



# APRE

Agenzia per la Promozione  
della Ricerca Europea



Università di Foggia

## La dimensione di genere in Horizon Europe

*APRE*formazione

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# Programma del corso

## Welcome

- Sessione interattiva
- Prospettive: dizionario essenziale di genere, inquadramento storico e il punto di vista dell'Europa
- Gender Equality Plan, inclusa la ex-post evaluation

## Coffee Break

- Integrare la dimensione di genere nei progetti Horizon Europe
- Il template della proposta: cos'è richiesto in fasi di scrittura + Esempi di progetti finanziati in tema gender

## Conclusioni

# Ice-breaking

Join at  
**slido.com**  
**#GENDER**



**1**

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# Prospettive

## Dizionario essenziale



# Theoretical framework [I]

- ↗ **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 dovrebbero essere  
gender-sensitive*

**2.**

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# **Prospettiva di genere nelle politiche europee**



# Dalla sua istituzione a oggi

- ▣ L'uguaglianza tra le persone 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 per la parità di genere 2026-2030

- ▣ Inquadra l'operato della Commissione europea in materia di parità di genere e definisce gli obiettivi politici e le azioni chiave per il periodo 2026-2030

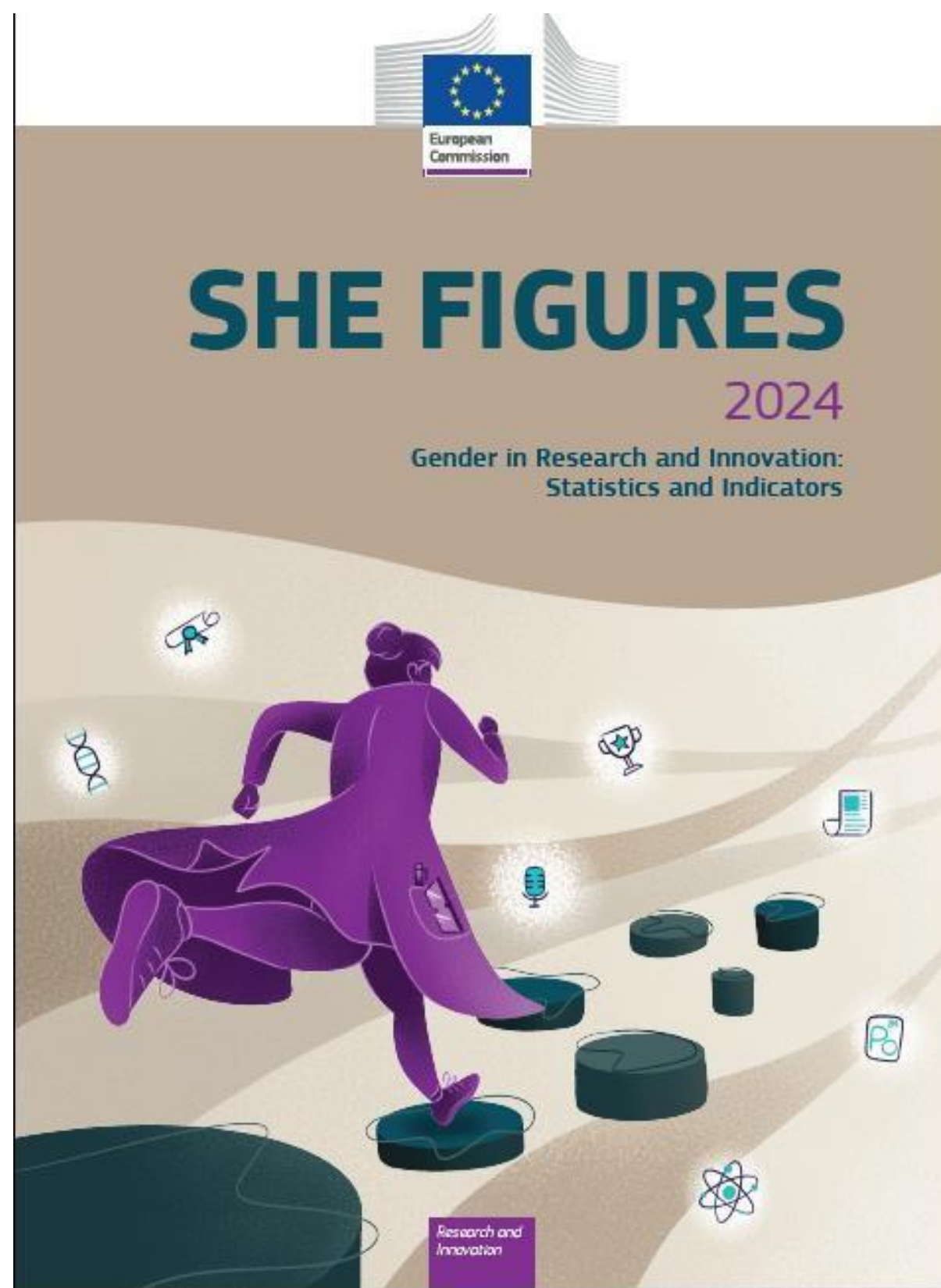
Il suo scopo è costruire un'Europa in cui donne e uomini, ragazze e ragazzi, in tutta la loro diversità, siano uguali e liberi di perseguire le loro scelte di vita, abbiano pari opportunità di realizzazione personale e le stesse possibilità di partecipare alla nostra società europea e svolgervi un ruolo guida

- ▣ Affrontare la cyberviolenza di genere attraverso un dialogo regolatorio strutturato con le grandi piattaforme online (VLOP) per rafforzarne la conformità.
- ▣ Migliorare la salute delle donne, attraverso una nuova iniziativa con l'OMS, oltre a uno studio sull'impatto sociale ed economico della riduzione del divario di salute femminile legato a determinate condizioni di genere, come la menopausa.
- ▣ Affrontare i divari di genere nell'occupazione e promuovere l'uguaglianza di genere tra i settori, lanciando un Piano d'Azione sulle Donne nella Ricerca, nell'Innovazione e nelle Startup, con l'obiettivo di rendere l'UE il luogo di lavoro più attraente per le donne in questo settore entro il 2030.
- ▣ Garantire che i finanziamenti siano sensibili al genere: la Commissione presenterà linee guida e tecniche sul monitoraggio della spesa per l'uguaglianza di genere nell'ambito del prossimo Quadro Finanziario Multi-Annuale.

