



INTEGRATION DER GENDER DIMENSION IN FORSCHUNG UND INNOVATION IN HORIZON EUROPE

Kay Felder

18. März 2023, 10 Uhr, online



FFG

Forschung wirkt.

Mission Areas

- Adaptation to climate change, including societal transformation
- Cancer
- Healthy seas, oceans and inland waters
- Climate-neutral and smart cities
- Soil health and food



GENDER EQUALITY UND HORIZON EUROPE

- in Horizon Europe bekommt Gender Equality einen noch höheren Stellenwert
- Querschnittsthema mit Bezug zu diversen strategischen Zielen
- im Kontext laufender EU Forschungsprojekte und Ergebnisse zu Geschlechtergleichheit
- im engen Zusammenhang „Gender Equality Strategy 2020-2025“
- wird in Forschungsprojekten auf 3 Ebenen umgesetzt
 - Gender Equality Pläne (GEPs) als Eligibility Kriterium
 - Gender Balance in Forschungsteams als Ranking Kriterium
 - Integration der Gender Dimension in Inhalte

GENDER EQUALITY PLÄNE IN HORIZON EUROPE - VORAUSSETZUNGEN

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:

- work-life balance and organisational culture;
- gender balance in leadership and decision-making;
- gender equality in recruitment and career progression;
- integration of the gender dimension into research and teaching content;
- measures against gender-based violence including sexual harassment.

Proposal Template:

https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/template/af/af_he-ria_en.pdf - p. 13

General Annexes:

https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2023-2024/wp-13-general-annexes_horizon-2023-2024_en.pdf - p.15

GENDER EQUALITY PLÄNE IN HORIZON EUROPE - UMSETZUNG

- Eine Self-Declaration muss in der Proposal Phase ausgefüllt werden
- Teil vom Entity Validation Prozess
- Der GEP muss zur Zeit der Unterzeichnung des Grant Agreements vorhanden sein
- (Randomisierte) Überprüfungen geplant!

GENDER EQUALITY- RANKING CRITERION

- Gender-Balance kommt an die dritte Stelle der Ranking Kriterien bei Punkte Gleichstand
- Bezieht sich auf das wissenschaftliche Personal, das im Proposal gelistet wird

Researchers involved in the proposal

Include only the researchers involved in the proposal, (see below definition of 'researcher'). You do not need to include in the table the identity of other persons involved in the proposal who are not researchers.

'Researchers are professionals engaged in the conception or creation of new knowledge. They conduct research and improve or develop concepts, theories, models, techniques instrumentation, software or operational methods. (Frascati Manual 2015)'

Include also person in charge of the proposal if a researcher.

Title	First Name	Last Name	Gender	Nationality	E-mail	Career stage ¹	Role of researcher (in the project)	Reference Identifier	Type of identifier
			[Woman]			[Category A – Top grade researcher]	[Leading]		[ORCID]
			[Man]			[Category B – Senior researcher]	[Team member]		[Researcher Id]
			[Non-binary]			[Category C – Recognised researcher]			[Other - specify]
						[Category D – First stage researcher]			

GENDER EQUALITY- INTEGRATION DER GENDER DIMENSION

- die Integration der Gender-Dimension in die Forschungs- und Innovationsinhalte ist standardmäßig Voraussetzung, ein Vergabekriterium, das nach dem Exzellenzkriterium bewertet wird, sofern in der Themenbeschreibung nicht ausdrücklich etwas anderes angegeben ist

EU Grants: Application form (HE RIA/IA): V1.2 – 25.05.2021

1. Excellence

- ⚠ *The following aspects will be taken into account only to the extent that the proposed work is within the scope of the work programme topic.*

Excellence – aspects to be taken into account.

- 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, interdisciplinary 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.

Integration of the gender dimension in R&I content

Gender dimension

Addressing the gender dimension in research and innovation entails taking into account sex and gender in the whole research & innovation process.

Under Horizon Europe the **integration of the gender dimension into R&I content is mandatory** unless the topic description explicitly includes a sentence such as the following:

"On this topic the integration of the gender dimension (sex and gender analysis) in research and innovation content is not a mandatory requirement."

Why is the gender dimension important?

