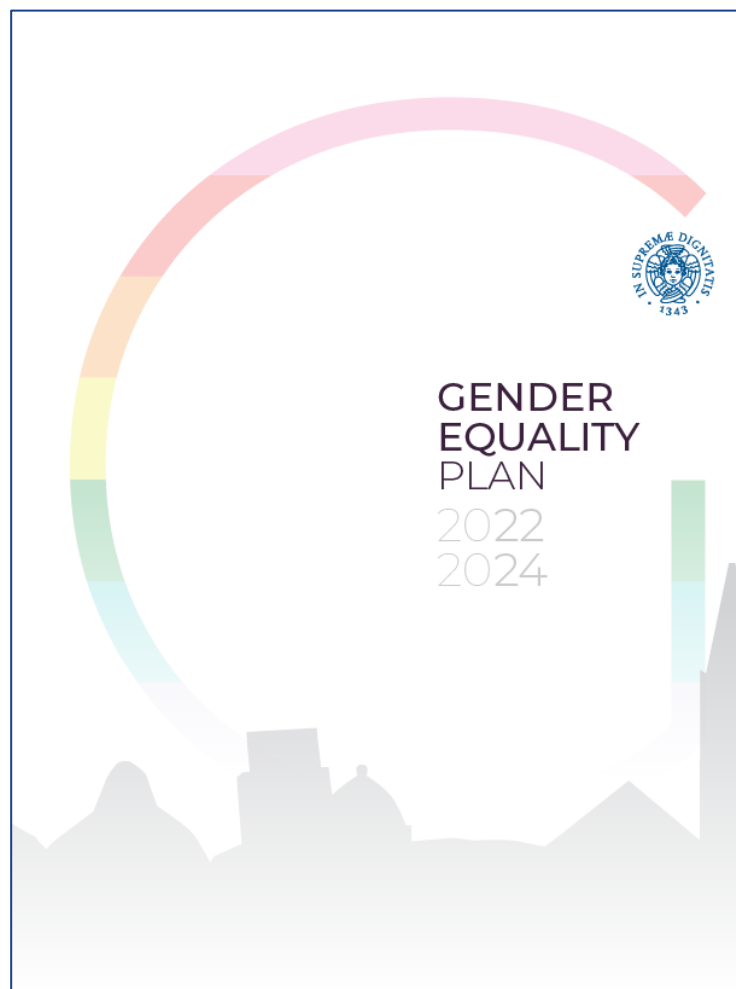
Start date 1 February 2016 **End date** 31 January 2020

