



GUIDE FOR APPLICANTS

Marie Skłodowska-Curie Actions

Individual Fellowships (IF)

Call identifier: H2020-MSCA-IF-2014

Closing Date: 11 September 2014 at 17:00:00
(Brussels local time)

Date of publication: 12 March 2014

Version Number: 2014.1

Note: National Contact Points **NCPs** have been set up across Europe by the national governments to provide information and personalised support to H2020 applicants in their native language. The mission of the NCPs is to raise awareness, inform and advise on H2020 funding opportunities as well as to support potential applicants in the preparation, submission and follow-up of the grant applications. For details on the NCP in your country please consult the website at http://ec.europa.eu/research/participants/portal/desktop/en/support/national_contact_points.html

The Marie Skłodowska-Curie Actions in Horizon 2020

The Marie Skłodowska-Curie actions aim to support the career development and training of researchers – with a focus on innovation skills – in all scientific disciplines through international and inter-sector mobility.

The Marie Skłodowska-Curie actions are expected to finance around 65000 researchers between 2014 and 2020, including 25000 doctoral candidates. The actions will address several objectives of the Europe 2020 strategy, including the Innovation Union flagship initiative. This states that the EU will need at least one million new research jobs if it is to reach the target of spending 3% of EU GDP on research and development by 2020.

By funding excellent research and providing attractive working conditions, the Marie Skłodowska-Curie actions offer high-quality professional opportunities open to researchers of any age, nationality or discipline.

The 2014 Marie Skłodowska-Curie Actions are:

- **Innovative Training Networks (ITN)**
Innovative doctoral-level training providing a range of skills in order to maximise employability
- **Individual Fellowships (IF)**
Support for Experienced Researchers undertaking mobility between countries, optionally to the non-academic sector
- **Research and Innovation Staff Exchange (RISE)**
International and intersectoral collaboration through the exchange of research and innovation staff
- **Co-funding of regional, national and international programmes (COFUND)**
Co-financing high-quality fellowship or doctoral programmes with transnational mobility

The Coordination and Support Action named **European Researchers' Night (NIGHT)** and funded under the Marie Skłodowska-Curie actions, is a Europe-wide public event to stimulate interest in research careers, especially among young people.

Guides for Applicants for any other Marie Skłodowska-Curie Action can be found by following the links on the Participant Portal at:

<http://ec.europa.eu/research/participants/portal>

The Marie Skłodowska-Curie actions website can be found at:

<http://ec.europa.eu/research/mariecurieactions/>

This Guide is based on the rules and conditions contained in the legal documents relating to Horizon 2020 (in particular the Horizon 2020 Framework Programme, Rules for Participation, and the Work Programme), all of which can be consulted via the Participant Portal.

Table of Contents

1. Marie Skłodowska-Curie “Individual Fellowships” - Purpose and scope	5
2. Participants	6
2.1 Beneficiary	6
2.2 Partner Organisations	6
2.3 Eligible Organisations	6
2.4 Eligible Country Groups and their role	8
3. Structure of Individual Fellowships	9
3.1 European Fellowships	9
3.1.a Standard European Fellowships	9
3.1.b Career Restart Panel	10
3.1.c Reintegration Panel	11
3.2 Global Fellowships	12
4. Duration	14
5. Typical Activities of an Individual Fellowship	15
5.1 Mobility – key factor	15
5.2 Training Activities	15
5.2.a Topics, Ethics	15
5.2.b Secondments	15
5.2.c Career Development Plan	16
5.2.d Typical training Activities	16
5.3 Communication and Dissemination	17
5.4 Public Engagement	17
5.5 Gender Issues	18
6. Financial Aspects	19
6.1 Living Allowance	19
6.2 Mobility Allowance	20
6.3 Family Allowance	20
6.4 Research, training and networking costs	21
6.5 Management and indirect costs	21
6.6 Budget Calculations	21
Annexes	25
Annex 1. Timetable and Specific Information for this Call	26
Annex 2. Evaluation Criteria and Procedures to be applied for this Call	27
Annex 3. Instructions for Completing Part A of the Proposal	31
Annex 4. Instructions for Drafting Part B of the Proposal	33
Annex 5. Part B Template	35

Definitions used throughout this Guide

Experienced Researcher (ER) shall, at the deadline for the submission of proposals, be in possession of a doctoral degree or have at least four years of full-time equivalent research experience.

Full-Time Equivalent Research Experience is measured from the date when a researcher obtained the degree which would formally entitle him/her to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the researcher is recruited, irrespective of whether or not a doctorate is or was ever envisaged.

Long-term residents are researchers who spent a period of full-time research activity of at least 5 consecutive (without breaks in research) years in one or more Member States or Associated Countries.

Mobility Rule: the researcher must not have resided or carried out his/her main activity (work, studies, etc.) in the country of the host organisation for more than 12 months in the 3 years immediately prior to the deadline for submission of proposals. Compulsory national service and/or short stays such as holidays are not taken into account. As far as international European interest organisations or international organisations are concerned, this rule does not apply to the hosting of the eligible researcher. However, the appointed researcher must not have spent more than 12 months in the 3 years immediately prior to the deadline for submission of proposals in the same appointing organisation.

In the Career Restart Panel (CAR) and Reintegration Panel (RI) the researcher must not have resided or carried out the main activity (work, studies, etc.) in the country of the host organisation for more than 3 years in the 5 years immediately prior to the deadline for submission of proposals.

The **Supervisor** is the scientist appointed at the host organisation to supervise the researcher during the whole duration of the action. S/he will be the main contact person for the Research Executive Agency (REA) between the submission of the proposal and the conclusion of the Grant Agreement.

The **Academic sector** consists of public or private higher education establishments awarding academic degrees, public or private non-profit research organisations whose primary mission is to pursue research, and international European interest organisations as they are defined in Article 2 of the Horizon 2020 Rules for Participation.

The **Non-Academic sector** includes any socio-economic actor not included in the academic sector and fulfilling the requirements of the Horizon 2020 Rules for Participation.

The **Beneficiary** is the host organisation who recruits, supervises and provides training for the researcher, taking complete responsibility for executing the proposed action.

Partner organisations do not sign the Grant Agreement and do not employ the researchers within the action. Partner organisations provide additional training and host researchers during secondments.

Europe: EU Member States and Associated Countries.

Associated Countries (ACs) means non-EU countries that are associated to Horizon 2020.

Third Countries (TCs) are countries which are neither EU Member States (MS) nor associated to Horizon 2020 (ACs). Some TCs appear in the list of countries eligible to receive funding, provided in the General Annexes to the Work Programme.

Work Programme: Part 3 of the Horizon 2020 **Work Programme 2014-2015** (*Marie Skłodowska-Curie Actions*), European Commission Decision C(2013)8631 of 10 December 2013.

1. Marie Skłodowska-Curie "Individual Fellowships" – Purpose and scope

Marie Skłodowska-Curie **Individual Fellowships (IF)** aim at *enhancing the creative and innovative potential of Experienced Researchers who wish to diversify their individual competence in terms of skill acquisition through advanced training, international and inter-sectoral mobility. Individual Fellowships thus provide opportunities to acquire and transfer new knowledge and to work on research in a European context (EU Member States and Associated Countries) or outside Europe. This scheme particularly supports the return and reintegration of researchers from outside Europe who have previously worked here. It also develops or helps to restart the careers of individual researchers that show great potential, considering their experience.*¹

Support is foreseen for individual, trans-national fellowships awarded to the best or most promising researchers for employment in EU Member States or Associated Countries, based on an application made jointly by the researcher and host organisation in the academic or non-academic sectors.

This action provides financial support for individual Experienced Researchers who want to work in host organisations established in EU Member States (MSs) or Associated Countries (ACs). The Global Fellowships start with a significant period spent at a partner organisation located outside of Europe and conclude with a mandatory return phase in Europe. All Individual Fellowships are expected to strengthen the contact network of both the researcher and the host organisation(s), to catalyse the development of researcher's career and to enhance and maximise their contribution to the knowledge-based economy and society.

¹ Text in *italics* refers to the Horizon 2020 Work Programme 2014-2015, Part 3: Marie Skłodowska-Curie Actions.

2. Participants

An important aspect of the Commission's policy towards the researchers is to improve their working and living conditions and to promote mobility in order to open up new perspectives for research careers in Europe. The Marie Skłodowska-Curie actions aim to act as a catalyst in this respect. The host organisations will therefore be required to meet certain conditions relating to the recruitment of researchers, which should be in line with the principles set out in **the European Charter for Researchers** and in **the Code of Conduct for the Recruitment of Researchers**.²

Any Experienced Researcher may submit only one proposal to this call for proposals.³

2.1 Beneficiary

The beneficiary is the host organisation that recruits the Experienced Researcher and ensures through appointment of a supervisor the necessary training of the researcher. The beneficiary signs the Grant Agreement, receives funding, claims costs and takes complete responsibility for executing the proposal.

