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Annex 2

Horizon Europe Programme (HORIZON)

Work Programme 2021-2022

2. Marie Skłodowska-Curie Actions

DISCLAIMER

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Table of contents

Introduction	6
MSCA Doctoral Networks:	11
Call - MSCA Doctoral Networks 2021	13
Conditions for the Call	13
MSCA-DN-2021: MSCA Doctoral Networks 2021	13
Call - MSCA Doctoral Networks 2022	17
Conditions for the Call	17
MSCA-DN-2022: MSCA Doctoral Networks 2022	17
MSCA Postdoctoral Fellowships:	21
Call - MSCA Postdoctoral Fellowships 2021	23
Conditions for the Call	23
MSCA-PF-2021: MSCA Postdoctoral Fellowships 2021	23
Call - MSCA Postdoctoral Fellowships 2022	27
Conditions for the Call	27
MSCA-PF-2022: MSCA Postdoctoral Fellowships 2022	28
MSCA Staff Exchanges:	32
Call - MSCA Staff Exchanges 2021	33
Conditions for the Call	33
MSCA-SE-2021: MSCA Staff Exchanges 2021	33
Call - MSCA Staff Exchanges 2022	36
Conditions for the Call	36
MSCA-SE-2022: MSCA Staff Exchanges 2022	36
MSCA Co-funding of regional, national and international programmes:	39
Call - MSCA COFUND 2021	41
Conditions for the Call	41
MSCA-COFUND-2021: MSCA COFUND 2021	41
Call - MSCA COFUND 2022	44
Conditions for the Call	45
MSCA-COFUND-2022: MSCA COFUND 2022	45
MSCA and Citizens:.....	49

Call - MSCA and Citizens 2022	51
Conditions for the Call	51
MSCA-CITIZENS-2022: MSCA and Citizens 2022	51
MSCA Support:.....	55
Call - Trans-national cooperation among Marie Skłodowska-Curie National Contact Points (NCP)	56
Conditions for the Call	56
MSCA-NCP-2021: Trans-national cooperation among Marie Skłodowska-Curie National Contact Points (NCP) 2021	56
Call - MSCA International Cooperation 2021	59
Conditions for the Call	59
MSCA-INCO-2021: MSCA International Cooperation 2021	60
Call - MSCA for Researchers at Risk 2021	62
Conditions for the Call	62
MSCA-RR-2021: MSCA Researchers at Risk 2021	63
Other Actions not subject to calls for proposals.....	65
Grants not subject to calls for proposals	65
1. MSCA Presidency Conferences	65
2. Grant to identified beneficiary according to Financial Regulation Article 195: MSCA Special Needs Allowance to Horizon 2020 legacy projects	65
Procurements	66
1. Public Procurement for Studies	66
2. Public Procurement for Events and Outreach	66
3. Public Procurement for Alumni Services	67
4. Public Procurement for Researchers at Schools	67
Other budget implementation instruments	67
1. Experts Contracts for External Expertise	67
Budget.....	68
Specific conditions for the Marie Skłodowska-Curie Actions.....	70
2. MSCA DOCTORAL NETWORKS	71
2.1. Applicable unit contributions	71
2.2. Admissibility	73

2.3. Eligibility	73
2.4. Financial and operational capacity and exclusion	75
2.5. Award criteria	75
2.6. Procedure	77
2.7. Legal and financial set-up of the Grant Agreements	78
3. MSCA POSTDOCTORAL FELLOWSHIPS.....	78
3.1. Applicable unit contributions	78
3.2. Admissibility	80
3.3. Eligibility	80
3.4. Award criteria	83
3.5. Procedure	84
3.6. Legal and Financial set-up of the Grant Agreements	85
4. MSCA STAFF EXCHANGES	86
4.1. Applicable unit contributions	86
4.2. Admissibility	86
4.3. Eligibility	87
4.4. Financial and operational capacity and exclusion	88
4.5. Award criteria	88
4.6. Procedure	90
4.7. Legal and financial set-up of the Grant Agreements	90
5. MSCA COFUND	92
5.1. Applicable unit contributions	92
5.2. Admissibility	94
5.3. Eligibility	94

5.4. Financial and operational capacity and exclusion	96
5.5. Award criteria	96
5.6. Procedure	98
5.7. Legal and financial set-up of the Grant Agreements	98

Table 1: Country correction coefficients (CCC) for Doctoral Networks and Postdoctoral Fellowships living allowances	100
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Introduction

Europe needs a strong, resilient, flexible and creative human resource base, with the right combination of skills to match the future needs of the labour market, to innovate and to convert knowledge and ideas into products and services for economic and social benefit. The Covid-19 crisis has highlighted once more the importance of the Union's reliance on **a highly skilled research-based human capital** that is able to detect and tackle upcoming challenges, to communicate scientific evidence to policy-makers and the public at large, and to work across disciplines.

In this context, the Union must reinforce its efforts to entice more young women and men to a career in research, promote its attractiveness for top talents from around the world, retain its own researchers and reintegrate those working elsewhere. The Marie Skłodowska-Curie Actions (MSCA) are the main instrument at Union-level to do so. Since their launch in 1996, they have become the **Union's reference programme for doctoral education and postdoctoral training**. Between 2014 and 2020, in the context of Horizon 2020, the MSCA have supported 65 000 researchers in Europe and beyond, both doctoral candidates and more experienced researchers, and have funded over **1 000 excellent international doctoral networks**.

The MSCA strongly contribute to excellent research, boosting jobs, growth and investment by equipping researchers with **new knowledge and skills** and providing them with **an international as well as inter-sectoral exposure** (including through academia-business collaboration), to fill the top positions of tomorrow.

The MSCA do not only have a positive impact on individual researchers, they also contribute to the development of **excellent doctoral programmes, postdoctoral training programmes and collaborative research projects**. They have a **structuring impact** on higher education institutions and other entities way beyond academia by widely spreading excellence and setting standards for high-quality researcher education and training, not only across the European Research Area (ERA), but also worldwide. Positive structuring effects on organisations include:

- increasing the quality of researchers' training and supervision offered;
- strengthening research capacity (e.g. ability to attract funding);
- improving human resources practices and procedures, and providing fairer and more attractive working conditions for researchers, including through career guidance and development;
- building new and sustainable international and inter-sectoral partnerships and networks; better transfer of knowledge between sectors and disciplines, enhancing their global reputation and visibility.

Main principles applying to the MSCA

Excellence

The MSCA focus on **excellence** in various aspects: excellence does not only apply to the individual fellows supported or the collaborations fostered and knowledge transferred, but also to the R&I methodologies applied, the research conducted as well as the training, supervision and career guidance provided. Long-term investment in people pays off, as indicated *inter alia* by the number of Nobel Prize winners who have been either former MSCA fellows or supervisors.

Mobility

The MSCA are based on the principle of **physical mobility**: researchers who receive funding have to move from one country to another to acquire new knowledge, skills and competences, and develop their research career. Researchers are also strongly encouraged to move between sectors and disciplines.

While **virtual mobility** does not have the same multifaceted impact on the development of individuals and sustainable cooperation among organisations as physical mobility, it can however complement it, facilitate long-distance collaboration and be an effective means to faster achieving research and training objectives. In this regard, all MSCA proposals are encouraged to explore opportunities offered by e-infrastructures and related services, in particular those provided through GEANT¹, the pan-European research and education network.

Bottom-up and open to the world

The MSCA are **open to all domains** of research and innovation, including for Postdoctoral Fellowships, those covered by the Treaty establishing the European Atomic Energy Community (Euratom Programme 2021-2025), chosen freely by the applicants in a fully bottom-up manner. They will complement top-down collaborative research activities, notably contributing to the Horizon Europe Missions.

The MSCA have also a **strong international dimension**: international cooperation is particularly encouraged as it allows institutions to set-up strategic collaborations worldwide, attracts foreign talents to Europe and provides European researchers with access to unique expertise, facilities, testing environments or data available only outside Europe.

Recruitment, working/employment conditions and inclusion

The principles of the **European Charter for Researchers and Code of Conduct for the Recruitment of Researchers** ([Charter and Code](#)) promoting open, merit-based and transparent recruitment and attractive working and employment conditions are a cornerstone of the MSCA and all funded host organisations must put effort into applying them. The MSCA pay particular attention to **equal opportunities and inclusiveness**, which cover *inter alia* gender balance and additional support for researchers with disabilities. In line with the Charter and Code, all

¹ <http://www.geant.org>

MSCA-funded projects are encouraged to take measures to facilitate mobility and counter-act gender and disability-related barriers to it.

MSCA projects are also encouraged to facilitate access by **researchers at risk**², through tailored support and career services, including job search assistance in the researcher's new geographical area.

Supervision

The MSCA promote effective supervision, which contribute to creating a supportive environment for the researchers to conduct their work. In line with the principles set out in the Charter and Code, MSCA beneficiaries must ensure **adequately supervision or mentoring and appropriate career guidance**. Supervision is one of the crucial elements of successful research. Guiding, supporting, directing, advising and mentoring are key factors for a researcher to pursue his/her career path. In this context, all MSCA-funded projects are encouraged to follow the recommendations outlined in the **Guidelines**³ for MSCA supervision.

Open Science and Responsible Research and Innovation

The MSCA endorse **Open Science** and **Responsible Research and Innovation** (RRI) through engaging society at large, integrating the gender and ethical dimensions, promoting Open Science practices through targeted training activities, ensuring open access to research outcomes, including FAIR⁴ data handling, encouraging formal and informal science education and feeding back research results into teaching and education.

Green Deal and other EU priorities

The MSCA support **bottom-up and frontier/applied research** contributing directly to the European Commission's commitment to tackling climate and environmental-related challenges. Under Horizon Europe, the MSCA will significantly contribute to promote sustainable research in line with the European Green Deal, the United Nation's 2030 Agenda and the Sustainable Development Goals. In line with these objectives, all MSCA-funded projects are encouraged to address the principles of the **MSCA Green Charter**⁵ and implement measures to minimise the environmental footprint of their activities.

Synergies

² The term 'researcher at risk' refers to researchers at all stages of their career who are experiencing threats to their life, liberty, or research career, and those who are forced or have been forced to flee because of such threats.

³ **Document still under preparation, a link will be provided at a later stage before the WP adoption.** While the Guidelines for MSCA supervision are non-binding, funded-projects are strongly encouraged to take them into account.

⁴ FAIR = Findable, Accessible, Interoperable, Reusable.

⁵ **Document still under preparation, a link will be provided at a later stage before the WP adoption.** While the MSCA Green Charter is non-binding, funded-projects are strongly encouraged to take into account the principles it sets out.

The MSCA promote the creation of strong links with the European Regional Development Fund (ERDF) and European Social Fund (ESF+) notably by creating synergies through its COFUND action and enabling complementarities via awarding a Seal of Excellence certificate to proposals submitted to mono-beneficiary MSCA calls. The Seal is awarded to proposals that exceed all of the evaluation thresholds set out in this work programme, but cannot be funded due to lack of budget available.

MSCA Intervention areas

There are five main MSCA intervention areas as set out in the Council Decision establishing the specific programme implementing Horizon Europe (Annex 1, page 11-13). All individual Marie Skłodowska-Curie Actions contribute to these intervention areas to one extent or the other:

1. Nurturing Excellence through Mobility of Researchers across Borders, Sectors and Disciplines;
2. Fostering new Skills through Excellent Training of Researchers;
3. Strengthening Human Capital and Skills Development across the European Research Area;
4. Improving and Facilitating Synergies;
5. Promoting Public Outreach.

The following Actions within the MSCA are implementing these intervention areas:

Action	Main Objective
MSCA Doctoral Networks	The MSCA Doctoral Networks aim to train creative, entrepreneurial, innovative and resilient doctoral candidates, able to face current and future challenges and to convert knowledge and ideas into products and services for economic and social benefit. The MSCA Doctoral Networks will raise the attractiveness and excellence of doctoral training in Europe. They will equip researchers with the right combination of research-related and transferable competences and provide them with enhanced career perspectives in both the academic ⁶ and non-academic sectors through international, interdisciplinary and inter-sectoral mobility combined with an innovation-oriented mind-set.
MSCA Postdoctoral Fellowships	The goal of MSCA Postdoctoral Fellowships is to enhance the creative and innovative potential of researchers holding a PhD, wishing to acquire new skills through advanced training, international, interdisciplinary and inter-sectoral mobility. MSCA Postdoctoral Fellowships are open to excellent researchers of any nationality,

⁶ See definitions at the end of the Work Programme part

	<p>including researchers wishing to reintegrate in Europe, researchers who are displaced by conflict as well as researchers with high potential aiming for a career restart in research. The scheme also encourages researchers to work on research and innovation projects in the non-academic sector.</p>
<p>MSCA Staff Exchanges</p>	<p>MSCA Staff Exchanges promote innovative international, inter-sectoral and interdisciplinary collaboration in research and innovation through exchanging staff and sharing knowledge and ideas at all stages of the innovation chain. The scheme fosters a shared culture of research and innovation that welcomes and rewards creativity and entrepreneurship and helps turn ideas into innovative products, services or processes. It is open to research, technical, administrative and managerial staff.</p>
<p>MSCA COFUND</p>	<p>MSCA COFUND co-finances new or existing doctoral programmes and postdoctoral fellowship schemes at national, regional or international level with the aim to spread the best practices of the MSCA including international, inter-sectoral and interdisciplinary research training, as well as transnational and cross-sectoral mobility of researchers at all stages of their career.</p>
<p>MSCA and Citizens</p>	<p>MSCA and Citizens, through the European Researchers' Night, aims to bring research and researchers closer to the public at large, to increase awareness of research and innovation activities and to boost public recognition of science and research education. It will also show the role of the researcher for the society and economy, as well as the impact of researchers' work on citizens' daily lives, and aim at raising young people's interest for research and scientific careers.</p>

MSCA Doctoral Networks:

The MSCA Doctoral Networks aim to train creative, entrepreneurial, innovative and resilient doctoral candidates, able to face current and future challenges and to convert knowledge and ideas into products and services for economic and social benefit.

The MSCA Doctoral Networks will raise the attractiveness and excellence of doctoral training in Europe. They will equip researchers with the right combination of research-related and transferable competences and provide them with enhanced career perspectives in both the academic and non-academic sectors through international, interdisciplinary and inter-sectoral mobility combined with an innovation-oriented mind-set.

Expected impact

Proposals under this Action should contribute to the following expected impacts:

- Strengthen Europe's human capital base in R&I by training highly-skilled doctoral candidates;
- Improve the attractiveness of researchers' careers notably through better working and employment conditions of doctoral candidates in Europe;
- Enhance talent and knowledge circulation across the R&I landscape, through inter-sectoral, interdisciplinary and international mobility;
- Establish sustainable collaboration between academic and non-academic organisations;
- Structure and integrate further doctoral training and related cooperation between organisations;
- Increase Europe's attractiveness as a leading research destination;
- Enhance the quality of R&I contributing to Europe's sustainable competitiveness;
- Foster the culture of open science, innovation and entrepreneurship.

The following calls in this Work Programme contribute to this Action:

Call	Budgets (EUR million)		Deadline(s)
	2021	2022	
HORIZON-MSCA-DN-2021 MSCA Doctoral Networks 2021			16 Nov 2021
HORIZON-MSCA-DN-2022 MSCA Doctoral Networks 2022			15 Nov 2022
Estimated total budget			



Call - MSCA Doctoral Networks 2021

HORIZON-MSCA-DN-2021

Conditions for the Call

Indicative budget(s)⁷

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2021		
Opening: 04 May 2021 Deadline(s): 16 Nov 2021				
MSCA-DN-2021 Doctoral Networks 2021	MSCA HORIZON-TMA- MSCA-DN		N/A - N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-DN-2021: MSCA Doctoral Networks 2021

Conditions related to this topic	
<i>Opening date</i>	04 May 2021
<i>Deadline</i>	16 Nov 2021
<i>Expected EU contribution per project</i>	The expected EU contribution depends on the number of person-months requested. For the <u>applicable unit contributions</u> , see <u>specific conditions for MSCA at the end of this Work Programme part</u>
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.

⁷ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

<i>Type of Action</i>	HORIZON TMA MSCA Doctoral Networks
<i>Funding rate</i>	N/A (see Decision XXX)
<i>Admissibility conditions</i>	The general conditions are described in General Annex A, <u>see exceptions at the end of this Work Programme part.</u>
<i>Eligibility conditions</i>	The general conditions are described in General Annex B, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Award criteria</i>	<u>For application of the general award criteria, including weighting and thresholds, see specific conditions at the end of this Work Programme part.</u>
<i>Legal and financial set-up for grants</i>	The general conditions are described in General Annex G, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Financial and operational capacity and exclusion</i>	The general conditions are described in General Annex C, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Procedure</i>	The general procedure is described in General Annex F, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>

Expected Outcomes:

Project results are expected to contribute to the following outcomes:

For supported doctoral candidates:

- New research and transferable skills and competences, leading to improved employability and career prospects within and outside academia;
- New knowledge allowing the conversion of ideas into products and services, where relevant;
- Enhanced networking and communication capacities with scientific peers, as well as with the general public that will increase and broaden the research and innovation impact.

For participating organisations:

- Improved quality, relevance and sustainability of doctoral training programmes and supervision arrangements;

- Enhanced cooperation and transfer of knowledge between sectors and disciplines;
- Increased integration of training and research activities between participating organisations;
- Boosted R&I capacity;
- Increased internationalisation and attractiveness;
- Regular feedback of research results into teaching and education at participating organisations.

Scope:

MSCA Doctoral Networks will implement doctoral programmes, by partnerships of universities, research institutions and research infrastructures, businesses including SMEs, and other socio-economic actors from different countries across Europe and beyond. These doctoral programmes will respond to well-identified needs in various R&I areas, expose the researchers to the academic and non-academic sectors, and offer training in research-related, as well as transferable skills⁸ and competences relevant for innovation and long-term employability (e.g. entrepreneurship, commercialisation of results, Intellectual Property Rights, communication). Proposals for doctoral networks can reflect existing or planned research partnerships among the participating organisations.