Every cell is sexed and every person is gendered

Brings added value of research in terms of excellence, rigor, reproducibility, creativity and business opportunities

Brings an in-depth understanding of **all people's needs, behaviours and attitudes**

Provides goods and services better suited to the needs of all citizens

Enhanced societal relevance of research and innovation

GENDER INTEGRATION IM PROGRAMM GUIDE

Integration of the gender dimension into R&I content: a requirement under Horizon Europe

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"*.

This new requirement to integrate the gender dimension by default in R&I content in projects is recalled in the General Introduction to the Horizon Europe Work Programme, and in the General Annex D on Award Criteria (for Research and innovation actions, Innovation actions and Programme co-fund actions) and it is thus reflected in the corresponding application forms (proposal template) for Research and Innovation Actions, Innovation Actions and Programme Co-fund Actions under the *Excellence* evaluation criterion (under *Methodology*).

In the proposal template, applicants are invited to describe how the gender dimension (i.e. sex and/or gender analysis) is taken into account in the project's R&I content. If applicants do not consider such a gender dimension to be relevant in their specific

project, they should provide a sound justification, which will be taken into account during evaluation of the proposal, *e.g. with appropriate scientific references*.

GENDER INTEGRATION IN HORIZON EUROPE - WARUM?

- erzeugt einen Mehrwert für Forschung und Innovation in Bezug auf Exzellenz, Kreativität, Genauigkeit, Reproduzierbarkeit und Business Möglichkeiten
- hilft Forschenden und Innovator:innen Gendernormen und Stereotype zu hinterfragen und über Standards und Referenzmodelle zu reflektieren
- erzeugt ein tiefergehendes Verständnis für die Bedürfnisse von Menschen, ihr Verhalten und ihre Einstellungen
- trägt zu verbesserten Gütern und Services bei, die gut auf neue Märkte ausgerichtet sind
- spielt eine wichtige Rolle die Leadership Europas in Wissenschaft und Technologie zu sichern und inklusives und nachhaltiges Wachstum zu unterstützen

GENDER INTEGRATION IM PROGRAMM GUIDE – WICHTIGSTE BEGRIFFE?

- Sex refers to biology. Sex is determined by several biological features, according to functions that derive from the chromosomal complement, reproductive organs, or specific hormones or environmental factors that affect the expression of phenotypic traits (morphology) in sexually reproducing organisms. *In humans*, sex refers to the biological attributes that distinguish male, female, or intersex. *In non-human animals*, sex refers to biological attributes that distinguish male, female, or hermaphrodite. *In engineering & product design research*, sex includes anatomical and physiological characteristics that may impact the design of products, systems, and processes. Sex differences may be relevant for many R&I projects.
- 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.
- Intersectionality describes overlapping or intersecting categories such as gender, ethnicity/racial origin, age, socioeconomic status, sexual orientation and geographic location, that compound to determine the identities and experiences of individuals. Researchers and innovators should not consider gender in isolation. Gender identities, norms and relations both shape and are shaped by other social attributes.

https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/guidance/programme-guide_horizon_en.pdf, p.16ff

GENDER INTEGRATION IM PROGRAMM GUIDE – WIE?