# Dimensione di genere nella ricerca



- A seguito del [Trattato di Amsterdam](#) (1999), che ha stabilito la parità tra uomini e donne come obiettivo principale in tutti i compiti comunitari, la Commissione europea ha formalizzato il suo impegno a promuovere la parità di genere nella ricerca nella sua comunicazione [«Donne e scienza» - Mobilitare le donne per arricchire la ricerca europea](#) (febbraio 2000)
- Già nel regolamento del Settimo programma quadro (2007-2013) viene affermato che *“l'integrazione della dimensione di genere e dell'uguaglianza di genere sarà affrontata in tutti i settori della ricerca”*. Ora in Horizon Europe (HE) regole e attenzione sul tema sono state ulteriormente ottimizzate



## SHE FIGURES 2024

- 📄 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**
- 📄 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

# SHE FIGURES

## 2024

*She Figures monitors the state of Gender Equality in R&I. The 2024 edition highlights improvements and persisting gaps in comparison with the 2021 edition. In more detail...*

### Education



Women continue to account for around half of Doctoral graduates

**48%** = 0 pp\*  
(Eurostat, 2021)



Women remain underrepresented among Doctoral graduates in science and engineering

**37%** ↓ 1 pp  
(Eurostat, 2021)



### Research outputs



Women make up just over one-third of authors on publications across all fields of research and development

**34%** ↑ 3 pp  
(Scopus, 2018 - 2021)



Women continue to be significantly underrepresented among patent applicants, accounting for fewer than 1 in 10 applicants

**9%** ↑ 1 pp  
(PATSTAT, 2018 - 2021)



Funding success rates are lower for women than for men

**29%** ↑ 2 pp  
success rate for women  
(WiS Database, 2022)



**32%** = 0 pp  
success rate for men  
(WiS Database, 2022)

### Employment

Four in 10 scientists and engineers at EU level are women



**41%** = 0 pp  
(Eurostat, 2021)



However, women are still underrepresented as researchers, where they constitute just over one-third

**34%** ↑ 1 pp  
(Eurostat, 2021)

Women are better represented in lower grades of academic positions, but representation reduces as seniority increases...



**47%** = 0 pp  
of grade C staff (entry-level postdoctoral position e.g. researcher)  
(WiS Database, 2022)

**42%** ↑ 2 pp  
of grade B staff (mid-senior level position e.g. associate professor)  
(WiS Database, 2022)



### Decision making



Women are still underrepresented among board members and leaders, but their representation is growing

**38%** ↑ 7 pp  
(WiS Database, 2022)



This underrepresentation is more pronounced in science and engineering than across all fields, where women make up

**20%** ↑ 1 pp  
of grade A staff.  
(WiS Database, 2022)



Employment

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Decision making

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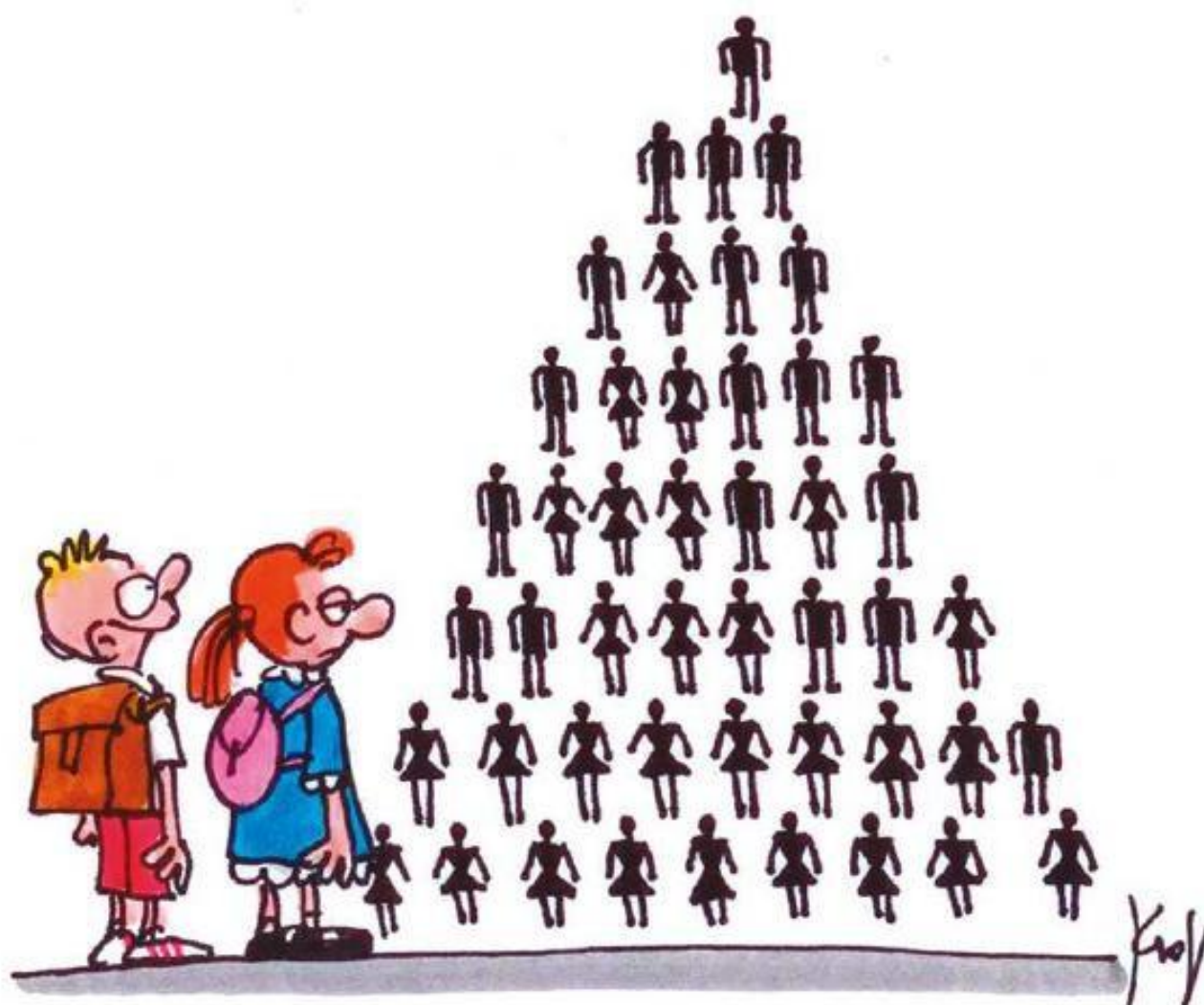
**20%** <sup>↑ 1 pp</sup>  
of grade A staff.  
(WiS Database, 2022)