MSCA Doctoral Networks are encouraged to lead to Industrial or Joint Doctorates.

Industrial Doctorates

Through Industrial Doctorates, doctoral candidates will step outside academia and develop skills in industry and business by being jointly supervised by academic and non-academic organisations, both of which can be established in the same EU Member State or Horizon Europe Associated Country.

Joint Doctorates

Joint Doctorates represent a highly integrated type of international, inter-sectoral and multi/interdisciplinary collaboration in doctoral training. They lead to the delivery of joint, double or multiple doctoral degrees⁹ recognised in at least one EU Member State or Horizon Europe Associated Country.

Joint Doctorates must set up a joint governance structure with joint admission, selection, supervision, monitoring and assessment procedures.

Steering Board

⁸ As an illustration, Eurodoc published a list of such transferable skills at: <http://eurodoc.net/skills-report-2018.pdf>

⁹ Every time this Work Programme part refers to doctoral degrees, this means that the degrees have to be recognised as such by the relevant authorities of the country or countries concerned.

Each MSCA Doctoral Network will have a clearly identified steering board co-ordinating network-wide training and research activities and establishing continuous communication and exchange of best practice among the participating organisations to maximise the benefits of the partnership.

Training activities

MSCA Doctoral Networks should exploit complementarities between participating organisations and foster sharing of knowledge and networking activities for example through the organisation of workshops and conferences. Proposed training activities should respond to well identified needs in various R&I areas, with appropriate references to inter- and multidisciplinary fields and follow the EU Principles for Innovative Doctoral Training¹⁰. They should be primarily focused on developing new scientific knowledge through original research on personalised projects.

Intersectoral secondments of researchers to other participating organisations, including in third countries, are encouraged when relevant, feasible and beneficial for the researchers and in line with the project objectives. This will increase the employability of the researchers outside academia.

Doctoral Networks will develop substantial training modules, including digital ones, addressing key transferable skills and competences common to all fields and fostering the culture of Open Science, innovation and entrepreneurship. In particular, Doctoral Networks should adequately prepare doctoral candidates for increased research collaboration and information-sharing made possible by new (digital) technologies (e.g. collaborative tools, opening access to publications and to research data, FAIR data management, public engagement and citizen science, etc.).

Supervision

Particular attention is paid to the quality of supervision and mentoring arrangements as well as career guidance. Joint supervision of the researchers is mandatory for Industrial and Joint Doctorates.

Career Development Plan

A Career Development Plan must be established jointly by the supervisor and each recruited doctoral candidate. In case of joint supervision, such a plan should be established involving all supervisors. In addition to research objectives, this plan comprises the researcher's training and career needs, including training on transferable skills, teaching, planning for publications and participation in conferences and events aiming at opening science and research to citizens. The plan, established at the beginning of the recruitment, should be revised (and updated where needed) within 18 months.

¹⁰ https://euraxess.ec.europa.eu/sites/default/files/policy_library/principles_for_innovative_doctoral_training.pdf

Call - MSCA Doctoral Networks 2022

HORIZON-MSCA-DN-2022

Conditions for the Call

Indicative budget(s)¹¹

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2022		
Opening: 03 May 2022 Deadline(s): 15 Nov 2022				
MSCA-DN-2022 Doctoral Networks 2022	MSCA HORIZON-TMA- MSCA-DN		N/A - N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-DN-2022: MSCA Doctoral Networks 2022

Conditions related to this topic	
<i>Opening date</i>	03 May 2022
<i>Deadline</i>	15 Nov 2022
<i>Expected EU contribution per project</i>	The expected EU contribution depends on the number of person-months requested. For the <u>applicable unit contributions</u> , see <u>specific conditions for MSCA at the end of this Work Programme part</u>
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.

¹¹ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

<i>Type of Action</i>	HORIZON TMA MSCA Doctoral Networks
<i>Funding rate</i>	N/A (see Decision XXX)
<i>Admissibility conditions</i>	The general conditions are described in General Annex A, <u>see exceptions at the end of this Work Programme part.</u>
<i>Eligibility conditions</i>	The general conditions are described in General Annex B, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Award criteria</i>	<u>For application of the general award criteria, including weighting and thresholds, see specific conditions at the end of this Work Programme part.</u>
<i>Legal and financial set-up for grants</i>	The general conditions are described in General Annex G, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Financial and operational capacity and exclusion</i>	The general conditions are described in General Annex C, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Procedure</i>	The general procedure is described in General Annex F, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>

Expected Outcomes:

Project results are expected to contribute to the following outcomes:

For supported doctoral candidates:

- New research and transferable skills and competences, leading to improved employability and career prospects within and outside academia;
- New knowledge allowing the conversion of ideas into products and services, where relevant;
- Enhanced networking and communication capacities with scientific peers, as well as with the general public that will increase and broaden the research and innovation impact.

For participating organisations:

- Improved quality, relevance and sustainability of doctoral training programmes and supervision arrangements;

- Enhanced cooperation and transfer of knowledge between sectors and disciplines;
- Increased integration of training and research activities between participating organisations;
- Boosted R&I capacity;
- Increased internationalisation and attractiveness;
- Regular feedback of research results into teaching and education at participating organisations.

Scope:

MSCA Doctoral Networks will implement doctoral programmes, by partnerships of universities, research institutions and research infrastructures, businesses including SMEs, and other socio-economic actors from different countries across Europe and beyond. These doctoral programmes will respond to well-identified needs in various R&I areas, expose the researchers to the academic and non-academic sectors, and offer training in research-related, as well as transferable skills¹² and competences relevant for innovation and long-term employability (e.g. entrepreneurship, commercialisation of results, Intellectual Property Rights, communication). Proposals for doctoral networks can reflect existing or planned research partnerships among the participating organisations.

MSCA Doctoral Networks are encouraged to lead to Industrial or Joint Doctorates.

Industrial Doctorates

Through Industrial Doctorates, doctoral candidates will step outside academia and develop skills in industry and business by being jointly supervised by academic and non-academic organisations, both of which can be established in the same EU Member State or Horizon Europe Associated Country.

Joint Doctorates

Joint Doctorates represent a highly integrated type of international, inter-sectoral and multi/interdisciplinary collaboration in doctoral training. They lead to the delivery of joint, double or multiple doctoral degrees recognised in at least one EU Member State or Horizon Europe Associated Country.

Joint Doctorates must set up a joint governance structure with joint admission, selection, supervision, monitoring and assessment procedures.

Steering Board

Each MSCA Doctoral Network will have a clearly identified steering board co-ordinating network-wide training and research activities and establishing continuous communication and

¹² As an illustration, Eurodoc published a list of such transferable skills at: <http://eurodoc.net/skills-report-2018.pdf>

exchange of best practice among the participating organisations to maximise the benefits of the partnership.

Training activities

MSCA Doctoral Networks should exploit complementarities between participating organisations and foster sharing of knowledge and networking activities for example through the organisation of workshops and conferences. Proposed training activities should respond to well identified needs in various R&I areas, with appropriate references to inter- and multidisciplinary fields and follow the EU Principles for Innovative Doctoral Training¹³. They should be primarily focused on developing new scientific knowledge through original research on personalised projects.

Intersectoral secondments of researchers to other participating organisations, including in third countries, are encouraged when relevant, feasible and beneficial for the researchers and in line with the project objectives. This will increase the employability of the researchers outside academia.

Doctoral Networks will develop substantial training modules, including digital ones, addressing key transferable skills and competences common to all fields and fostering the culture of Open Science, innovation and entrepreneurship. In particular, Doctoral Networks should adequately prepare doctoral candidates for increased research collaboration and information-sharing made possible by new (digital) technologies (e.g. collaborative tools, opening access to publications and to research data, FAIR data management, public engagement and citizen science, etc.).

Supervision

Particular attention is paid to the quality of supervision and mentoring arrangements as well as career guidance. Joint supervision of the researchers is mandatory for Industrial and Joint Doctorates.

Career Development Plan

A Career Development Plan must be established jointly by the supervisor and each recruited doctoral candidate. In case of joint supervision, such a plan should be established involving all supervisors. In addition to research objectives, this plan comprises the researcher's training and career needs, including training on transferable skills, teaching, planning for publications and participation in conferences and events aiming at opening science and research to citizens. The plan, established at the beginning of the recruitment, should be revised (and updated where needed) within 18 months.

¹³ https://euraxess.ec.europa.eu/sites/default/files/policy_library/principles_for_innovative_doctoral_training.pdf

MSCA Postdoctoral Fellowships:

The goal of MSCA Postdoctoral Fellowships is to enhance the creative and innovative potential of researchers holding a PhD and who wish to acquire new skills through advanced training, international, interdisciplinary and intersectoral mobility. MSCA Postdoctoral Fellowships will be open to excellent researchers of any nationality. The scheme also encourages researchers to work on research and innovation projects in the non-academic sector and is open to researchers wishing to reintegrate in Europe, to those who are displaced by conflict, as well as to researchers with high potential who are seeking to restart their careers in research.

Through the implementation of an original and personalised research project, MSCA Postdoctoral Fellowships aim to foster excellence through training and mobility and to equip researchers with new skills and competences in order to identify solutions to current and future challenges. Postdoctoral researchers are encouraged to reach out to society at large to make the results of their research visible to citizens.

Expected impact

Proposals under this Action should contribute to the following expected impacts:

- Enhance the creative and innovative potential of researchers holding a PhD and wishing to diversify their individual competences and skills through advanced training, international, interdisciplinary and inter-sectoral mobility while implementing excellent research projects across all sectors of research;
- Strengthen Europe's human capital base in R&I with better trained, innovative and entrepreneurial researchers;
- Enhance the quality of R&I contributing to Europe's competitiveness and growth;
- Contribute to Europe's attractiveness as a leading destination for R&I and for good working conditions of researchers;
- Facilitate knowledge transfer and brain circulation across the ERA;
- Foster the culture of open science, innovation and entrepreneurship.

The following calls in this Work Programme contribute to this Action:

Call	Budgets (EUR million)		Deadline(s)
	2021	2022	
HORIZON-MSCA-PF-2021 MSCA Postdoctoral Fellowships 2021			15 Sep 2021

HORIZON-MSCA-PF-2022 MSCA Postdoctoral Fellowships 2022			14 Sep 2022
Estimated total budget			

Call - MSCA Postdoctoral Fellowships 2021

HORIZON-MSCA-PF-2021

Conditions for the Call

Indicative budget(s)¹⁴

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2021		
Opening: 15 Apr 2021 Deadline(s): 15 Sep 2021				
MSCA-PF-2021 Postdoctoral Fellowships 2021	MSCA HORIZON-TMA- MSCA-PF-ED		N/A	N/A
MSCA-PF-2021 Postdoctoral Fellowships 2021	MSCA HORIZON-TMA- MSCA-PF-GD		N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-PF-2021: MSCA Postdoctoral Fellowships 2021

Conditions related to this topic	
<i>Opening date</i>	15 Apr 2021
<i>Deadline</i>	15 Sep 2021
<i>Expected EU contribution per project</i>	The expected EU contribution depends on the number of person-months requested.

¹⁴ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

	For the <u>applicable unit contributions</u> , see <u>specific conditions at the end of this Work Programme part</u> .
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.
<i>Type of Action</i>	HORIZON TMA MSCA Postdoctoral Fellowships - European Fellowships; HORIZON TMA MSCA Postdoctoral Fellowships - Global Fellowships
<i>Funding rate</i>	N/A (see Decision XXX)
<i>Admissibility conditions</i>	The general conditions are described in General Annex A, <u>see exceptions at the end of this Work Programme part</u> .
<i>Eligibility conditions</i>	The general conditions are described in General Annex B, <u>see exceptions and specific conditions at the end of this Work Programme part</u> .
<i>Award criteria</i>	<u>For application of the general award criteria, including weighting and thresholds, see specific conditions at the end of this Work Programme part</u> .
<i>Legal and financial set-up for grants</i>	The general conditions are described in General Annex G, <u>see exceptions and specific conditions at the end of this Work Programme part</u> .
<i>Financial and operational capacity and exclusion</i>	The general conditions are described in General Annex C.
<i>Procedure</i>	The general procedure is described in General Annex F, <u>see exceptions and specific conditions at the end of this Work Programme part</u> .

Expected Outcomes:

Project results are expected to contribute to the following outcomes:

For supported postdoctoral fellows:

- Increased set of research and transferable skills and competences, leading to improved employability and career prospects of MSCA postdoctoral fellows within academia and beyond;
- New mind-sets and approaches to R&I work forged through interdisciplinary, inter-sectoral and international experience;

- Enhanced networking and communication capacities with scientific peers, as well as with the general public that will increase and broaden the research and innovation impact.

For participating organisations:

- Increased alignment of working conditions for researchers in accordance with the principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers;
- Enhanced quality and sustainability of research training and supervision;
- Increased global attractiveness, visibility and reputation of the participating organisation(s);
- Stronger R&I capacity and output among participating organisations; better transfer of knowledge;
- Regular feedback of research results into teaching and education at participating organisations.

Scope:

Fellowships will be provided to excellent researchers, undertaking international mobility either to or between EU Member States or Horizon Europe Associated Countries, as well as to non-associated Third Countries. Applications will be made jointly by the researcher together with a beneficiary in the academic or non-academic sector.

Postdoctoral Fellowships either can take place in Europe (i.e. in an EU Member State or a Horizon Europe Associated Country) or in a Third Country not associated to Horizon Europe:

- European Postdoctoral Fellowships are open to researchers of any nationality who wish to engage in R&I projects by either coming to Europe from any country in the world or moving within Europe.
- Global Postdoctoral Fellowships are open to European nationals or long-term residents¹⁵ who wish to engage in R&I projects with organisations outside EU Member States and Horizon Europe Associated Countries. These fellowships require an outgoing phase of maximum 24 months in a non-associated Third Country, and a mandatory 12-month return phase to a host organisation based in an EU Member State or a Horizon Europe Associated Country.

Secondments

¹⁵ See eligibility conditions at the end of this Work Programme part.

Researchers receiving a Postdoctoral Fellowship may opt to include a secondment phase, within the overall duration of their fellowship in Europe and beyond. The secondment phase can be a single period or be divided into shorter mobility periods.

For European Postdoctoral Fellowships, secondments cannot exceed one third of the standard fellowship duration and should be in line with the project objectives, adding significant value and impact to the fellowship.

For Global Postdoctoral Fellowships, optional secondments are permitted for up to one third of the outgoing phase. A maximum of three months can be spent at the start of the project at the beneficiary (or any other organisation mentioned in the description of the action), allowing the researcher to spend time there before going to the associated partner in the Third Country. Secondments to third countries cannot take place during the mandatory twelve-month return period to the host organisation in an EU Member State or Horizon Europe Associated Country.

Placements in the non-academic sector

Postdoctoral Fellowships can provide an additional period of up to six months to support researchers seeking a placement at the end of the project to work on R&I projects in an organisation from the non-academic sector established in an EU Member State or Horizon Europe Associated Country. While this possibility is also available to fellows recruited in the non-academic sector, such a placement must be implemented at a different non-academic host organisation established in an EU Member State or Horizon Europe Associated Country. The request for such a placement must be an integral part of the proposal, explaining the added-value for the project and for the career development of the researcher, and will be subject to evaluation. It must be substantiated by a letter of commitment from the European non-academic host organisation¹⁶. This incentive aims at promoting career moves between sectors and organisations and thereby stimulate innovation and knowledge transfer while expanding career opportunities for researchers.

Training activities

The training activities implemented under the Postdoctoral Fellowships must include training for key transferable skills¹⁷, foster innovation and entrepreneurship, (e.g. commercialisation of results, Intellectual Property Rights, communication, public engagement and citizen science) and promote Open Science practices (open access to publications and to research data, FAIR data management, etc.).

Career Development Plan

¹⁶ In the grant agreement, the non-academic host organisations must be identified as associated partners.

¹⁷ As an illustration, Eurodoc published a list of such transferable skills at: <http://eurodoc.net/skills-report-2018.pdf>

In order to equip MSCA postdoctoral fellows with skills that enhance and expand their career opportunities inside and outside academia, a Career Development Plan should be established jointly by the supervisor(s) and the researcher. In addition to research objectives, this plan should comprise the researcher's training and career needs, including training on transferable skills, teaching, planning for publications and participation in conferences and events aiming at opening science and research to citizens. The Plan will have to be submitted as a project deliverable at the beginning of the action and can be updated when needed.

Euratom

Aiming to enhance nuclear expertise and excellence as well as synergies between Programmes, organisations active in nuclear research established in one of Euratom Member States or Associated Countries are eligible to participate in MSCA Postdoctoral Fellowships. Such Fellowships will be supported by an indicative annual financial contribution from the Euratom Programme of EUR 1 million.

(*Widening Fellowships/ ERA4You Brain Circulation Grants* [to be updated according to the proposed implementation mode].)

Call - MSCA Postdoctoral Fellowships 2022

HORIZON-MSCA-PF-2022

Conditions for the Call

Indicative budget(s)¹⁸

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2022		
Opening: 14 Apr 2022 Deadline(s): 14 Sep 2022				

¹⁸ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

MSCA-PF-2022 Postdoctoral Fellowships 2022	MSCA	HORIZON-TMA- MSCA-PF-ED		N/A	N/A
MSCA-PF-2022 Postdoctoral Fellowships 2022	MSCA	HORIZON-TMA- MSCA-PF-GD		N/A	N/A
Overall indicative budget					

Proposals are invited against the following topic(s):

MSCA-PF-2022: MSCA Postdoctoral Fellowships 2022

Conditions related to this topic	
<i>Opening date</i>	14 Apr 2022
<i>Deadline</i>	14 Sep 2022
<i>Expected EU contribution per project</i>	The expected EU contribution depends on the number of person-months requested. For the <u>applicable unit contributions</u> , see specific conditions at the end of this Work Programme part.
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.
<i>Type of Action</i>	HORIZON TMA MSCA Postdoctoral Fellowships - European Fellowships; HORIZON TMA MSCA Postdoctoral Fellowships - Global Fellowships
<i>Funding rate</i>	N/A (see Decision XXX)
<i>Admissibility conditions</i>	The general conditions are described in General Annex A, <u>see exceptions at the end of this Work Programme part.</u>
<i>Eligibility conditions</i>	The general conditions are described in General Annex B, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Award criteria</i>	<u>For application of the general award criteria, including weighting and thresholds, see specific conditions at the end of this Work Programme part.</u>
<i>Legal and financial set-up for grants</i>	The general conditions are described in General Annex G, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>

<i>Financial and operational capacity and exclusion</i>	The general conditions are described in General Annex C.
<i>Procedure</i>	The general procedure is described in General Annex F, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>

Expected Outcomes:

Project results are expected to contribute to the following outcomes:

For supported postdoctoral fellows:

- Increased set of research and transferable skills and competences, leading to improved employability and career prospects of MSCA postdoctoral fellows within academia and beyond;
- New mind-sets and approaches to R&I work forged through interdisciplinary, inter-sectoral and international experience;
- Enhanced networking and communication capacities with scientific peers, as well as with the general public that will increase and broaden the research and innovation impact.

