

## **Guidance for selecting experts with gender expertise for proposals submitted under Horizon 2020**

Integrating the gender dimension in research and innovation content is one of the three objectives on gender equality in Horizon 2020. As a cross-cutting issue, it concerns all Horizon 2020 areas. All applicants are invited to explore whether and how the gender dimension is relevant to their research and, if relevant, to take into account sex and gender in the research process. It ranges from questioning norms and stereotypes, developing concepts and theories, formulating research questions, to collecting and analysing data and using the analytical tools that are specific to each scientific area.

To support this process, it is essential to devote resources to the gender aspects of research and to use the right expertise along the different steps of the research process. Depending on the call and topic in question, scientists providing a gender expertise may be needed within the consortium and/or the team carrying out the research and innovation activities.

Gender is developing in the academic fields as an interdisciplinary approach, which will enhance the scientific quality and societal relevance of the produced knowledge, technologies and innovations. Gender expertise is not only about gender studies but it can be combined with other scientific domains such as medicine, transport, etc.

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Gender expertise can encompass issues as diverse as: gender and women studies, gender in specific research fields (gender in medicine, gender in security, gender in ecology, etc.), gender equality in employment, gender equality in research policy development and in research institutions, statistics and indicators, tools development, gender impact assessment, gender budgeting, monitoring and evaluation.

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## **How to select gender experts?**

Gender expertise as needed for integrating sex/gender analysis into the content of research of a project under Horizon 2020 should be as well documented as expertise in other scientific fields.

This may include:

- Higher Education Degree in a particular scientific field, including specific work on gender issues related to this field;
- Professional qualification in gender in a particular scientific field, as demonstrated through a certification by an established body (e.g. professional societies)
- Higher Education Degree in gender studies or women's studies;
- Publication record on theories of gender, their historical development and their impact on scientific fields;
- Publication record on sex and gender related issues, in the specific scientific fields and disciplines covered by the H2020 topics;
- Gender expertise in innovation/technological development;
- Membership of relevant boards related to gender issues, e.g. scientific review boards, editorial boards of journals and gender related scientific societies, public or university boards focusing on gender issues;
- Participation as principal investigator or coordinator in publicly funded research projects which have gender in their title or in the title of a work package;
- Academic, consultancy or practice-based teaching or training experience on women/gender studies or gender in specific scientific disciplines related to the H2020 topics;
- Work experience in a civil society organisation dealing with women's rights or gender issues;
- Work experience in gender equality in human resources management;
- Training experience on gender mainstreaming, gender auditing, gender impact assessment or gender budgeting in a policy field / organisations;
- Planning, coordination or implementation of gender equality actions in a policy field or in organisations;
- Evaluation of gender equality actions in a policy field or in organisations.