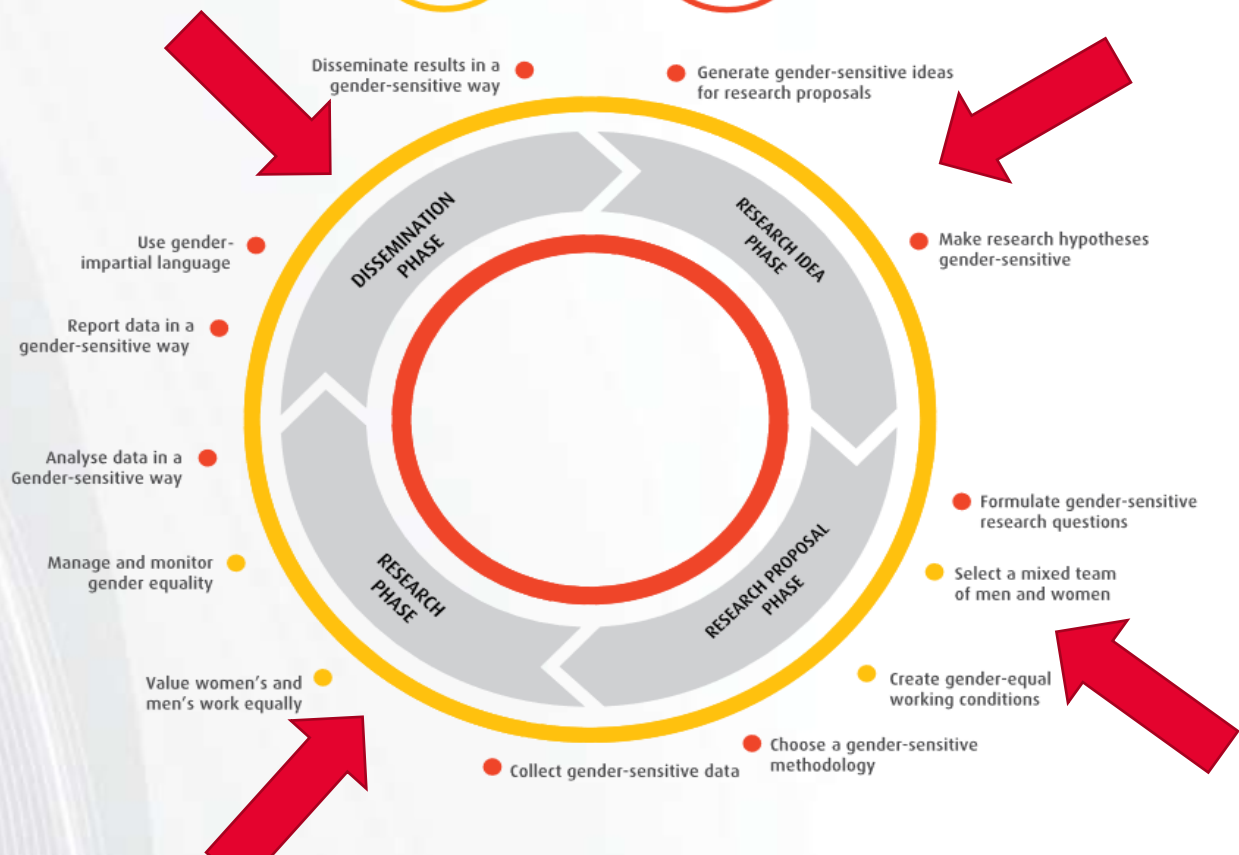
Therefore, when drafting a proposal, you should in particular:

- **Reflect on why sex and/or gender could matter:** Think about and present the ways in which taking into account the gender dimension will provide added value in terms of creativity, excellence, and return on investment, both from public and private perspectives.
- **Consider the production of new knowledge on gender:** Consider what is already known in your area in terms of the gender dimension (*e.g. related scientific literature*) and identify what is missing. In many areas, gender knowledge still needs to be generated.
- **Include sex and gender aspects as part of a multidisciplinary approach:** Reflecting on sex and gender considerations in relation to health, transport, energy, security, etc. is a great opportunity to foster cooperation between scientists with gender expertise and others. It helps concepts cross the borders of scientific fields and encourages research methods to evolve.
- **Consider social categories/factors intersecting with sex and gender:** the way a research problem is formulated will determine which intersecting variables are relevant for analysis. Intersectional research should be designed to illuminate the multiplicative effects of different, but interdependent, categories and factors.

INTEGRATION OF THE GENDER DIMENSION IN R&I CONTENT: NÜTZLICHES

Equal opportunities for men and women in research

Gender in research content



WO IST GENDER IM RESEARCH CIRCLE RELEVANT?

Non-Binäre Identitäten sollten ebenfalls mitreflektiert werden

Engineering Checklist

What is **Gendered Innovations**?

SEX & GENDER ANALYSIS

General Methods

Specific Methods

Terms

Checklists

CASE STUDIES

Science

Health & Medicine

Engineering

Environment

INTERSECTIONAL DESIGN

POLICY RECOMMENDATIONS

http://genderedinnovations.stanford.edu/methods/engineering_checklist.html

This checklist is intended for researchers, project directors and evaluators, grant writers, and funding organizations addressing the development of technologies and related products, services, infrastructures, or processes. It provides a set of key questions for incorporating sex, gender and intersectional analyses into engineering—as a basis for developing Gendered Innovations. As such, it complements and should be read in conjunction with the methodology described in [Engineering Innovation Processes](#). For product design, see [Intersectional Design](#).

