

Equality, Diversity, and Inclusion (EDI) in the Marie Skłodowska-Curie Actions



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About MSCA

Under Horizon Europe, with a budget of EUR 6.6 billion for the period 2021-2027, the Marie Skłodowska-Curie Actions (MSCA) is a research and training programme that supports the career development, skills acquisition, and mobility of researchers at all stages of their careers, and from all over the world. The programme funds bottom-up research in all fields, based on scientific excellence and competitive funding.

The MSCA have 5 main actions

5

Doctoral Networks

implement doctoral programmes (including joint doctorates and industrial doctorates) **by international partnerships** of organisations from different sectors. They train highly-skilled doctoral candidates, stimulate their creativity, enhance their innovation capacities and boost their employability in the long-term.

Postdoctoral Fellowships

support researchers' careers and foster excellence in research and innovation. Researchers holding a PhD can carry out their research activities, acquire new skills and develop their careers abroad, whilst developing competences in non-academic sectors and working within interdisciplinary teams.

Staff Exchanges

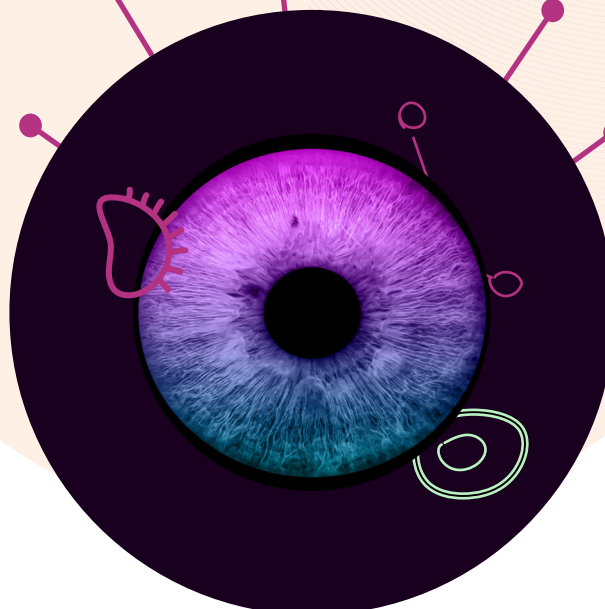
offer researchers and innovators short term international and inter-sectoral exchanges through sustainable, collaborative projects in Europe and beyond. These promote the transfer of both knowledge and skills, while also increasing organisation's capacities for research and innovation.

MSCA and Citizens

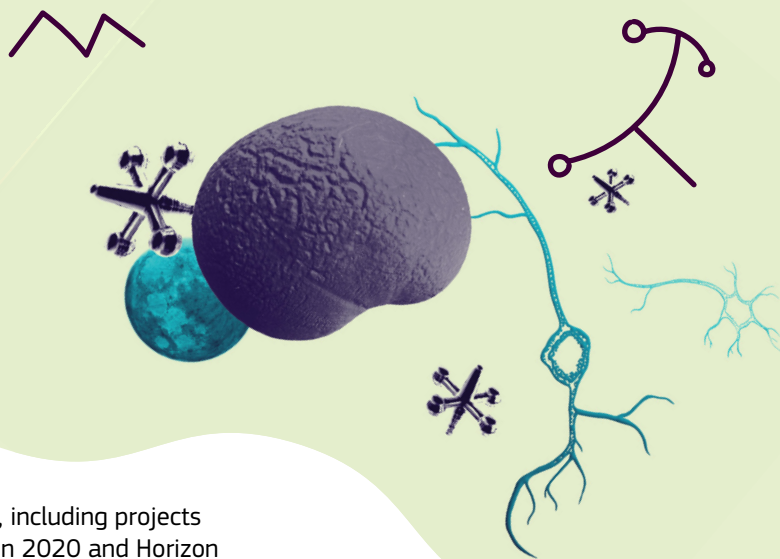
brings research and researchers closer to schoolchildren, families and the wider public at large through actions such as the European Researchers' Night - the annual research communication and promotion event taking place at the end of September across EU Member States and Horizon Europe Associated Countries.

COFUND

co-finances regional, national and international doctoral and postdoctoral programmes for researchers' training and career development. COFUND spreads MSCA's best practices by setting high standards and excellent working conditions, through international, interdisciplinary and inter-sectoral mobility.



Equality, diversity, and inclusion (EDI) in MSCA projects



The MSCA funds bottom-up research across all scientific fields, including projects addressing equality, diversity, and inclusion (EDI). Under Horizon 2020 and Horizon Europe, around **600 MSCA projects** generate knowledge on EDI, with a total budget of ca. **EUR 261 million**. This includes EUR 110 million allocated to Postdoctoral Fellowships (formerly Individual Fellowships), supporting personalised, high-quality research projects, and EUR 105 million to Doctoral Networks (formerly Innovative Training Networks), focusing on collaborative research training.

Within the EDI framework, these projects address one or more topics including gender equality, non-discrimination, justice and fairness, migration and integration, social inclusion, and access to opportunities. Frequently grounded in lived experiences at European level – and in several cases also at international level – these projects advance research and knowledge, inform policy, and generate social impact beyond academia.

Key Input:



More than 400 of these projects address diversity-related issues, including gender, identity, aging population, social representation, migration, and intercultural interaction.



Around 260 projects place an emphasis on equality, equity, social justice, and inclusion, focusing on themes such as equal access and opportunities, oppression and segregation, power structures, empowerment, marginalisation, and inclusiveness.



Around two out of five projects adopt an interdisciplinary approach, combining, for instance, social sciences with life sciences, engineering, and environment sciences to address societal challenges with a meaningful impact.



Close to 10% include intersectionality as part of their project focus, for example intersecting gender with other axes of discrimination.



Around 80 projects address wellbeing – both psychological and physical – with societal impacts.



Some projects do not have EDI as a main focus but integrate it into their research, for instance by incorporating a gender and diversity dimension into the research design.



Success Stories

To find out more about MSCA projects, see some examples of success stories from among around 600 MSCA projects in equality, diversity and inclusion below:

G-VERSITY Achieving Gender Diversity

The MSCA European Training Network, a doctoral training programme, aimed to advance gender diversity in European professions by training 15 early-stage researchers in interdisciplinary gender diversity research. By combining hands-on research, non-academic secondments, and skills workshops, the project equipped researchers to develop evidence-based policies and interventions promoting balanced representation of women, men, and sexual and gender minority (SGM) groups in underrepresented fields. G-VERSITY supports the EU and UN's goal of achieving gender equality in education, political participation, and economic empowerment by 2030, fostering workforce capable of implementing inclusive employment policies and programmes.



PARTICIPATE

The MSCA Doctoral Network project aims to address cyberbullying, which occurs via social media, messaging, gaming platforms, and mobile phones. It focuses on the role of parents and considers factors such as gender, disability, ethnicity, and sexuality. Through a multi-sectoral, interdisciplinary doctoral training programme, PARTICIPATE promotes networking and acknowledge exchange, empowering parents and youth. Its overall aim is to develop research-based interventions and European guidelines to create safer online spaces for young people.



EmpowerMarginalized

The MSCA Individual Fellowship project explored how social enterprises can empower marginalised individuals, focusing on convicted women as an extremely marginalised group. Building on the EU's priorities of inclusive growth and social inclusion, the project used a micro-level, multidisciplinary approach to investigate the processes through which social enterprises bridge marginalised contexts with broader social and economic environments. The research aimed to identify critical factors for success, providing evidence-based insights to guide the implementation of initiatives promoting women's empowerment and social inclusion.



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