



LIVE WEBINAR

EXPERT INSIGHTS

Quick guide to tackle gender dimension & cross-cutting issues

FEBRUARY 10, 2022 14:00 - 15:00 (+30 MIN Q&A)



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Client Relationship Specialist at EMDESK



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Researchers are crucial in today's world and I want to do my part to help them.



Bianca DIBARI

RDI Senior Consultant @Welcomeurope

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In this webinar Bianca Dibari, expert at Welcomeurope, will give you a quick guide to tackle gender dimension & cross-cutting issues

Learning objectives:

- Have an overview of the novelties under Horizon Europe
- Understand how to best integrate and tackle the gender dimension and the cross-cutting issues in your proposal
- Anticipate the impact of these topics on the evaluation process

This webinar is presented by EMDESK in cooperation with Welcomeurope.

EMDESK is a project and work management solution for research and innovation projects.

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(AES256)



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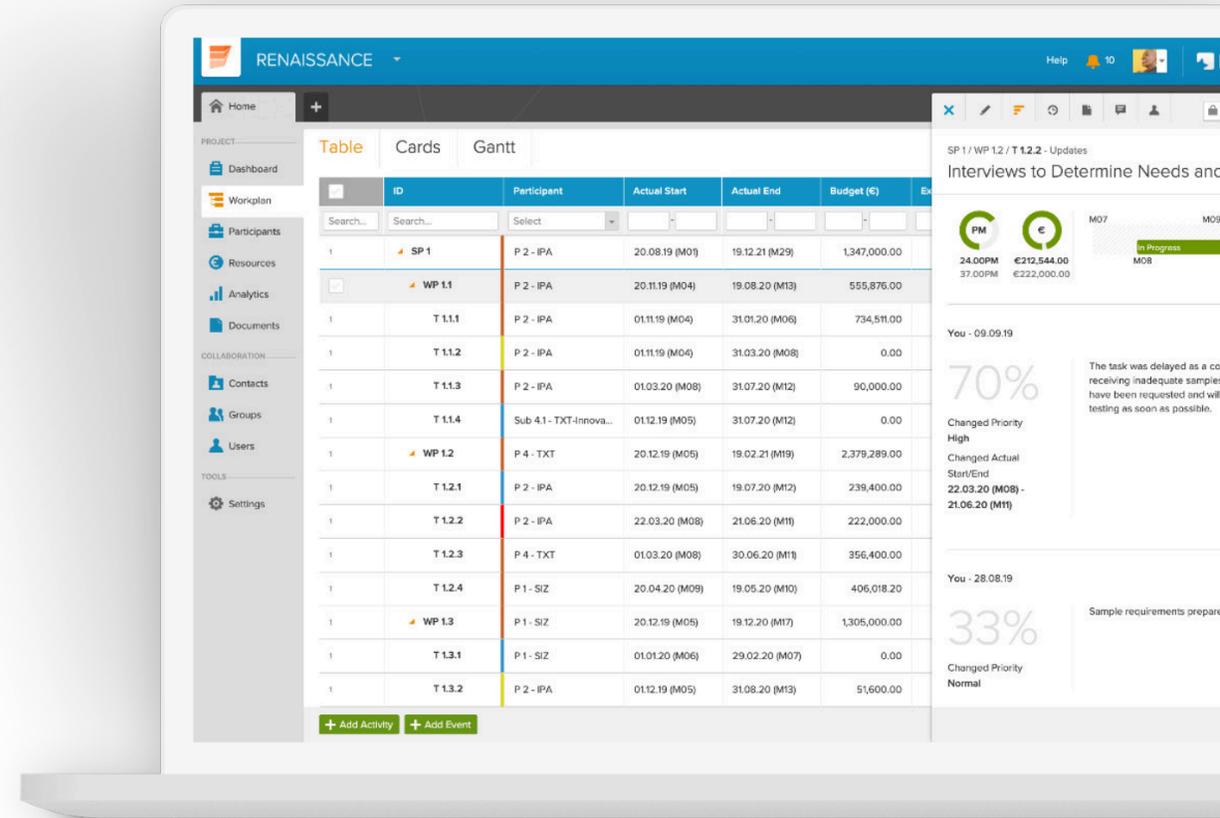
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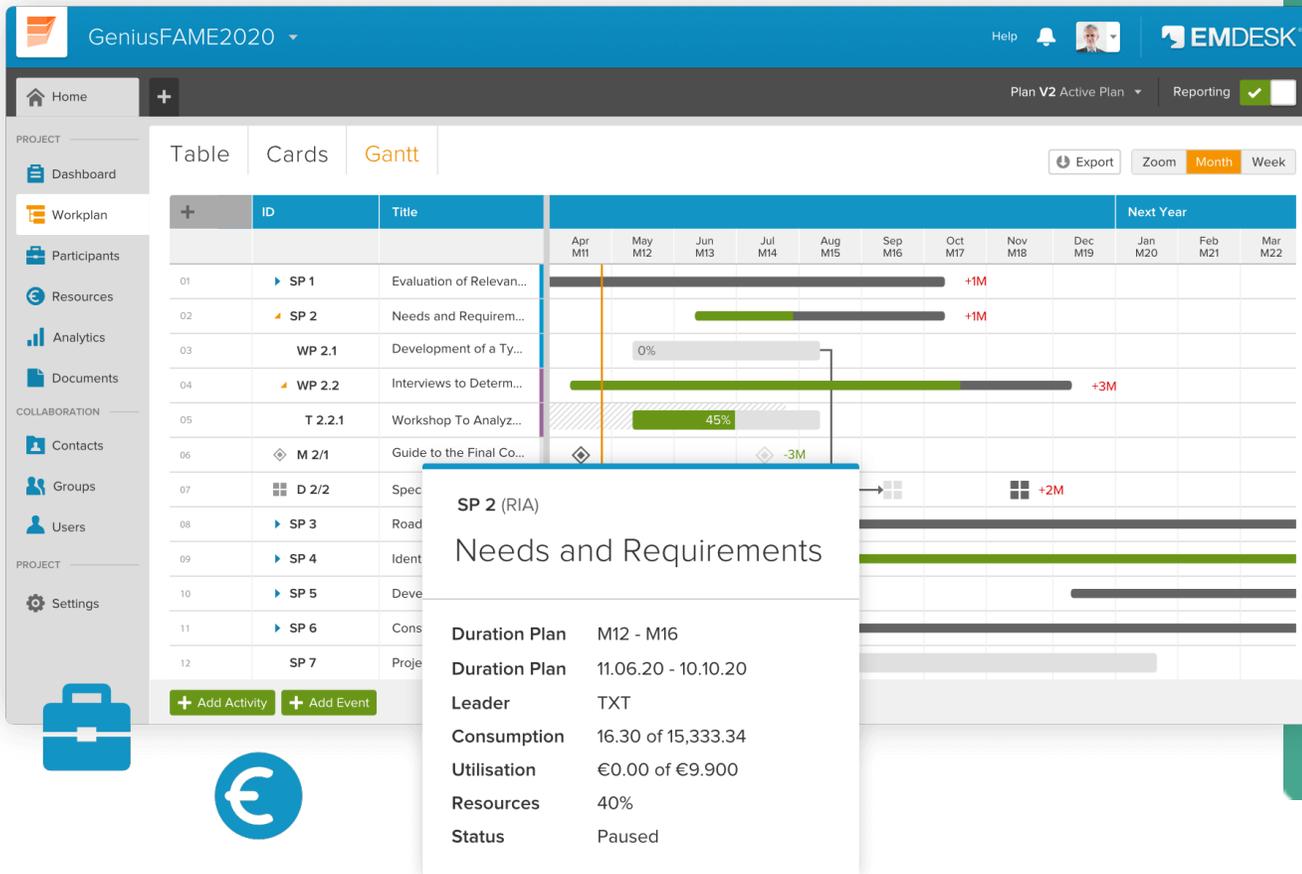
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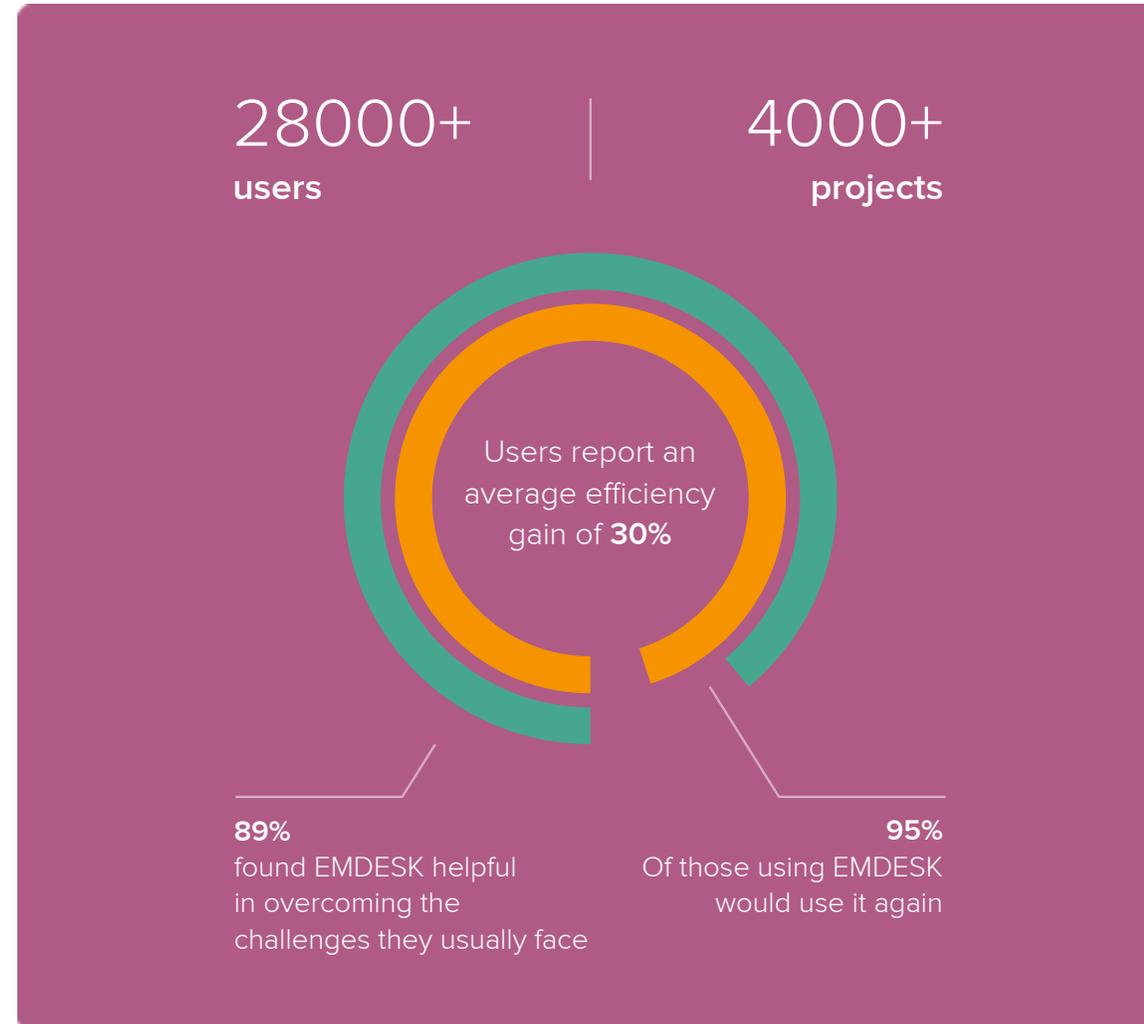
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“Combining a personal service with flexibility and solution-oriented thinking, EMDESK is a highly reliable solution that helps us to manage and monitor all our project activities efficiently.”