Coordinated by UNIVERSITÀ DI BOLOGNA

cordis.europa.eu



Conoscere il GEP della propria istituzione – open session

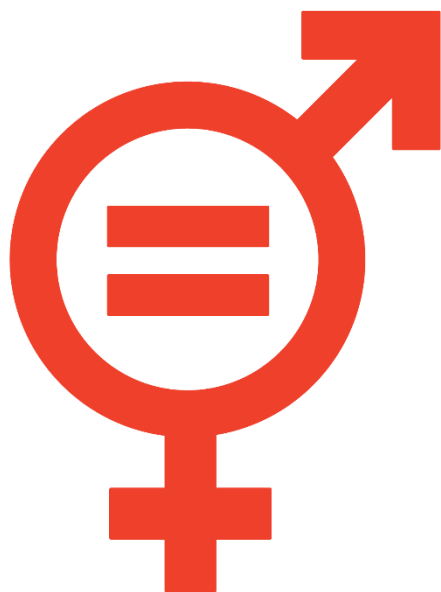




Coffee break



5 GENDER EQUALITY



INTEGRARE LA DIMENSIONE DI GENERE NEI PROGETTI HORIZON EUROPE

*UN, SDG goal N. 5 - Achieve gender equality
and empower all women and girls*



- 🏹 **Le sfide principali che l'UE oggi affronta** – come transizione verde e digitale e cambiamento demografico – **hanno tutte una dimensione di genere**
- 🏹 **L'inclusione di una prospettiva di genere in tutte le politiche e processi** dell'UE è essenziale per raggiungere la parità di genere (SDG n.5)
- 🏹 **Integrare la dimensione di genere** garantisce che le politiche e i programmi massimizzino il potenziale di tutte le persone in un'ottica non solo di uguaglianza di genere ma anche (e soprattutto) di inclusività
- 🏹 L'obiettivo è **redistribuire il potere, le capacità d'influenza e le risorse in modo equo**, lottando contro le disuguaglianze, creando nuove opportunità
- 🏹 **La Commissione integrerà la prospettiva di genere in tutte le sue principali iniziative**, agevolata dalla nomina della **prima Commissaria per l'Uguaglianza** (Ms Helena Dalli) con portafoglio autonomo, e creando una **task force per la parità** composta da rappresentanti di tutti i suoi servizi e del Servizio europeo per l'azione esterna, che garantirà l'attuazione, a livello operativo e tecnico, dell'integrazione della dimensione paritaria, compresa la parità di genere



WHY?

- 🏠 Porta **valore aggiunto** alla ricerca in termini di eccellenza, rigore, riproducibilità, creatività e opportunità di business
- 🏠 Porta a una **comprensione** approfondita dei bisogni, dei comportamenti e degli atteggiamenti di tutte le persone
- 🏠 Produce **beni e servizi** più adatti alle esigenze di tutta la cittadinanza
- 🏠 Dà maggiore **rilevanza sociale** della ricerca e dell'innovazione



AWARD CRITERIA

- ✎ 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”.



HOW?

- ▣ Calare la dimensione di genere nella ricerca significa considerare questa prospettiva per **tutto l'intero ciclo di R&I**
 - definizione delle priorità di ricerca
 - definizione di concetti
 - formulazione di domande di ricerca
 - sviluppo di metodologie
 - raccolta e all'analisi di dati disaggregati sesso/genere
 - valutazione dei risultati e al trasferimento ai mercati

- ▣ Affrontare la dimensione di genere nella ricerca e nell'innovazione implica quindi tenere conto del sesso e del genere nell'intero processo di ricerca e innovazione



GENDERED INNOVATION

- 15 case studies in **salute, intelligenza artificiale e robotica, cambiamenti climatici, energia, trasporti, pianificazione urbana, gestione dei rifiuti, agricoltura, tassazione, finanziamenti di rischio**, basati su progetti Horizon 2020
- Metodologie ridefinite sull'integrazione dell'analisi sesso/genere e dell'analisi intersezionale nei contenuti di R&I
- Evidence-based policy recommendations per Horizon Europe



🔗 [What is Gendered Innovation](#), presentazione di Dr. Londa Schiebinger (Stanford University)

Esempi pratici: come la dimensione di genere impatta la R&I

- 🔗 [Stem cells](#): Analyzing Sex
- 🔗 [COVID-19](#): Analyzing Sex and Analyzing Gender
- 🔗 [Machine learning](#): Analyzing Gender
- 🔗 [Smart Energy Solution](#): Intersectional Approaches

Gendered Innovations in Science, Health & Medicine, Engineering, and Environment

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What is Gendered Innovations?

- SEX & GENDER ANALYSIS
 - General Methods
 - Specific Methods
 - Terms
 - Checklists
- CASE STUDIES
 - Science
 - Health & Medicine
 - Engineering
 - Environment
- INTERSECTIONAL DESIGN
- POLICY RECOMMENDATIONS
- VIDEOS
 - Facebook
 - How to cite website

ENVIRONMENT
ENGINEERING
HEALTH & MEDICINE
SCIENCE

SCIENCE
Sex and Gender Methods for Research | Gendered Innovations

FEATURED CASE STUDIES

- Marine Science: Analyzing Sex**
- Chronic Pain: Analyzing How Sex and Gender Interact**
- Facial Recognition: Analyzing Gender and Intersectionality in Machine Learning**

Why Gendered Innovations?
Gendered Innovations employs methods of sex, gender, and intersectional analysis to create new knowledge.



Information and communication technology (artificial intelligence, machine learning, robotics)

EXTENDED VIRTUAL REALITY: ANALYSING GENDER

© iStock.com/franz12



The challenge

Research measuring progress in achieving gender equality concludes that innovative solutions are still required. Technologies such as extended virtual reality have been found to be useful for promoting gender equality by reducing bias and increasing empathy.



Method: analysing gender

'Extended virtual reality' refers to technologies such as virtual reality (VR), augmented reality (AR) and mixed reality (MR), which incorporate elements of the virtual world into our real world, thus enhancing the things we see, hear and feel. These technologies may prove

fruitful in promoting gender equality; however, they also come with risks.