For participating organisations:

- Increased alignment of working conditions for researchers in accordance with the principles set out in the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers;
- Enhanced quality and sustainability of research training and supervision;
- Increased global attractiveness, visibility and reputation of the participating organisation(s);
- Stronger R&I capacity and output among participating organisations; better transfer of knowledge;
- Regular feedback of research results into teaching and education at participating organisations.

Scope:

Fellowships will be provided to excellent researchers, undertaking international mobility either to or between EU Member States or Horizon Europe Associated Countries, as well as to non-

associated Third Countries. Applications will be made jointly by the researcher together with a beneficiary in the academic or non-academic sector.

Postdoctoral Fellowships either can take place in Europe (i.e. in an EU Member State or a Horizon Europe Associated Country) or in a Third Country not associated to Horizon Europe:

- European Postdoctoral Fellowships are open to researchers of any nationality who wish to engage in R&I projects by either coming to Europe from any country in the world or moving within Europe.
- Global Postdoctoral Fellowships are open to European nationals or long-term residents¹⁹ who wish to engage in R&I projects with organisations outside EU Member States and Horizon Europe Associated Countries. These fellowships require an outgoing phase of maximum 24 months in a non-associated Third Country, and a mandatory 12-month return phase to a host organisation based in an EU Member State or a Horizon Europe Associated Country.

Secondments

Researchers receiving a Postdoctoral Fellowship may opt to include a secondment phase, within the overall duration of their fellowship in Europe and beyond. The secondment phase can be a single period or be divided into shorter mobility periods.

For European Postdoctoral Fellowships, secondments cannot exceed one third of the standard fellowship duration and should be in line with the project objectives, adding significant value and impact to the fellowship.

For Global Postdoctoral Fellowships, optional secondments are permitted for up to one third of the outgoing phase. A maximum of three months can be spent at the start of the project at the beneficiary (or any other organisation mentioned in the description of the action), allowing the researcher to spend time there before going to the associated partner in the Third Country. Secondments cannot take place during the mandatory twelve-month return period to the host organisation in an EU Member State or Horizon Europe Associated Country.

Placements in the non-academic sector

Postdoctoral Fellowships can provide an additional period of up to six months to support researchers seeking a placement at the end of the project to work on R&I projects in an organisation from the non-academic sector established in an EU Member State or Horizon Europe Associated Country. While this possibility is also available to fellows recruited in the non-academic sector, such a placement must be implemented at a different non-academic host organisation established in an EU Member State or Horizon Europe Associated Country. The request for such a placement must be an integral part of the proposal, explaining the added-value for the project and for the career development of the researcher, and will be subject to evaluation. It must be substantiated by a letter of commitment from the European non-

¹⁹ See eligibility conditions at the end of this Work Programme part.

academic host organisation²⁰. This incentive aims at promoting career moves between sectors and organisations and thereby stimulate innovation and knowledge transfer while expanding career opportunities for researchers.

Training activities

The training activities implemented under the Postdoctoral Fellowships must include training for key transferable skills²¹, foster innovation and entrepreneurship, (e.g. commercialisation of results, Intellectual Property Rights, communication, public engagement and citizen science) and promote Open Science practices (open access to publications and to research data, FAIR data management, etc.).

Career Development Plan

In order to equip MSCA postdoctoral fellows with skills that enhance and expand their career opportunities inside and outside academia, a Career Development Plan should be established jointly by the supervisor(s) and the researcher. In addition to research objectives, this plan should comprise the researcher's training and career needs, including training on transferable skills, teaching, planning for publications and participation in conferences and events aiming at opening science and research to citizens. The Plan will have to be submitted as a project deliverable at the beginning of the action and monitored throughout the project implementation.

Euratom

Aiming to enhance nuclear expertise and excellence as well as synergies between Programmes, organisations active in nuclear research established in one of Euratom Member States or Associated Countries are eligible to participate in MSCA Postdoctoral Fellowships. Such Fellowships will be supported by an indicative annual financial contribution from the Euratom Programme of EUR 1 million.

(Widening Fellowships/ ERA4You Brain Circulation Grants [to be updated according to the proposed implementation mode].)

²⁰ In the grant agreement, the non-academic host organisations must be identified as associated partners.

²¹ As an illustration, Eurodoc published a list of such transferable skills at: <http://eurodoc.net/skills-report-2018.pdf>

MSCA Staff Exchanges:

MSCA Staff Exchanges promote innovative international, inter-sectoral and interdisciplinary collaboration in research and innovation through exchanging staff and sharing knowledge and ideas at all stages of the innovation chain. The scheme fosters a shared culture of research and innovation that welcomes and rewards creativity and entrepreneurship and helps turn ideas into innovative products, services or processes. It is open to research, technical, administrative and managerial staff supporting R&I activities.

Expected impact

Proposals under this Action should contribute to the following expected impacts:

- Increase international, interdisciplinary and inter-sectoral mobility of research staff within Europe and beyond through collaborative research networks and activities;
- Strengthen the R&I human capital base in Europe and beyond;
- Increase Europe's attractiveness as a leading destination for R&I;
- Contribute to Europe's competitiveness and growth through high-quality R&I;
- Foster the culture of open science, innovation and entrepreneurship.

The following calls in this Work Programme contribute to this Action:

Call	Budgets (EUR million)		Deadline(s)
	2021	2022	
HORIZON-MSCA-SE-2021 MSCA Staff Exchanges 2021			09 Mar 2022
HORIZON-MSCA-SE-2022 MSCA Staff Exchanges 2022			08 Mar 2023
Estimated total budget			

Call - MSCA Staff Exchanges 2021

HORIZON-MSCA-SE-2021

Conditions for the Call

Indicative budget(s)²²

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2021		
Opening: 07 Oct 2021 Deadline(s): 09 Mar 2022				
MSCA-SE-2021 MSCA Staff Exchanges 2021	HORIZON-TMA-MSCA-SE		N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-SE-2021: MSCA Staff Exchanges 2021

Conditions related to this topic	
<i>Opening date</i>	07 Oct 2021
<i>Deadline</i>	09 Mar 2022
<i>Expected EU contribution per project</i>	The expected EU contribution depends on the number of person-months requested. For the <u>applicable unit contributions</u> , see <u>specific conditions at the end of this Work Programme part</u> .
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.

²² The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

<i>Type of Action</i>	HORIZON TMA MSCA Staff Exchanges
<i>Funding rate</i>	N/A (see Decision XXX)
<i>Admissibility conditions</i>	The general conditions are described in General Annex A, <u>see exceptions at the end of this Work Programme part.</u>
<i>Eligibility conditions</i>	The general conditions are described in General Annex B, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Award criteria</i>	<u>For application of the general award criteria, including weighting and thresholds, see specific conditions at the end of this Work Programme part.</u>
<i>Legal and financial set-up for grants</i>	The general conditions are described in General Annex G, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Financial and operational capacity and exclusion</i>	The general conditions are described in General Annex C, <u>see exceptions at the end of this Work Programme part.</u>
<i>Procedure</i>	The general procedure is described in General Annex F, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>

Expected Outcomes:

Project results are expected to contribute to the following outcomes:

For staff members:

- Increased set of research and transferable skills and competences, leading to improved employability and career prospects within and outside academia;
- More knowledge and innovative ideas converted into products, processes and services;
- More entrepreneurial mind-sets, testing new and innovative ideas;
- Increased international exposure leading to extended networks and opportunities;
- Enhanced networking and communication capacities with scientific peers, as well as with the general public that will increase and broaden the research and innovation impact.

For participating organisations:

- Innovative ways of cooperation and transfer of knowledge between sectors and disciplines;
- Strengthened and broader international, interdisciplinary and inter-sectoral collaborative networks;
- Boosted R&I capacity.

Scope:

MSCA Staff Exchanges involve organisations from the academic and non-academic sectors (including SMEs) from across the globe.

Support is provided for international, inter-sectoral and interdisciplinary mobility of R&I staff leading to knowledge transfer between participating organisations.

Mobility through secondments

The organisations constituting the partnership contribute directly to the implementation of a joint R&I project by seconding and/or hosting eligible staff members. Such a project must explore activities that can be based on previous work but should go beyond and generate or strengthen long-term collaborations. Secondments shall always take place between legal entities independent from each other.

MSCA Staff Exchanges can address three dimensions of mobility: inter-sectoral, international and interdisciplinary²³. While exchanges between organisations within EU Member States and Horizon Europe Associated Countries should mainly be inter-sectoral, same-sector exchanges²⁴ are also possible under the condition that they are interdisciplinary. Interdisciplinarity is not required for same-sector exchanges with non-associated Third Countries.

Secondments between institutions established in non-associated Third Countries or within the same EU Member State or Horizon Europe Associated Country are not eligible.

The collaborative approach of MSCA Staff Exchanges should exploit complementary competences of the participating organisations and create synergies between them. The secondments should be essential to achieve the joint project's R&I activities. The project should *inter alia* enable networking activities and the organisation of workshops and conferences, to facilitate sharing of knowledge and testing of innovative approaches for specific R&I topics.

Skills' development

For participating staff members, the project should offer new skills acquisition and career development perspectives. Participating organisations must ensure that the seconded staff are adequately mentored.

²³ Interdisciplinarity means the integration of information, data, techniques, tools, perspectives, concepts or theories from two or more scientific disciplines. These aspects will be assessed during the evaluation.

²⁴ See specific conditions at the end of this Work Programme part.

Call - MSCA Staff Exchanges 2022

HORIZON-MSCA-SE-2022

Conditions for the Call

Indicative budget(s)²⁵

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2022		
Opening: 06 Oct 2022 Deadline(s): 08 Mar 2023				
MSCA-SE-2022 MSCA Staff Exchanges 2022	HORIZON-TMA-MSCA-SE		N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-SE-2022: MSCA Staff Exchanges 2022

Conditions related to this topic	
<i>Opening date</i>	06 Oct 2022
<i>Deadline</i>	08 Mar 2023
<i>Expected EU contribution per project</i>	The expected EU contribution depends on the number of person-months requested. For the <u>applicable unit contributions</u> , see <u>specific conditions at the end of this Work Programme part</u> .
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.
<i>Type of Action</i>	HORIZON TMA MSCA Staff Exchanges

²⁵ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

<i>Funding rate</i>	N/A (see Decision XXX)
<i>Admissibility conditions</i>	The general conditions are described in General Annex A, <u>see exceptions at the end of this Work Programme part.</u>
<i>Eligibility conditions</i>	The general conditions are described in General Annex B, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Award criteria</i>	<u>For application of the general award criteria, including weighting and thresholds, see specific conditions at the end of this Work Programme part.</u>
<i>Legal and financial set-up for grants</i>	The general conditions are described in General Annex G, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Financial and operational capacity and exclusion</i>	The general conditions are described in General Annex C, <u>see exceptions at the end of this Work Programme part.</u>
<i>Procedure</i>	The general procedure is described in General Annex F, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>

Expected Outcomes:

Project results are expected to contribute to the following outcomes:

For staff members:

- Increased set of research and transferable skills and competences, leading to improved employability and career prospects within and outside academia;
- More knowledge and innovative ideas converted into products, processes and services;
- More entrepreneurial mind-sets, testing new and innovative ideas;
- Increased international exposure leading to extended networks and opportunities;
- Enhanced networking and communication capacities with scientific peers, as well as with the general public that will increase and broaden the research and innovation impact.

For participating organisations:

- Innovative ways of cooperation and transfer of knowledge between sectors and disciplines;

- Strengthened and broader international, interdisciplinary and inter-sectoral collaborative networks;
- Boosted R&I capacity.

Scope:

MSCA Staff Exchanges involve organisations from the academic and non-academic sectors (including SMEs) from across the globe.

Support is provided for international, inter-sectoral and interdisciplinary mobility of R&I staff leading to knowledge transfer between participating organisations.

Mobility through secondments

The mobility will take place through secondments within a joint R&I project. Such a project must explore activities that can be based on previous work but should go beyond and generate or strengthen long-term collaborations.

The organisations constituting the partnership contribute directly to the implementation of a joint R&I project by seconding and/or hosting eligible staff members. Secondments shall always take place between legal entities independent from each other.

MSCA Staff Exchanges can address three dimensions of mobility: inter-sectoral, international and interdisciplinary²⁶. While exchanges between organisations should mainly be inter-sectoral, same-sector exchanges are also possible under the condition that they are interdisciplinary²⁷.

Secondments between institutions established in non-associated Third Countries or within the same EU Member State or Horizon Europe Associated Country will not be eligible.

The collaborative approach of MSCA Staff Exchanges should exploit complementary competences of the participating organisations and create synergies between them. The secondments should be essential to achieve the joint project's R&I activities. The project should *inter alia* enable networking activities, organisation of workshops and conferences to facilitate sharing of knowledge, testing of innovative approaches for specific R&I topics.

Skills' development

For participating staff members, the project should offer new skills acquisition and career development perspectives. Participating organisations must ensure that the seconded staff are adequately mentored.

²⁶ Interdisciplinarity means the integration of information, data, techniques, tools, perspectives, concepts or theories from two or more scientific disciplines. These aspects will be assessed during the evaluation.

²⁷ See specific conditions at the end of this Work Programme part.

MSCA Co-funding of regional, national and international programmes:

MSCA COFUND co-finances new or existing doctoral programmes and postdoctoral fellowship schemes with the aim of spreading the best practices of the MSCA including international, inter-sectoral and interdisciplinary research training, as well as transnational and cross-sectoral mobility of researchers at all stages of their career.

In practice, MSCA COFUND provides complementary funding for doctoral or postdoctoral programmes managed by entities established in EU Member States or Horizon Europe Associated Countries. Those co-funded programmes must follow MSCA's good practice in terms of international recruitment and minimum standard of employment for the recruited fellows as described in the European Charter for Researchers and Code of Conduct for the Recruitment of Researchers.

Expected impact

Proposals under this Action should contribute to the following expected impacts:

- Enhance talent and knowledge circulation across the R&I landscape, through inter-sectoral, interdisciplinary and international mobility, including by supporting regional or national smart specialisation strategies when appropriate;
- Align practices with MSCA policies based on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers;
- Improve the attractiveness of researchers' careers notably through better working and employment conditions;
- Strengthen Europe's human capital base in R&I by training highly-skilled researchers;
- Increase Europe's attractiveness as a leading R&I destination;
- Enhance the quality of R&I contributing to Europe's sustainable competitiveness;
- Establish sustainable collaboration between academic and non-academic organisations;
- Foster the culture of open science, innovation and entrepreneurship.

The following calls in this Work Programme contribute to this Action:

Call	Budgets (EUR million)		Deadline(s)
	2021	2022	
HORIZON-MSCA-COFUND-2021 MSCA COFUND 2021			10 Feb 2022

HORIZON-MSCA-COFUND-2022 MSCA COFUND 2022			09 Feb 2023
Estimated total budget			

Call - MSCA COFUND 2021

HORIZON-MSCA-COFUND-2021

Conditions for the Call

Indicative budget(s)²⁸

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2021		
Opening: 11 Oct 2021 Deadline(s): 10 Feb 2022				
MSCA-COFUND-2021 MSCA COFUND 2021	HORIZON-TMA- MSCA-Cofund		N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-COFUND-2021: MSCA COFUND 2021

Conditions related to this topic	
<i>Opening date</i>	11 Oct 2021
<i>Deadline</i>	10 Feb 2022
<i>Expected EU contribution per project</i>	The expected EU contribution depends on the number of person-months requested. For the <u>applicable unit contributions</u> , see <u>specific conditions at the end of this Work Programme part</u> .
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.

²⁸ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

<i>Type of Action</i>	HORIZON TMA MSCA COFUND
<i>Funding rate</i>	N/A (see Decision XXX)
<i>Admissibility conditions</i>	The general conditions are described in General Annex A, <u>see exceptions at the end of this Work Programme part.</u>
<i>Eligibility conditions</i>	The general conditions are described in General Annex B, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Award criteria</i>	<u>For application of the general award criteria, including weighting and thresholds, see specific conditions at the end of this Work Programme part.</u>
<i>Legal and financial set-up for grants</i>	The general conditions are described in General Annex G, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Financial and operational capacity and exclusion</i>	The general conditions are described in General Annex C, <u>see specific condition at the end of this Work Programme part.</u>
<i>Procedure</i>	The general procedure is described in General Annex F, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>

Expected Outcomes:

Projects results are expected to contribute to the following outcomes:

For supported doctoral candidates or postdoctoral researchers:

- Deeper and more diverse set of research-related and transferable skills and competences;
- Improved employability and career prospects both within academia and beyond;
- New mind-sets and approaches to R&I work forged through interdisciplinary and inter-sectoral experience;
- Enhanced networking and communication capacities with scientific peers, as well as with the general public that will increase and broaden the research and innovation impact.

For participating organisations:

- Enhanced quality and sustainability of research training;

- Increased global attractiveness, visibility and reputation of the participating organisation(s);
- Stronger R&I capacity and output among participating organisations;
- Increased contribution of the participating organisations to the local, regional and/or national socio-economic ecosystems;
- Regular feedback of research results into teaching and education at participating organisations.