2.2 Partner Organisations

Partner organisations are institutions that provide additional training and host the researcher during secondments. The partner organisations do not recruit any researchers and do not sign the Grant Agreement. As such partner organisations cannot directly claim any costs from the action.

For the Global Fellowships, any partner organisation located outside the MSs or ACs must include an up-to-date letter of commitment in Part B of the proposal to demonstrate their real and active participation in the proposed action; their precise role should also be clearly described in the proposal.

The experts will be instructed to disregard the contribution of any partner organisations for which such evidence of commitment is required but not submitted.

2.3 Eligible Organisations

Two different types of organisations are eligible as either beneficiary or partner organisation and are distinguished according to their sector:

- **Academic sector;**
- **Non-academic sector.**

Before applying, each organisation has to register and is automatically classified in one of the two sectors on the basis of the Participant Identification Code (PIC) assigned

² These documents are available at:

http://ec.europa.eu/euraxess/pdf/brochure_rights/am509774CEE_EN_E4.pdf

³ Grants Manual (Section III.5.2, *Multiple Proposals*):

http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/pse/h2020-guide-pse_en.pdf

during the validation process⁴. Each organisation has to register only once through the Participant Portal.

Organisations are considered to belong to the academic sector if they have been assigned to one of the three categories mentioned below:

- *Public or private higher education establishments awarding academic degrees;*
- *Public or private non-profit research organisations whose primary mission is to pursue research;*
- *International European Interest Organisations.*

All other organisations are by default non-academic and include private enterprises (like SMEs), non-profit or charitable organisations (e.g. NGOs, trusts), museums and hospitals, etc.

International European Interest Organisations (IEIO) and International Organisations:

"International European Interest Organisation" is defined in the Horizon 2020 Rules for Participation⁵ as *"an international organisation, the majority of whose members are Member States or Associated countries, and whose principal objective is to promote scientific and technological cooperation in Europe"*.

As IEIOs are not linked to any country, for the purpose of the programme they are considered as institutions established in a MS or AC. The same applies to the European Commission's Joint Research Centre (JRC).

In exceptional cases an **international organisation** may be entitled to participate as a beneficiary. This must, however, be endorsed by the expert evaluators and at least one of the following conditions must be fulfilled:

- the participation is deemed essential for carrying out the action by the Commission or the relevant funding body;
- such funding is provided for under a bilateral scientific and technological agreement or any other arrangement between the Union and the international organisation.

⁴ Legal entities having a valid PIC number under FP7 maintain their PIC in H2020. The details of all validated organisations are stored in a Unique Registration Facility (URF). For the confirmation and, if necessary, revision of the data stored in the URF, the Commission asks each organisation to nominate a Legal Entity Appointed Representative (LEAR). The LEARs can view their organisations' legal and financial data online and ask for corrections and changes through the Participant Portal. Note that under H2020, it will be necessary for each participating organisation to submit proof documents regarding the nomination of the LEAR before a Grant Agreement can be signed. More information can be found on the Participant Portal (http://ec.europa.eu/research/participants/portal/desktop/en/funding/reference_docs.html#h2020-grants-manual-lev).

⁵ H2020 Rules for Participation: http://ec.europa.eu/research/participants/data/ref/h2020/legal_basis/rules_participation/h2020-rules-participation_en.pdf.

2.4 Eligible Country Groups and their role

For the purposes of the Individual Fellowships action, three main categories of countries can be distinguished:

- EU Member States (MSs);
- Associated Countries (ACs);
- Third Countries (TCs).

Minimum country participation in an IF

	Beneficiaries	Partner organisations
European Fellowships	<u>Obligatory</u> : 1 beneficiary in MS or AC	<i>Optional: partner organisation(s) in MS or AC</i>
Global Fellowships	<u>Obligatory</u> : 1 beneficiary in MS or AC	<u>Obligatory</u> : 1 partner organisation in TC <i>Optional: partner organisation(s) in MS or AC</i>

3. Structure of Individual Fellowships

Proposals for IFs involve a *single* host organisation (future beneficiary) established in a MS or AC. The project proposals are submitted by the **host organisation**, which is represented by the **supervisor**, in *liaison* with the **researcher**. Only the supervisor (from the host organisation as future beneficiary) can submit the proposal. It is important to note that the Experienced Researcher (future fellow) and the supervisor must be two different people.

The IF proposals may take one of the following forms:

- | |
|---|
| <ul style="list-style-type: none">3.1. European Fellowships (EFs)3.2. Global Fellowships (GFs) |
|---|

3.1 European Fellowships (EFs)

For European Fellowships proposals are allocated for evaluation either to one of the 8 main scientific panels or to one of the 2 multidisciplinary panels Career Restart Panel (CAR) and Reintegration Panel (RI).

3.1.a Standard European Fellowships

For a standard European Fellowship that does not involve Career Restart or Reintegration (see sections below), researchers fulfilling all eligibility conditions may apply for one of the 8 scientific panels, according to the topic of their research proposal. These panels are: Chemistry (CHE), Social Sciences and Humanities (SOC), Economic Sciences (ECO), Information Science and Engineering (ENG), Environment and Geosciences (ENV), Life Sciences (LIF), Mathematics (MAT) and Physics (PHY).

During the evaluation, each scientific panel will have a separate ranking list.

ELIGIBILITY CONDITIONS for the standard EFs:

1. The researcher must be an **Experienced Researcher**: *s/he must*, at the deadline for the submission of proposals, be in possession of a doctoral degree or have at least four years of *full-time equivalent research experience*.

Full-Time Equivalent Research Experience is measured from the date when a researcher obtained the degree which would formally entitle him/her to embark on a doctorate, either in the country in which the degree was obtained or in the country in which the researcher is recruited, irrespective of whether or not a doctorate is or was ever envisaged.

2. The researcher may be of **any nationality**.
3. The researcher must **move or have moved** (transnational mobility) **from any country to the MS or AC** where the beneficiary is located.

The researcher must comply with the following **mobility rule**: the researcher must not have resided or carried out the main activity (work, studies, etc.) in the country of the host organisation for more than 12 months in the 3 years immediately prior to the deadline for submission of proposals. Compulsory national service and/or short stays such as holidays are not taken into account.

Exception: As far as international European interest organisations or international organisations established in MSs or ACs are concerned, this rule does not apply to the hosting of eligible researchers. However, the appointed researcher must not

have spent more than 12 months in the 3 years immediately prior to the deadline for the submission of proposals at the international (European interest) organisation that will host them.

Note: this exception rule is applicable only for mobility TO an international European interest organisation and NOT FROM such an organisation to any national host organisation.

4. The beneficiary must be located in a MS or AC.

Before signing the Grant Agreement the beneficiary must check the information regarding the eligibility of the Experienced Researcher at the deadline for submission of proposals (*i.e. diploma, research experience, mobility, family status etc.*).

3.1.b Career Restart Panel (CAR)

The Career Restart Panel (CAR) is a multidisciplinary panel of the EFs which provides financial support to individual researchers who want to resume research in Europe after a career break (e.g. after parental leave, working outside research etc.).

The applicant will have to indicate at submission stage in which of the 8 scientific areas⁶ their proposal best fits, in order to have the optimal expert allocation. Following evaluation there will be one ranked list for all CAR proposals.

ELIGIBILITY CONDITIONS for the CAR panel:

- 1.** The researcher must be **an Experienced Researcher**.
- 2.** The researcher may be of **any nationality**.
- 3.** The researcher must **move or have moved** (transnational mobility) **from any country to the MS or AC** where the beneficiary is located.

The researcher must comply with the **CAR mobility rule**: the researcher must not have resided or carried out the main activity (work, studies, etc.) in the country of his/her host organisation for more than 36 months in the 5 years immediately prior to the deadline for submission of proposals. Compulsory national service and/or short stays such as holidays are not taken into account.

Exception: As far as IEIOs or international organisations established in MS or AC are concerned, the Experienced Researcher must not have spent more than 36 months in the 5 years immediately prior to the deadline of submission of proposals at the international (European interest) organisation that will host them.

Note: this exception rule is applicable only for mobility TO an international European interest organisation and NOT FROM such an organisation to any national host organisation.

- 4.** The researcher must have undertaken a **career break in research**: the Experienced Researcher must not have been active in research for at least 12 months immediately prior to the deadline for submission of proposals (*i.e. at least during the period 12 September 2013 to 11 September 2014*).