# **Leaking pipeline, il tubo che perde**

- ▣ 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



**3.**

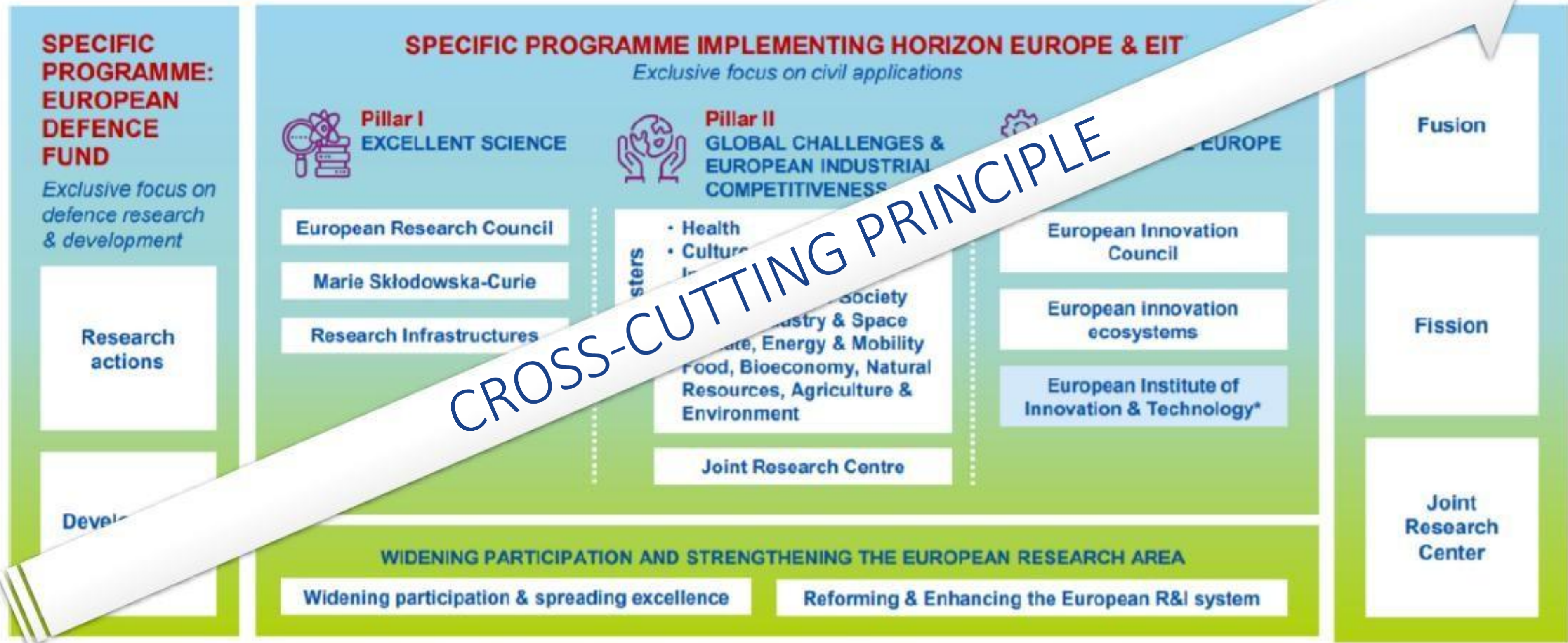
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# **Gender dimension in Horizon Europe**



# HORIZON EUROPE

EUROPEAN COMMISSION



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

## Base legale [I]

### REGOLAMENTO (UE) 2021/695, istituisce Horizon Europe

(53) È opportuno che le attività sviluppate nell'ambito del programma mirino a **eliminare i pregiudizi e le disparità di genere**, a migliorare l'equilibrio tra vita professionale e vita privata e a promuovere la parità tra donne e uomini nel settore della R&I, compreso il principio della parità di retribuzione senza discriminazione fondata sul sesso [...] **La dimensione di genere dovrebbe essere integrata nei contenuti della R&I** e seguita in tutte le fasi del ciclo di ricerca. Inoltre le attività nel quadro del programma dovrebbero mirare ad eliminare le ineguaglianze e a promuovere la parità e la diversità in tutti gli aspetti della R&I relativamente a età, disabilità, razza ed etnia, religione o credo, e orientamento sessuale