Dr. Katarina Boustedt
Head of Administration of the EU FET Graphene Flagship at Chalmers University of Technology



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The image features a close-up of the European Union flag, showing the blue field with twelve golden stars arranged in a circle. The flag is draped and has a bright light reflecting off its surface, creating a shimmering effect. The background of the entire image is a solid dark blue.

Welcomeurope

More than 18 years of experience in European funding

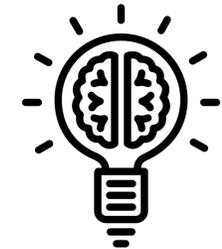
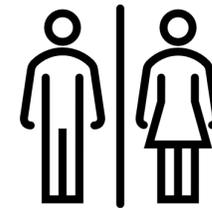
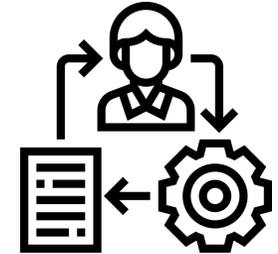
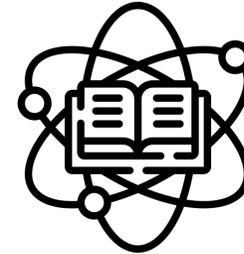


Horizon Europe: Quick guide to tackle gender dimension and cross-cutting issues

Gender dimension, Open science, SSH, Social Innovation, ...

| Objectives of the webinar

- \\ Have an overview of the novelties under Horizon Europe
- \\ Understand how to best integrate and tackle the gender dimension and the cross-cutting issues in your proposal
- \\ Anticipate the impact of these topics on the evaluation process



| Horizon Europe: Cross-cutting issues

- Gender equality
- Open Science
- Social Sciences and Humanities
- Social Innovation
- Ethics
- Do No Significant Harm principle
- International Cooperation
- ...

| Gender equality

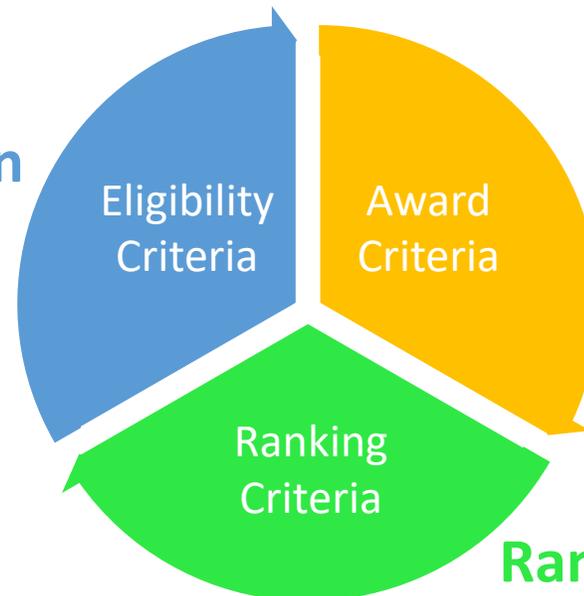
- \\ A cross-cutting principle under Horizon Europe
- \\ Aims to eliminate gender inequality and intersecting socio-economic inequalities (e.g., unconscious bias, systemic structural barriers)

Eligibility: Gender Equality Plan

NEW ELIGIBILITY CRITERION!!!

*For: public bodies, research organisations,
higher education establishments*

*Details available in the Gen. Annexes to the WP
Mandatory for MS and AC*



Award Criteria: Integration of the gender dimension

Ranking Criteria: Gender balance

Gender equality

Eligibility: Gender Equality Plan

Gender Equality Plan an eligibility criterion from 2022 onwards

Public bodies, research organisations or higher education institutions established in a Member State or Associated Country and participating in a Horizon Europe project proposal **must have a gender equality plan** in place, fulfilling **mandatory process-related requirements**

- **Proposal stage:** A self-declaration will be requested in the **Part A** (for all categories of participants)
- Included in the entity validation process (based on self-declaration)

Gender equality

Eligibility: Gender Equality Plan

Mandatory requirements!!!

- \\ **What is a GEP?**
- \\ **Public Document** signed by the top management, published on the institution website (not only on the intranet!), acknowledged and distributed within the institution (→ to demonstrate the commitment to equality including clear goals and which actions will be done to achieve them)
- \\ **Allocate resources..** For funding gender equality positions or teams (e.g., gender equality officers) & reserved time for others to work on gender equality
- \\ Based on **data collection and monitoring** (e.g., GEP based on disaggregated data on gender and sex collected across all staff categories within the institution)
- \\ Supported by **training and capacity building** (gender competence development, tackling unconscious gender bias of staff and decision makers)

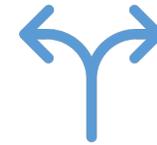
Gender equality

Eligibility: Gender Equality Plan

Recommended requirements!!!