⁶ These areas have the same categorisation as the panels of the standard EF and GF *i.e.*: Chemistry (CHE), Social Sciences and Humanities (SOC), Economic Sciences (ECO), Information Science and Engineering (ENG), Environment and Geosciences (ENV), Life Sciences (LIF), Mathematics (MAT) and Physics (PHY).

5. The beneficiary must be a participant located in a MS or AC.

Before signing the Grant Agreement the beneficiary must check the information regarding the eligibility of the Experienced Researcher at the deadline for submission of proposals (*i.e. diploma, research experience, mobility, career break in research, family status etc.*).

3.1.c Reintegration Panel (RI)

The Reintegration Panel is a multidisciplinary panel of the European Fellowships dedicated to researchers who want to return and reintegrate in a longer term research position in Europe.

The applicant must indicate at submission stage in which of the 8 scientific areas⁷ his/her proposal best fits, in order to have the optimal expert allocation. Following evaluation there will be one ranked list for all Reintegration Panel proposals.

ELIGIBILITY CONDITIONS for the RI panel:

- 1.** The researcher must be an **Experienced Researcher**.
- 2.** The researcher must be a **national or long-term resident of the MS or AC**.
Long-term residents are researchers who spent a period of full-time research activity of at least 5 consecutive (without breaks in research) years in one or more MSs or ACs.
- 3.** The researcher must **move or have moved** (transnational mobility) **from a TC to the MS or AC** where the beneficiary is located.

The researcher must comply with the **RI mobility rule**: the researcher must not have resided or carried out the main activity (work, studies, etc.) in the country of his/her host organisation for more than 36 months in the 5 years immediately prior to the deadline for submission of proposals. Compulsory national service and/or short stays such as holidays are not taken into account.

Exception: As far as IEIOs or international organisations established in MS or AC are concerned, the Experienced Researcher must not have spent more than 36 months in the 5 years immediately prior to the call deadline at the same organisation.

Note: this exception rule is applicable only for mobility TO an international European interest organisation and NOT FROM such an organisation to any national host organisation.

4. The beneficiary must be located in a MS or AC.

Before signing the Grant Agreement the beneficiary must check the information regarding the eligibility of the Experienced Researcher at the deadline for submission of proposals (*i.e. diploma, research experience, mobility, residency/nationality, family status etc.*).

⁷ See previous footnote.

3.2 Global Fellowships (GFs)

Global Fellowships are composed of an **outgoing phase** during which the researcher undertakes a secondment to a partner organisation in a **Third Country**, and a **mandatory 12-month return period** to a host organisation (**the beneficiary**) located in a **Member State or Associated Country**.

All GF proposals are allocated to one of the 8 scientific panels, the same as for the standard European Fellowships. Each panel has a separate ranked list.

ELIGIBILITY CONDITIONS for the GFs:

1. The researcher must be an **Experienced Researcher**.
2. The researcher must be **national or long-term resident of a MS or AC**.
Long-term residents are researchers who spent a period of full-time research activity of at least 5 consecutive (without breaks in research) years in one or more Member States or Associated Countries.
3. The researcher must **move or have moved** (transnational mobility) **from any country** to the partner organisation located in the **TC**.

The researcher must comply with the following **mobility rule**: the researcher must not have resided or carried out the main activity (work, studies, etc.) in the TC where the initial outgoing phase takes place for more than 12 months in the 3 years immediately prior to the deadline for submission of proposals. Compulsory national service and/or short stays such as holidays are not taken into account.

Exception: As far as international organisations established in the TCs, this rule does not apply to the hosting of eligible researchers. However, the appointed researcher must not have spent more than 12 months in the 3 years immediately prior to the call deadline at the same organisation.

Note: this exception rule is applicable only for mobility TO an international organisation and NOT FROM such an organisation to any national host organisation.

4.a The beneficiary must be located in an **MS or AC**.

4.b The partner organisation must be situated in a **TC** and is the entity where the initial compulsory outgoing phase takes place. It can be from the academic or non-academic sector. The partner organisation does not recruit any researchers and is not signatory to the Grant Agreement. As such the Partner organisation cannot directly claim any costs from the action.

Each partner organisation in a TC must **include an up-to-date letter of commitment in Part B of the proposal** to demonstrate its real and active participation in the proposed action and its precise role should also be clearly described in the proposal.

The beneficiary must check the information regarding the eligibility of the Experienced Researcher at the deadline for submission of proposals (*i.e. diploma, research experience, mobility, residency, family status etc.*) before signing the Grant Agreement.

The mandatory return phase for the researcher (*future fellow*) in the European host organisation is essential for the successful achievement of the objectives of this action.

In case of non-fulfilment of this condition, the host organisation has to reimburse the total amount received from the REA for the benefit of the researcher under the Grant Agreement.

If the non-fulfilment of the return period lies with the researcher, the host organisation must take all appropriate measures (including legal action) to recover from the researcher the total amount received for her/his benefit under the Grant Agreement, in order to reimburse this amount to the REA.

4. Duration

The duration for **European Fellowships** (standard EFs, CAR and RI multi-disciplinary panels) is **between 12 and 24 months**.

For the **Global Fellowships** there is a first outgoing phase between 12 and 24 months, and an additional mandatory 12 months return phase, so the **total duration** of this type of fellowship is **between 24 and 36 months**.

Phase GF	Duration (months)
1. Outgoing to TC	12 - 24
2. Return to MS or AC	12 (mandatory)
TOTAL	24 - 36

5. Typical Activities of an Individual Fellowship

5.1 Mobility – key factor

Mobility is considered by the European Commission essential for the personal and career development of researchers. It allows the enhancement of collaboration, and the acquisition of new skills and knowledge which contribute to increased creativity, efficacy and performance, thereby contributing to career development and a successful, competitive knowledge-based society. Mobility is an eligibility criterion for receiving Marie Skłodowska-Curie funding. For each type of IF a specific mobility rule applies.

5.2 Training activities

5.2.a Topics, ethics

The **Experienced Researcher** should write in the proposal a concrete plan of *training-through-research* at the host organisation's premises. The action should aim to reach a realistic and well-defined objective in terms of career advancement (by attaining a leading independent position for example) or resuming a research career after a break. The action should be created with the final outcome to develop and significantly widen the competences of the Experienced Researcher, particularly in terms of multi/interdisciplinary expertise, inter-sectoral experience and transferable skills.

All Marie Skłodowska-Curie actions have a **bottom-up approach**, i.e. research fields are chosen freely by the applicants. All domains of research and technological development addressed under the EU Treaty are eligible for funding (within the limits of the provisions on ethics of the H2020 legal base and except areas of research covered by the Euratom Treaty).

All research activities supported by Horizon 2020 must respect fundamental ethical principles and legislation (see Annex 5 – Part B Template, Chapter 7).

5.2.b Secondments

During the implementation of the IF the Experienced Researcher may be seconded to another institution in Europe. Such secondments must significantly contribute to the impact of the fellowship and therefore in certain research fields would be expected to take place in the non-academic sector.

The organisation where the secondment takes place is a partner organisation and must be located in the Member States or Associated Countries.

If the partner organisation where the secondment takes place is not identified at the proposal stage, it is essential that Part B of the proposal contains information on the sector to which this entity would belong, in addition to the timing and duration of the secondment and its overall purpose.

The secondments must be clearly justified in the Part B of the proposal and their maximum duration is defined according to the total duration of the fellowship:

Duration of the fellowship	Maximum duration of secondment
≤ 18 months	3 months
> 18 months	6 months

The secondment phase can be a single period or divided into shorter mobility periods.

Secondments that are not mentioned in Part B of the proposal and in the GA will not be taken into account later and, thus, no costs can be claimed for such periods.

Non-Academic Sector Participation

The IFs promote the involvement of organisations from the non-academic sector. Therefore during the fellowship, secondments are allowed to partner organisations established in MSs or ACs and belonging to either the non-academic or the academic sector.

The quality and degree of involvement of partner organisations will be assessed by the expert evaluators according to the evaluation criteria. In all cases **the involvement of the non-academic sector must be meaningful and appropriate to the implementation mode and research field.**

5.2.c Career Development Plan

The **Career Development Plan** must be produced by the Experienced Researcher and the supervisor prior to the start of the fellowship.

In addition to research objectives, this plan comprises the researcher's training and career needs, including training on transferable skills, planning for publications and participation in conferences.

This dedicated and high-level plan will act as a reference for the Experienced Researcher to monitor for her/himself the progress of work, training and publications, and to take corrective measures if deviations and delays are observed in order to attain the professional development targets.