## Base legale [II]

### ▣ REGOLAMENTO (UE) 2021/695, istituisce Horizon Europe

#### *Art. 7: Principi del programma*

*(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.*

# Gender equality in Horizon Europe

1

## Eligibility criteria

**Gender Equality Plan**

2

## Award criteria

Integrazione della  
**dimensione di genere** nei  
contenuti della ricerca

3

## Ranking criteria

**Gender balance** nei  
gruppi di ricerca (in  
casa di valutazioni *ex  
aequo*)



# GENDER EQUALITY

A STRENGTHENED COMMITMENT IN HORIZON EUROPE

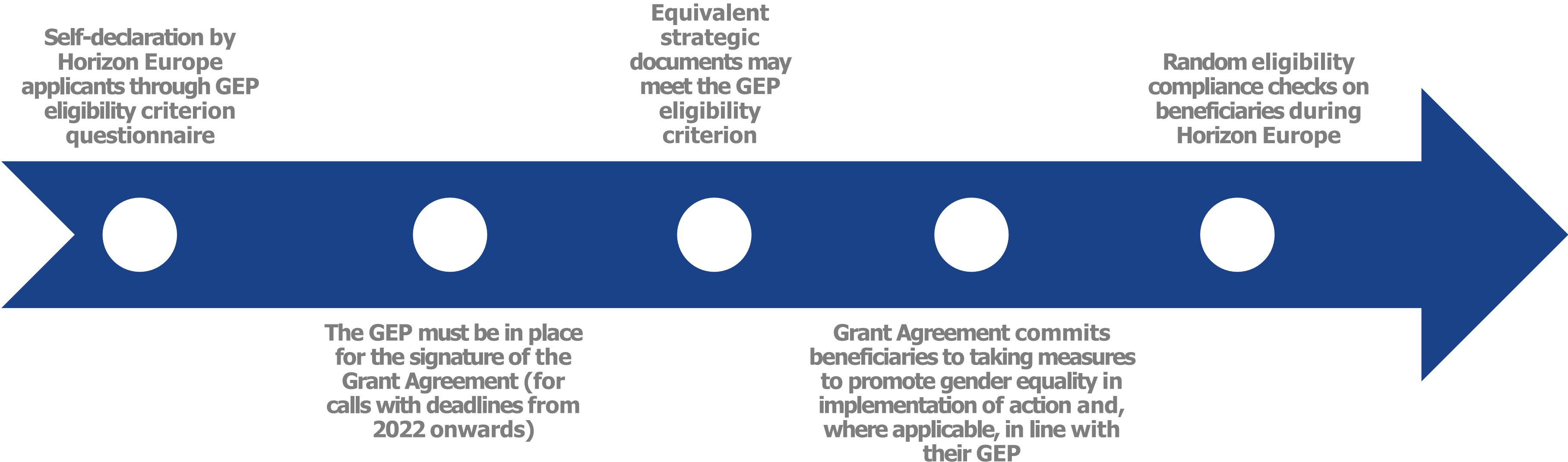
**Horizon Europe eligibility criteria | Gender Equality Plan**

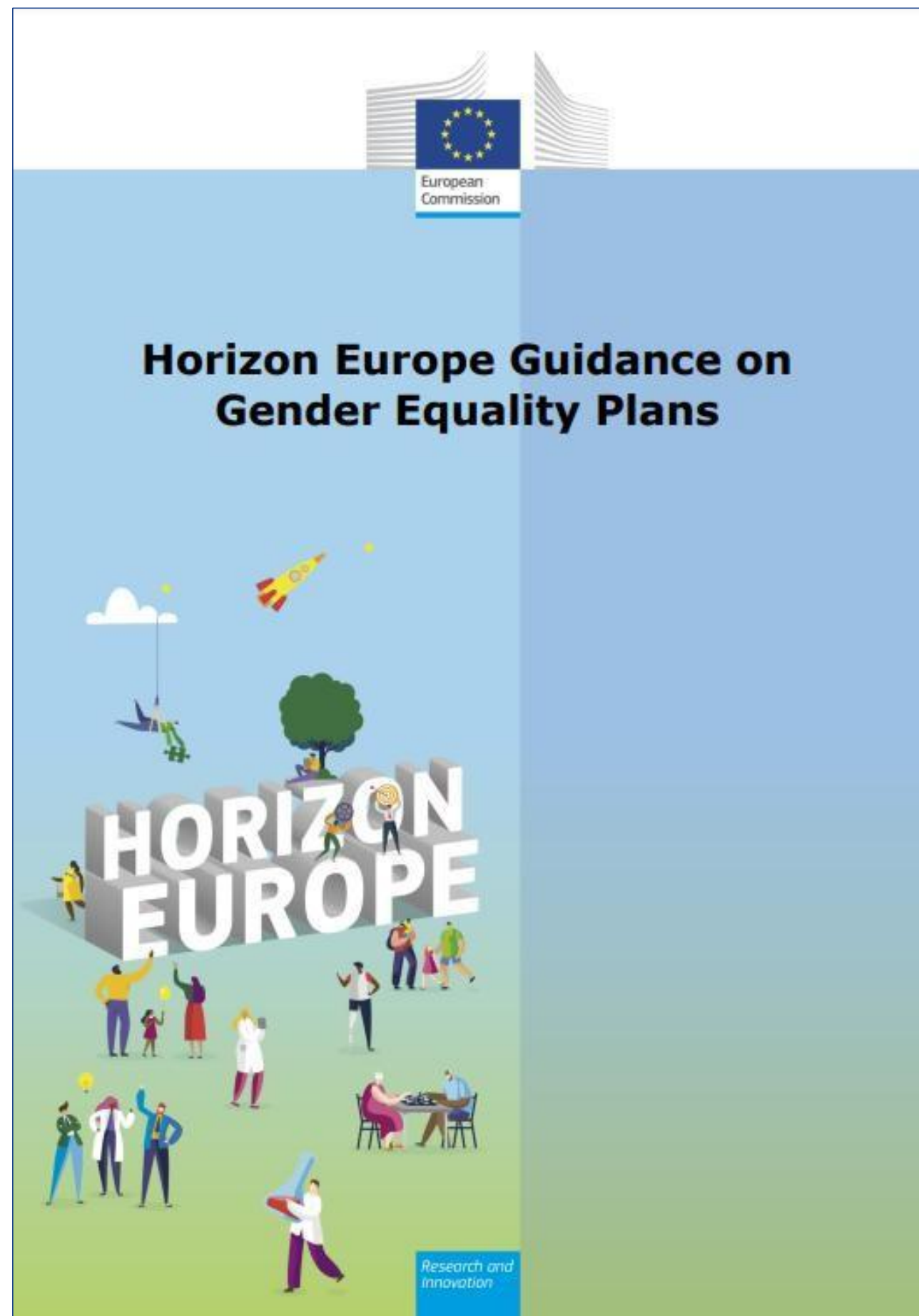
# Eligibility criteria | Gender Equality Plan