\\ **Recommended areas to include in the GEP** identified with experts and stakeholders:

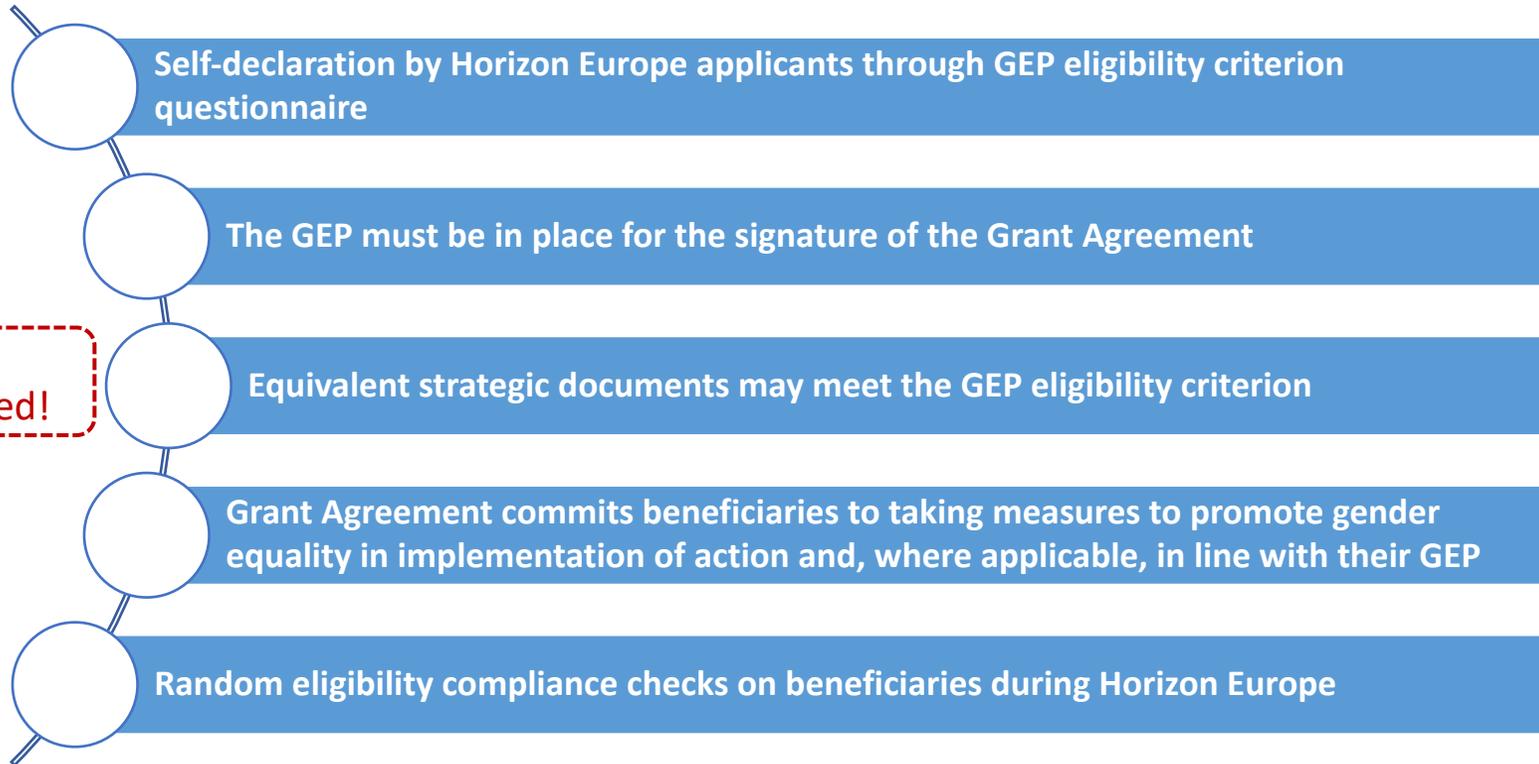
- \\ **Work-life balance and organizational culture**
- \\ **Gender balance in leadership and decision-making**
- \\ **Gender equality in recruitment and career progression**
- \\ **Integrating the gender dimension into research and teaching content**
- \\ **Measures against gender-based violence, including sexual harassment**



Gender equality

Eligibility: Gender Equality Plan

What do you have to do to be eligible?



Only if the mandatory building blocks are covered!

It will be verified during the GAP phase



Gender equality

Eligibility: Gender Equality Plan

Gender Equality Plan in the Part A

Mandatory requirements!!!

Recommended requirements!!!

Gender equality plan

Having a gender equality plan is an eligibility criterion for Public bodies, Higher education establishments and Research organisations from Member States and Associated Countries. Be aware that if the proposal is selected, having a Gender Equality Plan will be necessary before the grant agreement signature (applicable on calls with deadlines in 2022 and beyond).

Does the organisation have a Gender Equality Plan (GEP) covering the elements listed below? Yes No

Minimum process-related requirements (building blocks) for a GEP

- **Publication:** formal document published on the institution's website and signed by the top management
- **Dedicated resources:** commitment of human resources and gender expertise to implement it.
- **Data collection and monitoring:** sex/gender disaggregated data on personnel (and students for establishments concerned) and annual reporting based on indicators.
- **Training:** Awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers.

Content-wise, recommended areas to be covered and addressed via concrete measures and targets are:

- o work-life balance and organisational culture;
- o gender balance in leadership and decision-making;
- o gender equality in recruitment and career progression;

Version of template used: _____ Page 13 of 24 Last saved dd/mm/yyyy HH:mm

This proposal version was submitted by [Name, FAMILY NAME] on [dd/mm/yyyy HH:mm:ss] Brussels Local Time. Issued by the Funding and Tenders Portal Submission Service.

Application Forms

Proposal ID XXXXXXXXXX Acronym XXXXXXXX Participant short name: XXXX

- o integration of the gender dimension into research and teaching content;
- o measures against gender-based violence including sexual harassment.

| Gender equality

Award Criteria: Integration of the gender dimension

\\ Integration of the gender dimension into R&I content **MANDATORY!***

Evaluated under the EXCELLENCE criterion for RIAs and IAs

- \\ 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.