5.2.d Typical training activities

Typical **training activities** in IFs may include:

- Primarily, *training-through-research* under the direct supervision of the supervisor and other members of the scientific staff of the host organisation by the means of an individual personalised action;
- Hands-on training activities for developing scientific (new techniques, instruments etc.) and transferable skills (entrepreneurship, proposal preparation to request funding, patent applications, management of IPR, action

management, task coordination, supervising and monitoring, take up and exploitation of research results etc.);

- Inter-sectoral or interdisciplinary transfer of knowledge (e.g. through secondments);
- Taking part in the research and financial management of the action;
- Organisation of scientific/training/dissemination events;
- Communication, outreach activities and horizontal skills;
- Training dedicated to gender issues.

5.3 Communication and Dissemination

In addition to publications and patents, communication of the Marie Skłodowska-Curie actions should aim to demonstrate the ways in which research is contributing to a European "Innovation Union"⁸, and account for public spending by providing tangible proof that the funded research adds value by:

- showing how the creative and innovative potential of Experienced Researchers is better achieved through training, international and inter-sectoral mobility, which contributes also notably to competitiveness, in achieving research excellence, and where relevant, addressing societal challenges;
- showing how the outcomes are relevant to our everyday lives, by creating jobs, training skilled researchers, introducing novel technologies, or by making our lives more comfortable in other ways;
- making better use of the results, by promoting their take-up by decision-makers to influence policy-making, and by industry and the scientific community to ensure follow-up.

Horizon 2020 will include a pilot on Open Research Data. The IF is not part of this pilot, but IF applicants may however choose to participate in it. The main goal of the pilot is to facilitate research data registration, discovery, access and re-use in particular in the context of Horizon 2020 funded actions. Further information on the Data Management Plan and the pilot can be found in the documents section of the Participant Portal⁹.

5.4 Public Engagement

In the Marie Skłodowska-Curie actions, the primary goal of public engagement activities is to **create awareness among the general public of the research work performed and its implications for citizens and society**. The type of outreach activities could range from press articles and participating in European Researchers' Night events to presenting science, research and innovation activities to students from primary and secondary schools or universities in order to develop their interest in research careers. **The frequency and nature of such activities should be outlined in the proposal.**

⁸ http://ec.europa.eu/research/innovation-union/index_en.cfm.

⁹ http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/hi/oa_pilot/h2020-hi-oa-data-mgt_en.pdf.

5.5 Gender Issues

Marie Skłodowska-Curie actions pay particular attention to gender balance. In line with the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers¹⁰, all Marie Skłodowska-Curie actions proposals are encouraged to take appropriate measures to facilitate mobility and counter-act gender-related barriers to it. Equal opportunities are to be ensured, both at the level of supported researchers and that of decision-making/supervision. In research activities where human beings are involved as subjects or end-users, gender differences may exist. In these cases the gender dimension in the research content¹¹ has to be addressed as an integral part of the proposal to ensure the highest level of scientific quality.

As training researchers on gender issues serves the policy objectives of Horizon 2020 and is necessary for the implementation of research and innovation actions, applicants are encouraged to include such activity in their proposals, as appropriate.

¹⁰ Commission recommendation of 11 March 2005 on the European Charter for Researchers and on a Code of Conduct for the Recruitment of Researchers, C(2005) 576 of 11.3.2005.

¹¹ <http://ec.europa.eu/programmes/horizon2020/en/news/%E2%80%9Cgendered-innovations-how-gender-analysis-contributes-research%E2%80%9D>.

6. Financial Aspects

The financial support for Marie Skłodowska-Curie IFs takes the form of a grant covering up to 100% of the costs. Funding is calculated exclusively based on the unit costs set out in the work programme¹².

What types of expenses are covered?

The European Union contribution and rates under this action are set out in Part 3 of the Work Programme 2014-2015 and cover:

- the recruitment of the researcher to be trained;
- research, training and networking costs;
- management and indirect costs.

One unit is defined as one person-month. The unit costs are divided into two groups: researcher unit costs and institutional unit costs.

	Researcher unit cost in EUR person/month			Institutional unit cost in EUR person/month	
	Living* Allowance	Mobility Allowance	Family Allowance	Research, training and networking costs	Management and indirect costs
Individual Fellowships	4,650*	600	500	800	650

Researcher unit costs

6.1 Living allowance*

This refers to the basic, gross amount for the benefit of the researcher to be paid to the researcher in monthly instalments. For Marie Skłodowska-Curie actions calls launched in 2014-2015, the amount for an Experienced Researcher is:

- **€4,650* / month**

This amount is then ***adjusted** through the application of a **correction coefficient** for the cost of living according to the **country** in which the **host organisation** is located. The adjusted amount will not change in case of secondments to a partner organisation in another MS or AC¹³. **The country correction coefficients that will be applied are indicated in Table 4 in Part 3 of the Work Programme (Marie Skłodowska-Curie actions).**

The host organisation must appoint the eligible Experienced Researcher under an employment contract. Fixed amount fellowships are only permitted where national regulation would prohibit the possibility of an employment contract, and only with the prior approval of the Research Executive Agency.

¹² "Unit costs" are fixed amounts and apply to all categories of eligible costs. They are measured by the number of months which are implemented by the eligible researcher in the action. The unit costs are determined ex-ante in the respective Work Programme, specified in Annex 2 of the GA and cannot be modified. The grant reimburses up to 100% of the action's eligible unit costs.

¹³ However, for the outgoing phase of the Global Fellowship, the country correction coefficient of the destination TC will be applied.

The host must ensure that the researcher is covered under the social security scheme which is applied to employed workers within the country of the contractor. Only in cases when national regulation prohibits full employment contracts, the required minimum is that the researcher is covered under a social security scheme providing at least sickness and maternity benefits in kind, invalidity and accidents at work and occupational diseases, and covering the researcher in every place of implementation of the IF activities. In the case of secondments to the partner organisations, the social security provision should also cover the researcher during these periods. The European Charter for Researchers and the Code of Conduct for the recruitment of researchers offer a reference framework for the employment of researchers.

Important notice: Living allowance

*NOTE: The living allowance is a **gross EU contribution** to the salary costs of the researcher. Consequently, the net salary results from deducting all compulsory (employer/employee) social security contributions as well as direct taxes (e.g. income tax) from the gross amounts. The host beneficiary **may pay a top-up** to the eligible researchers from another budget source in order to complement this contribution.*

The rate indicated above is for researchers devoting themselves to their action on a full-time basis.

6.2 Mobility allowance

In addition to the living allowance, a mobility allowance will be paid to recruited researchers as specified in Table 3 of the MSCA Work Programme. This allowance amounts to:

- **€600 / month**

6.3 Family allowance

A family allowance will be paid in case the supported researcher has family obligations. In this context, family is defined as persons linked to the researcher (i) by marriage, or (ii) a relationship with equivalent status to a marriage recognised by the legislation of the country where this relationship was formalised; or (iii) as dependent children who are actually being maintained by the researcher. This allowance amounts to:

- **€500 / month**

The family status of a researcher will be determined at the deadline of the call (i.e. 11 September 2014) and will not be revised during the lifetime of the action.

NB: The mobility and family allowances are fixed amounts, regardless of the country of recruitment, and may be taxable depending on the country in question.

Institutional unit costs

6.4 Research, training and networking costs

This unit cost amounts to **€800** *per person/month* and is managed by the beneficiary to contribute to expenses related to, for example:

- the participation of researchers in training activities;
- expenses related to research costs;
- execution of the training/partnership action.

6.5 Management and indirect costs

This refers to a unit cost of **€650** *per person/month* that is to be used for the management and indirect costs of the action.

6.6 Budget Calculations

Applicants are not required to indicate the amount of the estimated EU contribution in the proposal. **This will be automatically calculated from the information provided in Part A of the proposal** using the rates, allowances and coefficients given in Table 4 of Annex 3 to the Work Programme.

It is crucial that the information given in Part A about the host organisation and researcher is correct and up-to date and that it is identical to the information given in Part B and its Annexes.

If the proposal is selected for funding it will not be possible to increase the European Union contribution; thus, correct information in Part A is essential at the submission stage.

Before signing the Grant Agreement the beneficiary is responsible for checking the family status of the researcher at the deadline for submission of proposals.

Examples of Individual Fellowships

1. Standard EF

A French researcher without family obligations who obtained her PhD in France on 15 June 2013 in Chemistry applies jointly with a university in Germany for a 24-month fellowship in the CHE panel. In the last 3 years she was in Germany for 5 months. Part B provides for a secondment split in 2 periods of each 2 months at an industrial partner in Ireland.

