

Q&A catalogue
following the live webinar

"Quick guide to tackle gender dimension & cross-cutting issues"

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#	ORIGINAL PARTICIPANT QUESTION	ANSWER BY WELCOMEUROPE
1	<p>Public bodies, research organisations, higher education beed to do- but, non-for-profit organisations are exempt? Is the GEP an eligibility criterion for private research institutes?</p>	<p>The Gender Equality Plan (GEP) eligibility criterion applies to higher education institutions, research organisations, and public bodies, from Member States and Associated Countries.</p> <p>A Research organisation is defined by EU programmes as a legal entity that:</p> <ul style="list-style-type: none"> • is established as non-profit organisation, and • carries out research and/or technological development as its main objective. <p>The following are NOT considered research activities:</p> <ul style="list-style-type: none"> • supporting, financing research activities carried out by other entities • promoting, managing or coordinating research activities. <p>Only entities that have research and/or development as main objective can qualify as research organisations. In contrast, entities that have research and/or development as ancillary activities (even if regular and substantial, e.g. in museums or hospitals) do not qualify as ‘research organisations’.</p> <p>Public and Private-non-profit research organisations from Member States are therefore subject to the GEP eligibility criterion.</p> <p>However, non-governmental organisations, civil society organisations, or private-for-profit organisations (including SMEs) are NOT concerned by the GEP eligibility criterion at this stage.</p> <p>The answer to your question therefore depends on which legal entity category your organisation falls under.</p>
2	<p>Is the GEP just a must for partners or each affiliated entity must have it?</p>	<p>The GEP requirement applies to both beneficiaries and affiliated entities.</p>
3	<p>Does the GEP have to be in English? Or it may be in our own language?</p>	<p>No, it does not have to be in English; it can be in the national language(s) used in the organisation.</p>
4	<p>We are a large state institution supporting education. In our organisation, 91% of employees are women, 87% of middle managers are women and 50% of senior executives are women. The under-represented sex are men, should we implement the GEP accordingly?</p>	<p>You should acknowledge this in the GEP and put in place actions to promote gender balance inside your institution and at the different working positions.</p>
5	<p>Could you give some example on how to include gender dimension in a project focused on manufacturing?</p>	<p>This is a too general question, but without knowing more details, one idea could be to consider the manufacturing process: are there specific gender issues at any of the manufacturing steps (e.g., production, validation, etc).</p>
6	<p>Can we add the open access price of articles to project budget?</p>	<p>Publication fees are reimbursable only if publishing venue is full open access (publication fees in hybrids are not reimbursed as well as printing fees).</p>

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7	<p>If a proposal is on the reduction of carbon emissions, could you give an example of how the gender dimension would be addressed please?</p>	<p>Again this question is too general to answer. I would need to know the details and specific idea behind the project proposal/topic. An idea could be to study the behaviour of users and understand if there is a difference in the use of a given source of carbon emission between genders.</p>
8	<p>In our specific project (Physics and aerodynamics of atmospheric flow of wind for power production) we do not consider gender dimension to be relevant for the content of the research.</p> <p>How can we provide a proper justification for not considering it without losing scores?</p>	<p>You should state in the methodology part why the gender dimension is not relevant to the project; think about the project and its application, make sure that there is not space/impact on gender and then provide a sound justification.</p>
9	<p>Can you please share what is the Gender definition of the EC?</p>	<p>You can find it in the Horizon Europe Programming Guide : "Gender refers to sociocultural norms, identities and relations that categorise people, structure societies and organisations, and shape behaviours, products, technologies, environments, and knowledge. Gender attitudes and behaviours are complex and change across time and place, as cultural norms and values change. How we speak, our mannerisms, the things we use and our behaviours all signal who we are and establish rules for interaction. Gender is an organising principle that structures behaviours, attitudes, physical appearance and habits. We generally consider three related dimensions of gender: gender norms (socio-cultural expectations of what is appropriate for women, men or gender-diverse individuals, often relying on gender stereotypes), gender identities (how individuals or groups perceive and present themselves in relation to gender norms, with most commonly used categories including: woman, man, and non-binary or gender-diverse) and gender relations (how sex and gender shape social interactions in families, schools, workplaces and public settings, often involving power relations). As such, gender can be an important aspect of research and design."</p>
10	<p>When the research work is about natural sciences specimens, which research already has gender as a very important criteria, do we still have to mention that both specimen genders females and males will be studied?</p>	<p>Yes, I would suggest to still state it.</p>
11	<p>Does the GEP hast to be public (website) already at the moment of submission of a proposal (at proposal stage)... or at what other date?</p>	<p>If possible, at the moment of the submission; otherwise no later than the signature of the Grant Agreement.</p>