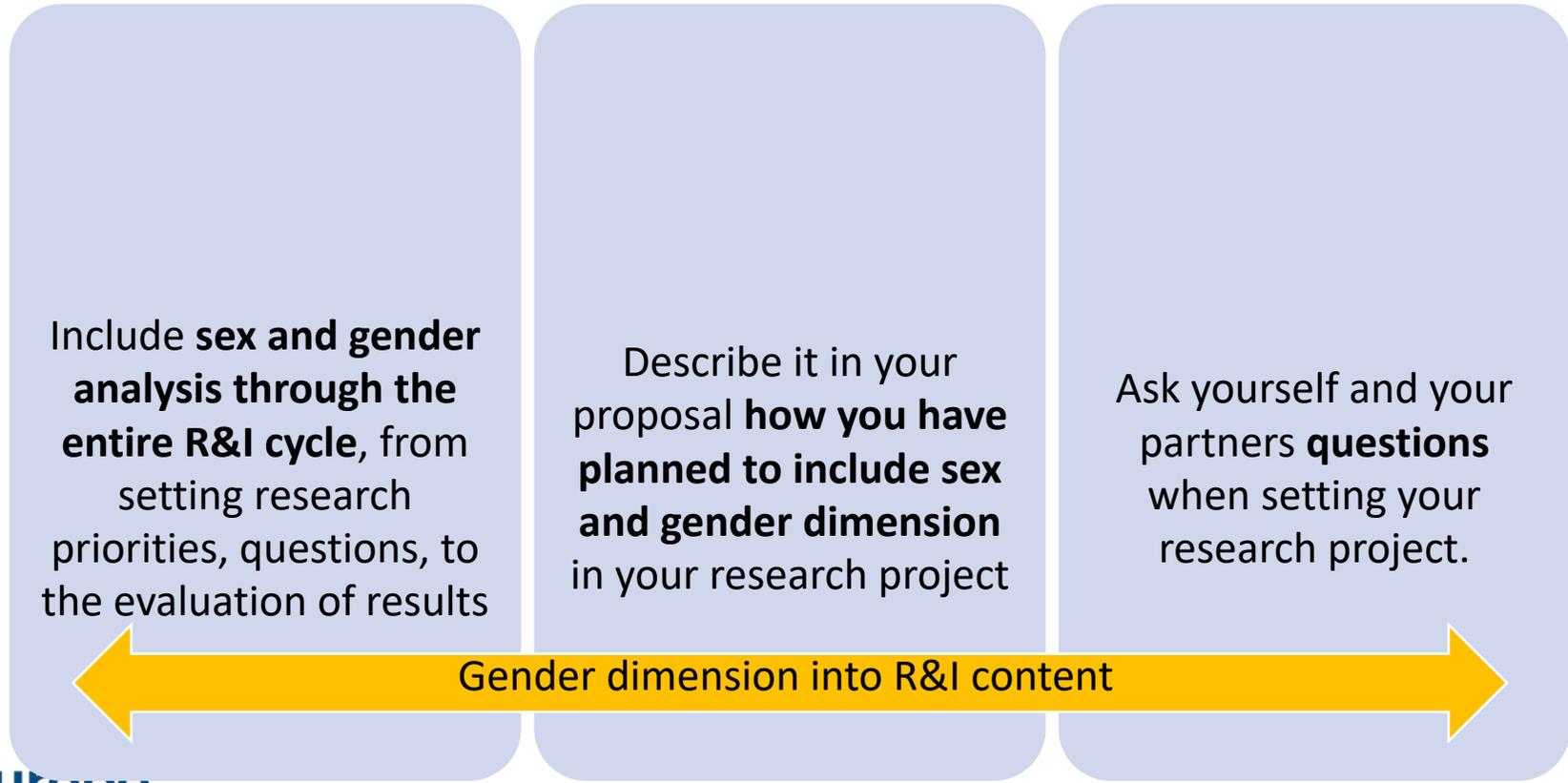


| Gender equality

Award Criteria: Integration of the gender dimension

Integration of the gender dimension into R&I content.. What does it mean?

Why to include it? What to do?



Provide a sound justification if you do not consider gender dimension to be relevant in your specific project.
This will be taken into consideration during the evaluation!

| Gender & cross-cutting dimension

Why Gender Dimension is so important?

- \\ **Quality, reproducibility and accountability** of research and innovation are affected by not taking into account sex and gender analysis
- \\ Sex and gender analysis into R&I content **improves the quality of scientific and societal relevance of the produced knowledge, technologies and innovation**
 - \\ **Adds value** to research and innovation (e.g., excellence, creativity, rigor, business opportunities, etc)
 - \\ Helps **rethink standards and reference models**
 - \\ In-depth **understanding of people's needs, behaviors, attitudes**
 - \\ Produce/develop **goods and services better fitting** the market
 - \\ **It is crucial to secure Europe's leadership in science and technology and support inclusive and sustainable growth**

| Gender equality

Award Criteria: Integration of the gender dimension

Integration of the gender dimension in your proposal - Tips

Reflect on why sex and/or gender could matter

- What is the added value for the project?
- For the community? For the society? Economic aspects?

Consider the production of new knowledge on gender

- What is known?
- Where can you identify gaps?

Consider the production of new knowledge on gender

- Consider the issue related to different disciplines/sect.
- Opportunity to foster the collaboration between scientists with gender expertise and others

Consider social categories/factors intersecting with sex and gender

- Which variables are relevant for the problem?
- Which are their effects?

| Gender equality

Award Criteria: Integration of the gender dimension



Integration of the gender dimension into R&I content.. What does it mean?

Why to include it? What to do?

The sex differences in immune responses

Gender-specific socioeconomic burden of public safety measures.