The budget calculation would be like this:

Total duration= 24 months (person-months)

Country of the host organisation= Germany

1. Living allowance =€ 4,650 x 24 x DE Country Correction Coefficient (CCC)

=€ 4,650 x 24 x 98.8%

=€ 110,260.80

2. Mobility allowance =€ 600 x 24=€ 14,400

3. Family allowance = N/A

4. Research, training and networking costs =€ 800 x 24=€ 19,200

5. Management and indirect costs =€ 650 x 24=€ 15,600

Maximum EU contribution =€ 110,260.80 + 14,400 + 19,200 + 15,600

=€ 159,460.80

2. CAR panel

A Slovenian researcher is living in UK since 1 May 2012 and is working outside research since 1 January 2013. He has a PhD in Social Sciences, family obligations and applies in liaison with a museum in UK for an 18-month fellowship in the SOC panel. There are no secondments foreseen in Part B.

The budget calculation would be like this:

Total duration= 18 months

Country of the host organisation= United Kingdom

1. Living allowance =€ 4,650 x 18 x UK CCC

=€ 4,650 x 18 x 120.3%

=€ 100,691.10

2. Mobility allowance =€ 600 x 18=€ 10,800

3. Family allowance =€ 500 x 18=€ 9,000

4. Research, training and networking costs =€ 800 x 18=€ 14,400

5. Management and indirect costs =€ 650 x 18=€ 11,700

Maximum EU contribution =€ 100,691.10 + 10,800 + 9,000 + 14,400 + 11,700

=€ 146,591.10

3. RI panel

A Swedish researcher obtained her master degree in Biology in 15 June 2010 in her home country. From 1 September 2010 until 15 May 2014 she did her PhD at a University in Japan and applies for a 12-month fellowship in the LIF panel in liaison with a host Institution in Sweden. In the Part B a 1.5-month secondment to a University in Netherlands is mentioned. The Experienced Researcher is without family obligations at the deadline of submission of proposals.

The budget calculation would be like this:

Total duration= 12 months (person-months)

Country of the host organisation= Sweden

1. Living allowance =€ 4,650 x 12 x SE CCC

=€ 4,650 x 12 x 111.7%=€ 62,328.60

2. Mobility allowance =€ 600 x 12=€ 7,200

3. Family allowance = N/A

4. Research, training and networking costs =€ 800 x 12=€ 9,600

5. Management and indirect costs =€ 650 x 12=€ 7,800

Maximum EU contribution =€ 62,328.60 + 7,200 + 9,600 + 7,800

=€ 86,928.60

4. GF

A Chinese researcher obtained her PhD in Physics on 15 May 2008 in France in Physics and was employed in research full time since 16 May 2008 at a Polish University. The researcher applies for a Global Fellowship in the PHY panel with a 24-month outgoing phase to a University in the USA and a 12-month mandatory return period in Spain. A 3-month secondment at a SME in Portugal is foreseen during the return phase. The Experienced Researcher has family obligations.

The budget calculation would be like this:

Outgoing phase= 24 months in USA

Return phase= 12 months in Spain

Total duration= 36 months

1. Living allowance =€ (4,650 x 24 x US CCC) + (4,650 x 12 x ES CCC)

=€ (4,650 x 24 x 99.4%) + (4,650 x 12 x 97.6%)

=€ 165,391.2

2. Mobility allowance =€ 600 x 36=€ 21,600

3. Family allowance =€ 500 x 36=€ 18,000

4. Research, training and networking costs =€ 800 x 36=€ 28,800

5. Management and indirect costs =€ 650 x 36=€ 23,400

Maximum EU contribution =€ 165,391.2 + 21,600 + 18,000 + 28,800 + 23,400

=€ 257,191.2

Overview IF

INDIVIDUAL FELLOWSHIPS		EUROPEAN			GLOBAL
		Standard EF	CAR	RI	GF
EXPERIENCED RESEARCHERS	Nationality	ANY	ANY	<i>MS, AC or long-term residents</i>	<i>MS, AC or long-term residents</i>
	Mobility	From ANY country to MS or AC	<i>From ANY country to MS or AC</i>	<i>From TC to MS or AC</i>	From ANY country To TC then to <i>MS/AC</i>
		< 12 months in the last 3 years	<i>< 36 months in the last 5 years</i>	<i>< 36 months in the last 5 years</i>	< 12 months in the last 3 years
	Career break in research	-	≥ 12 months prior to call deadline	-	-
PARTICIPANTS	Beneficiary	MS or AC	MS or AC	MS or AC	MS or AC
	Partner Organisation	MS or AC (optional secondments)	MS or AC (optional secondments)	MS or AC (optional secondments)	TC (outgoing phase) MS or AC (optional secondments)
DURATION (months)		12 - 24	12 - 24	12 - 24	12 to 24 + 12
SCIENTIFIC PANELS/AREAS		8 panels	8 areas	8 areas	8 panels
NUMBER OF RANKING LISTS		8	1	1	8
BUDGET €240.5 million		€ 211.5 million			€ 29 million

Annexes

Annex 1	Timetable and Specific Information for this Call
Annex 2	Evaluation Criteria and Procedures to be applied for this Call
Annex 3	Instructions for Completing Part A of the Proposal
Annex 4	Instructions for Drafting Part B of the Proposal
Annex 5	Part B Template

Annex 1 – Timetable and Specific Information for this Call

The Marie Skłodowska-Curie Actions Work Programme provides the legal background for submitting a proposal to this call. It describes the content of the topics to be addressed, and details on how the call will be implemented. The Work Programme together with the part giving the basic data on implementation (deadline, budget, additional conditions etc.) posted as a separate document ("call fiche") are available on the Participant Portal. Please consult these documents.

Indicative timetable for this call

Publication of call	<i>12 March 2014</i>
Deadline for submission of proposals	<i>11 September 2014 at 17:00:00, Brussels local time</i>
Evaluation of proposals	<i>October - November 2014</i>
Information on the outcome of the evaluation	<i>February 2015</i>
Indicative date for the signing of Grant Agreements	<i>May 2015</i>

Indicative 2014 call budget: € 240.5 million. Of this amount, € 29 million is allocated to Global Fellowships.

Further information and help

The Participant Portal call page contains links to other sources that you may find useful in preparing and submitting your proposal. Direct links are also given where applicable.

Call Information

- *Participant Portal call page and Work Programme*
<http://ec.europa.eu/research/participants/portal/desktop/en/home.html>

General Sources of Help

- *Marie Skłodowska-Curie actions website:*
<http://ec.europa.eu/research/mariecurieactions>
- *EURAXESS:* <http://ec.europa.eu/euraxess/>
- *The European Commission's Horizon 2020 Enquiry service:*
<http://ec.europa.eu/research/index.cfm?pg=enquiries>
- *National Contact Points:*
http://ec.europa.eu/research/participants/portal/desktop/en/support/national_contact_points.html

Specialised and Technical Assistance

- *Submission Service Help Desk:* DIGIT-EFP7-SEP-SUPPORT@ec.europa.eu
<http://ec.europa.eu/research/participants/api/contact/index.html>
- *IPR Help desk:* <https://www.iprhelphdesk.eu/>
- *Ethics Help Desk:* <http://ec.europa.eu/research/index.cfm?pg=enquiries>

Annex 2 – Evaluation Criteria and Procedures to be applied for this Call

1. General

The evaluation of proposals is carried out by the Research Executive Agency (REA) with the assistance of independent experts.

REA staff ensures that the process is fair and in line with the principles contained in the Commission's rules¹⁴.

Experts perform evaluations on a personal basis, not as representatives of their employer, their country or any other entity. They are required to be independent, impartial and objective, and to behave throughout in a professional manner. They sign an expert contract, including a declaration of confidentiality and absence of conflict of interest, before beginning their work. Confidentiality rules must be adhered to at all times before, during and after the evaluation.

In addition, an independent expert will be appointed by the REA to observe and report on the evaluation process. The observer gives independent advice to the REA on the conduct and fairness of the evaluation sessions, on the way in which the experts apply the evaluation criteria, and on ways in which the procedures could be improved. The observer will not express views on the proposals under examination or on the experts' opinions on the proposals.

Proposals are submitted in a single stage and evaluated in one step by the experts against all evaluation criteria.

Conflicts of interest: under the terms of the expert contract, all experts must declare beforehand any known conflicts of interest, and must immediately inform the responsible REA staff member if they detect a conflict of interest during the course of the evaluation.

Confidentiality: the expert contract also requires experts to maintain strict confidentiality with respect to the whole evaluation process. They must follow any instruction given by the REA to ensure this. Under no circumstance may an expert attempt to contact an applicant on his/her own account, either during the evaluation or afterwards.