Scope:

Applicants submit proposals for new or existing doctoral or postdoctoral programmes with an impact on the enhancement of human resources in R&I at regional, national or international level. These programmes will be cofunded by MSCA COFUND.

Proposed programmes can cover any research disciplines ("bottom-up"), but exceptionally can also focus on specific disciplines, notably when they are based on national or regional Research and Innovation Strategies for Smart Specialisation (RIS3 strategies). In this case, the range of covered disciplines should allow reasonable flexibility for the researchers to define their topic.

Funding synergies with the European Structural and Investment Funds (ESIF) are strongly encouraged²⁹.

A Career Development Plan must be jointly established by the supervisor and each recruited researcher upon recruitment. In addition to research objectives, this Plan comprises the researcher's training and career needs, including training on transferable skills, teaching, planning for publications and participation in conferences and events aimed at opening science and research to citizens. The Plan must be established at the beginning of the recruitment and should be revised (and updated where needed) within 18 months.

COFUND takes the form of:

A) Doctoral programmes

Doctoral programmes offer research training activities to allow doctoral candidates to develop and broaden their skills and competences. They will lead to the award of a doctoral degree in at least one EU Member State or Horizon Europe Associated Country. The training activities should be based on the [EU Principles on Innovative Doctoral Training](#).

Substantial training modules, including digital ones, addressing key transferable skills and competences common to all fields and fostering the culture of Open Science, innovation and entrepreneurship will be supported. They will include, *inter alia*, training on the use of collaborative tools, opening access to publications and to research data, FAIR data management, public engagement and citizen science.

²⁹ <https://ec.europa.eu/research/regions/index.cfm?pg=synergies>

On top of compulsory international mobility, applicants are encouraged to include elements of cross-sectoral mobility and interdisciplinarity into their programmes. Collaboration with a wider set of associated partners, including from the non-academic sector, will be positively taken into account during the evaluation. These organisations may provide hosting or secondment opportunities or training modules in research or transferable skills.

Particular attention is paid to the quality of supervision and mentoring arrangements as well as career guidance. The selection procedure for doctoral candidates must be open, transparent and merit-based, as set out in the Code of Conduct for the Recruitment of Researchers. The vacancy notice (to be widely advertised, including on the EURAXESS³⁰ website) must include the minimum gross salary (not including employer's social contributions) offered to the researcher.

B) Postdoctoral Programmes

Postdoctoral Programmes fund individual advanced research training and career development fellowships for postdoctoral researchers. The programmes should offer training to develop key transferable skills and competences common to all fields, foster innovation and entrepreneurship and promote and (where appropriate) reward Open Science practices (open access to publications and to research data, FAIR data management, public engagement and citizen science, etc.).

Postdoctoral Programmes should have regular selection rounds following fixed deadlines or regular cut-off dates, allowing fair competition between researchers. The selections should be open, widely advertised (including on the EURAXESS website), competitive, merit-based and with a transparent international peer review as set out in the Code of Conduct for the Recruitment of Researchers. The vacancy notice must include the minimum gross salary (not including employer's social contributions) offered to the postdoctoral researcher.

On top of compulsory international mobility, applicants are encouraged to include elements of cross-sectoral mobility and interdisciplinarity into their programmes. Researchers will be able to freely choose a research topic and the appropriate organisation to host them, fitting their individual needs.

Call - MSCA COFUND 2022

HORIZON-MSCA-COFUND-2022

³⁰ <https://euraxess.ec.europa.eu/>

Conditions for the Call

Indicative budget(s)³¹

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2022		
Opening: 10 Oct 2022 Deadline(s): 09 Feb 2023				
MSCA-COFUND-2022 MSCA COFUND 2022	HORIZON-TMA- MSCA-Cofund		N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-COFUND-2022: MSCA COFUND 2022

Conditions related to this topic	
<i>Opening date</i>	10 Oct 2022
<i>Deadline</i>	09 Feb 2023
<i>Expected EU contribution per project</i>	The expected EU contribution depends on the number of person-months requested. For the <u>applicable unit contributions</u> , see <u>specific conditions at the end of this Work Programme part</u> .
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.
<i>Type of Action</i>	HORIZON TMA MSCA COFUND
<i>Funding rate</i>	N/A (see Decision XXX)

³¹ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

<i>Admissibility conditions</i>	The general conditions are described in General Annex A, <u>see exceptions at the end of this Work Programme part.</u>
<i>Eligibility conditions</i>	The general conditions are described in General Annex B, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Award criteria</i>	<u>For application of the general award criteria, including weighting and thresholds, see specific conditions at the end of this Work Programme part.</u>
<i>Legal and financial set-up for grants</i>	The general conditions are described in General Annex G, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>
<i>Financial and operational capacity and exclusion</i>	The general conditions are described in General Annex C, <u>see specific condition at the end of this Work Programme part.</u>
<i>Procedure</i>	The general procedure is described in General Annex F, <u>see exceptions and specific conditions at the end of this Work Programme part.</u>

Expected Outcomes:

Projects results are expected to contribute to the following outcomes:

For supported doctoral candidates or postdoctoral researchers:

- Deeper and more diverse set of research-related and transferable skills and competences;
- Improved employability and career prospects both within academia and beyond;
- New mind-sets and approaches to R&I work forged through interdisciplinary and inter-sectoral experience;
- Enhanced networking and communication capacities with scientific peers, as well as with the general public that will increase and broaden the research and innovation impact.

For participating organisations:

- Enhanced quality and sustainability of research training;
- Increased global attractiveness, visibility and reputation of the participating organisation(s);
- Stronger R&I capacity and output among participating organisations;

- Increased contribution of the participating organisations to the local, regional and/or national socio-economic ecosystems;
- Regular feedback of research results into teaching and education at participating organisations.

Scope:

Applicants submit proposals for new or existing doctoral or postdoctoral programmes with an impact on the enhancement of human resources in R&I at regional, national or international level. These programmes will be cofunded by MSCA COFUND.

Proposed programmes can cover any research disciplines ("bottom-up"), but exceptionally can also focus on specific disciplines, notably when they are based on national or regional Research and Innovation Strategies for Smart Specialisation (RIS3 strategies). In this case, the range of covered disciplines should allow reasonable flexibility for the researchers to define their topic.

Funding synergies with the European Structural and Investment Funds (ESIF) are strongly encouraged³².

A Career Development Plan must be jointly established by the supervisor and each recruited researcher upon recruitment. In addition to research objectives, this Plan comprises the researcher's training and career needs, including training on transferable skills, teaching, planning for publications and participation in conferences and events aimed at opening science and research to citizens. The Plan must be established at the beginning of the recruitment and should be revised (and updated where needed) within 18 months.

COFUND takes the form of:

A) Doctoral programmes

Doctoral programmes offer research training activities to allow doctoral candidates to develop and broaden their skills and competences. They will lead to the award of a doctoral degree in at least one EU Member State or Horizon Europe Associated Country. The training activities should be based on the [EU Principles on Innovative Doctoral Training](#).

Substantial training modules, including digital ones, addressing key transferable skills and competences common to all fields and fostering the culture of Open Science, innovation and entrepreneurship will be supported. They will include, *inter alia*, training on the use of collaborative tools, opening access to publications and to research data, FAIR data management, public engagement and citizen science.

On top of compulsory international mobility, applicants are encouraged to include elements of cross-sectoral mobility and interdisciplinarity into their programmes. Collaboration with a wider set of associated partners, including from the non-academic sector, will be positively

³² <https://ec.europa.eu/research/regions/index.cfm?pg=synergies>

taken into account during the evaluation. These organisations may provide hosting or secondment opportunities or training modules in research or transferable skills.

Particular attention is paid to the quality of supervision and mentoring arrangements as well as career guidance. The selection procedure for doctoral candidates must be open, transparent and merit-based, as set out in the Code of Conduct for the Recruitment of Researchers. The vacancy notice (to be widely advertised, including on the EURAXESS³³ website) must include the minimum gross salary (not including employer's social contributions) offered to the researcher.

B) Postdoctoral Programmes

Postdoctoral Programmes fund individual advanced research training and career development fellowships for postdoctoral researchers. The programmes should offer training to develop key transferable skills and competences common to all fields, foster innovation and entrepreneurship and promote and (where appropriate) reward Open Science practices (open access to publications and to research data, FAIR data management, public engagement and citizen science, etc.).

Postdoctoral Programmes should have regular selection rounds following fixed deadlines or regular cut-off dates, allowing fair competition between researchers. The selections should be open, widely advertised (including on the EURAXESS website), competitive, merit-based and with a transparent international peer review as set out in the Code of Conduct for the Recruitment of Researchers. The vacancy notice must include the minimum gross salary (not including employer's social contributions) offered to the postdoctoral researcher.

On top of compulsory international mobility, applicants are encouraged to include elements of cross-sectoral mobility and interdisciplinarity into their programmes. Researchers will be able to freely choose a research topic and the appropriate organisation to host them, fitting their individual needs.

³³ <https://euraxess.ec.europa.eu/>

MSCA and Citizens:

MSCA and Citizens aims to bring research and researchers closer to the public at large, to increase awareness of research and innovation activities and to boost public recognition of science and research education. It will show the role of the researcher in and for the society and economy as well as the impact of researchers' work on citizens' daily life. It will also aims at raising the interest of young people for research and scientific careers.

MSCA and Citizens will address the general public, attracting people regardless of the level of their scientific background, with a specific focus on families, pupils, students, and notably those who do not have easy access to, and thus are less inclined to engage in, STEAM or research activities. Inclusiveness should be key, in view of broadening access to science and research to all.

MSCA and Citizens should also promote gender balance and diversity in science, Open Science, and Responsible Research and Innovation.

These objectives will be pursued through the organisation of the European Researchers' Night, the largest research communication and promotion event taking place across EU Member States and Horizon Europe Associated Countries.

Expected impact

Proposals under this Action should contribute to the following expected impacts:

- Enhance engagement with citizens on R&I;
- Increase awareness among the general public of the importance and benefits of R&I and its concrete impact on citizens' daily life;
- Contribute to the diffusion and the promotion of excellence research projects across Europe and beyond;
- Raise the interest of young people in science and research careers;
- Contribute to a better understanding of the European Union policies and programmes among the general public.

The following call in this Work Programme contributes to this Action:

Call	Budgets (EUR million)		Deadline(s)
	2022		
HORIZON-MSCA-CITIZENS-2022 Citizens 2022	MSCA	and	14 Oct 2021

Estimated total budget		
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Call - MSCA and Citizens 2022

HORIZON-MSCA-CITIZENS-2022

Conditions for the Call

Indicative budget(s)³⁴

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2022		
Opening: 17 Jun 2021 Deadline(s): 14 Oct 2021				
MSCA-CITIZENS-2022 MSCA and Citizens 2022	HORIZON- CSA		N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-NIGHT-2022: European Researchers' Night 2022-2023

Conditions related to this topic	
<i>Opening date</i>	17 Jun 2021
<i>Deadline</i>	14 Oct 2021
<i>Expected EU contribution per project</i>	The EU estimates that an EU contribution between EUR 50 000 and EUR 150 000 per annual edition would allow these outcomes to be addressed appropriately. Nonetheless, this does not preclude submission and selection of a proposal requesting different amounts. The amounts of the lump sums shall be calculated in accordance with Decision XXX .

³⁴ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
 The Director-General responsible may delay the deadline(s) by up to two months.
 All deadlines are at 17.00.00 Brussels local time.
 The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.
<i>Type of Action</i>	HORIZON Coordination and Support Actions
<i>Funding rate</i>	N/A (see Decision XXX)
<i>Admissibility conditions</i>	The conditions are described in General Annex A.
<i>Eligibility conditions</i>	<p>The conditions are described in General Annex B. The following exceptions apply:</p> <ul style="list-style-type: none"> • Applications must be submitted by a single independent legal entity, established in an EU Member State or Horizon Europe Associated Country, or by a consortium of at least two independent legal entities, each established in a Member State or Horizon Europe Associated Country. • Affiliated entities are eligible for funding if they are established in an EU Member State or Horizon Europe Associated Country. • Participation is limited to legal entities established in EU Member States and Horizon Europe Associated Countries only, due to the European focus/dimension of the European Researchers' Night.
<i>Award criteria</i>	The criteria are described in General Annex D.
<i>Legal and financial set-up for grants</i>	<p>The conditions are described in General Annex G. The following exceptions apply:</p> <ul style="list-style-type: none"> • Beneficiaries are not required to submit a Data Management Plan. • The obligation to conclude a consortium agreement does not apply to mono-beneficiary actions. <p>The following additional conditions apply:</p> <ul style="list-style-type: none"> • Eligible costs shall take form of lump sum contributions as defined in Decision XXX.
<i>Financial and operational capacity and exclusion</i>	The criteria are described in General Annex C.

<i>Procedure</i>	The procedure is described in General Annex F.
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Expected Outcomes:

Project results are expected to contribute to all of the following outcomes:

For researchers:

- Enhanced opportunities to interact with citizens and local, regional and national authorities;
- Improved communication skills and competences to interact with a non-research audience.

For organisations:

- Increased reputation and visibility of participating organisations in terms of hosting excellent research projects towards the general public and possible future students;
- Researchers' work made more tangible, concrete, accessible, and thus open research and science to all;
- Improved outreach to all audiences, and notably those who do not have an easy access to science and research activities;
- Better communication of R&I results and activities to society, increased and strengthened opportunities to citizens' engagement.

Scope:

The European Researchers' Night takes place every year, on the last Friday of September³⁵. It supports events that can last up to two days: they can start on Friday and continue the following day. Pre-events, prior to the main event, and related post-events, such as wrap-up meetings or small-scale follow-up events, can also be organised.

It is the occasion for a Europe-wide public and media event for the promotion of research careers, in particular focused on young people and their families.

The European Researchers' Night targets the general public, addressing and attracting people regardless of the level of their scientific background, with a special focus on families, pupils and students, and notably those who do not have easy access to, and thus are less inclined to engage in, STEAM or research activities.

Types of activities

Activities can combine education with entertainment, especially when addressing young audiences. They can take various forms, such as exhibitions, hands-on experiments, science

³⁵ Except for countries which for strong cultural reasons would be prevented from organising any action addressing the public at large on such a date.

shows, simulations, debates, games, competitions, quizzes, etc. Where appropriate, engagement with educational institutions should be sought in order to encourage formal and informal science education with the aim of improving the scientific knowledge base.

The European Researchers' Night should be highlighted as a European (and Europe-wide) event, and each proposal should promote the European Union and its impact on citizens' daily life in the most appropriate way, according to the set-up and the configuration of the event, its location and its activities.

Involvement of researchers funded by Horizon Europe, notably by the Marie Skłodowska-Curie Actions, is highly encouraged.

The European Researchers' Night promotes gender balance and diversity in science in terms of planned activities and researchers involved.

The European Commission has defined priorities and five Missions for European research and innovation, which aim to deliver solutions to some of the greatest challenges facing our world.

For the 2022 call, applicants are encouraged to focus on, and include activities relating to, one or more of the Missions in their events.

These Missions are an integral part of the Horizon Europe Framework Programme:

- [Conquering Cancer: Mission Possible](#)
- [Accelerating the transition to a climate prepared and resilient Europe](#)
- [Regenerating our Ocean and Waters](#)
- [100 Climate-Neutral Cities by 2030 - by and for the citizens](#)
- [Caring for Soil is Caring for Life](#)

Partnerships and coordination at regional, national or cross-border levels will be strongly encouraged aiming at a good geographical spread and avoiding overlaps.

The maximum duration of support will be two years from the starting date specified in the grant agreement, as proposals may cover two editions of the European Researchers' Night.

High-quality applications not retained due to lack of funding may be granted the status of associated events.

MSCA Support:

MSCA Support includes a set of activities organised through calls for proposals to promote, support and complement the MSCA implementation. They will cover:

- the facilitation of cooperation between MSCA National Contact Points (NCPs);
- the promotion of the MSCA at international level;
- the support to European and national initiatives and programmes in support of researchers at risk.

Expected impact

Proposals under MSCA Support should contribute to some of the following expected impacts:

- Improve and further professionalise MSCA NCP services allowing a wider diffusion of the programme, lowering entry barriers for newcomers and increasing the overall quality of submitted proposals;
- Contribute to a more strategic international cooperation in MSCA in line with R&I mutual interests and EU external policies;
- Strengthen co-operation between European and national initiatives and programmes in support of researchers who are experiencing threats to their life, liberty, or research career, and those who are forced or have been forced to flee because of such threats.