Gender-specific risk factors (e.g., healthcare workers and caregivers)

Dosing and sex-specific side effects of vaccines and therapeutics

Gender-sensitive prevention campaigns

| Gender equality

Award Criteria: Integration of the gender dimension

Gender Dimension in your proposal – Example of analysis for projects

- Why do we observe differences between women and men in infection levels and mortality rates in the COVID-19 pandemic? Does it make sense to study cardiovascular diseases only on male animals and on men, or osteoporosis only on women?
- Did you know that many aspects of taxation have a substantial effect on gender related socioeconomic inequalities, but that when designing tax laws, policymakers still rarely consider gender inequalities?
- Does it make sense to design car safety equipment only on the basis of male body standards?
- Did you know that almost 3/4 of women Internet users worldwide have experienced some form of cyberviolence?
- Is it ethical to develop AI products that could spread gender and racial biases due to a lack of diversity in the data used in training AI applications?
- Did you know that climate change is affecting sex determination in a number of marine species and that certain populations are now at risk of extinction?

| Gender equality

Ranking
Criteria

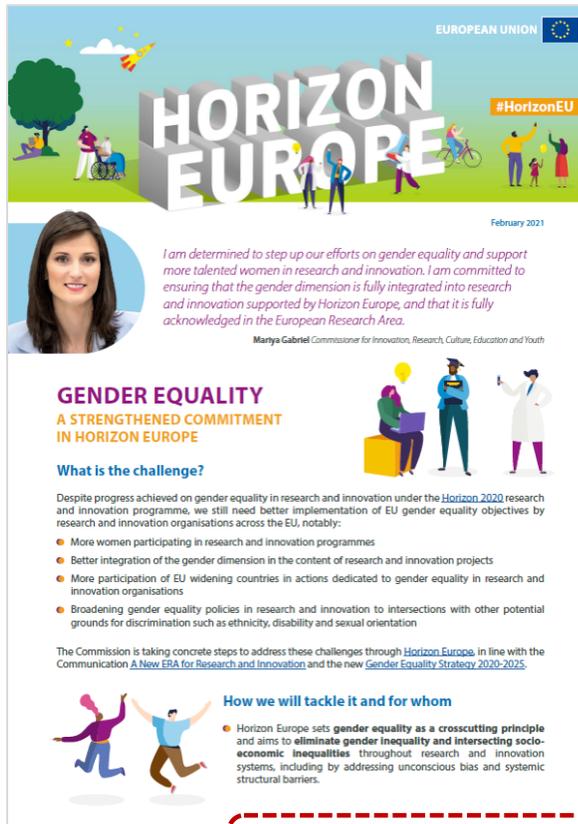
Ranking Criteria for ex aequo proposals: Gender balance

By order of priority

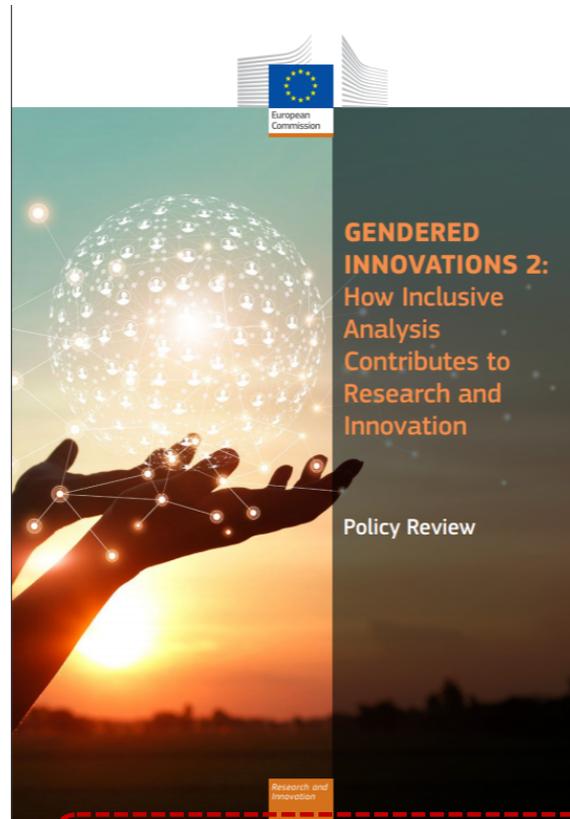
- Aspects of the call that have not otherwise been covered by more highly ranked proposals
- Scores on 'Excellence' then on 'Impact' (for IAs, scores on 'Impact' then 'Excellence')
- Gender balance among personnel named in the proposal who will be primarily responsible for carrying out the research and/or innovation activities, and who are included in the researchers table in the proposal**
- Geographical diversity
- ...