2. Before the Evaluation

On receipt by the REA, proposals are registered and acknowledged and their contents entered into a database to support the evaluation process. Eligibility criteria for each proposal are also checked by REA staff before the evaluation begins. Proposals which do not fulfil these criteria will not be included in the evaluation.

For this call a proposal will only be considered eligible if it meets all of the following conditions:

- It is received by the REA before the deadline given in the call fiche;
- It is complete (i.e. the requested administrative forms in Part A and the proposal description in Part B are both present);

¹⁴ http://ec.europa.eu/research/participants/data/ref/h2020/grants_manual/pse/h2020-guide-pse_en.pdf

- The content of the proposal relates to the topic(s) and funding scheme(s), including any special conditions set out in the relevant parts of the work programme;
- All eligibility conditions described above are satisfied.

The proposals have a maximum of 10 pages, excluding the CV of the researcher and the annexes. Experts will be instructed to disregard any excess pages.

Please note that the following supporting documents will be required in order to determine the operational capacity:

- A curriculum vitae of the researcher;
- A description of any significant infrastructure or any major items of technical equipment, relevant to the proposed work;
- A description of any partner organisations which will be contributing to the work.

3. Evaluation of Proposals

Each proposal will be assessed independently by at least three experts chosen by the REA from the pool of experts taking part in this evaluation. An expert will be designated as the proposal "rapporteur" and will assume additional responsibilities at the end of this phase and in the following phases of the evaluation session.

The proposal will be evaluated against the IF evaluation criteria applying weighting factors, both set out in the Work Programme. Proposals will not be evaluated anonymously. Proposals may be evaluated remotely.

Evaluation scores will be awarded for each of the three criteria. All of the separate elements of each criterion will be considered by the experts in their assessment.

An example of the evaluation forms that will be used by the experts in this call will be made available on the Participant Portal.

<u>IF - Marie Skłodowska-Curie Individual Fellowships</u>		
<p>Excellence</p> <p>Quality, innovative aspects and credibility of the research (including inter/multidisciplinary aspects)</p>	<p>Impact</p> <p>Enhancing research- and innovation-related human resources, skills, and working conditions to realise the potential of individuals and to provide new career perspectives</p>	<p>Implementation</p> <p>Overall coherence and effectiveness of the work plan, including appropriateness of the allocation of tasks and resources</p>
<p>Clarity and quality of transfer of knowledge/training for the development of researcher in light of the research objectives</p>	<p>Effectiveness of the proposed measures for communication and results dissemination</p>	<p>Appropriateness of the management structures and procedures, including quality management and risk management</p>
<p>Quality of the supervision and the hosting arrangements</p>		<p>Appropriateness of the institutional environment (infrastructure)</p>
<p>Capacity of the researcher to reach or re-enforce a position of professional maturity in research</p>		<p>Competences, experience and complementarity of the participating organisations and institutional commitment</p>
50%	30%	20%
Weighting		
1	2	3
Priority in case of <i>ex aequo</i>		
NB: An overall threshold of 70% will be applied to the total weighted score.		

Each criterion will be scored out of 5. Decimal points will be given.

The scores indicate the following with respect to the criterion under examination:

- 0 – Proposal fails to address the criterion or cannot be assessed due to missing or incomplete information.*
- 1 – Poor. The criterion is inadequately addressed, or there are serious inherent weaknesses.*
- 2 – Fair. Proposal broadly addresses the criterion, but there are significant weaknesses.*
- 3 – Good. Proposal addresses the criterion well, but a number of shortcomings are present.*
- 4 – Very Good. Proposal addresses the criterion very well, but a small number of shortcomings are present.*
- 5 – Excellent. Proposal successfully addresses all relevant aspects of the criterion. Any shortcomings are minor.*

Annex 3 – Instructions for Completing Part A of the Proposal

Proposals in this call must be submitted electronically, using the electronic submission service of the Commission accessible from the call page on the Participant Portal.

In Part A you will be asked for certain administrative details that will be used in the evaluation and further processing of your proposal. Part A constitutes an integral part of your proposal. Details of the work you intend to carry out will be described in Part B (see Annexes 4 and 5 of this guide).

The Electronic Submission Service provides guidance on how to complete the Part A, which includes the following sections:

- Section 1: General information about the proposal (including the abstract);
- Section 2: Data on participants and contacts;
- Section 3: Budget;
- Section 4: Ethics issues table;
- Section 5: Information on Partner organisations.

1. The Concept of Panels

All eligible proposals will be evaluated under eight major areas of research: Chemistry (CHE); Social Sciences and Humanities (SOC); Economic Sciences (ECO), Information Science and Engineering (ENG); Environmental and Geosciences (ENV); Life Sciences (LIF); Mathematics (MAT), and Physics (PHY). Experts will evaluate proposals under one of these areas as indicated in the proposal part A.

The standard European Fellowships and Global Fellowships will have a panel and ranking list for each of these 8 areas. For the CAR and Reintegration panels, one multidisciplinary ranking list each will be made.

In the electronic submission system (SEP) the applicant chooses the area to which her/his proposal best fits, using the field "Scientific Panel" in section 1 of the proposal submission forms. This should be considered as the core discipline for any proposal and the first descriptor will have to be in this panel. Additional descriptors are used to define the other disciplines that may be involved.

Applicants should choose the evaluation panel and descriptors carefully since this will guide the REA in the selection of experts for proposal evaluation. As a general rule, the call budget will be distributed between the panels based on the proportion of eligible proposals received in each panel.

To help you select the most relevant panel for your proposal a document providing a breakdown of each research area into a number of descriptors will be provided on the call page on the Participant Portal.

2. How to complete the Part A forms

- **Beneficiary**

The beneficiary fills in the sections 1 (general information), 2 (specific data), 3 (budget), 4 (ethics) and 5 (data on partner organisations). **Numbers and information listed in section 3 (budget) should be the same as those**

reported in Part B of the proposal. In case of discrepancy, values from the Part A will prevail.

- **Partner organisations**

Information on partner organisations is provided by the beneficiary under section 5 of Part A.

When you complete part A, please make sure that *numbers are always rounded to the nearest whole number.*

3. Budget

The applicants must enter the duration of their action and **the system will automatically calculate an indicative action budget** based on the number of months (for GF separate values for each phase), country of the beneficiary (and country of partner organisation for GF) and the family situation of the Experienced Researcher at the deadline of the submission of proposals.

Care should be taken when entering the data for the budget. Experts will not comment on the budget but will evaluate the planned duration of each element of the fellowship under the *Implementation* criterion.

Annex 4 – Instructions for drafting Part B of the Proposal

1. General information

Part B of the proposal contains the details of the proposed research and training programme along with the practical arrangements planned to implement them. They will be used by the independent experts to undertake their assessment. We would therefore advise you to address each of the award criteria as outlined in the following sections. Please note that the explanatory notes below serve to explain the evaluation criteria without being exhaustive. To draft your proposal you should also consult the Horizon 2020 Work Programme for 2014-2015.

Applicants must structure their proposal according to the headings indicated in the Part B proposal template.

Please note that this call will be a single-stage proposal submission and evaluation procedure. A Word version of the submission template can be downloaded from the electronic submission services of the Commission. Applicants must ensure that their proposals conform to this layout and to the instructions given in this Guide for Applicants.

The **maximum total length of sections 1 to 4 of Part B of the proposal is 10 pages**, as indicated in the proposal template.

There is no page limit per section. Within the overall page limit, applicants are therefore free to decide on the number of pages dedicated to each section.

Please remember that it is your responsibility to verify that you conform to page limits. **Experts will be instructed to disregard any excess pages above the 10 page limit.**

The **minimum font size** allowed is **11 points**. The page size is **A4**, and all **margins** (top, bottom, left, right) should be at least **15 mm** (not including any footers or headers). Ensure that the font chosen is clearly readable (e.g. Arial or Times New Roman).

Literature references should be listed in footnotes, font size 8 or 9. However, regardless of the format used, all footnotes will count towards the page limit.

Please make sure that the **Part B of your proposal carries as a header to each page the proposal acronym and the implementation mode to which you are applying (i.e. Standard EF, CAR, RI, GF)**. All pages should be numbered in a single series on the footer of the page to prevent errors during handling. It is recommended that the numbering format "Part B - Page X of Y" is used.

2. Letters of Commitment

For the GF **the partner organisations in TC** must include a **letter of commitment** in the proposal to demonstrate their real and active participation. These letters should be included in Section 8. The experts will be instructed to disregard the contribution of any partner organisations for which no such evidence of commitment is submitted.

These letters should be signed by the organisation's legal representative, or someone of equivalent authority.