Research shows that women, men and gender-diverse people may differ in how they experience virtual environments.

These potential gender differences need to be taken into account in the development and testing of prototypes.



Gendered innovations

1. **Developing empathy through extended reality (XR).** VR and AR may help us develop higher levels of empathy in specific contexts, which can, in turn, reduce implicit bias.
2. **Promoting gender equality through VR.** VR provides a technology for humans to create imaginary worlds – in this case, virtual worlds where gender equality exists – with the hope that these experiences will modify behaviours in the real world.

3. **Improving healthcare with XR.** XR technologies are increasingly used for diagnosing and managing patients. These technologies may improve women's health, for example by aiding early diagnosis of breast cancer or managing the symptoms of menopause. Studies have also shown that virtual reality is an effective tool to engage men in preventative healthcare; for example, men tend to seek screening for testicular disorders after being exposed to virtual reality interventions.



Climate change, energy and agriculture

SMART ENERGY SOLUTIONS: ANALYSING INTERSECTIONALITY

© Gerd Altmann from Pixabay



The challenge

In the EU, buildings are responsible for approximately 40 % of energy consumption and 36 % of CO₂ emissions. They are therefore the single largest energy consumer in Europe. For climate change solutions, the world needs an effective energy transition. This energy transition depends, at least in part, on users' acceptance of new technologies and services, and on robust public engagement in conceptualising, planning and implementing low-carbon energy solutions. This case study analyses how to integrate gender and intersectional analysis into energy research and into the development, design and commercialisation of energy products and services in order to maximise the adoption of new energy efficiency tools and technologies.



Method: engineering innovation processes

Energy efficiency tools and solutions need to **attract everyone**, both men and women, **in order to support an effective energy transition**. Although many energy-efficient technologies and products are available, they are often rejected by users in households, the public sector and industry because they do not meet the values, motivations and needs of different user groups, which are **shaped and influenced by gender norms and different lifestyles**. Redesigning the engineering process can lead to broader acceptance of energy efficiency tools and products.

Method: analysing intersectionality

The energy debates often ignore the human factor. **An intersectional approach is needed**, one that recognises people's multiple, interdependent and overlapping axes of social identity, e.g. gender, socioeconomic status and age. **A single factor, such as gender, both shapes and is shaped by other social attributes** such as age, ethnicity and socioeconomic status. Together, these factors influence the life experiences of citizens engaging with the complex sociotechnical networks that constitute the energy system.



Gendered innovations

1. **Designing energy-efficient tools that integrate gender perspectives.**

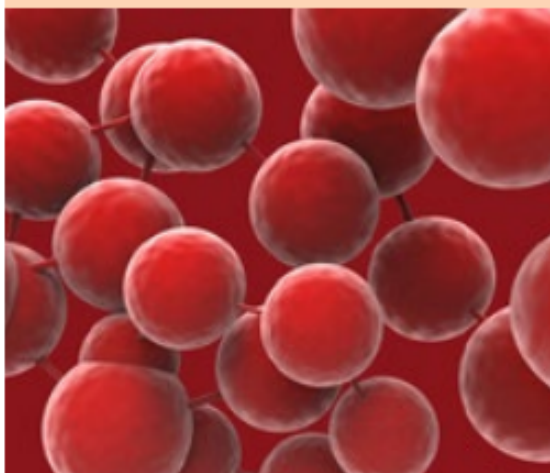
Redesigning the engineering innovation process has led to **new opportunities** for environmental and economic solutions that can propel the energy transition **by increasing users' adoption of novel technologies.**

2. **Driving the energy transition by taking an intersectional approach to gender, age and socioeconomic factors.** Energy researchers, companies, policymakers and researchers need to **better understand the role that gender and other social, economic and demographic factors play in energy policy.** Gender analysis and intersectional analysis are required for effective and equitable energy technologies and policies.



SYSTEMS BIOLOGY: COLLECTING SEX- AND GENDER-SPECIFIC DATA

© Kittipong Jirasukhanont/Dreamstime.com



The challenge

Sex and gender roles can affect the human metabolism. Consequently, prevention and treatment of many non-communicable diseases require a sex- and gender-related approach. Systems biology aims to predict individual disease risk and enable precision treatment by mathematically modelling metabolic processes. Such models are based largely on omics data (i.e. genomics, transcriptomics, proteomics, metabolomics). Sex bias in the collection of these datasets, however, leads to sex bias in the mathematical models and their predictions.