*Participants that are public bodies, research organizations or higher education institutions\* established in a Member State or Associated Country must have a Gender Equality Plan in place, fulfilling mandatory process-related requirements*

\*Private-for-profit entities (incl. SMEs), NGOs, CSOs, as well any type of organisations from non-associated third countries, are exempted for the criterion  
See legal categories definitions in the Funding & Tenders Portal [here](#)

# The eligibility criterion steps





## 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 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.



EXCELLENCE IN RESEARCH

Università di Foggia

Piano di uguaglianza di genere  
dell'Università di Foggia

## Il *Gender Equality Plan* è

- un insieme di impegni e azioni che mirano a promuovere la parità di genere in un'organizzazione attraverso un processo di cambiamento strutturale e culturale
- uno strumento vivo, sistematico e strategico che stabilisce priorità e obiettivi concreti (basati su un'approfondita valutazione dello status quo) e le misure specifiche che saranno attuate per migliorare la parità di genere all'interno delle organizzazioni e nel campo della R&I

# Aree di azione del GEP



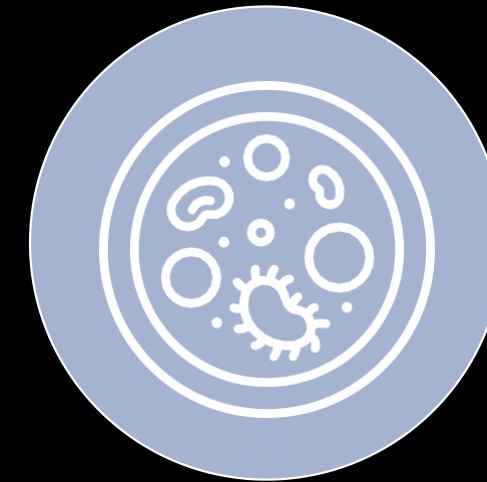
Work-life balance and organisational culture



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

**Essential factors for gender equality in R&I**

# Mandatory GEP process requirements



## Public document

- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution



## Dedicated resources

- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality



## Data collection and monitoring

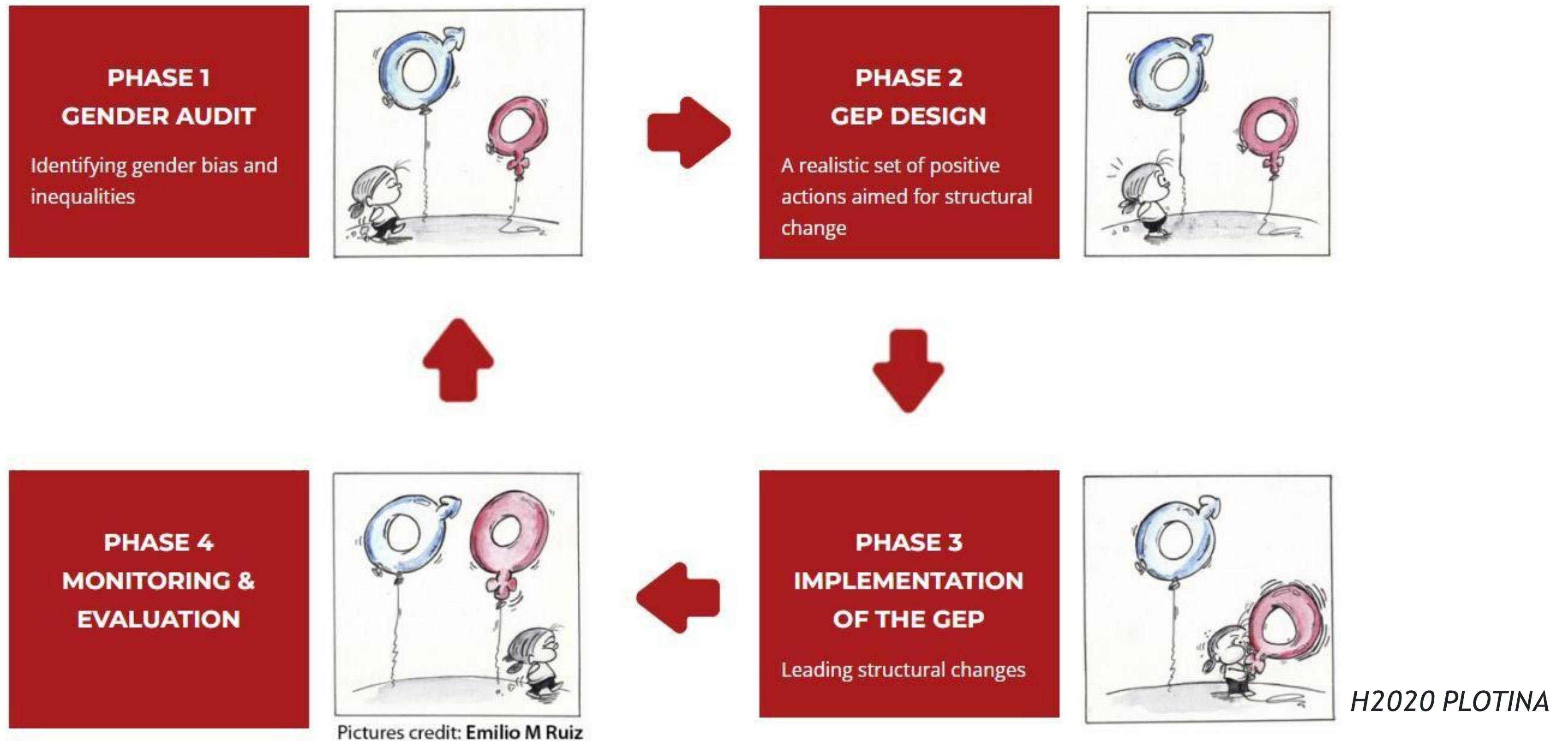
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



