EU Policy on gender equality in research and innovation

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➢ Gender equality high on the agenda of new Leadership
➢ Commissioner for Equality (Helena Dalli)
➢ Task Force on Equality
➢ Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth
New EC Gender Equality Strategy 2020-2025

Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’

Released on 5 March 2020

R&I and Horizon Europe are explicitly addressed:

• New measures to strengthen gender equality in Horizon Europe:
  ➢ The possibility to require a gender equality plan from applicants
  ➢ An initiative to increase the number of women-led technology start-ups
  ➢ Funding for gender and intersectional research will also be made available

• Providing insights and solutions on addressing potential gender biases in AI, as well as on debunking gender stereotypes in all social, economic and cultural domains, and supporting the development of unbiased evidence-based policies

• Targeted measures promoting the participation of women in innovation under the EIC, including a pilot to promote women-led start-ups and innovative SMEs already in 2020
ERA Priority 4: Gender equality and gender mainstreaming in research

Three objectives

➢ Gender equality in scientific careers at all levels
➢ Gender balance in decision-making bodies and positions
➢ Integration of the gender dimension in research and innovation content (sex and gender analysis)

Three levels

➢ Member States and Associated Countries
➢ Stakeholders: Research Performing Organisations / Research Funding Organisations – RFOs
➢ European Commission

→ A common approach

institutional change

She Figures 2018: significant heterogeneity remains across Europe
II. Women researchers in the European Union
Gender gaps are diminishing in R&I, but a lot more remains to be done to achieve gender equality.

Women in R&I

- Heads of higher-education institutions: 22% women, 48% men
- Top-level researchers (grade A): 24% women, 33% men
- Researchers: 33% women, 24% men
- PhD graduates: 48% women, 22% men

Average unadjusted pay gap in research & development: 17%

#EU4Women #WomeninScience

HORIZON 2020

Closing gender gaps in Research and Innovation
Gender gaps are diminishing in R&I, but a lot more remains to be done to achieve gender equality.

- **Women in R&I**
  - 27% Women board members in research organisations
  - 32% Women authorship of scientific publications
  - 9% Patent applications with women registered as inventors
  - 31% Women entrepreneurs

**HORIZON 2020**

Closing gender gaps in Research and Innovation

#EU4Women #WomeninScience

European Commission
Figure 6.1 Proportion (%) of men and women in a typical academic career, students and academic staff, EU-28, 2013-2016

Source: She Figures 2018
Figure 6.2 Proportion (%) of men and women in a typical academic career in science and engineering, students and academic staff, EU-28, 2013-2016

Source: She Figures 2018
# She Figures 2018

<table>
<thead>
<tr>
<th>Category</th>
<th>EU</th>
<th>Denmark</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD women graduates Health and welfare</td>
<td>60%</td>
<td>63%</td>
</tr>
<tr>
<td>PhD women graduates Engineering, manufacturing and construction</td>
<td>29%</td>
<td>32%</td>
</tr>
<tr>
<td>Women Researchers (2015)</td>
<td>33.4%</td>
<td>33.8%</td>
</tr>
<tr>
<td>Women in grade A positions (2016)</td>
<td>23.7%</td>
<td>20.7%</td>
</tr>
<tr>
<td>Women Heads of institutions in HES¹ (2014-2017)</td>
<td>20.1% - 21.7%</td>
<td>32.7% - 26.8%</td>
</tr>
<tr>
<td>Women board leaders</td>
<td>20%</td>
<td>33%</td>
</tr>
<tr>
<td>Women board members</td>
<td>27%</td>
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</tr>
</tbody>
</table>
III. Gender Equality in Horizon 2020
Horizon 2020 Framework Regulation

Article 16 (Gender equality)
Article 14 (Cross-cutting issue)

3 Objectives for Gender Equality in Horizon 2020

- Gender balance in decision-making processes
- Gender balance and equal opportunities in project teams at all levels
- Gender dimension in research and innovation content
Horizon 2020 Monitoring

Closing gender gaps in Research and Innovation

Research teams
- Gender balance is a ranking factor when evaluating research proposals that received the same score
- Training on gender knowledge is an eligible cost

Women's participation
- Project workforce
  - Project participation, including non-researchers: 42%
- Women coordinators of projects: 28%

Evaluation panels and advisory groups
- Targets set for
  - Expert groups and evaluation panels: 40% of the under-represented sex
  - Advisory groups: 50% of the under-represented sex

Women's participation
- Advisory groups: 55%
- Evaluation panels: 41%
Gender dimension in research and innovation content

Take care of the needs/interests of both men and women when you prepare research and innovation projects.

2018–2019 work programme:

110,473 topics for call for proposals have an explicit gender dimension in health, transport, food, secure societies, industrial leadership...

2020 work programme:
119/337 total topics gender-flagged (35.3%)
Why is it important to take the gender dimension into account?