Key Questions

1. Potential consumers of technology have different characteristics ([gender identities](#), [sex](#), age, [ethnicity](#), profession, occupation, education, income, household and living arrangements, familiarity with and attitudes towards technology, What role, if any, do these factors play with regard to the developing technology? (see [Analyzing Research Priorities & Outcomes](#); [Intersectional Approaches](#), [Norm-Critical Innovation](#))

(A) Determining the Relevance of Sex

2. Are there basic anatomical and physiological differences between women, and men, and non-binary individuals that should be considered (e.g., in height, strength, range of motion, etc.)? (see Term: [Sex](#); see Methods: [Analyzing Sex: Rethinking Standards and Reference Models](#))

3. Are there further anatomical and physiological differences between women and men that should be considered (e.g. vision, hearing, voice pitch, sense of touch, smell, and taste, pro-prioceptors, muscular tension, temperature perception, etc.)?

(B) Determining the Relevance of Gender and Other Intersectional Factors

(B) Determining the Relevance of Gender and Other Intersectional Factors

4. What are the potential application areas of the technology (e.g., professional life, leisure activities, home, etc.)? Do these contexts suggest different patterns of use by different groups of potential consumers? See Term: [Gender](#); see Methods: [Analyzing Gender](#); [Intersectional Approaches](#).
5. Might different groups of potential consumers (e.g., non-binary individuals, women, or men, old or young, etc.) have different expectations regarding the interface? Do certain features of previous innovations reinforce existing gender inequalities, [gender norms](#), or stereotypes? (see [Reformulating Research Questions](#); [Participatory Research and Design](#))
6. Might different groups of potential consumers have different expectations regarding the exterior design?
7. Might different groups of potential consumers have different expectations regarding the features and functions?
8. Is it more cost-effective to tailor the technology to specific groups at early development stages or could it be inexpensively adapted in post-development?
9. Is there a risk of stereotyping or offending potential consumers through the exterior design (e.g., imposing role models, avatars, different forms of sexism, or racism etc.)?
10. Is there a risk of excluding certain groups (e.g., the elderly) through the technology design?
11. Would certain configurations reinforce existing social roles (e.g., gender segregation in the work force; men associated with engineering and women with domestic technologies, for example)?
12. On the basis of the above, what are the relevant sex, gender, or intersectional variables for your business, and what do you need to know that you do not currently know or understand concerning these factors?

(C) Determining the Tools Required

13. Is it possible and/or necessary to establish a usability lab or to run ergonomic tests? What additional tools might you use for monitoring (questionnaires, workshops, etc.)?
14. Have you ensured diversity within test groups (in terms of age, sex, gender identity, ethnicity, height, etc.)?



(D) Determining the Potential for Innovation

15. Can you think of any additional customer groups or application areas for your technology?
16. How much research would be necessary to identify those groups/markets?
17. Is your business model missing potential opportunities by not addressing sex, gender, or intersectional factors sufficiently? Where might analyzing these factors open up new business opportunities through Gendered Innovation?

http://genderedinnovations.stanford.edu/methods/engineering_checklist.html

(E) Procuring Sex and Gender Expertise

18. Have you identified the particular gender or other types of expertise you require?
19. Do your internal and external teams include the needed gender expertise? If not, what efforts are your teams making to bring in gender specialists?
20. Do members of the target group(s) have particular expertise relevant to developing or applying the technology that should be incorporated into the innovation process?
21. What efforts is your team making to ensure that the diverse expertise, interests and needs of the target groups are incorporated into the design and development of the product? (see [Co-Creation & Participatory Research](#))
22. Do certain groups hold knowledge (e.g., because of gendered or age-specific divisions of labor) with the potential to prevent unwanted outcomes, such as increased social inequalities or environmental damage?
23. What efforts is your team making to ensure that it learns from the inputs of external expertise concerning sex, gender, and intersectional analyses, and builds relevant capabilities in-house?
24. Does your team understand how to incorporate gender expert knowledge and innovation criteria into existing design, engineering and quality methods such as Quality Function Deployment (QFD), Failure Mode Effect Analysis (FMEA), or Six Sigma?

LERNVIDEOS ZU GENDERED INNOVATION:

<https://www.youtube.com/watch?v=EvHzrhJnM6s>



Mobility for all

Unlisted



TU Wien TV
5.36K subscribers

Subscribe



DANKE FÜR DIE AUFMERKSAMKEIT!

Dr. Kay Felder

Nationale Kontaktstelle Kultur, Kreativität und inklusive
Gesellschaft

T +43 5 7755 4403
kay.felder@ffg.at

Services der FFG nützen:
<https://www.ffg.at/europa/services>