## Training and capacity building

- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics

# L'attuazione della parità di genere è un processo continuo



# Gender equality plans in academia and research: success factors and obstacles

## 7 Promoting support for and collaboration on the gender equality plan within and outside the organisation

Awareness raising  
and capacity building

External networks to  
enable exchanges on  
gender equality

Senior management  
and leadership  
support

Stakeholder  
involvement in the  
GEP set-up phase  
and in implementing  
GEP

Source: Gender equality plans  
in academia and research:  
success factors and obstacles  
(EIGE)

# Gender equality plans in academia and research: success factors and obstacles

## 71 Establish effective gender equality structures

A well-equipped and well-positioned gender equality body (e.g., a dedicated unit, working group, team or office)

Incorporation into existing structures and management procedures

Gaining awareness of domestic (national and/or regional) legislation and policies

# Gender equality plans in academia and research: success factors and obstacles

## Follow an evidence-based approach to gender equality work

Availability of sex-disaggregated data and data on intersectional dimensions such as age, nationality and disability

Monitoring instruments

Evaluation

# Gender equality plans in academia and research: success factors and obstacles

## Engagement and mobilization of stakeholders

Low stakeholder engagement in the early stages of the GEP development process can be an issue

Implementing a GEP is frequently seen as a women's issue and men rarely participate in the activities

A lack of understanding of the need for and importance of gender equality may be encountered.

Some individuals may strongly adhere to the belief that a commitment to academic excellence or promotion on merit alone is at odds with initiatives promoting gender equality

Perception that a GEP is unnecessary because women are well represented in certain fields, faculties or sectors, or because it is assumed that gender inequalities will improve on their own.

# Gender equality plans in academia and research: success factors and obstacles

## 7 Organizational resources

Some R&I organisations may not be experienced in or have a tradition of teaching or engaging in gender studies.

An absence of dedicated, adequate and sustained resources for gender work and implementation of GEPs

A lack of availability of, or access to, sex-disaggregated human resources data

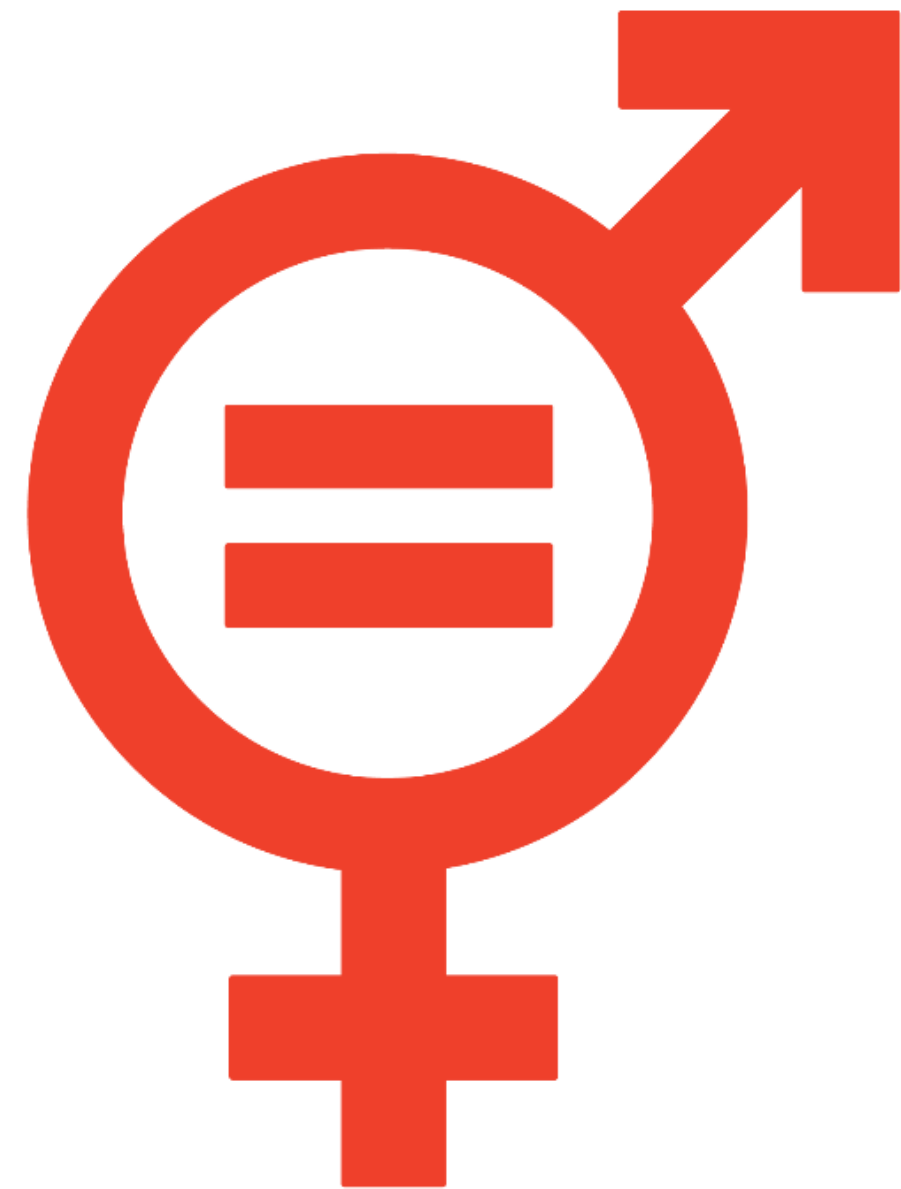
# Gender equality plans in academia and research: success factors and obstacles

## ▮ **Governance**

A lack of institutional or organizational authority of staff responsible for GEP implementation

Limited autonomy enabling (public) organisations to make changes related to gender equality

# 5 GENDER EQUALITY



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

**Horizon Europe  
award criteria**

**Integrazione  
della  
dimensione di  
genere nei  
contenuti della  
ricerca**

# Award criteria

- ▣ L'integrazione della dimensione di genere nei contenuti di R&I è obbligatoria. È un requisito stabilito in tutti i Programmi di lavoro, le *destinations* e i *topic*, a meno che la sua non rilevanza per un argomento specifico non sia specificata nella descrizione dell'argomento, ad es. con le seguente specifica