| Gender equality

Useful resources

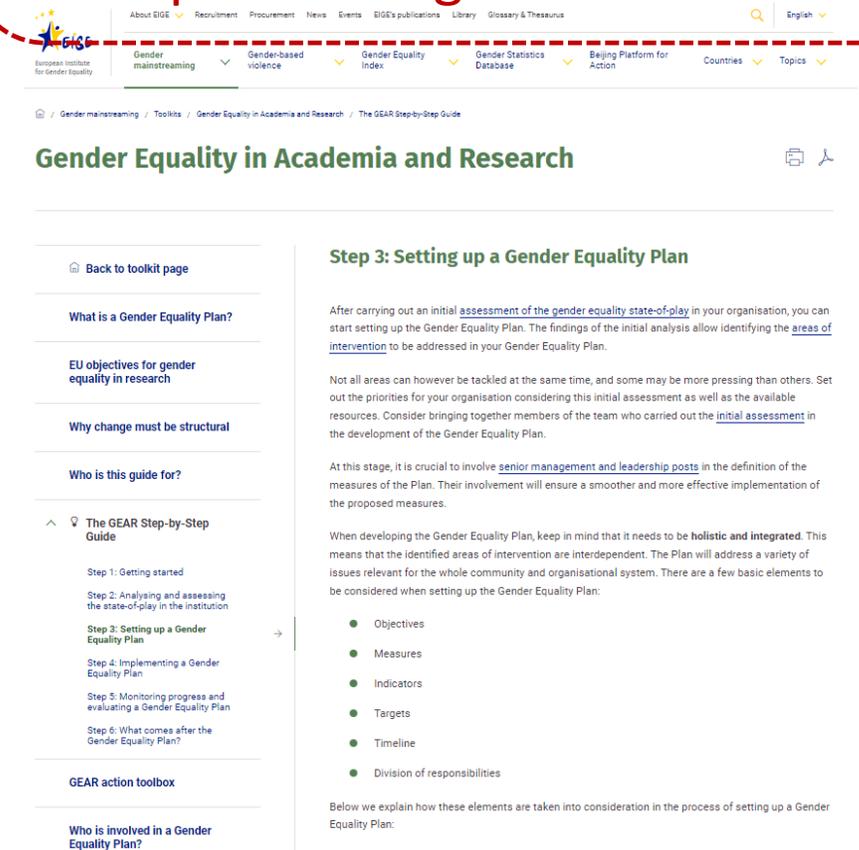


Factsheet



Policy review report

The [GEAR tool](#) ('Gender Equality in Academia and Research'): a step-by-step online guidance co-developed by DG RTD and EIGE for implementing GEPs



| Open Science

Open Science as a key requirement

“Open science” means an approach to the scientific process based on open cooperative work, tools and diffusing knowledge

(Horizon Europe Regulation and Model Grant Agreement)

Important Documents

- Model Grant Agreement – art. 17 → obligations
- Annotated Model Grant Agreement – art. 17 → guidance on how to comply with open science requirements of the Model Grant Agreement
- HEU Programme Guide – what is required, useful resource for both applicants and evaluators
- Work Programme & Template

| Open Science

Why Open Science as a key requirement?

Open Science has the potential to increase:



☐ **Quality & efficiency of Research & Innovation**, if all the produced results are shared, made reusable, and if their reproducibility is improved



☐ **Creativity**, through collective intelligence and cross-disciplinary research that does not require laborious data wrangling



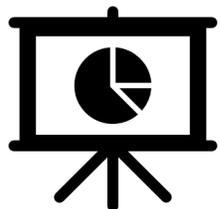
☐ **Trust** in the science system, by engaging both researchers and citizens

| Open Science

Open Science – Which practices?



Early and open sharing of research (preregistration, registered reports, pre-prints, or crowd-sourcing);



Ensure reproducibility of research outputs



Open access to research outputs (publications, data, software, models, algorithms, and workflows)



Involving all relevant knowledge actors
including citizens, civil society and end users



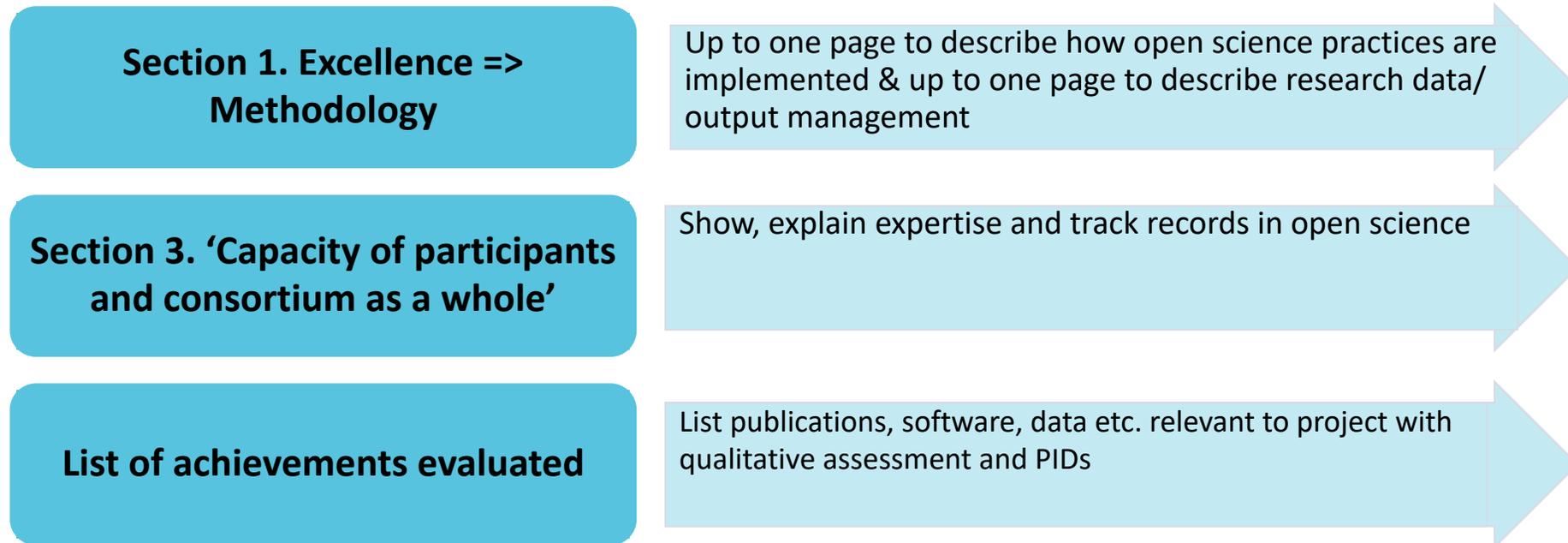
Responsible data management
(FAIR principles)



Open peer-review

| Open Science

Open Science – Where to address it in your proposal?



