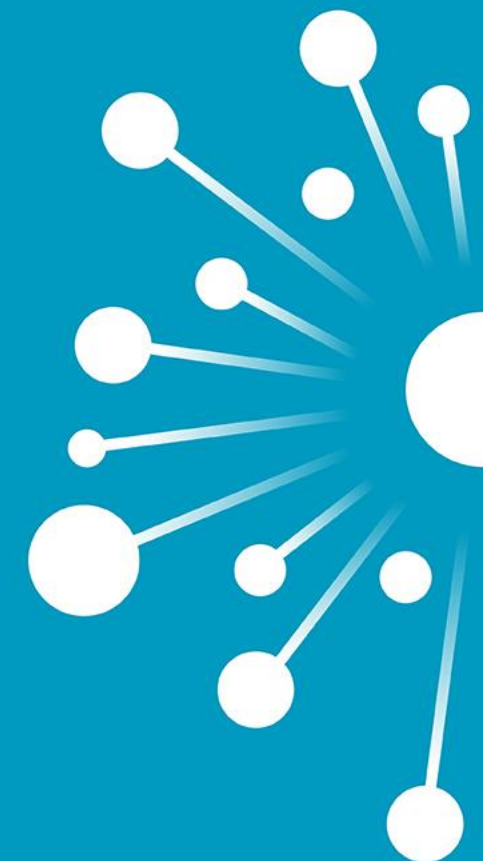


GENDER DIMENSION IN MSCA PF CALL

Preparations for a successful application to the MSCA Postdoctoral Fellowships 2025

University of Maribor



Gita Zadnikar, MVZI
Maribor, 19. 5. 2025

● **MREŽA
NACIONALNIH
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Obzorje Evropa



GENDER EQUALITY – FUNDAMENTAL VALUE

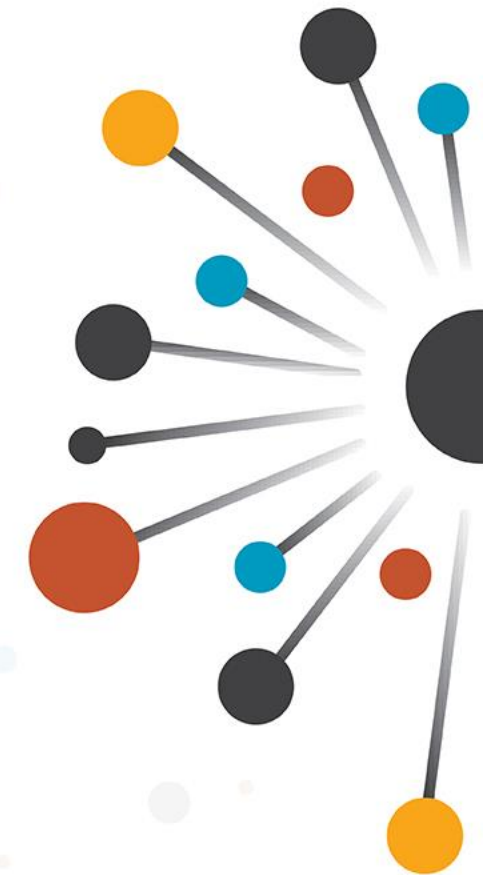
- Gender equality is a fundamental value of the EU.
- **Gender inequalities persist** despite significant progress.
- The imbalance **prevents** European R&I systems from reaching their full potential.



Gender equality and gender mainstreaming in research has been a priority of the European Research Area (ERA). European Commission set three main objectives:

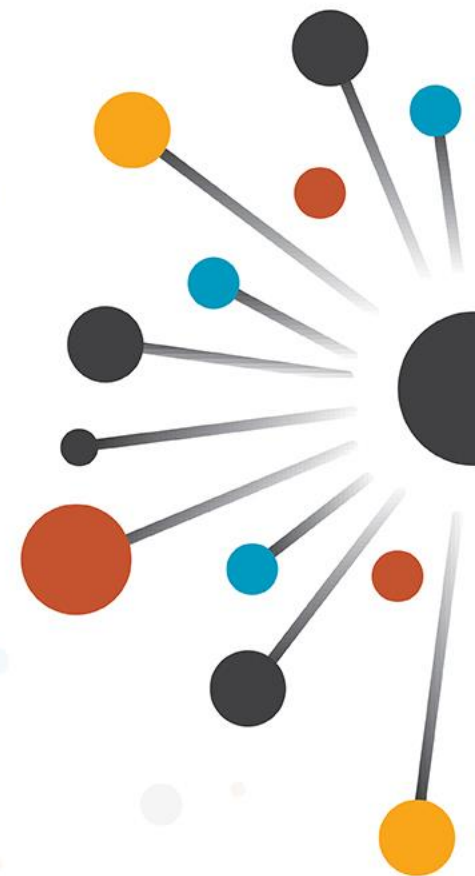
- Gender equality in careers at all levels (gender equality),
- Gender balance in decision making (gender balance),
- Integration of the gender dimension into the content of research and innovation (gender dimension).

*All three highlighted „gender“ terms are also very relevant for your future research proposal.



THE GOAL

- To **improve** the European R&I system,
- To create gender-equal working environments where all **talents can thrive**,
- To better integrate the gender dimension in projects to improve **research quality**.