Method: collecting sex- and gender-specific data

The amount, quality and precision of data have an essential influence on research output. The growing use of large datasets and their integration in fields such as precision medicine, pharmacotherapy and nutrition bring this aspect to the forefront. When collecting information about sex, clear decisions need to be made on how sex is operationalised (e.g. through genomic

data alone or in combination with hormonal profiles and phenotypes). The same applies to the potential inclusion of gender in these analyses. Currently, the only immediately available option is the collection of data about gender identity; however, as instruments become more refined, information on gender norms and behaviours could also be collected. The integration of this information could generate new personalised therapies or preventative offers.



Gendered innovations

1. **Collecting data on sexual dimorphism in gene expression** improves biological modelling. Accurate biological modelling requires more studies of sexual dimorphism in human gene expression. Such studies should also take into account different ethnic, cultural and societal backgrounds, and different lifestyles.
2. **Collecting sex and gender data** fuels integrative omics. Integrative omics provides a basis for sex-specific precision applications in various fields such as medicine, pharmacotherapy and nutrition. Current datasets underrepresent females and underreport participants' gender identity.
3. **Analysing sex** improves understanding of the role of the microbiome in health and disease. Sex differences are found in the gut microbiome. Analysing these differences will enhance our understanding of how the microbiome influences the human metabolism and sharpen our efforts to improve human health.
4. **Integrating sex difference** improves systems biology models. Some researchers are retrofitting male models to account for sex differences. Researchers and funding agencies have a role to play in correcting sex bias in omics experiments.



Checklist [1]

Gender Balance in Research Teams and Gender Sensitive Decision Making

- Is there a gender balance in the project consortium, teams, advisory boards, and in other decision making positions at all levels?
- Are project staff members given the opportunity to balance work and family life?
- Have appropriate mechanisms been implemented to manage and monitor gender equality (e.g. data requested by funders)?

Gender in Research content [1]: Conceptualization phase

- Have you considered how gender norms, including assumptions, influence the research area, or are embedded in the concepts and theories of the field?
- Does the research involve human participants?
- If yes, has the significance of gender to the research focus, been analysed?
- If no, are the possibly differentiated relations of men and women to the research subject sufficiently clear?
- Have you reviewed a variety of literature, concerning gender differences, specific to the research field?



Checklist [II]

Gender in Research content [2]: Design phase

- Does the methodology ensure that gender perspectives will be investigated, so that gender equitable data is given appropriate consideration throughout the research process: from data collection through to publication?
- Have you clearly justified, in the proposal, how gender dimensions will be addressed?
- Have you considered the outcomes and impacts of the research actions on both women and men?

Gender in Research content [3]: Methods and data phase

- Are the tools for data collection designed to consider gender differences in your data?
- Do the selected research participants/subjects represent both males and females respectively?
- Is data analysed according to the sex variable? Have other variables been analysed with respect to sex?

Gender in Research content [4]: Dissemination phase

- Do the findings reflect gender differences emerging from the project?
- Has gender inclusive language been used (including images)?
- Have you included dissemination opportunities that have a specific gender focus (e.g. journals publications)?
- Have gender relevant outcomes been considered for a separate publication/event specifically tailored to disseminate gender findings?

Il template della proposta





Funding and tender portal

European Commission | Funding & tender opportunities | Single Electronic Data Interchange Area (SEDIA)

Manage my area | SEARCH FUNDING & TENDERS | **HOW TO PARTICIPATE** | PROJECTS & RESULTS | WORK AS AN EXPERT | SUPPORT

My Person Profile | My Organisation(s) | Grants | My Proposal(s) | My Project(s) | My Formal Notification(s)

Find calls for proposals and tenders

Search calls for proposals and tenders by keywords, programmes... Search

EU Programmes

Asylum, Migration and Integration Fund (AMIF)	Border Management and Visa Instrument (BMVI)	Customs Control Equipment Instrument (CCEI)	Connecting Europe Facility (CEF)	Citizens, Equality, Rights and Values Programme (CERV)	Creative Europe (CREA)
Customs Programme (CUST)	Digital Europe Programme (DIGITAL)	Europe Direct (ED)	European Defence Fund (EDF)	European Parliament (EP)	EU Anti-fraud Programme (EUAUF)



Horizon Europe (HORIZON)

Programming period

2021-2027



Horizon Europe (HORIZON)



Clear filter

Reference Documents

Grants

This page includes reference documents of the programmes managed by the work programmes up to model grant agreements and guides for selection.