*“In this topic the integration of the gender dimension (sex and gender analysis) in research and innovation content is not a mandatory requirement”*

# Perché?

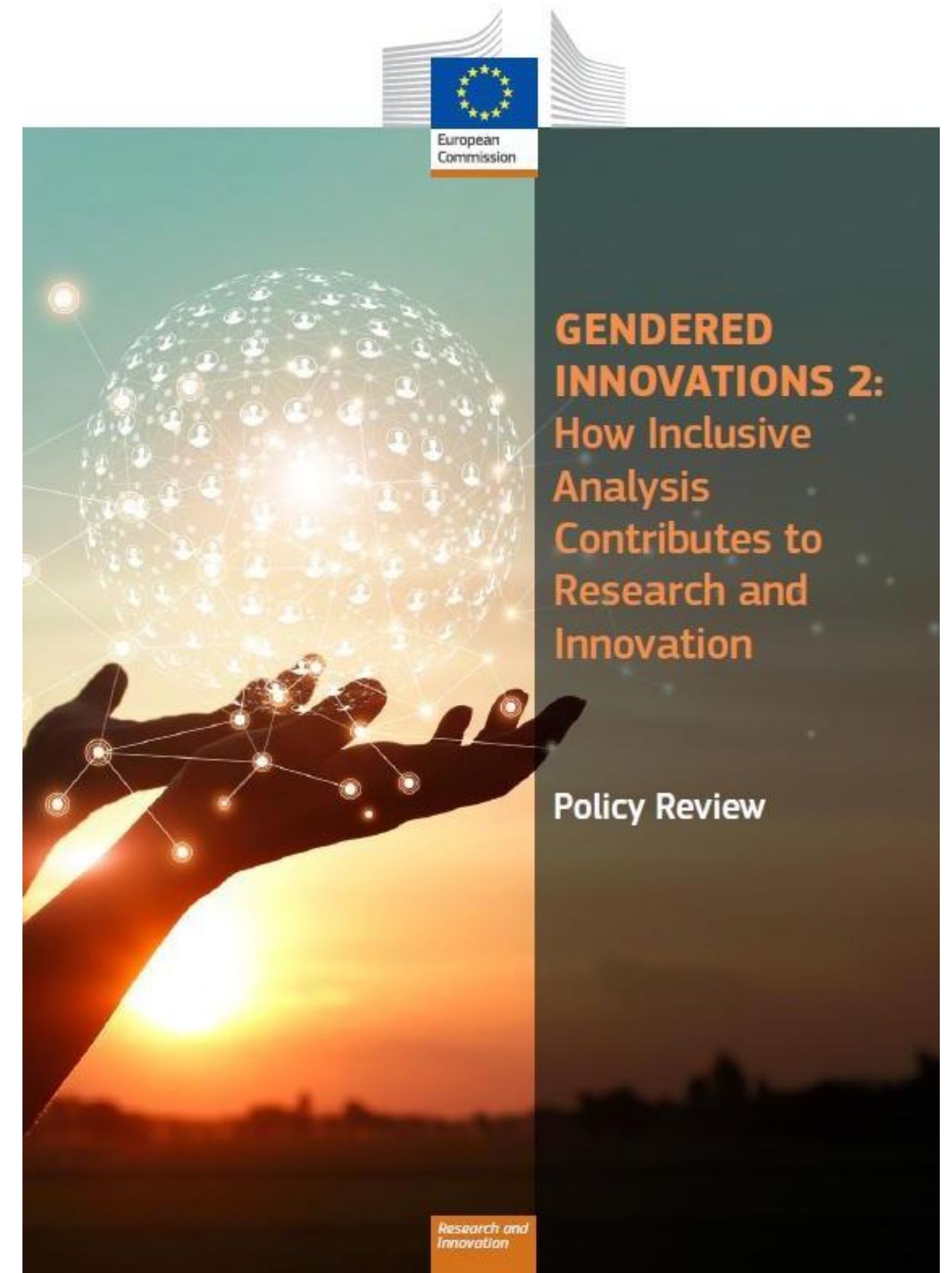
- ↗ Porta valore aggiunto alla ricerca in termini di eccellenza, rigore, riproducibilità, creatività e opportunità di business
- ↗ Porta a una comprensione approfondita dei bisogni, dei comportamenti e degli atteggiamenti di tutte le persone
- ↗ Produce beni e servizi più adatti alle esigenze di tutta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