Call	Budgets (EUR million)	Deadline(s)
	2021	
HORIZON-MSCA-NCP-2021 Trans-national cooperation among Marie Skłodowska-Curie National Contact Points (NCP)		17 Aug 2021
HORIZON-MSCA-INCO-2021 MSCA International Cooperation 2021		15 Sep 2021
HORIZON-MSCA-RR-2021 MSCA for Researchers at Risk 2021		06 Jan 2022
Estimated total budget		

Call - Trans-national cooperation among Marie Skłodowska-Curie National Contact Points (NCP)

HORIZON-MSCA-NCP-2021

Conditions for the Call

Indicative budget(s)³⁶

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
Opening: 15 Apr 2021 Deadline(s): 17 Aug 2021				
MSCA-NCP-2021 Trans-national cooperation among Marie Skłodowska-Curie National Contact Points (NCP) 2021	HORIZON-CSA	N/A	N/A	
Overall indicative budget				

Proposals are invited against the following topic(s):

MSCA-NCP-2021: Trans-national cooperation among Marie Skłodowska-Curie National Contact Points (NCP) 2021

Conditions related to this topic	
<i>Opening date</i>	15 Apr 2021
<i>Deadline</i>	15 Sep 2021

³⁶ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
The Director-General responsible may delay the deadline(s) by up to two months.
All deadlines are at 17.00.00 Brussels local time.
The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

<i>Expected EU contribution per project</i>	The EU estimates that an EU contribution of between EUR N/A and N/A million(s) would allow these outcomes to be addressed appropriately. Nonetheless, this does not preclude submission and selection of a proposal requesting different amounts.
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.
<i>Type of Action</i>	HORIZON Coordination and Support Actions
<i>Funding rate</i>	100%
<i>Admissibility conditions</i>	The conditions are described in General Annex A.
<i>Eligibility conditions</i>	<p>The conditions are described in General Annex B.</p> <p>The following additional eligibility criteria apply:</p> <ul style="list-style-type: none"> • Applicants must be Horizon Europe national support structures (e.g. NCP) responsible for MSCA and officially nominated to the Commission from a Member State or Third Country associated to Horizon Europe. Only in case and as long as Horizon Europe structures would not yet be officially nominated, national support structures responsible for MSCA nominated for Horizon 2020 would be eligible • Legal entities established in low R&I performing Member States may possibly join already selected actions, subject to the agreement of the respective consortium and provided that legal entities from such Member States are not yet participating in it.
<i>Award criteria</i>	The criteria are described in General Annex D.
<i>Legal and financial set-up for grants</i>	<p>The conditions are described in General Annex G.</p> <ul style="list-style-type: none"> • Beneficiaries are not required to submit a Data Management Plan.
<i>Financial and operational capacity and exclusion</i>	The criteria are described in General Annex C.
<i>Procedure</i>	The procedure is described in General Annex F. The following exceptions apply:

	<ul style="list-style-type: none"> • The evaluation committee will be composed partially or fully by representatives of EU institutions. • The granting authority can fund a maximum of one project.
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Expected Outcomes:

Projects are expected to contribute to the following outcomes:

- Improved and professionalisation/skills of NCPs across Europe, helping to simplify access to Horizon Europe MSCA calls, lowering the entry barriers notably for newcomers, and raising the average quality of submitted proposals;
- Harmonised and improved trans-national cooperation between NCPs;
- More consistent level of NCP support services across Europe and beyond, notably in widening countries;
- Increased participation of third-country NCPs in the activities of the action.

Scope:

The objective is to facilitate the trans-national co-operation between National Contact Points (NCPs) for the MSCA, including those established in Third Countries, with a view to identifying and sharing good practices and raising the general standard of support to applicants, taking into account the diversity of actors and experiences.

Support will be given to a consortium of formally nominated MSCA NCPs. The activities will be tailor-made to the needs and priorities of the NCPs concerned and may include benchmarking, joint workshops, enhanced cross-border brokerage events, training sessions linked to the MSCA and wider R&I priorities and tools, twinning and mentoring schemes. Special attention will be given to enhancing the competence of MSCA NCPs, including helping newcomers and less experienced NCPs to rapidly acquire the know-how accumulated by their peers. Cooperation with other EU networks will be encouraged to increase the visibility to potential beneficiaries, especially in the non-academic sector.

Addressing the R&I gap

There still is a research and innovation gap across Europe and discrepancies remain between European countries in their capacity to attract funding and researchers. This gap is observed in the MSCA as well. Particular emphasis on continuing the efforts to close this gap will mark the first years of the MSCA under Horizon Europe. Therefore, specific measures to support the NCPs in “widening countries,” such as training and mentorship schemes, should be organised to stimulate more high-quality applications with beneficiaries in these countries and increase their success rate in MSCA.

Attract researchers from third countries

The MSCA are the main EU instrument to attract researchers from Third Countries to Europe. Specific measures to encourage Third-Country NCPs to create contacts and participate in the activities of the project (e.g. training, twinning, mentoring, and other capacity building and networking activities) should be foreseen.

The focus throughout should be on issues specific to the MSCA and should not duplicate actions foreseen in the NCP network under “Widening participation and strengthening the European Research Area”.

The consortium should have a good representation of experienced and less experienced NCPs and include NCPs from widening countries.

Submission of a single proposal is encouraged. NCPs choosing not to participate as a member of the consortium are nevertheless invited and encouraged to participate in the project activities (e.g. workshops).

The expected duration of the action will be 36 months.

Call - MSCA International Cooperation 2021

HORIZON-MSCA-INCO-2021

Conditions for the Call

Indicative budget(s)³⁷

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2021		
Opening: 15 Apr 2021 Deadline(s): 15 Sep 2021				
MSCA-INCO-2021 International Cooperation 2021	MSCA	HORIZON- CSA	N/A	N/A

³⁷ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
The Director-General responsible may delay the deadline(s) by up to two months.
All deadlines are at 17.00.00 Brussels local time.
The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

Overall indicative budget				
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Proposals are invited against the following topic(s):

MSCA-INCO-2021: MSCA International Cooperation 2021

Conditions related to this topic	
<i>Opening date</i>	15 Apr 2021
<i>Deadline</i>	15 Sep 2021
<i>Expected EU contribution per project</i>	The EU estimates that an EU contribution of between EUR and million(s) would allow these outcomes to be addressed appropriately. Nonetheless, this does not preclude submission and selection of a proposal requesting different amounts.
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.
<i>Type of Action</i>	HORIZON Coordination and Support Actions
<i>Funding rate</i>	100%
<i>Admissibility conditions</i>	The conditions are described in General Annex A.
<i>Eligibility conditions</i>	The conditions are described in General Annex B.
<i>Award criteria</i>	The criteria are described in General Annex D.
<i>Legal and financial set-up for grants</i>	The rules are described in General Annex G.
<i>Financial and operational capacity and exclusion</i>	The criteria are described in General Annex C.
<i>Procedure</i>	The procedure is described in General Annex F. The following exceptions apply: <ul style="list-style-type: none"> • The evaluation committee will be composed partially or fully by representatives of EU institutions. • The granting authority can fund a maximum of one project.

Expected Outcomes:

Project results are expected to contribute to the following outcomes:

- Broader and more strategic promotion of international cooperation opportunities offered through MSCA;
- Monitoring progress, opportunities and challenges in MSCA bilateral and bi-regional cooperation with main international partner countries and regions;
- Strengthening complementarities with other relevant promotion and cooperation initiatives funded through Horizon Europe or other EU programmes.

Scope:

The objective is to foster international cooperation in MSCA in Horizon Europe, through a dedicated support action to complement and ensure coordination between existing promotion channels at local level, and ensure consistency with formal R&I policy dialogues at bilateral and regional levels. Focus should be given:

- At bilateral level on countries having concluded bilateral Science and Technology Agreements with the EU (Algeria, Argentina, Australia, Brazil, Canada, Chile, China, Egypt, India, Japan, Jordan, Korea, Mexico, Morocco, New Zealand, Russia, South Africa, Tunisia, Ukraine and the United States).
- At regional level, on bi-regional research and innovation policy dialogues, established notably with the African Union, ASEAN, LAC, Mediterranean partner countries, Eastern Partnership countries and Western Balkans.

Based on the outcomes of a study³⁸ on the MSCA international dimension in Horizon 2020, activities to be implemented should include:

- Policy support to bilateral/bi-regional cooperation: assessing main cooperation trends, opportunities and challenges related to local developments in the R&I/higher education domain; identifying possible gaps versus joint priorities and participation of prominent local stakeholders; reviewing existing cooperation mechanisms (info relays, training, co-funding schemes) relevance and efficiency for MSCA; identifying main existing or planned cooperation initiatives to build upon, as well as major local players, networks and associations to be prioritized; qualitative monitoring of the participation in the different MSCA calls; preparing background reports ahead of joint committee meetings and regional dialogues; providing contributions to newsletters and periodic reports from existing information relays, e.g. Euraxess Worldwide, EU Delegations.
- Promotion of MSCA cooperation opportunities : identifying main local/bilateral or bi-regional events to target for MSCA promotion and opportunities for ad-hoc events co-located with bilateral/regional policy dialogues; liaising with local MSCA

³⁸ <https://op.europa.eu/en/publication-detail/-/publication/b15de047-216e-11ea-95ab-01aa75ed71a1/language-en/format-PDF/source-112180987>

info relays, including local NCPs, Euraxess Worldwide offices, EU Delegations/S&T Counsellors, National Erasmus Offices, European Enterprise Networks and other stakeholders/association representatives to identify coordinated promotion plans; organising MSCA promotion and training sessions (including through the physical participation of EU trainers when relevant); liaising with the EU NCP coordination platform to coordinate promotion activities with MSCA NCPs

- Cross cutting activities: analysing consistency with EU R&I bilateral and bi-regional, cooperation roadmaps and action plans, people-to-people dialogues, synergies with promotion events and activities related to Horizon Europe, including ERC or COST and other EU programmes (in particular Erasmus+).

The expected duration of the action is 36 months.

Call - MSCA for Researchers at Risk 2021

HORIZON-MSCA-RR-2021

Conditions for the Call

Indicative budget(s)³⁹

Topics	Type of Action	Budgets (EUR million)	Expected EU contribution per project (EUR million)	Number of projects expected to be funded
		2021		
Opening: 03 Sep 2021 Deadline(s): 06 Jan 2022				
MSCA-RR-2021 MSCA Researchers at Risk 2021	HORIZON-CSA		N/A	N/A
Overall indicative budget				

Proposals are invited against the following topic(s):

³⁹ The Director-General responsible for the call may decide to open the call up to one month prior to or after the envisaged date(s) of opening.
The Director-General responsible may delay the deadline(s) by up to two months.
All deadlines are at 17.00.00 Brussels local time.
The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

MSCA-RR-2021: MSCA Researchers at Risk 2021

Conditions related to this topic	
<i>Opening date</i>	03 Sep 2021
<i>Deadline</i>	06 Jan 2022
<i>Expected EU contribution per project</i>	The EU estimates that an EU contribution of between EUR N/A and N/A million(s) would allow these outcomes to be addressed appropriately. Nonetheless, this does not preclude submission and selection of a proposal requesting different amounts.
<i>Indicative budget</i>	The total indicative budget for the topic is EUR million.
<i>Type of Action</i>	HORIZON Coordination and Support Actions
<i>Funding rate</i>	100%
<i>Admissibility conditions</i>	The conditions are described in General Annex A.
<i>Eligibility conditions</i>	The conditions are described in General Annex B.
<i>Award criteria</i>	The criteria are described in General Annex D.
<i>Legal and financial set-up for grants</i>	The rules are described in General Annex G.
<i>Financial and operational capacity and exclusion</i>	The criteria are described in General Annex C.
<i>Procedure</i>	The procedure is described in General Annex F. The following exceptions apply: <ul style="list-style-type: none">• The evaluation committee will be composed partially or fully by representatives of EU institutions.• The granting authority can fund a maximum of one project.

Expected Outcomes:

Project results are expected to contribute to the following outcomes:

- A more consistent and sustained level of coordination and preparedness for supporting researchers at risk at European, national and institutional level;

- Improved support to researchers at risk through the provision of policy recommendations, as well as advice and assistance on their implementation;
- A more sustainable and professionalised support network/structure/system for researchers at risk across Europe, facilitating access to funding and networking opportunities, creating level playing field for applicants to European and national R&I programmes, and raising the quality of submitted proposals;
- More synergies between initiatives supporting researchers at risk funded by EU programmes (such as Horizon Europe and Erasmus+) and national or institutional actors;
- Increased exposure of researchers at risk to the industry and to the non-academic sector;
- Greater awareness in Europe and beyond on why researchers are at risk and ways to support them.

Scope:

To build on the results of the Researchers at Risk initiative “InSPIREurope” launched under the MSCA in 2019, further support is envisaged towards national and international organisations working with researchers at risk and aiming to enhance and professionalise their activities. The support action should take into consideration existing work and new challenges for researchers at risk, such as the consequences of the COVID-19 pandemic. It should further facilitate and strengthen cooperation and linkages between European, national and institutional initiatives and programmes, increasing awareness on why researchers are at risk, as well as identifying and delivering the best possible solutions.

The support action should be aligned with the general objectives of the MSCA, in particular scientific excellence, skills and career development, inter-sectoral mobility, equal opportunities and inclusiveness, attractive working conditions, work/life balance, while fostering open science, innovation and entrepreneurship. It should not duplicate other actions foreseen under Horizon Europe or other EU-funded programmes such as Erasmus+, but rather build synergies between these programmes. The activities carried out under this support action should complement actions in Member States and third countries associated to Horizon Europe.

The expected duration of the action is 36 months.

Other Actions not subject to calls for proposals

Grants not subject to calls for proposals

1. MSCA Presidency Conferences

MSCA Presidency conferences will be organised in the xxx half of 2021 and 2022 under the Portuguese, Slovenian, French and Czech Presidencies of the Council. The conferences will address the priorities of the respective Presidency in relation to the MSCA and be part of the official series of conferences organised by the successive Presidencies. The actions will be implemented through a grant to the xxx and xxx, which are best placed to organise such conferences due to their expertise and administrative power.

Form of Funding: Grants not subject to calls for proposals

Type of Action: Grant to identified beneficiary according to Financial Regulation Article 195 - Coordination and support action

Indicative budget: EUR million from the 2021 budget and EUR million from the 2022 budget

2. Grant to identified beneficiary according to Financial Regulation Article 195: MSCA Special Needs Allowance to Horizon 2020 legacy projects

The MSCA pay particular attention to accessibility and inclusion and foresee financial support for the additional costs entailed by recruited or seconded researchers/staff members with disabilities whose long-term physical, mental, intellectual or sensory impairments⁴⁰ are as such that their participation in MSCA would not be possible without extra financial support.

Beneficiaries of Horizon 2020 ITN, IF, RISE and COFUND grants can continue to apply for a dedicated special needs grant. This grant, which takes the form of a Coordination and Support Action (CSA) will cover the additional costs that researchers/staff members with disabilities face due to the increased costs of their mobility. It can also be used to ensure necessary assistance by third persons or for adapting their work environment⁴¹. It cannot cover costs which are already covered by another source, such as social security or health insurance.

A request for such an allowance can only be made by the Horizon 2020 MSCA beneficiaries⁴². The request must include an estimated budget and explain the specific participation need(s) of the researcher/staff member concerned. The granting authority will evaluate the request and decide on the basis of the needs of the researcher/staff member and budget availability.

⁴⁰ See Article 1 of the UN Convention on the Rights of Persons with Disabilities.

⁴¹ See Article 5 of the Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

⁴² Horizon Europe MSCA beneficiaries can claim the special needs allowance through the main MSCA grant (see applicable unit contributions at the end of this Work Programme part).

The Horizon 2020 special needs allowance will take the form of a lump sum awarded in the form of a low value grant to an identified beneficiary and will cover up to 100% of eligible costs. It will be limited to a maximum of EUR 60 000 per researcher/staff member.

Only researchers/staff members with disabilities who are eligible researchers/staff members under a Horizon 2020 MSCA grant are eligible for the special needs grant.

Form of funding: Grants

Type of Action: Coordination and Support Action

Indicative timetable: Throughout 2021

Indicative budget: EUR million from the 2021 budget

Procurements

1. Public Procurement for Studies

A study will be launched in 2021 to provide an in-depth analysis of researchers' mobility flows and the reasons behind their choice for a host country/region. The study will in particular look at measures that are needed and circumstance that are necessary to entice researchers to return to their country of origin.

Form of Funding: Procurements

Type of Action: Public procurement - null

Indicative budget: EUR million from the 2021 budget

2. Public Procurement for Events and Outreach

During 2021 and 2022, the Commission will organise several events (conferences and workshops) dedicated to the Marie Skłodowska-Curie Actions, and to contribute to leading research conferences. Moreover, a dedicated campaign will be organised to ensure the visibility of the Marie Skłodowska-Curie Actions and funded projects to the general public.

For this, a maximum of 10 specific contracts will be concluded.

Form of Funding: Procurements

Type of Action: Public procurement - null

Indicative budget: EUR million from the 2021 budget and EUR million from the 2022 budget

3. Public Procurement for Alumni Services

To further increase the impact of the Marie Skłodowska-Curie actions, networking between Marie Skłodowska-Curie researchers (current and past) will be enhanced through the implementation of alumni services.

Form of Funding: Procurements

Type of Action: Public procurement

Indicative budget: EUR million from the 2021 budget and EUR million from the 2022 budget

4. Public Procurement for Researchers at Schools

The “**Researchers at Schools**” initiative will bring science to schools, by allowing researchers supported by the Marie Skłodowska-Curie Actions and other EU-funded researchers to engage with teachers and pupils on climate change, sustainable development, health and other issues related to the European Commission priorities and main orientations, such as the European Green Deal or the EU Research and Innovation Missions.

Form of Funding: Procurements

Type of Action: Public procurement

Indicative budget: EUR million from the 2021 budget

Other budget implementation instruments

1. Experts Contracts for External Expertise

This action will support the use of appointed independent experts for the monitoring of running actions under Horizon Europe and Horizon 2020 where appropriate. A special allowance of EUR 450/day will be paid to the experts appointed in their personal capacity who act independently and in the public interest.

Form of Funding: Other budget implementation instruments

Type of Action: Expert contract action

Indicative budget: EUR million from the 2021 budget and EUR million from the 2022 budget

Budget⁴³

	Budget line(s)	2021 Budget (EUR million)	2022 Budget (EUR million)
Calls			
HORIZON-MSCA-DN-2021			
	<i>from</i> <i>01.020102</i>		
HORIZON-MSCA-DN-2022			
	<i>from</i> <i>01.020102</i>		
HORIZON-MSCA-PF-2021			
	<i>from</i> <i>01.020102</i>		
HORIZON-MSCA-PF-2022			
	<i>from</i> <i>01.020102</i>		
HORIZON-MSCA-SE-2021			
	<i>from</i> <i>01.020102</i>		
HORIZON-MSCA-SE-2022			
	<i>from</i> <i>01.020102</i>		
HORIZON-MSCA-COFUND-2021			
	<i>from</i> <i>01.020102</i>		
HORIZON-MSCA-COFUND-2022			
	<i>from</i> <i>01.020102</i>		

⁴³ The budget figures given in this table are rounded to two decimal places. The budget amounts are subject to the availability of the appropriations provided for in the general budget of the Union for years 2021 and 2022.