Please select the programme to see the reference documents.

Procurement

Reference Documents related to tendering opportunities are published here.



Filter

- + Legislation
- + Work programme & call documents
- + Grant agreements and contracts
- + Simplified cost decisions
- + Guidance
- + **Templates & forms**
- + Funding & Tenders Portal



- Templates & forms

- Application forms

Standard application form (HE RIA IA) >

Standard application form (HE RIA IA Stage 1) >

Standard application form (HE CSA) >

Standard application form (HE CSA Stage 1) >

Standard application form (HE Research Infrastructure) >

Standard application form (HE PCP) >

Standard application form (HE PPI) >

Standard application form (HE COFUND) >

Standard application form (HE MSCA PF) >

Standard application form (HE MSCA DN) >

Standard application form (HE MSCA SE) >

Standard application form (HE MSCA COFUND) >



Horizon Europe: proposal template – RIA e IA

Call: [insert call identifier] – [insert call name]

EU Grants: Application form (HE RIA and IA): V2.0 – 21.01.2021

pursuit of your objectives. If you consider that an inter-disciplinary approach is unnecessary in the context of the proposed work, please provide a justification. [e.g. 1/2 page]

- For topics where the work programme indicates the need for the integration of social sciences and humanities, show the role of these disciplines in the project or provide a justification if you consider that these disciplines are not relevant to your proposed project. [e.g. 1/2 page]
- 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

- Describe how appropriate open science practices are implemented as an integral part of the proposed methodology. Show how the choice of practices and their implementation are adapted to the nature of your work, in a way that will increase the chances of the project delivering on its objectives [e.g. 1 page]. If you believe that none of these practices are appropriate for your project, please provide a justification here.

Part B «Excellence»

Section 1.2 – Methodology

Descrizione di come la dimensione di genere è presa in considerazione nei contenuti di R&I del progetto

- 📌 Sezione da compilare **obbligatoriamente** (occorre giustificare la scelta se non si fa)
- 📌 NON riguarda il bilanciamento di genere nei team di ricerca



Horizon Europe: proposal template – CSA

3.2 Capacity of participants and consortium as a whole [e.g. 3 pages]

⚠ *The individual participants of the consortium are described in a separate section under Part A. There is no need to repeat that information here.*

- Describe the consortium. How does it match the project's objectives, and bring together the necessary disciplinary and inter-disciplinary knowledge. Show how this includes expertise in social sciences and humanities, open science practices, and gender aspects of R&I, as appropriate. Include in the description affiliated entities and associated partners, if any.
- Show how the partners will have access to critical infrastructure needed to carry out the project activities.
- Describe how the members complement one another (and cover the value chain, where appropriate)
- In what way does each of them contribute to the project? Show that each has a valid role, and adequate resources in the project to fulfil that role.
- If applicable, describe the industrial/commercial involvement in the project to ensure exploitation of the results and explain why this is consistent with and will help to achieve the specific measures which are proposed for exploitation of the results of the project (see section 2.2).
- **Other countries and international organisations:** If one or more of the participants requesting EU funding is based in a country or is an international organisation that is not automatically eligible for such funding (entities from Member States of the EU, from Associated Countries and from one of the countries in the exhaustive list included in the Work Programme [General Annexes B](#) are automatically eligible for EU funding), explain why the participation of the entity in question is essential to successfully carry out the project

Part B

«Quality and efficiency of the implementation»

Section 3.2 – Capacity of participants and consortium as a whole

Segnalare i partner che hanno competenze in materia di gender in R&I



Topic: HORIZON-CL5-2021-D2-01

Type of action: RIA

1.2.4 Gender dimension

According to the Report on Gender Equality and Climate Change Report (European Institute for Gender Equality, 2012) women's contribution to climate change - through emissions of greenhouse gases - is lower than men's, although women are more vulnerable than men to climate change effects and they are less involved in policy-making processes. Also, on average, women are more concerned about climate change, and they are more likely to change their behavior than men. According to the Report, women's participation in climate change decision-making is an important factor for more gender-responsive and efficient policies.