Please ensure that your proposal is complete. **The final version of Part B must include the letters of commitment required from TC partner organisations.**

For the proposal Part B you must use exclusively PDF ("Portable Document Format", compatible with Adobe version 3 or higher, with embedded fonts). Other file formats will not be accepted by the electronic submission system of the Commission. Letters of commitment must be included in the PDF file of the proposal; these should not be attached in a separate PDF file or as an embedded file since this makes them invisible.

3. Scientific Misconduct

Please note that **the REA takes the issue of scientific misconduct very seriously**. In line with the Horizon 2020 Rules for Participation, appropriate action will be taken against any applicants found to have misrepresented, fabricated or plagiarised any part of their proposal. The applicant (future beneficiary) will also be required to make a "declaration of honour" in Part A of the proposal.

Annex 5 – Part B Template

START PAGE

MARIE SKŁODOWSKA-CURIE ACTIONS

**Individual Fellowships (IF)
Call: H2020-MSCA-IF-2014**

PART B

“PROPOSAL ACRONYM”

This proposal is to be evaluated as:

**[Standard EF] [CAR] [RI] [GF]
[Delete as appropriate]**

Part B - Page X of Y

TABLE OF CONTENTS

In drafting **PART B** of the proposal, applicants **must follow** the structure outlined below.

LIST OF PARTICIPANTS

START PAGE COUNT

1. SUMMARY
2. EXCELLENCE
3. IMPACT
4. IMPLEMENTATION

STOP PAGE COUNT

5. CV OF THE EXPERIENCED RESEARCHER
6. CAPACITIES OF THE PARTICIPATING ORGANISATIONS
7. ETHICAL ASPECTS
8. LETTERS OF COMMITMENT OF PARTNER ORGANISATIONS

NB:

- Applicants must ensure that sections 1 - 4 do not exceed the limit of 10 pages.
- No reference to the outcome of previous evaluations of this or any similar proposal should be included in the text. Experts will be strictly instructed to disregard any such references.

List of Participants

Please provide a list of all participants (both beneficiary and, where applicable, partner organisations) indicating the legal entity, the department carrying out the work and the supervisor of the action.

If a secondment in Europe is planned but the partner organisation is not yet known, as a minimum the type of organisation foreseen (academic/non-academic) must be stated.

For non-academic beneficiaries, please provide additional data as indicated in the table below.

Participants	Legal Entity Short Name	Academic (tick)	Non-academic (tick)	Country	Dept./ Division / Laboratory	Supervisor	Role of Partner Organisation ¹⁵
<u>Beneficiary</u>							
- NAME							
<u>Partner Organisation</u>							
- NAME							

Data for non-academic beneficiaries

Name	Location of research premises (city / country)	Type of R&D activities	No. of full - time employees	No. of employees in R&D	Web site	Annual turnover (approx. in Euro)	Enterprise status (Yes/No)	SME status ¹⁶ (Yes/No)

Note that:

- Any inter-relationship between different participating institutions or individuals (e.g. family ties, shared premises or facilities, joint ownership, financial interest, overlapping staff or directors, etc.) **must** be declared and justified **in this part of the proposal**;
- The information in the table for non-academic beneficiaries **must be based on current data, not projections**;
- The data provided relating to the capacity of the participating institutions will be subject to verification during the Grant Agreement preparation phase.

¹⁵ For example hosting secondments, for GF hosting the outgoing phase etc.

¹⁶ As defined in [Commission Recommendation 2003/361/EC](#).

1. Summary

Please provide a short summary of the proposal, which could be the same as the proposal abstract, built around a research/innovation project.

2. Excellence¹⁷

Please note that the principles of the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers promoting open recruitment and attractive working conditions are expected to be endorsed and applied by all beneficiaries in the Marie Skłodowska-Curie actions.

2.1 *Quality, innovative aspects and credibility of the research (including inter/multidisciplinary aspects)*

You should develop your proposal according to the following lines:

- Introduction, state-of-the-art, objectives and overview of the action
- Research methodology and approach: highlight the type of research and innovation activities proposed
- Originality and innovative aspects of the research programme: explain the contribution that the project is expected to make to advancements within the project field. Describe any novel concepts, approaches or methods that will be employed.

The text should emphasise how the high-quality, novel research is the most likely to open up the best career possibilities for the *Experienced Researcher* and new collaboration opportunities for the host organisation(s).

2.2 *Clarity and quality of transfer of knowledge/training for the development of the researcher in light of the research objectives*

A two way transfer of knowledge should be described (please see Section 5.2 of this Guide):

- The text must show how the *Experienced Researcher* will gain new knowledge from the hosting organisation(s) during the fellowship through training.
- These organisations may also benefit from the previous experience of the researcher. Outline the capacity for transferring the knowledge previously acquired by the researcher to the host organisation(s).

For Global Fellowships explain how the new acquired skills and knowledge in the TC will be transferred back to the host institution in Europe.

¹⁷ Literature should be listed in footnotes, font size 8 or 9. All literature references will count towards the page limit.

2.3 Quality of the supervision and the hosting arrangements

Required sub-heading:

- Qualifications and experience of the supervisor (s)

Information regarding the supervisor(s) must include the level of experience on the research topic proposed and document its track record of work, including the main international collaborations. Information provided should include participation in projects, publications, patents and any other relevant results.

To avoid duplication, the role and profile of the supervisor(s) should only be listed in the "Capacity of the Participating Organisations" tables (see section 6 below).

The text must show that the Experienced Researcher should be well integrated within the hosting organisation(s) in order that all parties gain the maximum knowledge and skills from the fellowship. For GF both phases should be described, for the outgoing what practical arrangements are made in place to host a researcher coming from another country and for the return period what measures are planned for the successful re-integration of the researcher.

The following section of the European Charter for Researchers refers specifically to career development:

Career development

Employers and/or funders of researchers should draw up, preferably within the framework of their human resources management, a specific career development strategy for researchers at all stages of their career, regardless of their contractual situation, including for researchers on fixed-term contracts. It should include the availability of mentors involved in providing support and guidance for the personal and professional development of researchers, thus motivating them and contributing to reducing any insecurity in their professional future. All researchers should be made familiar with such provisions and arrangements.

2.4 Capacity of the researcher to reach and re-enforce a position of professional maturity in research

Please keep in mind that the fellowships will be awarded to the most talented researchers as shown by their ideas and their track record, where it is a fair indicator given their level of experience.

3. Impact

3.1 *Enhancing research- and innovation-related human resources, skills, and working conditions to realise the potential of individuals and to provide new career perspectives*

In this section, please explain the impact of the research and training on the *Experienced Researcher's* career. The fellowship, including any secondments in Europe should maximise the impact on the researcher's activity on European society, including the science base and/or the economy, in a manner appropriate to the research field.

3.2 *Effectiveness of the proposed measures for communication and results dissemination*

Required sub-headings:

- Communication and public engagement strategy of the action
- Dissemination of the research results
- Exploitation of results and intellectual property

Concrete plans for the above must be included in the Gantt Chart. The new knowledge generated by the action should be used wherever possible to enhance the career of the researcher, to advance research, to foster innovation, and to promote the research profession to the public.

The following sections of the European Charter for Researchers refer specifically to public engagement and dissemination:

Public engagement

Researchers should ensure that their research activities are made known to society at large in such a way that they can be understood by non-specialists, thereby improving the public's understanding of science. Direct engagement with the public will help researchers to better understand public interest in priorities for science and technology and also the public's concerns.

Dissemination, exploitation of results

All researchers should ensure, in compliance with their contractual arrangements, that the results of their research are disseminated and exploited, e.g. communicated, transferred into other research settings or, if appropriate, commercialised. Senior researchers, in particular, are expected to take a lead in ensuring that research is fruitful and that results are either exploited commercially or made accessible to the public (or both) whenever the opportunity arises.

4. Implementation

4.1 **Overall coherence and effectiveness of the work plan, including appropriateness of the allocation of tasks and resources**

The proposal should be designed in the optimal way to achieve the desired impact. A Gantt Chart should be included in the text where the following should be listed:

- Work Packages description;
- List of major deliverables;^{18 19}
- List of major milestones;²⁰
- Secondments if applicable.

The schedule should be in terms of number of months elapsed from the start of the project.

4.2 **Appropriateness of the management structure and procedures, including quality management and risk management**

Develop your proposal according to the following lines:

- Project organisation and management structure, including the financial management strategy, as well as the progress monitoring mechanisms put in place;
- Risks that might endanger reaching project objectives and the contingency plans to be put in place should risk occur.

The following could be also included in the Gantt Chart:

- Progress monitoring;
- Risk management;
- Intellectual Property Rights (IPR).