# Come?

- ▣ 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**

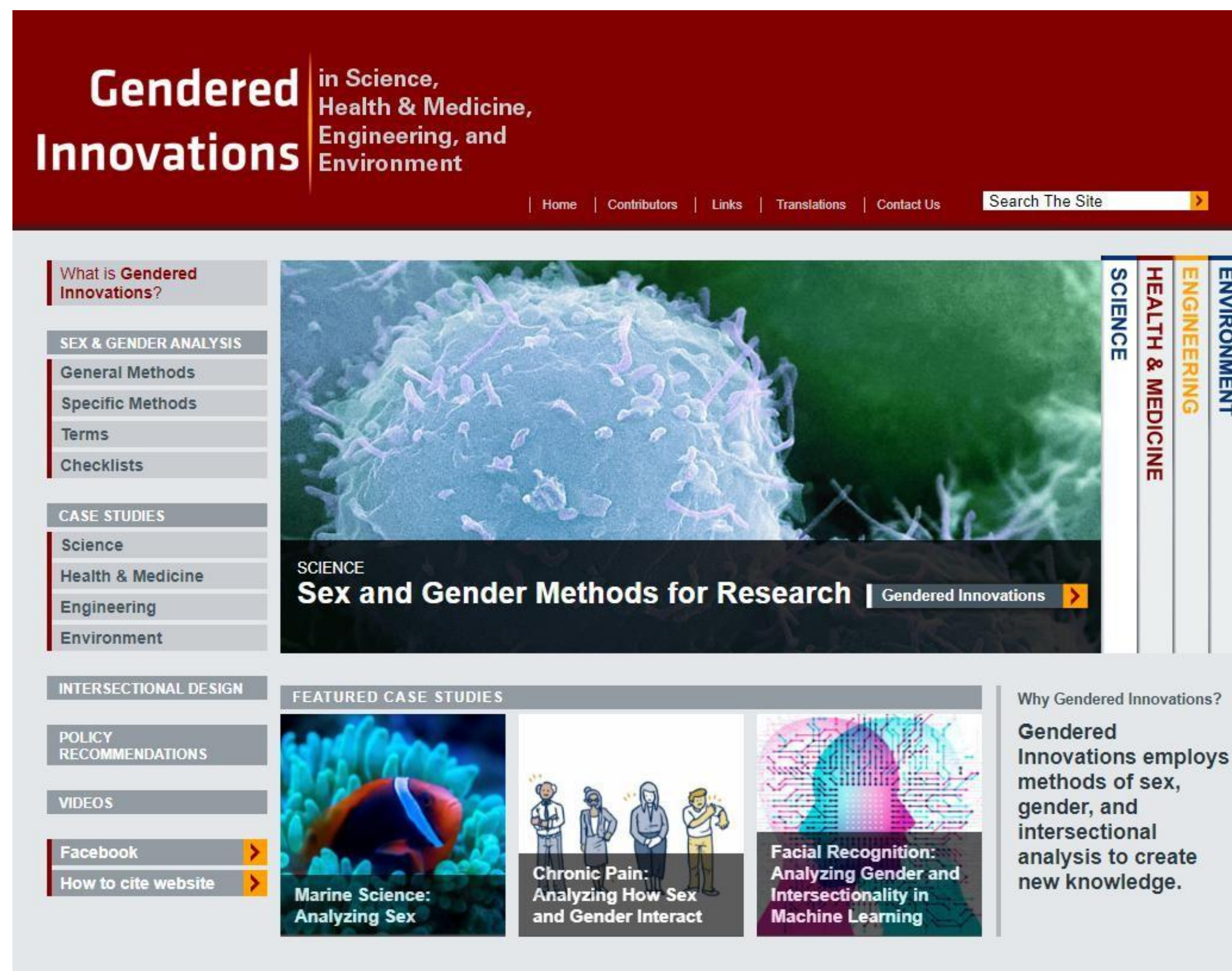
# GENDERED INNOVATION

- 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



## Cosa si trova sul sito

- ↗ [Methods](#) of sex, gender and intersectional analysis for research and engineering
- ↗ [Case studies](#) illustrate how sex, gender, and intersectional analyses leads to innovation
- ↗ [Terms](#) address key concepts used throughout the site
- ↗ [Checklists](#) for researchers and evaluators
- ↗ [Policy](#) provides recommendations in addition to links to key national and international policies that support Gendered Innovations



The screenshot shows the homepage of the Gendered Innovations website. The header is dark red with the title "Gendered Innovations" in white, followed by the subtitle "in Science, Health & Medicine, Engineering, and Environment". Navigation links include Home, Contributors, Links, Translations, and Contact Us, along with a search bar. The main content area features a large image of a biological specimen with the text "Sex and Gender Methods for Research". A sidebar on the right lists categories: SCIENCE, HEALTH & MEDICINE, ENGINEERING, and ENVIRONMENT. The left sidebar contains a menu with sections: "What is Gendered Innovations?", "SEX & GENDER ANALYSIS" (with sub-items: General Methods, Specific Methods, Terms, Checklists), "CASE STUDIES" (with sub-items: Science, Health & Medicine, Engineering, Environment), "INTERSECTIONAL DESIGN", "POLICY RECOMMENDATIONS", and "VIDEOS". At the bottom, there are social media links for Facebook and "How to cite website". A "FEATURED CASE STUDIES" section includes "Marine Science: Analyzing Sex", "Chronic Pain: Analyzing How Sex and Gender Interact", and "Facial Recognition: Analyzing Gender and Intersectionality in Machine Learning". A text box on the right asks "Why Gendered Innovations?" and states: "Gendered Innovations employs methods of sex, gender, and intersectional analysis to create new knowledge."

# Checklist [I]

## ☞ 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 analyzed?
- 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 analyzed 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?



# GENDER EQUALITY

A STRENGTHENED COMMITMENT IN HORIZON EUROPE

**Horizon Europe ranking criteria | Gender balance nei gruppi di ricerca (in caso di valutazioni ex aequo)**

# Ranking Criteria, per proposte *ex aequo*

## ▣ Per ordine di priorità

- Aspetti presenti nella call che non sono stati coperti da proposte con valutazione superiore
- Punteggi nei criteri "Excellence" e "Impact" - *for IAs, scores on "Impact" then "Excellence"*
- **Equilibrio di genere tra il personale nominato nella proposta (in leading role)**
- Diversità geografica
- Altri criteri

4.

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# Proposal template



# 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](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

How the gender dimension is taken into account in the project's research and innovation content

📌 Mandatory section

It is NOT about gender balancing in research teams

# **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, **RCGTS** 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, **RCGTS** also plans to collaborate with the EIGE's Experts' Forum and the European Equality Law Network.

# Takeaways

- ↗ Reflect on why sex and gender may be important: how gender dimension will provide added value in terms of creativity, excellence and return on investment, both from the public and private point of view
- ↗ Produce new knowledge about and on gender: consider what is already known in your area in terms of gender dimension (e.g., related scientific literature) and identify what is missing. In many areas, gender knowledge has yet to be generated
- ↗ Include sex and gender aspects as part of a multidisciplinary approach: reflect on sex and gender considerations in relation to health, transport, energy, safety, etc. it is a great opportunity to promote cooperation between gender-experienced scientists and other professionals. It helps concepts cross the boundaries of scientific fields and encourages the evolution of research methods
- ↗ Consider social categories and factors that intersect with sex and gender : the way a research problem is formulated will determine which variables are relevant to the analysis. Intersectional research should be designed to illuminate the multiplicative effects of different but interdependent categories and factors

**5.**

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# **Esempi di progetti con integrazione gender nella ricerca**



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

## EXTENDED VIRTUAL REALITY: ANALYSING GENDER

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### 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.

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## 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.

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## CONTATTI



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