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12	About Gender Balance as ranking criteria, you refer to researchers table but, do you know if Main Contacts in the administrative forms are also taken into account? Because many organisations don't have data in researchers table.	As far as I know, the information about the gender balance will relay on the researchers table.
13	Where do we need to enter the gender of the participants? Only in the table included in Part A, or in another section. In order to be evaluated.	Only in the Part A.
14	Hello, Is it necessary to justify that each partner has an equality plan for their organisation? Should it be attached to the official documentation? Does LEAR of existing, validated beneficiaries need to re-apply for validation and show that we have the GEP?	A self-declaration will be requested at proposal stage. It will take the form of an online questionnaire listing the four mandatory process-related GEP requirements (building blocks) as well as the recommended thematic areas. The questionnaire should be filled by the legal entity's authorised representative (LEAR), only once, in principle, for the duration of the Framework Programme, unless the status of the legal entity changes. Legal entities are not asked to submit/upload their GEP, only to fill in the questionnaire. Proposal submission templates (application forms) display the GEP questionnaire for information.
15	Hello, is there some list of "trusted repositories"? Thank you.	I was checking this list here: https://open-research-europe.ec.europa.eu/for-authors/data-guidelines#selectarepository but please also check internally.
16	Can you give an indication of how long (I mean in number of pages) the Gender Dimension section should be approximately (in a typical one-step RIA proposal)?	I would say up to 1 page.
17	So I saw that you were mentioning as an example (One slide on tips) that climate change is affecting the sex of marine species, so in this regard is the EC also suggesting to use gender approach also in animal species?	Yes.
18	What is the meaning of abbreviation PIDs in Open science slide?	Persistent identifiers (PIDs).
19	Is it important to include a GEP at project level, as a deliverable, besides individuals GEP?	No, the GEP is an eligibility criterion at partner level; in the project, you have to address the gender dimension of your research action.
20	Are associate partners participating in a project but are not financed by the HE, obliged to have GEP?	Associated partners do not need to comply with the eligibility conditions for funding.

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21	Hi, how to balance Open Science and IPR protection measures? Companies involved in projects (if results are good) want to patent and that is not compatible with publications...	The EC always states "as open as possible, as closed as needed", it means the EC does not ask beneficiaries to put in place actions against the beneficiary's legitimate interests, including regarding commercial exploitation. So there could be exceptions, but they need to be duly justified.
22	In the proposal, do we need to indicate the number of publication and do a preliminary list with the description?	You may indicate an estimated number of publications but, first of all, you have to describe Open Science practices you will put in place in the project, the management of research data and output.
23	How to respect gender equality if the project is about a female or male reproductive system?	Well, you might think about which advantage the project will bring to solve/study/approach the reproductive system of the other sex, how the approach of the project and/or its results could speed up the research re the other sex or how could they be applied to the other sex?
24	Although it is currently not required, is positively evaluated if also private partners develop a GEP?	The GEP is an eligibility requirement for some entities; therefore, it will be assessed during the eligibility check only for the concerned entities.
25	Which repository should we use? Openaire? Or another one?	The EC recommends to publish in a "trusted repository": this is a new term for Horizon Europe. I recommend to internally check with the library of your organisation.
26	often in certain fields gender dimension is extremely important and very relevant to describe. But sometimes in very technical proposals, e.g. designing sensors or other equipment it is not really relevant, and such description might look artificial. How to address gender dimension in such a proposal?	I would need to know the details of the proposal, it is difficult to answer but probably one way could be to think about the users (W and M), is there something to be taken into account when designing the equipment?
27	Just to be sure – can be choose in the proposal in the form A that we do not have GEP – so the possibility NO? Our situation is that we do not have this document at the moment but of course we are ready to have it approved before the GA is signed.	In the Form A you can answer Yes or No to the GEP question, but please keep in mind that if you are concerned by the GEP, and you answer No, then you are expected to have a GEP in place at the latest by the signature of the GA.
28	Does the University from neither MS nor from AC need to have GEP to be eligible to participate in HE project?	The requirement concerns organisations from EU Member States and Associated Countries. Non-associated third countries are not concerned.
29	At the signing of the Grant Agreement is it mandatory to all public partners to have a GEP running?	Yes, the GEP must be in place for the signature of the Grant Agreement (for calls with deadlines from 2022 onwards).
30	Is it OK if gender equality is embedded in a wider general equalities policy?	If the wider general equality policy covers the mandatory building blocs of the GEP, then yes.