¹⁸ A deliverable is a distinct output of the action, meaningful in terms of the action's overall objectives and may be a report, a document, a technical diagram, a software, etc.

¹⁹ Deliverable numbers ordered according to delivery dates. Please use the numbering convention <WP number>.<number of deliverable within that WP>. For example, deliverable 4.2 would be the second deliverable from work package 4.

²⁰ Milestones are control points in the action that help to chart progress. Milestones may correspond to the completion of a key deliverable, allowing the next phase of the work to begin. They may also be needed at intermediary points so that, if problems have arisen, corrective measures can be taken. A milestone may be a critical decision point in the action where, for example, the researcher must decide which of several technologies to adopt for further development.

4.3 Appropriateness of the institutional environment (infrastructure)

Give a description of the legal entity/ies and its main tasks (per participant).

Explain why the fellowship has the maximum chance of a successful outcome.

NB: Each participant is described in Section 6. This specific information should not be repeated here.

4.4 Competences, experience and complementarity of the participating organisations and institutional commitment

Here describe how the fellowship will be beneficial for both the Experienced Researcher and host organisation(s).

- Commitment of beneficiary and partner organisations to the programme (for partner organisations, please see also section 6 and 8)

Partner organisations: The role of partner organisations in Third Countries for GF and their active contribution to the research and training activities should be described. A letter of commitment shall also be provided in Section 7 (included within the PDF file of part B, but outside the page limit).

STOP PAGE COUNT – MAX 10 PAGES

5. CV of the Experienced Researcher

This section should be limited to maximum 5 pages and should include **the standard academic and research record**. Any research career gaps and/or unconventional paths should be clearly explained so that this can be fairly assessed by the independent evaluators.

The *Experienced Researchers* must provide a list of achievements reflecting their track, and this may include, if applicable:

1. **Publications in major international peer-reviewed multi-disciplinary scientific journals** and/or in the **leading international peer-reviewed journals, peer-reviewed conference proceedings and/or monographs** of their respective research fields, indicating also the number of citations (excluding self-citations) they have attracted.
2. Granted **patent(s)**.
3. **Research monographs, chapters** in collective volumes and any translations thereof.
4. **Invited presentations** to peer-reviewed, internationally established conferences and/or international advanced schools.
5. **Research expeditions** that the *Experienced Researcher* has led.
6. **Organisation of International conferences** in the field of the applicant (membership in the steering and/or programme committee).
7. Examples of **leadership in industrial innovation**.
8. **Prizes and Awards**.

6. Capacity of the Participating Organisations

All organisations (whether beneficiary or partner organisation) must complete the appropriate table below. Complete one table of maximum one page for the beneficiary and half a page per partner organisation (min font size: 9). The experts will be instructed to disregard content above this limit.

Beneficiary X	
General Description	
Role and Commitment of key persons (supervisor)	<i>(Including names, title, qualifications of the supervisor)</i>
Key Research Facilities, Infrastructure and Equipment	<i>(Demonstrate that the team has sufficient facilities and infrastructure to host and/or offer a suitable environment for training and transfer of knowledge to recruited Experienced Researcher)</i>
Independent research premises?	
Previous Involvement in Research and Training Programmes	
Current involvement in Research and Training Programmes	<i>(Detail the EU and/or national research and training actions in which the partner is currently participating)</i>
Relevant Publications and/or research/innovation products	<i>(Max 5)</i>

Partner Organisation Y	
General description	
Key Persons and Expertise (supervisor)	
Key Research facilities, infrastructure and equipment	
Previous and Current Involvement in Research and Training Programmes	
Relevant Publications and/or research/innovation product	<i>(Max 3)</i>

7. Ethics Issues

Ethics is an integral part of research funded by the European Union within Horizon 2020. Compliance with the relevant ethics provisions is essential from the beginning to the end of the project.

Although research ethics is most developed within the context of medical research and life sciences, research ethics is of crucial importance for all scientific domains. Informed consent and confidentiality are as important for a sociological study as they are for clinical research. There is a strong connection between research ethics and human rights. Ethical research conduct implies the application of fundamental ethical principles to scientific research.

Applicants submitting research proposals for funding within Marie Skłodowska-Curie actions in Horizon 2020 should demonstrate proactively to the REA that they are aware of and will comply with European and national legislation and fundamental ethics principles, including those reflected in the Charter of Fundamental Rights of the European Union²¹ and the European Convention on Human Rights and its Supplementary Protocols. Applicants applying for funding should clearly identify ethics issues and proactively address them in their proposal.

The Ethics Review Procedure in Horizon 2020

All research proposals submitted to the European Commission are evaluated both on their scientific merit and on its ethical and social impact. When submitting a proposal to Horizon 2020, all applicants are required to complete an “**Ethics Issues Table (EIT)**”. Applicants who flag ethics issues in the Ethics Issues Table have to complete in addition a more in depth **Ethics Self-Assessment**.

Please note that all proposals retained with a view to funding will be submitted to the Ethics Review procedure. A careful analysis and description of any potential ethics issues in a given proposal and a detailed self-assessment will help all actors involved to undergo the Ethics Review in an efficient manner without unnecessary delays.

Ethics Issues Table (EIT) in Part A

If you entered one or more ethical issue/s in the Ethical Issues Table in Part A of the proposal, you are asked to submit an Ethics Self-Assessment in Part B.

Please ensure that a careful analysis of any potential ethics issues which may arise in the proposed research is done **before** the Ethics Issues Table (EIT) is completed.

For more information, please consult the Ethics- section on the Research Participant Portal which comprises the **Ethics Self-Assessment Guidelines** and an Ethics-Issues-Table Checklist:

http://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/ethics_en.htm

Ethics Self-Assessment in Part B

²¹ The Charter of Fundamental Rights of the European Union:
http://www.europarl.europa.eu/charter/pdf/text_en.pdf

Once you have flagged an ethics issue in the Ethics Issues Table of Part A, the Ethics Self-Assessment in Part B must:

1) For each area flagged in the Ethics Issues Table, describe how the proposal meets:

- the EU legislation on Ethics (e.g. Directive 2010/63/EU of the European Parliament and of the Council of 22 September 2010 on the protection of animals used for scientific purposes, existing EU legislation on data protection and privacy etc.);
- national legislation and good practices on research ethics;
- ethical requirements of any TC where research raising ethical issues are to be carried out.

For more information on how to deal with Third Countries please see Article 34 of the Model Grant Agreement, as well as the following link:

http://ec.europa.eu/justice/data-protection/document/international-transfers/adequacy/index_en.htm

Please list the documents provided with their expiry date.

Ensure early compliance of the proposed research with EU and national legislation on ethics in research. Should your proposal be selected for funding, and if you have not done this already, you will be required to provide as soon as possible the following documents:

- an opinion from an Ethics Committee/Authority, required under national law;
- any other ethics-related documents mandatory under EU or national legislation;
- if you didn't apply for/ receive the ethics approval/ required ethics documents yet when submitting the proposal, please indicate in the proposal the approximate date when you will provide a missing approval/ any other ethics documents to the REA (scanned copy). Please state explicitly that you will not proceed to any research with ethical implications before the REA received a scanned copy of all documents proving compliance with existing EU/ national legislation on ethics.

If these ethics documents are not issued in English, you are requested to submit also an English summary (containing notably, if available, the conclusions of the Committee or Ethics Authority concerned).

If you plan to request these documents specifically for your proposed project, your request must contain an explicit reference to its title.

2) Explain in detail how you intend to address the ethics issues flagged in the Ethical Issues Table of Part A of your proposal, in particular with regard to:

- the research **objectives** (e.g. study of vulnerable populations like elderly people, sick or illiterate persons, cooperation with a Third Country, dual use, etc.);

- the research **methodology** (e.g. clinical trials, involvement of children and related information and consent/assent procedures, use of human tissues from blood banks, interviews with healthy adult volunteers, data protection and privacy issued related to data collected, etc.);
- the potential **impact** of the research (e.g. dual use issues, environmental damage, stigmatisation of particular social groups, political or financial retaliation, benefit-sharing, malevolent use, etc.).

8. Letters of Commitment

Please use this section to insert scanned copies of the required **Letters of Commitment from partner organisations in TC** for the Global Fellowships.

ENDPAGE

MARIE SKŁODOWSKA-CURIE ACTIONS

Individual Fellowships (IF) Call: H2020-MSCA-IF-2014

PART B

“PROPOSAL ACRONYM”

This proposal is to be evaluated as:

**[Standard EF] [CAR] [RI] [GF]
[Delete as appropriate]**

Part B - Page X of Y