GENDER EQUALITY

IN HORIZON EUROPE

GENDER EQUALITY

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GENDER EQUALITY – IN HORIZON EUROPE

There are **three main levels** at which gender equality is addressed in HE:

Institutional level: Gender Equality Plan (GEP) is an [eligibility criterion](#) for legal entities (RO, HE, public bodies) from EU countries and non-EU countries associated to HE.

Research team level: Gender balance among research teams is set as a [ranking criterion](#) for proposals with the same score.



GENDER EQUALITY – IN HORIZON EUROPE

Research content level:

- The integration of a gender dimension into R&I content is a **requirement by default**, and evaluated under the [excellence criterion](#), unless the topic description explicitly specifies otherwise.



GENDER EQUALITY

IN MSCA ACTIONS

GENDER EQUALITY

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ELEMENTS OF EXCELLENCE CRITERIA



INTRODUCTION



OBJECTIVES



INDIVIDUAL
PROJECTS



AMBITIOUSNESS



STATE-OF-THE-ART



METHODOLOGY



INTERDISCIPLINARITY



GENDER/DIVERSITY



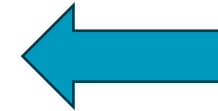
OPEN SCIENCE



TRAINING



SUPERVISIO
N



WHAT ARE THE REQUIREMENTS UNDER MSCA?

Evaluation criteria: GENDER DIMENSION OF RESEARCH

- As part of the **evaluation criteria**, all applicants are expected to address gender under the 'excellence criterion' in part **B1 section 1**
- Applicants must actively consider the **gender dimension** of R&I content.



WHAT ARE THE REQUIREMENTS UNDER MSCA?

- Gender, equality, diversity, inclusion should be considered when addressing **dissemination, exploitation, impact**, and **implementation** as well.
- Applicants are encouraged to think critically about gender and diversity when outlining their **training, mentoring** and **career development needs**, as these aspects are evaluated.



WHAT ARE THE REQUIREMENTS UNDER MSCA?

- Gender, diversity, and inclusiveness are also determining factors **not only when assessing the methodology** of the proposal, but also **the quality and credibility of the training programme proposed.**



GENDER EQUALITY

PROJECT PROPOSAL



GENDER IN PROJECT PROPOSAL

UNDER EXCELLENCE

1.2 Soundness of the proposed methodology (including interdisciplinary approaches, consideration of the **gender dimension** and **other diversity aspects** if relevant for the research project, and the quality of open science practices)

- **Gender dimension and other diversity aspects:** Describe how the **gender** dimension and other diversity aspects are taken into account in the project's research and innovation content. If you do not consider such a **gender** dimension to be relevant in your project, please provide a brief justification.
- ⚠ Remember 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.**



KICK START QUESTIONS

TO START THINKING ABOUT GENDER DIMENSION IN YOUR RESEARCH

- How do **gender** and the research topic relate to each other?
- What **existing research** is there already on **gender** and your topic?
- Are there **gender specific gaps** in the current literature?
- Which **research question** can you formulate on **gender** in relation to your topic?



GENDER DIMENSION

COMMON MISTAKES – AVOID THEM!

! Gender balance is not gender dimension.

👉 Be aware of biological characteristics (sex) & social/cultural features (gender),

♂♀ Gender dimension is not only women's issue.



GENDER IN PROJECT PROPOSAL

FRIENDLY MSCA DN HANDBOOK TIPS

- You should consider **biological characteristics** (sex), **social/cultural features** (gender), and **other diversity aspects** in your research.
- You are encouraged to use **gender inclusive language** and not to think about gender in binary categories.



GENDER DIMENSION – SEX vs GENDER

(IN SHORT)

- Gender dimension in research means sex and gender analysis
- Both terms refer to the content of the research activities
- Sex: refers to biological characteristics
- Gender: refers to socio-cultural norms, identities and relations that together shape feminine and masculine behaviour which are complex and change across time and place.



GENDER DIMENSION – SEX vs GENDER

Driving the car:

- **Sex analysis** considers the biological differences between man and woman (height, pregnancy), which could effect the design of safety belts.
- When looking at the **gender analysis** one needs to consider **cultural** aspects like the different use of the car due to different **social** roles of men and women performing work or carework.



Are **sex/gender** norms embedded in the **concepts, theories and models** used by your research field? If so, how do these gender norms/assumptions influence the research area?

How do **gender and interconnected social categorizations**, such as **race, class etc.** shape your research question and desired outcomes? (**intersectional approach**)

Does the chosen methodology(ies) ensure that **sex/gender**, and **other connected social characterizations**, are considered and investigated?

Does the methodology ensure that (possible) **gender differences** will be investigated: that **sex/gender differentiated data** will be collected and analyzed throughout the research cycle?

Are questionnaires, surveys, focus groups, etc. designed to unravel potentially relevant **sex and/or gender** differences in your data?

Are the groups involved in the project (e.g., samples, testing groups) **gender-balanced**?

Have you explained the **project's approach to gender and intersectionality throughout the research life cycle**?



GENDER IN PROJECT PROPOSAL

Note that, in addition to describing the gender and diversity aspects in the research, it is also possible:

- to address the gender dimension through training, communication/dissemination activities (section 2.2), impact and implementation.



GENDER IN PROJECT PROPOSAL

- Apart from the gender dimension in research, if applicable, **include other diversity aspects**.
- If your research **is not concerned** with gender issues or other diversity aspects, you should **clearly** explain why and provide **a strong justification**.
- This approach **ensures that project benefits all**.
- It does not only **fulfill** the HE **requirements** but also **elevates the quality and relevance** of the research.





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