Publications expected to be OA; datasets are expected to be FAIR and 'as open as possible, as closed as necessary'; significance of publications to be evaluated on basis of proposers' qualitative assessment and not per Journal Impact Factor.

| Open Science

Open Science – Open Research Europe

The screenshot shows the top navigation bar of the Open Research Europe website. It includes the European Commission logo, a search bar, and a navigation menu with options like 'Browse', 'Gateways & Collections', 'How to Publish', 'About', and 'Blog'. Below the navigation bar, there is a section titled 'Rapid & Transparent Publishing' with a sub-header 'Fast publication and open peer review for research stemming from Horizon 2020 and Horizon Europe funding across all subject areas.' A 'Submit your research' button is visible on the left, and 'Powered by F1000Research' is on the right. At the bottom, there is a 'Subject Areas' section with links to 'Natural sciences', 'Engineering and technology', 'Medical and health sciences', 'Agricultural and veterinary sciences', 'Social sciences', and 'Humanities and the arts'.

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<https://open-research-europe.ec.europa.eu/>

| Other cross-cutting dimensions

Social Science and Humanities

Integration of SSH in all clusters (including missions and EU partnerships)



To improve the assessment of and response to complex societal issues



Where relevant include contribution to SSH disciplines



Check the topic text!

| Other cross-cutting dimensions

Social Innovation

Horizon Europe all programmes parts

Development of new products, methods, and services for and with society involving **citizens, public authorities, business and industry, and academia** — the **Quadruple Helix** — in their design, development, and implementation.

Social innovation **engages and empowers citizens**, enhances the **resilience** of communities, increases the **relevance, acceptance and uptake of innovation**, and helps foster lasting **changes in social practices**, therefore acting as a system changer.

It helps answering societal and environmental challenges => **Connection between society and innovation**

Human-centric approach = involvement of end-users = chance to uptake project results

=> Increase the delivery of the outcomes and impact of the project!

| Other cross-cutting dimensions

Ethics

- The process to assess and address the ethical dimension of activities funded under Horizon Europe is called the **Ethics Appraisal Procedure**.
- The Ethics Appraisal Procedure concerns **all activities funded in Horizon Europe** and includes the Ethics Review Procedure, conducted before the start of the project, as well as Ethics Checks, Reviews and Audits conducted during the project.
- When preparing a proposal, it is required to conduct an **Ethics Self-assessment** starting with the completion of an **Ethics Issues Table**.

| Other cross-cutting dimensions

Ethics

4 – Ethics and Security

Ethics issues table

This table should be completed as an essential part of your proposal. Please go through the table and indicate which elements concern your proposal by answering 'Yes' or 'No'. If you answer 'Yes' to any of the questions, indicate in the adjacent box at which page in your full proposal further information relating to that ethics issue can be found, and provide additional information on that ethics issue in the Ethics Self-Assessment section. For more information on each of the ethics issues and how to address them, including detailed legal references, see the guidelines ["How to Complete your Ethics Self-Assessment"](#).

1. HUMAN EMBRYONIC STEM CELLS AND HUMAN EMBRYOS		Page
Does this activity involve Human Embryonic Stem Cells (hESCs)?		<input type="radio"/> Yes <input type="radio"/> No
If YES:	Will they be directly derived from embryos within this project?	<input type="radio"/> Yes <input type="radio"/> No
	Are they previously established cells lines?	<input type="radio"/> Yes <input type="radio"/> No
	Are the cell lines registered in the European registry for human embryonic stem cell lines?	<input type="radio"/> Yes <input type="radio"/> No
Does this activity involve the use of human embryos?		<input type="radio"/> Yes <input type="radio"/> No
If YES:	Will the activity lead to their destruction?	<input type="radio"/> Yes <input type="radio"/> No
2. HUMANS		Page
Does this activity involve human participants?		<input type="radio"/> Yes <input type="radio"/> No
If YES:	Are they volunteers for non-medical studies (e.g. social or human sciences research)?	<input type="radio"/> Yes <input type="radio"/> No
	Are they healthy volunteers for medical studies?	<input type="radio"/> Yes <input type="radio"/> No
	Are they patients for medical studies?	<input type="radio"/> Yes <input type="radio"/> No
	Are they potentially vulnerable individuals or groups?	<input type="radio"/> Yes <input type="radio"/> No
	Are they children/minors?	<input type="radio"/> Yes <input type="radio"/> No
	Are they other persons unable to give informed consent?	<input type="radio"/> Yes <input type="radio"/> No
Does this activity involve interventions (physical also including imaging technology, behavioural treatments, etc.) on the study participants?		<input type="radio"/> Yes <input type="radio"/> No
If YES:	Does it involve invasive techniques?	<input type="radio"/> Yes <input type="radio"/> No
	Does it involve collection of biological samples?	<input type="radio"/> Yes <input type="radio"/> No

Application Forms

Proposal ID XXXXXXXXX

Acronym XXXXXXX

ETHICS SELF-ASSESSMENT

If you have entered any issues in the ethics issue table, you must perform an ethics self-assessment in accordance with the guidelines ["How to Complete your Ethics Self-Assessment"](#) and complete the table below.

Ethical dimension of the objectives, methodology and likely impact
<p>Explain in detail the identified issues in relation to:</p> <ul style="list-style-type: none"> – objectives of the activities (e.g. study of vulnerable populations, etc.) – methodology (e.g. clinical trials, involvement of children, protection of personal data, etc.) – the potential impact of the activities (e.g. environmental damage, stigmatisation of particular social groups, political or financial adverse consequences, misuse, etc.)
Compliance with ethical principles and relevant legislations
<p>Describe how the issue(s) identified in the ethics issues table above will be addressed in order to adhere to the ethical principles and what will be done to ensure that the activities are compliant with the EU/national legal and ethical requirements of the country or countries where the tasks are to be carried out. It is reminded that for activities performed in a non-EU countries, they should also be allowed in at least one EU Member State.</p>

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your attention and best chance of success in
your projects !

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Questions ?



Q&A SESSION

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