Integrating the sex and gender analysis in R&I

- brings **added value** in terms of excellence, creativity, and business opportunities
- helps researchers **question gender norms and stereotypes**, to rethink standards and reference models
- leads to an **in-depth understanding** of women and men citizens’ needs, behaviours, attitudes and interests

→ **enhances the societal relevance of the knowledge, technologies and innovations** produced and contributes to the production of goods and services better suited to potential markets
Gendered Innovations “2” Expert Group

- New **case studies** in different fields (health, AI & robotics, climate change, energy, transport, urban planning, agriculture, taxation, venture funding…) building on H2020 funded projects

- **Refined methodologies** on the integration of sex/gender based analysis in R&I content

- **Evidence-based policy recommendations** for Horizon Europe, including checklists by Clusters

- **Awareness raising** material including infographics, video

→ **Full Policy Review Report and all material to be released in 2020 and published online**
IV. Science-with-and-for-Society Work Programme
The move towards institutional change

FP6 2002-2006
Gender action plans in projects

FP7 2007-2013
Structural change
2009: ERA in Lisbon Treaty
2012 ERA Communication

H2020 2014-2020
Gender equality plans
ERA Roadmap
National Action Plans
Horizon 2020-SwafS Gender Projects

Implement the 3 objectives of gender equality as an ERA priority through Gender Equality Plans

RPOs and RFOs - Partners at a starting stage - Professional associations – Link with national level

Support from the highest management level
- GENERA LIBRA
- SAGE EQUAL-IST
- PLOTINA
- Baltic Gender

Explain role of middle management
- TARGET GEECCO
- CHANGE SUPERA
- R-I PEERS

Make use of the GEAR Tool (2016)
- Gender-SMART
- GEARING-ROLES
- SPEAR
- CALIPER
- LeTSGEPs
- EQUAL4EUROPE

For more information on the projects, click here
Workshop on Fostering institutional change through GEPs - 4 March 2020

Objective: sustainable and impactful change within institutions through gender equality plans (GEPs)

Participants: practitioners, project coordinators and evaluators and experts on gender equality in R&I organisations

Among Key Outcomes:

- Common understanding on the GEP “building blocks” to cover at least the following key areas: career progression, gender balance in leadership and decision-making, work-life balance and organisational culture, integration of the gender dimension into research and teaching content, gender-based violence including sexual harassment
- Common understanding on the need for applicant institutions to: make GEPs publicly available, to allocate dedicated resources, to carry out sex/gender disaggregated data collection, to provide training on unconscious biases
- Need for a comprehensive support package to help the implementation of GEPs, including, e.g., guidance, trainings, communities of practice, incentives and/or Awards
- Importance of creating synergies with structural funds for Member States to support institutional change in research organisations
V. Horizon Europe
Horizon Europe: structure

Pillar 1
Excellent Science
- European Research Council
- Marie Skłodowska-Curie Actions
- Research Infrastructures

Pillar 2
Global Challenges and European Industrial Competitiveness
- Health
- Culture, Creativity and Inclusive Society
- Civil Security for Society
- Digital, Industry and Space
- Climate, Energy and Mobility
- Food, Bioeconomy, Natural Resources, Agriculture and Environment

Pillar 3
Innovative Europe
- European Innovation Council
- European innovation ecosystems
- European Institute of Innovation and Technology

Widening Participation and Strengthening the European Research Area
- Widening participation and spreading excellence
- Reforming and Enhancing the European R&I system
Strengthened provisions for Gender Equality in Horizon Europe

- **Article 6a.5 (Principles of the Programme) of Framework Regulation** sets the legal basis
  
  “The Programme shall ensure the effective promotion of equal opportunities for all, and the implementation of gender mainstreaming, and of the **gender dimension in the research and innovation content** and shall aim to address the causes of gender imbalance.”

- **Article 2 of Specific Programme** sets gender as a cross-cutting priority
  
  “The Specific Programme has the following operational objectives:
  (ca) **strengthening the gender dimension across the Programme**;”

- **Article 4.3d of Specific Programme** sets gender as a specific issue of the Strategic Plan
  
  “Specific issues, such as (...) gender equality, **including the integration of gender dimension in the R&I content**;”
COVID-19 Crisis

ERAvsCorona Action Plan

❖ Rapid, pragmatic, novel way of coordinating EU action at service level by Commission and Member States to respond to EU Leaders’ commitment “to do everything possible to support research, to coordinate efforts and seek synergies within European scientific and research community” (Joint Statement EU Leaders 26 March).

❖ 10 short-term actions, notably: Extending clinical trials, support to innovative companies, sharing research data, EU Hackathon and socio-economic aspects

❖ International pledging conference on Monday 4 May 2020: Raised €7.5 billion in initial funding to kick-start the global cooperation (sizeable amount for R&I)

→ COVID-19 and gender equality

→ Coronavirus Research and Innovation
VI. Useful Resources
She Figures 2018

- Leaflet with key figures
- Full publication
- Handbook

Download She Figures 2018

Download the She Figures handbook 2018

→ Preparation of She Figures 2021 now launched
Check regular updates on the SwafS - Gender Equality policy page

http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender
Thank you very much for your attention

For any other question and further information please contact:

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