HORIZON-MSCA-CITIZENS-2022			
	<i>from</i> 01.020102		
HORIZON-MSCA-NCP-2021			
HORIZON-MSCA-INCO-2021			
	<i>from</i> 01.020102		
HORIZON-MSCA-RR-2021			
	<i>from</i> 01.020102		
Other actions			
Grant to identified beneficiary according to Financial Regulation Article 195			
	<i>from</i> 01.020102		
Public procurement			
	<i>from</i> 01.020102		
Expert contract action			
	<i>from</i> 01.020102		
Estimated total budget			

Specific conditions for the Marie Skłodowska-Curie Actions

1. DEFINITIONS

The following definitions apply:

'Academic sector' means public or private higher education establishments awarding academic degrees, public or private non-profit research organisations for whom one of the main objectives is to pursue research or technological development, and International European Research Organisations (IERO)⁴⁴.

'Non-academic sector' means any socio-economic actor not included in the academic sector and fulfilling the requirements of the Horizon Europe Rules for Participation. This includes all fields of future workplaces of researchers, from industry to business, independent research infrastructures (e.g. ERICs), government, civil society organisations, cultural institutions, hospitals, etc.

'Associated partners' are entities which participate in the action, but without the right to charge costs or claim contributions. They contribute to the implementation of the action, but do not sign the grant agreement. Associated partners may not employ the researchers under the action⁴⁵.

Associated partners must include a letter of commitment⁴⁶ in the proposal to ensure their real and active participation in the action. The involvement of any associated partner for which no such evidence of commitment is submitted will not be taken into account during evaluation.

'Beneficiaries' are the legal entities that sign the grant agreement (either directly or through an accession form) and have the responsibility for the proper implementation of the action. They contribute directly to the implementation of the research, transfer of knowledge and training activities. Depending on the type of MSCA action, this involves recruiting, supervising, hosting, training or seconding researchers or managing and/or funding programmes.

'Implementing partners' means third parties receiving financial support from the beneficiary and implementing the MSCA COFUND Doctoral or Postdoctoral programmes. Implementing partners can employ the researchers.

⁴⁴ 'International European Research Organisation' (IERO) means an international organisation, the majority of whose members are EU Member States or Horizon Europe Associated Countries, and whose principal objective is to promote scientific and technological cooperation in Europe (see Article 2(14) of the Regulation No XXX establishing Horizon Europe - the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination.

⁴⁵ For Global Postdoctoral Fellowships outgoing phase, this restriction does not apply. The associated partner hosting the outgoing phase can conclude an additional employment contract with the researcher to ensure adequate medical/social insurance in the outgoing country.

⁴⁶ For Postdoctoral Fellowships, a letter of commitment will be needed only in the following cases: for the associated partner hosting the outgoing phase in Global Postdoctoral Fellowships and for the associated partner hosting the additional placement in the non-academic sector.

‘Interdisciplinarity’ means the integration of information, data, techniques, tools, perspectives, concepts or theories from two or more scientific disciplines.

‘Linked associated partners’ are organisations with an established capital or legal link with the beneficiary, which is not limited to the action nor specifically created for its implementation. These entities implement action tasks described in Annex 1 of the grant agreement, i.e. hosting and training of researchers in Doctoral Networks and Postdoctoral Fellowships and hosting and seconding staff in Staff Exchanges. The linked associated partners do not have the right to claim unit contributions and may not employ the researcher under the action. In addition, they must fulfil the eligibility conditions⁴⁷ for participation and funding applicable to the beneficiary they are linked to. The type of link and involvement of such entities must be clearly described in the proposal and will be assessed as part of the evaluation.

2. MSCA DOCTORAL NETWORKS

2.1. Applicable unit contributions

The EU contribution for MSCA Doctoral Networks will take the form of unit contributions, as authorised by Decision XXX. The following budget categories apply:

MSCA Doctoral Networks	Contributions for recruited researchers per person-month					Institutional unit contributions per person-month	
	Living allowance	Mobility allowance	Family allowance (if applicable)	Long-term leave allowance (if applicable)	Special needs allowance (if applicable)	Research, training and networking contributions	Management and indirect contributions
	EUR 3 400	EUR 600	EUR 660	EUR 4 000 x % covered by the beneficiary	requested unit ⁴⁸ x (1/number of months)	EUR 1 600	EUR 1 200

A country correction coefficient applies to the living allowance in order to ensure equal treatment and purchasing power parity for all researchers. This coefficient is the one applicable to the country of the recruiting beneficiary (see Table 1 at the end of this Work Programme part). The living allowance is a gross amount, including compulsory deductions under national law, such as employer and employee social security contributions and direct taxes. The

⁴⁷ See specific conditions at the end of this Work Programme part.

⁴⁸ The pre-defined categories are as follows: EUR 3 000, EUR 4 500, EUR 6 000, EUR 9 500, EUR 13 000, EUR 18 500, EUR 27 500, EUR 35 500, EUR 47 500 and EUR 60 000.

beneficiary must recruit each eligible doctoral candidate under an employment contract or equivalent direct contract with full social security coverage (including sickness, parental, unemployment and invalidity benefits, pension rights, benefits in respect of accidents at work and occupational diseases). An exemption from this rule can be accepted only in cases where national legislation or the equivalent internal regulations of International European Research Organisations (IERO), entities created under Union law (including the European Commission Joint Research Centre), or an international organisation, prohibit this possibility and subject to the prior agreement of the granting authority.

When an employment contract cannot be provided, the beneficiary may exceptionally recruit the doctoral candidate under a 'fixed-amount fellowship'. In this case, the living allowance will be halved and the beneficiary must ensure that the doctoral candidate enjoys minimum social security coverage (including sickness, parental and invalidity benefits, and benefits for accidents at work and occupational diseases).

The beneficiary must pay to the doctoral candidates at least the amount of the **living allowance** (minus all compulsory deductions under national legislation). A top-up may be paid to the researchers in order to complement this contribution. In addition to the living allowance, all doctoral candidates must receive a **mobility allowance**. This allowance covers their private costs, not their professional costs under the action, which are covered by the research, training and networking contributions.

If the recruited doctoral candidate has or acquires family obligations during the action duration, i.e. persons linked to him/her by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the legislation of the country or region where this relationship was formalised; or (iii) dependent children who are actually being maintained by the researcher, the **family allowance** must be paid to him/her as well.

The **long-term leave allowance** contributes to the beneficiary's pay obligations related to researchers' leave, including maternity, paternity, parental, sick or special leave, longer than 30 consecutive days. The **special needs allowance** contributes to the additional costs of researchers with disabilities, whose long-term physical, mental, intellectual or sensory impairments⁴⁹ are certified by a competent national authority and of such nature that their participation in the action may not be possible without the acquisition of special needs items or services. These special needs items or services shall not have been funded from another source (e.g. social security or health insurance). Both long-term leave and special needs allowances should be requested when the need arises.

The **research, training and networking contributions** should cover, for example, costs for training and networking activities that contribute directly to the researchers' career development (e.g. participation in conferences, trips related to work on the action, training, language courses, seminars, lab material, books, library records, publication costs), research expenses, visa-related fees and travel expenses, additional costs arising from each secondment

⁴⁹ See Article 1 of the UN Convention on the Rights of Persons with Disabilities.

of six months or less, which require mobility from the place of residence (e.g. travel and accommodation costs).

The **management and indirect contributions** should cover the beneficiary's additional costs in connection with the action.

The above rates apply to doctoral candidates devoting themselves to their project on a full-time basis. Researchers may, in agreement with the supervisor and beneficiary and with prior approval by the granting authority, implement their project on a part-time basis. Such a request is limited to personal or family reasons. In cases of part-time work, the doctoral candidates must dedicate at least 50% of their working time to the action funded by the MSCA. The recruiting beneficiary should report costs as pro rata of the applicable full-time unit contributions.

2.2. Admissibility

The following exception to the General Annex A applies:

- The page limit of the application is 30 pages (excluding annexes).

2.3. Eligibility

Given the specific nature of MSCA Doctoral Networks, the following exceptions and additional eligibility criteria apply. This section also contains eligibility conditions, which apply during action implementation but cannot be verified at proposal stage.

2.3.1. Participating organisations

- Applications must be submitted by a consortium including at least three independent legal entities, each established in a different EU Member State or Horizon Europe Associated Country and with at least one of them established in an EU Member State.
- Not more than 40.0% of the EU contribution may be allocated to beneficiaries in the same country or to a single International European Research Organisation (IERO) or international organisation.
- International organisations with headquarters in an EU Member State or Horizon Europe Associated Country shall be deemed to be established in this Member State or Associated Country.
- The European Commission Joint Research Centre (JRC) may participate as member of the consortium.
- Affiliated entities are not allowed to participate as they cannot claim costs in MSCA Doctoral Networks.
- All beneficiaries must recruit at least one doctoral candidate. They are required to host at their premises and supervise recruited researchers, or use linked associated partners to do so.

- In order to reach the objectives of Joint Doctorates, at least three independent legal entities must be entitled to award doctoral degrees. At least two of the institutions conferring a joint, double or multiple doctoral degree must be established in an EU Member State and/or Horizon Europe Associated Country. An applicant from the academic sector, which has transferred the right of awarding a doctoral degree to a consortium/grouping of academic/research institutions to which it belongs to, is also eligible. Applicants must provide, at the time of the submission of the proposal, a pre-agreement to award a joint, double or multiple degree to the doctoral candidate(s). The proposal should indicate from which institutions a researcher is expected to receive the degree(s).
- In order to reach the objectives of Industrial Doctorates, at least one of the three independent legal entities must be from the academic sector and at least one must come from the non-academic sector. Should none of the academic applicants be entitled to award a doctoral degree, a university or a consortium/grouping of academic/research institutions entitled to award a doctoral degree must be associated to the project as a linked associated partner.

2.3.2. Recruited researchers

- Supported researchers must be **doctoral candidates**, i.e. not already in possession of a doctoral degree at the date of the recruitment.
- Researchers must be enrolled in a doctoral programme leading to the award of a doctoral degree in at least one EU Member State or Horizon Europe Associated Country, and for Joint Doctorates in at least two.
- Recruited researchers can be of any nationality and must comply with the following **mobility rule**: they must not have resided or carried out their main activity (work, studies, etc.) in the country of the recruiting beneficiary for more than 12 months in the 36 months immediately before their recruitment date.
- For 'International European Research Organisations' (IERO), 'international organisations', or entities created under Union law (including the European Commission Joint Research Centre), the researchers may not have spent more than 12 months in the 36 months immediately before their recruitment in the same appointing organisation.
- Compulsory national service, short stays such as holidays and time spent by the researcher as part of a procedure for obtaining refugee status under the Geneva Convention⁵⁰ are not taken into account.
- Secondments are eligible for up to one third of the actual months spent implementing the research training activities under the action.

⁵⁰ 1951 Refugee Convention and the 1967 Protocol.

- In case of industrial doctorates, doctoral candidates must spend at least 50% of their fellowship duration in the non-academic sector.

2.3.3. Duration of the action

- The duration of the action must not exceed 48 months from the starting date set out in the grant agreement (including the time needed to recruit and select the doctoral candidates).
- The duration of each fellowship (on the basis of full-time employment) is minimum 3 and maximum 36 months.
- The overall EU contribution for MSCA Doctoral Networks actions is limited to a maximum of 360 person-months.
- For industrial or joint doctoral programmes, the EU contribution can go up to a maximum of 540 person-months to further incentivise the development of these schemes.

2.4. Financial and operational capacity and exclusion

The following exception and additional condition to General Annex C apply:

- For the operational capacity assessment, applicants will not be required to provide in the Application Template (Part B) the general profiles (qualifications and experiences) of the staff responsible for managing and implementing the project. Instead, applicants will be required to provide a short profile of each supervisor in the proposed Doctoral Network.

2.5. Award criteria

- Applications will be evaluated by experts, on the basis of the **award criteria** 'excellence', 'impact' and 'quality and efficiency of the implementation'.
- Evaluation scores will be awarded for each of these criteria, and not for the different aspects listed in the table below. Each criterion will be scored out of 5. Scores will be awarded with a resolution of one decimal place and will be subject to a weighting factor as indicated in the table below.
- Applications scoring equal to or above 70% will be considered for funding — within the limits of the available call topic budget. Other applications will be rejected.

Excellence	Impact	Quality and efficiency of the implementation
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Clarity and pertinence of the project's research and innovation objectives (and the extent to which they are ambitious, and go beyond the state of the art)	Credibility of the proposed pathways to achieve the expected outcomes and impacts specified in the work programme, and the likely scale and significance of the contributions due to the project	Quality and effectiveness of the work plan, management structures, assessment of risks, hosting arrangements and appropriateness of the allocation of tasks and resources
Soundness of the proposed methodology (including interdisciplinary approaches, consideration of gender dimension if relevant for the research project, and the quality and appropriateness of open science practices)	Contribution to structuring doctoral training at the European level and to strengthening European innovation capacity , including the potential for: a) meaningful contribution of the non-academic sector to the doctoral training, as appropriate to the implementation mode and research field b) developing sustainable elements of doctoral programmes	Complementarity and role of each participant , and extent to which the consortium as a whole brings together the necessary expertise
Clarity and pertinence of the training programme (including transferable skills, inter/multidisciplinary, inter-sectoral and, where appropriate, gender and diversity aspects)	Suitability and quality of the measures to maximise expected outcomes and impacts , as set out in the dissemination and exploitation plan, including communication activities	Quality of the host institutions and participating organisations' infrastructure, facilities and logistics
Quality of the supervision (including mandatory joint supervision for industrial and joint doctorate projects)	Quality of the measures to enhance the career perspectives and employability of researchers and contribution to their skills development	
50%	30%	20%
Weighting		

2.6. Procedure

- Proposals must be submitted to only one of eight 'main evaluation panels': Chemistry (CHE), Social Sciences and Humanities (SOC), Economic Sciences (ECO), Information Science and Engineering (ENG), Environment and Geosciences (ENV), Life Sciences (LIF), Mathematics (MAT), Physics (PHY). Industrial and joint doctorates will be ranked in the scientific panel of submission. Each panel will establish a ranked list.
- The distribution of the indicative budget of the call will be proportional to the number of eligible proposals received in each panel. If the budget allocated to any panel exceeds the requirements of all proposals positively evaluated⁵¹ in that panel, the excess budget will be reallocated to the other panels based on the distribution described above. Equally, if the allocated funding to a panel is insufficient to fund the highest ranked proposal in that panel, the necessary budget will be transferred from the other panels based on the distribution described above, in order to ensure that the highest ranked proposal can be funded. In order to ensure budget optimisation and an equitable success rate across panels, the excess budget remaining after the initial allocation of funding to the proposals in the panels may be transferred between panels.

Resubmission

- All proposals will have to indicate if they are resubmitted from the previous MSCA Doctoral Networks call under Horizon Europe.
- Proposals submitted to the previous call of MSCA Doctoral Networks under Horizon Europe and having received a score of less than 80% should not be resubmitted the following year.

Ex Aequo

- The rules for ex aequo applications described in General Annex F do not apply. The priority order will be established as follows:
 - 1) The applications will be prioritised according to the scores they have been awarded for the criterion Excellence. When these scores are equal, priority will be based on scores for the criterion Impact.
 - 2) If necessary, any further prioritisation will be based on geographical diversity, defined as the number of countries represented in the application, not otherwise receiving funds from projects higher up the ranking list (and if equal in number, then by budget).
 - 3) If necessary, the gender balance among the supervisors named in the application will be used as a factor for prioritisation.
 - 4) If a distinction still cannot be made, the panel may decide to further prioritise by considering other factors, such as gender and diversity aspects, participation of the non-academic sector, international cooperation, favourable employment and

⁵¹ Measured as proposals having passed all relevant evaluation thresholds.

working conditions, relationship to the Horizon Europe objectives in general. These factors will be documented in the report of the panel.

2.7. Legal and financial set-up of the Grant Agreements

The following exceptions and additional conditions apply:

- Eligible costs shall take form of unit contributions as defined in Decision **XXX**.
- When associated partners are involved, beneficiaries are encouraged to sign a partnership agreement with them to regulate the internal relationship between all participating organisations. The partnership agreement(s) must comply with the grant agreement.

3. MSCA POSTDOCTORAL FELLOWSHIPS

3.1. Applicable unit contributions

The EU contribution for MSCA Postdoctoral Fellowships will take the form of unit contributions, as authorised by Decision **XXX**. The following budget categories apply:

MSCA Postdoctoral Fellowships	Contributions for the recruited researcher per person-month					Institutional contributions per person-month		unit
	Living allowance	Mobility allowance	Family allowance (if applicable)	Long-term leave allowance (if applicable)	Special needs allowance (if applicable)	Research, training and networking contributions	Management and indirect contributions	
	EUR 5 080	EUR 600	EUR 660	EUR 5 680 x % covered by the beneficiary	requested unit ⁵² x (1/number of months)	EUR 1 000	EUR 650	

⁵² The pre-defined categories are as follows: EUR 3 000, EUR 4 500, EUR 6 000, EUR 9 500, EUR 13 000, EUR 18 500, EUR 27 500, EUR 35 500, EUR 47 500 and EUR 60 000.

A country correction coefficient applies to the living allowance in order to ensure equal treatment and purchasing power parity for all researchers. For European Postdoctoral Fellowships, this coefficient is the one applicable to the country of the beneficiary. For the Global Postdoctoral Fellowships two different country correction coefficients apply:

- For the outgoing phase: the coefficient of the country where the postdoctoral researcher is hosted (i.e. the country of the associated partner hosting the outgoing phase);
- For the return phase: the coefficient of the country where the postdoctoral researcher returns to (i.e. the country of the beneficiary).

The country correction coefficients are listed in Table 1 at the end of this Work Programme part. The living allowance is a gross amount, including compulsory deductions under national law, such as employer and employee social security contributions and direct taxes.

The beneficiary must recruit the postdoctoral researcher under an employment contract or equivalent direct contract with full social security coverage (including sickness, parental, unemployment and invalidity benefits, pension rights, benefits in respect of accidents at work and occupational diseases). An exemption from this rule can be accepted only in cases where national legislation or the equivalent internal regulations of International European Research Organisations (IERO), entities created under Union law (including the European Commission Joint Research Centre), or an international organisation, prohibit this possibility and subject to the prior agreement of the granting authority.