With respect to the gender gap observed in attitudes towards ecology and sustainable practices, the proposal considers the provisions of the Gender, Climate & Security UNEP Report, 2020, as the project aims to contribute both to the research in the field of gender-disaggregated and environmental data, as well as to actively promote integrated demonstration actions on advancing two inter-related goals (climate action and gender equality), through analysis of the gender dimensions of climate-related security risks, that will be considered in the desk research phase. We will also look at the impact of Just Transition on the gender dimension, considering specificities of sub-sectors analysed in the case-study countries.

In the light of fostering the participatory governance, [REDACTED] will apply the Gender stakeholder consultation method, developed by the European Institute of Gender Equality. The method aims to engage the diverse perspectives of different groups of women and men affected by a public-policy decision to: (a) better define the issues under consideration; (b) select between different types of solutions; and (c) reach a consensus. In the field, [REDACTED] also plans to collaborate with the EIGE's Experts' Forum and the European Equality Law Network.



Evaluation Summary Report

Criterion 1 - Excellence

Score: **4.00** (Threshold: 3/5.00 , Weight: -)

The following aspects will be taken into account, to the extent that the proposed work corresponds to the description in the work programme:

- 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, inter-disciplinary 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 gender dimension in research and innovation content is appropriately considered, for example in the way the stakeholders are selected and engaged, and in the design of the project's participatory approach.



Gender dimension

██████████ will build a diverse, inclusive and supportive peer and supervisory network, based on the equality, diversity and inclusivity (principles that underpin staff and PhD recruitment, where relevant), training, and career progression within intuitions which constitute the membership. The project has integrated gender equality into all stages of the project, with the aim of eliminating gender inequality and intersecting socioeconomic inequalities throughout research and innovation systems. Unconscious bias and structural barriers to inequality will be systematically addressed as an integral part of project activities.

We will set out at the start of the project a policy document which describes best practice in relation to gender and other protected characteristics, including intersectional issues. This may be demonstrated through, for example, membership of Diversity Charter Mark schemes. We are committed to implementing sector-leading strategies to enable the wide participation of female academic supervisors, Associate Partners and staff, and from all backgrounds to work collaboratively and successfully in diverse interdisciplinary teams, and aim to encourage higher representation of minorities in alignment with population level representation.

By month 4 of the project, we will carry out an audit of the ██████████ consortium (WP9) to assess recruitment and selection processes in relation 1) training opportunities (and to ensure that ██████████ attracts a wide range of applicants from different genders, social, cultural and educational backgrounds); 2) equality and transparency in project selection procedures. Multiple actions will be taken to increase applications from underrepresented groups, including women, including accessible websites, highlighting policies which provide the option for part time PhD study or working hours. We will ensure institutions use appropriate software tools such as Gender Decoder and Textio to scan for bias in all our webpages and recruitment documentation, and ensure that interview panels maintain gender and diversity balance as far as possible. Similar principals will be applied to supervisory teams for PhD candidates, and to appointments to our advisory board. It is a requirement that all members of the ██████████ team will be expected to have completed appropriate training (e.g., unconscious bias training) prior to engagement with the project activities or as soon as possible after recruitment into the project. A flexible working culture will be promoted, for example in relation to the length of the working day for project members with caring responsibilities, or accessibility issues. In addition, we will take measures to ensure that all ██████████ activities involving meeting can be accessed virtually.

Diversity information will be captured at critical points through 1) recruitment practices (e.g., composition of panels and recruitment outcomes); 2) supervisory teams composition for PhD candidates; 3) metrics in relation to career development (e.g. career trajectories for PhD candidates). We will appoint a person to the management board who will be responsible for collation and analysis of these data, for benchmarking against inclusivity metrics, and making recommendations for improving processes. Workshops will be held at key points in the project, involving PhD candidates and ECRs, to identify potential barriers to inclusion and participation and strategies to be developed and implemented to drive improvement.

An **Equality Impact Assessment (EIA)** has been conducted. Key issues are related to participant recruitment in relation to WP3 (exposure assessment), WP4 (recruitment of stakeholders) and WP5 (societal engagement and citizen science activities). As well as ensuring participant recruitment activities are inclusive, EIA will be embedded in analysis of interventions and policy impact assessment activities, for example in relation to those affected by emerging food risks or implementing policy and community mitigation strategies.