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31	I am working in a non-university research institution (in mechanical engineering). We have a Gender concept (3 pages). Does it suffice to rename this document after adding some lines on resources/training? Does anyone assess this document?	If the document already in place covers the mandatory building blocks needed for a proper GEP, then you might consider to re-use this document.
32	For private institutions: are they still recommended to have GEP, can it in any way influence on a proposal if a private institution doesn't have one?	First of all even if you are a private entity, it is important to understand if you are a private research organisation or not; if yes, then you are concerned by the GEP. In any case, the GEP will be assessed only for the concerned entities.
33	Is it possible to answer 'NO' on the self-declaration for public bodies during submission and still be eligible (then put GEP in place before grant agreement, in case the proposal is selected for funding)?	<p>According to the information received from the DG RTD Gender Sector, not having a compliant GEP in place at proposal submission stage (so, having ticked “no” to some of the mandatory process-related requirements in the self-declaration GEP questionnaire on the Participant Register in the Funding & Tenders portal) will not block proposal submission, will not make your consortium partner ineligible, nor will it be taken into account by evaluators.</p> <p>Indeed, there is an effective tolerance in the application of the GEP eligibility criterion: applying legal entities only need to have a compliant GEP in place at Grant Agreement Preparation stage, if the proposal they are part of has been selected. If your proposal is successfully evaluated and your consortium partner still does not have a compliant GEP at Grant Agreement preparation stage, it will become ineligible for funding and won't be allowed to participate in the project.</p> <p>Should you have doubts about specific cases, I recommend to contact RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu</p>
34	When exactly is the GEP required? Is it only on calls opening in 2022, or do the calls that opened in 2021 but closing in 2022 also require GEPs?	The GEP is enforced as of calls with deadlines in 2022. Furthermore, for calls with deadlines in 2022 and beyond, once a project proposal is selected for funding following evaluations, consortium partners concerned by the eligibility criterion will have until Grant Agreement signature to confirm they have a GEP in place.
35	How do you show that you have integrated SSH in your proposal?	You can include partners with expertise in SSH and plan together activities relevant to the project involving, for instance, end-users, citizens, patients, etc.

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36	<p>Thank you, a clarification. So in section 1, under the “gender dimension” chapter, we can (in 1 page) write about the initial framework and then how our planned actions can reduce gender gap and/or improve benefits? Moreover, does this gender dimension cover even the gender balance of the consortium?</p>	<p>The gender dimension is really about how you consider the gender dimension in your research and innovation content, while the gender balance is evaluated via the table about the researchers involved in the proposal included in Part A.</p>
37	<p>you talked about eligibilty level, awarded level: How its integrated in the project (In excellence) and The last level ranking to take into consideration was not clear would you mind explaining.?</p>	<p>Eligibility is checked via the GEP self-declaration questionnaire; re the award criterion: in the methodology part you need to integrate the gender dimension of your project (if this is not relevant then you have to explain why); ranking: this is assessed by checking the table listing the researchers in Part A.</p>