When an employment contract cannot be provided, the beneficiary may exceptionally recruit the postdoctoral researcher under a 'fixed-amount fellowship'. In this case, the living allowance will be halved and the beneficiary must ensure that the postdoctoral researcher enjoys minimum social security coverage (including sickness, parental and invalidity benefits, and benefits for accidents at work and occupational diseases).

The beneficiary must pay to the postdoctoral researcher at least the amount of the **living allowance** (minus all compulsory deductions under national legislation). A top-up may be paid to the researcher in order to complement this contribution. In addition to the living allowance, the postdoctoral researcher must receive a **mobility allowance**. This allowance covers his/her private costs, not professional costs under the action, which are covered by the research, training and networking contributions.

If the postdoctoral researcher has or acquires family obligations during the action duration, i.e. has persons linked to him/her by (i) marriage, or (ii) a relationship with equivalent status to a marriage recognised by the legislation of the country or region where this relationship was formalised; or (iii) dependent children who are actually being maintained by the researcher, the **family allowance** must be paid to him/her as well.

The **long-term leave allowance** contributes to the beneficiary's pay obligations related to researchers' leave, including maternity, paternity, parental, sick or special leave, longer than 30 consecutive days. The **special needs allowance** contributes to the additional costs of researchers with disabilities, whose long-term physical, mental, intellectual or sensory

impairments⁵³ are certified by a competent national authority and of such nature that their participation in the action may not be possible without the acquisition of special needs items or services. These special needs items or services shall not have been funded from another source (e.g. social security or health insurance). Both long-term leave and special needs allowances should be requested when the need arises.

The **research, training and networking contributions** should cover, for example, costs for training and networking activities that contribute directly to the researchers' career development (e.g. participation in conferences, trips related to work on the action, training, language courses, seminars, lab material, books, library records, publication costs), research expenses, visa-related fees and travel expenses, additional costs arising from optional secondments (e.g. travel and accommodation costs).

The **management and indirect contributions** should cover the beneficiary's additional costs in connection with the action.

The above rates apply to postdoctoral researchers devoting themselves to their project on a full-time basis. Researchers may, in agreement with the supervisor and beneficiary and with prior approval by the granting authority, implement their project on a part-time basis. In addition to the possibility to request part-time work for personal or family reasons, postdoctoral fellows may opt to work part-time in order to pursue supplementary activities. These might include creating a company, pursuing another research project⁵⁴, or engaging in advanced studies not related to the MSCA grant. Part-time arrangements are not allowed during the outgoing phase of the Global Postdoctoral Fellowships. Any supplementary activities carried out part-time in parallel with the MSCA action must be agreed upon by the researcher and the beneficiary and approved by the granting authority.

If the action is implemented on a part-time basis, the researcher must dedicate at least 50% of his/her working time to the action funded by the MSCA. The beneficiary should report costs as pro rata of the applicable full-time unit contributions.

3.2. Admissibility

The following exceptions to the General Annex A apply:

- The page limit of the application is 10 pages (excluding annexes).

3.3. Eligibility

Given the specific nature of MSCA Postdoctoral Fellowships, the following exceptions and additional eligibility criteria apply. This section also contains the eligibility conditions, which apply during action implementation but cannot be verified at proposal stage.

⁵³ See Article 1 of the UN Convention on the Rights of Persons with Disabilities.

⁵⁴ Part-time work cannot be requested in order to participate in another MSCA grant at the same time.

- All domains of research and technological development are eligible for funding (including areas of research covered by the Euratom Programme 2021-2025).
- Proposals involving the same recruiting organisation (and for Global Postdoctoral Fellowships also the associated partner hosting the outgoing phase) and individual researcher submitted to the previous call of MSCA Postdoctoral Fellowships under Horizon Europe and having received a score of less than 70% must not be resubmitted the following year.

3.3.1. Participating organisations

- Applications must be submitted by a single independent legal entity, established in an EU Member State or Horizon Europe Associated Country. This is a mono-beneficiary action.
- Affiliated entities are not allowed to participate as they cannot claim costs in MSCA Postdoctoral Fellowships.
- International organisations with headquarters in an EU Member State or Horizon Europe Associated Country shall be deemed to be established in this Member State or Associated Country.
- The beneficiary must employ and supervise the researcher during the action.

3.3.2. Recruited researchers

- Supported fellows must be **postdoctoral researchers** at the date of the call deadline, i.e. in a possession of a doctoral degree⁵⁵, defined as a successfully defended doctoral thesis, even if the doctoral degree has yet to be awarded.
- Recruited researchers must comply with the following **mobility rule**: they must not have resided or carried out their main activity (work, studies, etc.) in the country of the beneficiary (for European Postdoctoral Fellowships), or the host organisation for the outgoing phase (for Global Postdoctoral Fellowships) for more than 12 months in the 36 months immediately before the call deadline.
For researchers wishing to reintegrate from a third country, there must be a direct mobility to an EU Member State or Horizon Europe Associated Country.

⁵⁵ A medical doctor degree will be accepted only when it corresponds to a doctoral degree or if the researcher can demonstrate his/her appointment in a position that requires doctoral equivalency (e.g. professorship appointment). Medical doctor degrees corresponding to basic medical training as defined in Annex V of Directive 2005/36/EC will not be considered a doctoral degree

For 'International European Research Organisations' (IERO), 'international organisations', or entities created under Union law (including the European Commission Joint Research Centre), the researchers may not have spent more than 12 months in the 36 months immediately before the call deadline, in the same appointing organisation.

Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention⁵⁶ are not taken into account.

- Only one proposal per individual researcher can be submitted. In case of several proposals involving the same individual researcher, only the last submitted one will be considered eligible.
- If proposals with the same research objectives and workplan are submitted for different researchers, only the first submitted one will be considered eligible.
- Supported **researchers can be of any nationality**. However, researchers going to a third country ('Global Postdoctoral Fellowship) or researchers who wish to reintegrate to Europe, must be nationals or long-term residents of EU Member States or Horizon Europe Associated Countries. Long-term residence means a period of legal and continuous residence within EU Member States or Horizon Europe Associated Countries of at least five consecutive years. Periods of absence from the territory of the EU Member State or Horizon Europe Associated Country shall be taken into account for the calculation of this period where they are shorter than six consecutive months and do not exceed in total ten months within this period.

Researchers who are refugees in an EU Member State or Horizon Europe Associated Country according to the Geneva Convention may also apply to both European and Global Postdoctoral Fellowships, irrespective of whether they are long-term residents or not, if they fulfil the other eligibility conditions.

- At the call deadline, supported researchers must have **a maximum of 8 years full-time equivalent experience in research**, measured from the date that the researcher was in a possession of a doctoral degree and certified by appropriate documents. Years of experience outside research and career breaks (e.g. due to parental leave), will not be taken into account. For nationals or long-term residents of EU Member States or Horizon Europe Associated Countries who wish to reintegrate to pursue their research career in EU Member States or Horizon Europe Associated Countries, years of experience in research in third countries will not be considered in the above maximum.

3.3.3. Duration of the action

- European Postdoctoral Fellowships must last between 12 and 24 months. Global Postdoctoral Fellowships must last between 24 and 36 months, consisting of 12 to 24 months for the outgoing phase and 12 months for the return phase.

⁵⁶ 1951 Refugee Convention and the 1967 Protocol.

- If requested and justified in the proposal, an **additional period of up to six months** can be awarded to researchers who will spend that period in a non-academic organisation established in an EU Member State or Horizon Europe Associated Country.

3.4. Award criteria

- Applications will be evaluated by experts, based on the **award criteria** 'excellence', 'impact' and 'quality and efficiency of the implementation'.
- Evaluation scores will be awarded for each of these criteria, and not for the different aspects listed in the table below. Each criterion will be scored out of 5. Scores will be awarded with a resolution of one decimal place and will be subject to a weighting factor as indicated in the table below.
- Applications scoring equal to or above 70% will be considered for funding — within the limits of the available call topic budget. Other applications will be rejected.

Excellence	Impact	Quality and efficiency of the implementation
Clarity and pertinence of the project's research and innovation objectives (and the extent to which they are ambitious, and go beyond the state of the art)	Credibility of the proposed pathways to achieve the expected outcomes and impacts specified in the work programme, and the likely scale and significance of the contributions due to the project	Quality and effectiveness of the work plan, assessment of risks, hosting arrangements and appropriateness of the allocation of tasks and resources
Soundness of the proposed methodology (including interdisciplinary approaches, consideration of gender and diversity aspects if relevant for the research project, and the quality and appropriateness of open science practices)	Suitability and quality of the measures to maximise expected outcomes and impacts , as set out in the dissemination and exploitation plan, including communication activities	Quality of the host institutions and participating organisations' infrastructure, facilities, and logistics
Quality of the supervision, training and of the two-way transfer of knowledge between the researcher and the host	Quality of the measures to enhance the career perspectives and employability of the researcher and contribution to his/her skills development	
Quality and appropriateness of the researcher's		

professional experience, competences and skills		
50%	30%	20%
Weighting		

3.5. Procedure

In Postdoctoral Fellowships, proposals will be evaluated by one of eight 'main evaluation panels': Chemistry (CHE), Social Sciences and Humanities (SOC), Economic Sciences (ECO), Information Science and Engineering (ENG), Environment and Geosciences (ENV), Life Sciences (LIF), Mathematics (MAT), Physics (PHY). Each panel will establish two ranked lists, one for European and one for Global Postdoctoral fellowships.

European and Global Postdoctoral Fellowships will have separate budgets. The distribution of respective available funds will be proportional to the number of eligible proposals received in each main evaluation panel. If the budget allocated to any panel exceeds the requirements of all proposals positively evaluated⁵⁷ in that panel, the excess budget will be reallocated to the other panels based on the distribution as above. Equally, if the allocated funding to a panel is insufficient to fund the highest ranked proposal in that panel, the necessary budget will be transferred from the other panels based on the distribution as above, in order to ensure that the highest ranked proposal can be funded. In order to ensure budget optimisation and an equitable success rate across panels, the excess budget remaining after the initial allocation of funding to the proposals in the panels may be transferred between panels.

Ex Aequo

- The rules for ex aequo applications described in General Annex F does not apply. The priority order will be established as follows:
 - 1) The applications will be prioritised according to the scores they have been awarded for the criterion Excellence. When these scores are equal, priority will be based on scores for the criterion Impact.
 - 2) If necessary, any further prioritisation will be based on geographical diversity at country level, in terms of host organisations not otherwise receiving funds from projects higher up the ranking list (and if equal in number, then by budget).
 - 3) If necessary, the gender balance among postdoctoral fellows will be used as a factor for prioritisation.
 - 4) If a distinction still cannot be made, the panel may decide to further prioritise by considering other factors, such as participation of the non-academic sector, relationship to the Horizon Europe objectives in general. These factors will be documented in the report of the panel.

⁵⁷ Measured as proposals having passed all relevant evaluation thresholds.

Seal of Excellence

- Seals of Excellence will be awarded to applications with a total score **equal to or higher than 85%**, but which cannot be funded due to lack of budget available to the call.

3.6. Legal and Financial set-up of the Grant Agreements

The following additional conditions apply:

- Eligible costs shall take form of unit contributions as defined in Decision **XXX**.
- The obligation to conclude a consortium agreement does not apply to MSCA Postdoctoral Fellowships as this is a mono-beneficiary action. However, when associated partners are involved, the beneficiary is encouraged to sign a partnership agreement with them to regulate the internal relationship between all participating organisations. The partnership agreement(s) must comply with the grant agreement.

4. MSCA STAFF EXCHANGES

4.1. Applicable unit contributions

The EU contribution for MSCA Staff Exchanges will take the form of unit contributions, as authorised by Decision **XXX**. The following budget categories apply:

MSCA Staff Exchanges	Contributions for seconded staff members per person-month		Institutional contributions per person-month	
	Top-up allowance	Special needs allowance (if applicable)	Research, training and networking contributions	Management and indirect contributions
	EUR 2 300	requested unit ⁵⁸ x (1/number of months)	EUR 1 300	EUR 1 000

The **top-up allowance** for the seconded staff member covers travel, accommodation and subsistence costs related to the secondment.

The **special needs allowance** contributes to the additional costs of staff members with disabilities, whose long-term physical, mental, intellectual or sensory impairments⁵⁹ are certified by a competent national authority and of such nature that their participation in the action may not be possible without the acquisition of special needs items or services. These special needs items or services shall not have been funded from another source (e.g. social security or health insurance). The special needs allowance should be requested when the need arises.

The **research, training and networking contributions** should cover costs for training, transfer of knowledge and networking activities, as well as research expenses.

The **management and indirect contributions** should cover the beneficiary's additional costs in connection with the action.

4.2. Admissibility

The following exception to the General Annex A applies:

- The page limit of the application is 30 pages (excluding annexes).

⁵⁸ The pre-defined categories are as follows: EUR 3 000, EUR 4 500, EUR 6 000, EUR 9 500, EUR 13 000, EUR 18 500, EUR 27 500, EUR 35 500, EUR 47 500 and EUR 60 000.

⁵⁹ See Article 1 of the UN Convention on the Rights of Persons with Disabilities.

4.3. Eligibility

Given the specific nature of MSCA Staff Exchanges, the following exceptions and additional eligibility criteria apply. This section also contains the eligibility conditions, which apply during action implementation but cannot be verified at proposal stage.

4.3.1. Participating organisations:

- Applications must be submitted by a consortium including at least three independent legal entities in three different countries, two of which established in a different EU Member State or Horizon Europe Associated Country.
- International organisations with headquarters in an EU Member State or Horizon Europe Associated Country shall be deemed to be established in this Member State or Associated Country.
- The European Commission Joint Research Centre (JRC) may participate as member of the consortium.
- Affiliated entities are not allowed to participate as they cannot claim costs in MSCA Staff Exchanges.
- Only legal entities that are established in EU Member States or Horizon Europe Associated Countries can be beneficiaries.
- If all participating organisations are from the same sector (i.e. either only academic or only non-academic), there must be at least one organisation from a non-associated Third Country. Above this minimum, the participation of organisations from any country is possible under the conditions provided by the Horizon Europe Rules for Participation and Dissemination.
- Secondments within EU Member States or Horizon Europe Associated Countries should be between different sectors (academic and non-academic), except for interdisciplinary secondments, which shall be limited to a maximum of one third of the total months spent under the action.
- For secondments from linked associated partners, only the sector (academic or non-academic) of the beneficiary counts; the linked associated partners will be considered to belong to the same sector as their beneficiary.
- Secondments must be between different countries.

4.3.2. Seconded Staff Members

- Secondments are open for researchers at any career stage (from doctoral candidates to postdoctoral researchers), as well as administrative, managerial and technical staff supporting R&I activities under the action.
- Supported staff members must be actively engaged in or linked to R&I activities for at least one month (full-time equivalent) at the sending institution before the first period of secondment.
- After the period of secondment, seconded staff should return to their sending institution, thus maximising the impact of the action for knowledge sharing and long-term collaboration.

4.3.3. Duration of the action

- The overall EU contribution for MSCA Staff Exchanges amounts to a maximum of 360 person-months per project.
- The maximum duration of the project is 48 months from the starting date set out in the grant agreement.
- Secondments must last at least one month and cannot be longer than 12 months for the same staff member (independently of the number of organisations the staff is seconded to).
- The secondment of a staff member may be split into several stays with one or several beneficiaries or associated partners.
- Secondments beyond the project duration cannot be funded.

4.4. Financial and operational capacity and exclusion

The following exception to general Annex C applies;

- For the operational capacity assessment, applicants will not be required to provide in the Application Template (Part B) the general profiles (qualifications and experiences) of the staff responsible for managing and implementing the project.

4.5. Award criteria

- Applications will be evaluated by experts on the basis of the **award criteria** 'excellence', 'impact' and 'quality and efficiency of the implementation'.
- Evaluation scores will be awarded for each of these criteria, and not for the different aspects listed in the table below. Each criterion will be scored out of 5. Scores will be awarded with a resolution of one decimal place and will be subject to a weighting factor as indicated in the table below.

- Applications scoring equal to or above 70% will be considered for funding — within the limits of the available call topic budget. Other applications will be rejected.

Excellence	Impact	Quality and efficiency of the implementation
<p>Quality and credibility of the research/innovation project regarding the level of novelty and appropriate consideration of interdisciplinary, inter-sectoral, international, gender and diversity aspects, as well as open science practices</p>	<p>Credibility of the proposed pathways to achieve the expected outcomes and impacts specified in the work programme, and the likely scale and significance of the contributions due to the project</p>	<p>Quality and effectiveness of the work plan, management structures, assessment of risks, and appropriateness of the allocation of tasks and resources</p>
<p>Quality of the proposed interaction between the participating organisations and of the foreseen deliverables in light of the research and innovation objectives.</p>	<p>Suitability and quality of the measures to maximise expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities</p>	<p>Quality of the host institutions and participating organisations’ infrastructure, facilities, hosting arrangements and logistics</p>
<p>Developing new and lasting research collaborations, achieving transfer of knowledge between participating organisations and contribution to improving research and innovation potential at the European and global levels</p>	<p>Quality of the measures to enhance the career perspectives and employability of staff members and contribution to their skills development</p>	<p>Competences, experience and complementarity of the participating organisations and their commitment to the project</p>
50%	30%	20%
Weighting		

4.6. Procedure

- Proposals will be evaluated by one of eight 'main evaluation panels': Chemistry (CHE), Social Sciences and Humanities (SOC), Economic Sciences (ECO), Information Science and Engineering (ENG), Environment and Geosciences (ENV), Life Sciences (LIF), Mathematics (MAT), Physics (PHY). Each panel establishes a ranked list.
- The distribution of the indicative budget of the call will be proportional to the number of eligible proposals received in each panel. If the budget allocated to any panel exceeds the requirements of all proposals positively evaluated⁶⁰ in that panel, the excess budget will be reallocated to the other panels based on the distribution as above. Equally, if the allocated funding to a panel is insufficient to fund the highest ranked proposal in that panel, the necessary budget will be transferred from the other panels based on the distribution as above, in order to ensure that the highest ranked proposal can be funded. In order to ensure budget optimisation and an equitable success rate across panels, the excess budget remaining after the initial allocation of funding to the proposals in the panels may be transferred between panels.