Gender aspects of ██████████ will establish a gender policy plan (WP9) and will be supported by a gender specialist from UNEW and from Wageningen University and Research (WUR). Already at the consortium forming stage gender aspects were considered. The ratio male/ female for WP leaders is 3/ 6 and a head count of researchers involved in ██████████ shows a ratio male/ female of 34/27.

Topic: HORIZON-CL6-FARM2FORK-01-16

Type of action: RIA

Criterion 1 - Excellence

Score: **4.50** (Threshold: 3/5.00 , Weight: -)

The following aspects will be taken into account, to the extent that the proposed work corresponds to the description in the work programme:

- **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, inter-disciplinary 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 aspect of gender dimension, as part of the risk assessment process, has been referred to in consumer surveys and data collection, however it is insufficiently described.

This is a minor shortcoming.



Topic: HORIZON- CL6-2021-GOVERNANCE-01-11

Type of action: CSA

In questa proposta, nella *final submission*, **non** era stata inserita la dimensione di genere nella parte dell'Excellence (come da template). A seguito dell'ESR, si è inserita nella sezione 1.2

Criterion 1 - Excellence

Score: **5.00** (Threshold: 3/5.00 , Weight: -)


The following aspects will be taken into account, to the extent that the proposed work corresponds to the description in the work programme:

- Clarity and pertinence of the project's objectives.
- Quality of the proposed coordination and/or support measures including soundness of methodology.

There is, however, little consideration of the gender dimension, which is a minor shortcoming.



1.2.10. Gender dimension

All  activities will be organised taking into account the gender balance of the participants. In particular, the studies conducted by the UNESCO Chair on Gender Equality Policies in Science, Technology and Innovation about the women participation in STEM will be taken into account when defining tools and materials.



Q

&

A

The background of the slide is a close-up, low-angle shot of the European Union flag. The flag is blue with twelve yellow stars arranged in a circle. The flag is waving, creating a sense of movement. The stars are in various shades of yellow and green, and the blue background is a deep, vibrant blue. The flag is set against a clear, light blue sky.

Esempi di progetti finanziati sul tema *gender*



Focus on: gender

- 🔗 GENERA - Gender Equality Network in the European Research Area (monitoring and improving the Gender Equality Plans of Research Institutions and Organisations specifically in the physics research field)
- 🔗 PLOTINA - promoting gender balance and inclusion in research, innovation and training (enable the development, implementation and assessment of self-tailored GEPs with innovative and sustainable strategies for the Research Performing Organizations involved)
- 🔗 LIBRA - unifying innovative efforts of European research centres to achieve gender equality in academia (developed, implemented and followed-up institute tailored GEPs of ten research institutes in life sciences)
- 🔗 GENDERACION - GENDER equality in the ERA Community To Innovate policy implementation (create an innovative policy community for the implementation of the gender priority in the ERA)
- 🔗 SUPERA - Supporting the promotion of Equality in Research funding and Academia (implement six GEPs in 6 organizations from Southern and Central Europe)

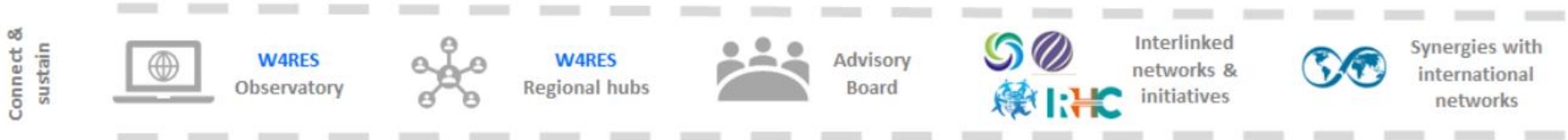


Topic: H2020-LC-SC3-2018-2019-2020

Type of action: CSA

Scope: The proposal will develop solution(s) addressing one or more of the identified challenge(s), for the entire renewable energy sector or focusing on a specific energy market, such as electricity, heating, cooling or renewable fuels [...]

- 🏠 **W4RES** è un progetto H2020 focalizzato sul attività di **mentoring** e **raising awareness** per aumentare il coinvolgimento delle donne nel mercato delle soluzioni di riscaldamento e raffreddamento da fonti rinnovabili (RHC).
- 🏠 Azioni per promuovere leadership femminile nel mercato RHC
 - Servizi pratici di supporto alla diffusione sul mercato;
 - Eventi di Capacity building;
 - Campagne regionali di sensibilizzazione;
 - Hackathons e mutual learning activities
 - Policy recommendations, W4RES Replication Guide e Toolkit (*upcoming*)
- 🏠 Supporto a oltre 85 progetti europei sulle RHC guidati da donne.