Ex Aequo

- The rules for ex aequo applications described in General Annex F does not apply. The priority order will be established as follows:
 - 1) The applications will be prioritised according to the scores they have been awarded for the criterion Excellence. When these scores are equal, priority will be based on scores for the criterion Impact.
 - 2) If necessary, any further prioritisation will be based on geographical diversity, defined as the number of countries represented in the application, not otherwise receiving funds from projects higher up the ranking list (and if equal in number, then by budget).
 - 3) If a distinction still cannot be made, the panel may decide to further prioritise by considering other factors, such as gender and diversity aspects, participation of the non-academic sector, international cooperation, favourable employment and working conditions, relationship to the Horizon Europe objectives in general. These factors will be documented in the report of the panel.

4.7. Legal and financial set-up of the Grant Agreements

The following exceptions and additional conditions apply:

- Eligible costs shall take form of unit contributions as defined in Decision XXX.
- When associated partners are involved, beneficiaries are encouraged to sign a partnership agreement with them to regulate the internal relationship between all

⁶⁰ Measured as proposals having passed all relevant evaluation thresholds.

participating organisations. The partnership agreement(s) must comply with the grant agreement.

- Grants awarded under this topic might be linked to other actions funded by Horizon 2020 or Horizon Europe. The respective options of the Model Grant Agreement will be applied.

5. MSCA COFUND

5.1. Applicable unit contributions

The EU contribution for MSCA COFUND will take the form of unit contributions, as authorised by Decision **XXX**. The following budget categories apply:

MSCA COFUND	Contributions for recruited researchers and institutional contributions per person-month			
	COFUND allowance		Long-term leave allowance (if applicable)	Special needs allowance (if applicable)
	Doctoral programmes	EUR 2 820	EUR 2 820 x % covered by the beneficiary	requested unit ⁶¹ x (1/number of months)
	Postdoctoral programmes	EUR 3 990	EUR 3 990 x % covered by the beneficiary	

The **COFUND allowance** contributes to:

- costs of the researchers including the remuneration payable to the individual doctoral or postdoctoral researchers recruited under an employment contract/equivalent direct contract with full social security coverage and complying with the applicable social security legislation, as well as the mobility costs and, if applicable, the family costs, and/or
- costs related to the training, research expenses, transfer of knowledge and networking activities of researchers, costs of managing the action and indirect costs.

The **long-term leave allowance** contributes to the employer's pay obligations related to researchers' leave, including maternity, paternity, parental, sick or special leave, longer than 30 consecutive days. The **special needs allowance** contributes to the additional costs of researchers with disabilities, whose long-term physical, mental, intellectual or sensory impairments⁶² are certified by a competent national authority and of such nature that their participation in the action may not be possible without the acquisition of special needs items or services. These special needs items or services shall not have been funded from another source (e.g. social security or health insurance). Both long-term leave and special needs allowances should be requested when the need arises.

⁶¹ The pre-defined categories are as follows: EUR 3 000, EUR 4 500, EUR 6 000, EUR 9 500, EUR 13 000, EUR 18 500, EUR 27 500, EUR 35 500, EUR 47 500 and EUR 60 000.

⁶² See Article 1 of the UN Convention on the Rights of Persons with Disabilities.

The beneficiary or implementing partner must recruit each eligible researcher under an employment contract or 'equivalent direct contract' with full social security coverage (including sickness, parental, unemployment and invalidity benefits, pension rights, benefits in respect of accidents at work and occupational diseases). An exemption from this rule can be accepted only in cases where national legislation or the equivalent internal regulations of International European Research Organisations (IERO), entities created under Union law (including the European Commission Joint Research Centre), or an international organisation, prohibit this possibility and subject to the prior agreement of the granting authority.

When an employment contract cannot be provided, the beneficiary or the implementing partner may exceptionally recruit the researcher under a 'fixed-amount fellowship'. In this case, the COFUND allowance will be halved and the beneficiary must ensure that the researcher enjoys minimum social security coverage (including sickness, parental and invalidity benefits, and benefits for accidents at work and occupational diseases).

In principle, researchers should be employed full-time. The above rates apply to researchers devoting themselves to their project on a full-time basis. Researchers may, in agreement with the supervisor and beneficiary and with prior approval by the granting authority, implement their project on a part-time basis. Part-time work due to professional reasons can be requested by Cofund postdoctoral researchers only.

In cases of part-time work, researchers must dedicate at least 50% of their working time to the MSCA action, whether they are working part-time for family or other reasons. The beneficiary should report costs as pro rata of the applicable full-time unit contributions.

The EU contribution is limited to EUR 10 million per beneficiary per call. If an applicant submits two or more successful applications totalling more than EUR 10 million within one call, the applicant will decide which of these proposals to implement.

The table above specifies the unit contributions for the co-funding of regional, national and international programmes. The EU contribution can be used to support any cost items of the programme (remuneration costs, mobility costs, family costs, research, training and networking costs, management and indirect costs). Individual cost items may be fully or partially funded through other resources including EU programmes other than Horizon 2020 or Horizon Europe, such as the European Structural and Investment Funds, provided that double-funding is avoided.

Applicants must specify in their proposal the total cost of their proposed programme and in particular the amounts that will be provided for the benefit of the researchers and for the organisation(s) that will implement the programme. This information will be needed to evaluate the adequateness of employment and working conditions of the researchers. The monthly gross remuneration, i.e. salaries, social security contributions, taxes and other costs or compulsory deductions under national legislation linked to in the remuneration, and the mobility costs for the benefit of the researchers must be:

- For researchers recruited under an employment contract: not lower than EUR 2820 (for doctoral candidates) and EUR 3990 (for postdoctoral researchers);

- For researchers recruited under a fixed-amount fellowship: not lower than EUR 1410 (for doctoral candidates) and EUR 1995 (for postdoctoral researchers).

5.2. Admissibility

The following exceptions to the General Annex A apply:

- The page limit of the application is 30 pages (excluding annexes).
- Where doctoral or postdoctoral programmes are implemented as financial support to third parties through implementing partners, applicants are not required to submit a plan for the exploitation and dissemination of the results because the scope of these activities will not be known at application stage.

5.3. Eligibility

Given the specific nature of MSCA COFUND, the following exceptions and additional eligibility criteria apply. This section also contains the cost eligibility conditions, which apply during action implementation but cannot be verified at proposal stage.

5.3.1. Participating organisations:

- Applications must be submitted by a single entity established in an EU Member State or Horizon Europe Associated Country.
- Affiliated entities are not allowed to participate as they cannot claim costs in MSCA COFUND.
- The conditions for financial support to third parties defined in general Annex B do not apply
- International organisations with headquarters in an EU Member State or Horizon Europe Associated Country shall be deemed to be established in this Member State or Associated Country.
- The beneficiary will be responsible for the availability of the necessary complementary funds to execute the proposal.
- In each COFUND action, a minimum of three researchers must be recruited. Therefore COFUND proposals foreseeing research training for fewer than three researchers will be deemed ineligible.

5.3.2. Recruited researchers

- Recruited researchers or seconded staff members can be of any nationality and must comply with the following **mobility rule**⁶³: they may not have resided or carried out their main activity (work, studies, etc.) in the country of the recruiting beneficiary or implementing partner for more than 12 months in the 36 months immediately before the deadline of the co-funded programme's call.

For International European Research Organisations' (IERO), 'international organisations' or entities created under Union law (including the European Commission Joint Research Centre), the researchers may not have spent more than 12 months in the 36 months immediately before the deadline of the co-funded programme's call, in the same appointing organisation.

Compulsory national service, short stays such as holidays and time spent as part of a procedure for obtaining refugee status under the Geneva Convention⁶⁴ are not taken into account.

- Supported researchers must be either doctoral candidates or postdoctoral researchers, depending on the action:
 - For COFUND Doctoral Programmes, researchers must be doctoral candidates, i.e. they must be enrolled in a doctoral programme and not already in possession⁶⁵ of a doctoral degree at the deadline of the co-funded programme's call.
 - For COFUND Postdoctoral Programmes, researchers must be in possession of a doctoral degree⁶⁶ at the deadline of the co-funded programme's call.
- For COFUND Postdoctoral Programmes: researchers must be nationals or long-term residents of an EU Member State or Horizon Europe Associated Country, in case the main part of the research training activities is carried out in a country other than an EU Member State or Horizon Europe Associated Country.
- Limitations regarding the researchers' origin and destination should be avoided. Support cannot be awarded to researchers who are already permanently employed by the organisation hosting them.

⁶³ Existing programmes with international mobility applying for COFUND can deviate from this rule if duly justified in the proposal by the applicant. The existing mobility rule will be evaluated by the independent experts to judge if it is in the spirit of the MSCA mobility rule.

⁶⁴ 1951 Refugee Convention and the 1967 Protocol.

⁶⁵ Possession of a doctoral degree is defined as a successfully defended doctoral thesis, even if the doctoral degree has yet to be awarded.

⁶⁶ A medical doctor degree will be accepted only when it corresponds to a doctoral degree or if the researcher can demonstrate his/her appointment in a position that requires doctoral equivalency (e.g. professorship appointment). Medical doctor degrees corresponding to basic medical training as defined in Annex V of Directive 2005/36/EC will not be considered a doctoral degree.

5.3.3. Duration of the action

- The maximum duration of the COFUND action will be 60 months from the starting date set out in the grant agreement. It also includes the time that is needed to recruit or select the researchers.
- The minimum duration of each fellowship (on the basis of full-time employment) for COFUND is three months.
- For Postdoctoral Programmes where the main part of the research training activity does not take place in an EU Member State or a Horizon Europe Associated Country (i.e. outgoing phase), the researcher should carry out a mandatory return period of 12 months at the premises of the beneficiary or the recruiting partner organisation.
- Optional secondments are allowed for up to one third of the outgoing phase. A maximum of three months can be spent at the start of the action at the beneficiary (or any other organisation mentioned in the description of the action), allowing the researcher to spend time there before the outgoing phase. Secondments cannot take place during the mandatory twelve-month return period to the host organisation in an EU Member State or Horizon Europe Associated Country.
- The duration of the secondments should be limited to a maximum of one third of the actual months spent implementing the research training activities under the action or, if applicable, of the duration of the mandatory outgoing phase.

5.4. Financial and operational capacity and exclusion

The following additional condition to General Annex C applies:

- Applicants will be required to provide a short profile of each supervisor (if this information is known at proposal stage).

5.5. Award criteria

- Applications will be evaluated by experts, on the basis of the **award criteria** 'excellence', 'impact' and 'quality and efficiency of the implementation'.
- Evaluation scores will be awarded for each of these criteria, and not for the different aspects listed in the table below. Each criterion will be scored out of 5. Scores will be awarded with a resolution of one decimal place and will be subject to a weighting factor as indicated in the table below.
- Applications scoring equal to or above 70% will be considered for funding — within the limits of the available call topic budget. Other applications will be rejected.

Excellence	Impact	Quality and efficiency of the implementation
<p>Quality and novelty of the selection / recruitment process for the researchers (transparency, composition and organisation of selection committees, evaluation criteria, equal opportunities, gender and diversity aspects) and quality and attractiveness of the appointment conditions, including competitiveness of the salary for the standards of the hosting countries</p>	<p>Credibility of the proposed pathways to achieve the expected outcomes and impacts specified in the work programme, and the likely scale and significance of the contributions due to the project</p>	<p>Quality and effectiveness of the work plan, management structures, assessment of risks, hosting arrangements and appropriateness of the allocation of tasks and resources</p>
<p>Quality and novelty of the research options offered by the programme in terms of science, interdisciplinarity, inter-sectorality and level of transnational mobility. Quality and appropriateness of open science practices</p>	<p>Strengthening human resources good practices at institutional, regional, national or international level, in particular through aligning the practices of participating organisations with the principles set out by the EU for human resources development in research and innovation</p>	<p>Quality and capacity of the host institution(s) and participating organisations (where appropriate), and extent to which they offer/bring together the necessary expertise, infrastructure, facilities, and logistics to successfully implement the research training programme</p>
<p>Quality and novelty of the research training programme, including transferable skills</p>	<p>Suitability and quality of the measures to maximise the expected outcomes and impacts, as set out in the dissemination and exploitation plan, including communication activities</p>	
<p>Quality and novelty of the supervision, career guidance and career development arrangements</p>	<p>Quality of the measures to enhance the career perspectives and employability of researchers and contribution to their skills development</p>	

50%	30%	20%
Weighting		

5.6. Procedure

- In COFUND, the evaluation will be organised in two different panels, Doctoral Programmes and Postdoctoral Programmes, but a single ranking list will be produced.

Ex Aequo

- The rules for ex aequo applications described in General Annex F do not apply. The priority order will be established as follows:
 - 1) The applications will be prioritised according to the scores they have been awarded for the criterion Excellence. When these scores are equal, priority will be based on scores for the criterion Impact.
 - 2) If necessary, any further prioritisation will be based on geographical diversity at country level, in terms of beneficiaries not otherwise receiving funds from projects higher up the ranking list (and if equal in number, then by budget).
 - 3) If a distinction still cannot be made, the panel may decide to further prioritise by considering other factors, such as gender and diversity aspects, participation of the non-academic sector, synergies with European Structural and Investment Funds, support to Smart Specialisation Strategies, or relationship to the Horizon Europe objectives in general. These factors will be documented in the report of the panel.

Seal of Excellence

- Seals of Excellence will be awarded to applications with a total score **equal to or higher than 85%**, but which cannot be funded due to lack of budget available to the call.

5.7. Legal and financial set-up of the Grant Agreements

The following exceptions and additional conditions apply:

- Eligible costs shall take form of unit contributions as defined in Decision **XXX**.
- The obligation to conclude a consortium agreement does not apply to MSCA COFUND as this is a mono-beneficiary action. However, when associated partners are involved, the beneficiary is encouraged to sign a partnership agreement with them to regulate the internal relationship between all participating organisations. The partnership agreement(s) must comply with the grant agreement.

- Beneficiaries may provide financial support to third parties. The support to third parties can only be provided in the form of grants. The respective options of the Model Grant Agreement will be applied.
- Grants awarded under this topic may be linked to actions funded under the European Structural and Investment Funds, i.e synergy actions. The respective options of the Model Grant Agreement will be applied.

Table 1: Country correction coefficients (CCC) for Doctoral Networks and Postdoctoral Fellowships living allowances

For countries where the correction coefficient is not indicated, the Commission will decide on a case-by-case basis.

Country Code ⁶⁷	CCC
EU Member States	
AT	106,3%
BE	100,0%
BG	54,8%
CY	77,5%
CZ	79,1%
DE	98,3%
DK	132,0%
EE	80,3%
EL	81,6%
ES	91,3%
FI	119,5%
FR	116,4%
HR	75,5%
HU	72,0%

IE	119,5%
IT	97,4%
LT	72,8%
LU	100,0%
LV	76,0%
MT	88,1%
NL	109,6%
PL	70,5%
PT	84,3%
RO	65,4%
SE	125,4%
SI	83,3%
SK	78,1%

Third Countries	
AE	94,0%
AL	59,0%
AM	77,7%
AO	130,0%
AR	62,5%
AU	100,9%
AZ	82,1%
BA	63,9%
BB	112,8%
BD	81,2%

BF	95,0%
BI	81,3%
BJ	91,9%
BO	83,9%
BR	84,7%
BW	62,9%
BY	66,8%
BZ	79,9%
CA	95,2%
CD	151,9%
CF	109,3%
CG	117,3%
CH	128,6%
CI	94,6%
CL	69,5%
CM	87,8%
CN	90,0%
CO	67,6%
CR	77,6%
CU	82,5%
CV	69,6%
DJ	87,2%
DO	61,4%
DZ	67,9%
EC	79,4%
EG	67,4%

ER	120,4%
ET	81,9%
FJ	73,5%
FO	132,0%
GA	107,9%
GE	62,2%
GH	73,9%
GM	68,8%
GN	84,2%
GT	87,3%
GW	81,9%
GY	71,7%
HK	115,4%
HN	77,4%
HAT	85,0%
ID	73,0%
IL	107,2%
IN	73,8%
IS	130,5%
JM	84,4%
JO	98,8%
JP	103,3%
KE	85,6%
KG	73,7%
KH	78,6%
KM	75,7%

⁶⁷ [ISO 3166 alpha-2](#), except for Greece and the United Kingdom

(EL and UK used respectively instead of GR and GB).

Horizon Europe - Work Programme 2021-2022 Marie Skłodowska-Curie Actions

KR	95,5%
KZ	71,9%
LA	89,8%
LB	116,2%
LI	128,6%
LK	77,4%
LR	149,6%
LS	56,2%
MA	72,6%
MD	63,2%
ME	61,6%
MG	85,6%
MK	50,7%
ML	90,0%
MM	67,0%
MR	68,1%
MU	73,3%
MW	60,9%
MX	60,3%
MY	67,2%
MZ	71,7%
NA	66,9%
NC	107,4%
NE	80,0%
NG	85,2%
NI	67,3%
NO	128,7%
NP	87,8%
NZ	98,9%

PA	76,8%
PE	88,0%
PG	99,8%
PH	81,3%
PK	54,8%
PS	112,5%
PY	63,0%
RS	57,7%
RU	97,3%
RW	81,6%
SA	83,4%
SB	112,7%
SD	107,8%
SG	124,4%
SL	107,1%
SN	98,4%
SR	69,1%
SV	72,2%
SZ	61,3%
TD	100,1%
TG	82,8%
TH	78,8%
TJ	58,4%
TL	88,7%
TM	82,9%
TN	67,4%
TR	64,5%
TT	81,8%
TW	84,7%

TZ	67,9%
UA	68,5%
AG	67,2%
UK	136,9%
US	102,3%
UY	89,7%
ZU	68,0%
VE	139,2%
VN	61,3%
VU	104,8%
WS	82,2%
XK	70,2%
YE	104,4%
ZA	55,3%
ZM	74,8%
ZW	98,3%

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