Obiettivo survey: *Rivelare i fattori che possono ostacolare o consentire una più ampia diffusione di RHC insieme alla loro dimensione di genere*

Quando: tra novembre 2020 e marzo 2021

Come: valutazione delle specificità regionali e dei framework locali, nazionali e a livello europeo

L'analisi si è concentrata su:

- **Analisi del contesto**
- **Analisi della percezione degli stakeholders**
- **Ruolo delle donne e benefici del loro coinvolgimento nel settore RHC**
- **Approccio partecipativo:** coinvolgimento di differenti stakeholder con diversi background (business, ricerca, autorità politiche, società civile)



Survey, interviste e analisi a livello regionale, hanno permesso di identificare alcune **barriere**, divise in **quattro categorie** (elencate in ordine di preferenza)

1. Finanziarie

Costi troppo elevati per queste tecnologie

Competitività bassa con le tecnologie tradizionali

2. Normative

3. Informativa/di consapevolezza e sensibilità al problema

4. Tecniche (soddisfare il livello di *know-how* tecnologico)



Suggerimenti per la quotidianità

- ↗ Riflettere sul perché sesso e genere possono essere importanti: pensare e presentare i modi in cui tenere conto della dimensione di genere fornirà un **valore aggiunto in termini di creatività, eccellenza e ritorno sull'investimento**, sia dal punto di vista pubblico che privato
- ↗ Considerare la produzione di nuove conoscenze sul genere: considerare ciò che è già noto nella tua area in termini di dimensione di genere (es. letteratura scientifica correlata) e identificare ciò che manca. In molte aree, **la conoscenza di genere deve ancora essere generata**
- ↗ Includere il sesso e gli aspetti di genere come parte di un approccio multidisciplinare: riflettere sul sesso e considerazioni di genere in relazione a salute, trasporti, energia, sicurezza, ecc. è una grande opportunità per promuovere la **cooperazione tra scienziate e scienziati con esperienza di genere e altre figure professionali**. Aiuta i concetti a superare i confini dei campi scientifici e incoraggia l'evoluzione dei metodi di ricerca
- ↗ Considerare categorie/fattori sociali che si intersecano con sesso e genere: **il modo in cui un problema di ricerca è formulato determinerà quali variabili intersecanti sono rilevanti per l'analisi**. La ricerca intersezionale dovrebbe essere progettata per illuminare gli effetti moltiplicativi di categorie e fattori diversi, ma interdipendenti



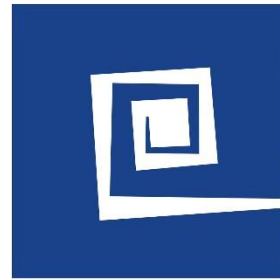
Rirorse utili [I]

- European Commission, [*Gender equality strategy 2020-2025*](#)
- European Commission, [*Gender equality in research and innovation*](#)
- Stanford University, genderedinnovations.stanford.edu
- European Commission, [*Gendered innovation*](#), (2013)
- European Commission, [*Gendered innovation 2*](#), (2020)
- European Commission, [*Gendered innovations. How inclusive analysis contributes to research and innovation*](#) (2020)
- Gendered Innovations, [*Checklists*](#)
- EIGE, [*Gender Equality in Academia and Research - GEAR tool*](#)
- European Commission, [*The impact of sex and gender in the COVID-19 pandemic : case study*](#), (2020)



Rirorse utili [II]

- 🏷 European Commission, [Gender Equality. Achievements in Horizon2020 and recommendation on the way forward](#), (2020)
- 🏷 UNESCO Institute for Statistics, [Women in Science](#), (2019)
- 🏷 [Accounting for sex and gender makes for better science](#), Nature 588, 196 (2020)
- 🏷 APRE, [Horizon Europe – La guida](#), (2021)
- 🏷 [Regolamento \(EU\) che istituisce il programma Horizon Europe](#) (2021)
- 🏷 [General Annexex Main Work Programme 2021-2022](#)
- 🏷 European Commission, [Horizon Europe guidance on gender equality plans](#), (2021)



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