



# EU Policy on gender equality in research and innovation

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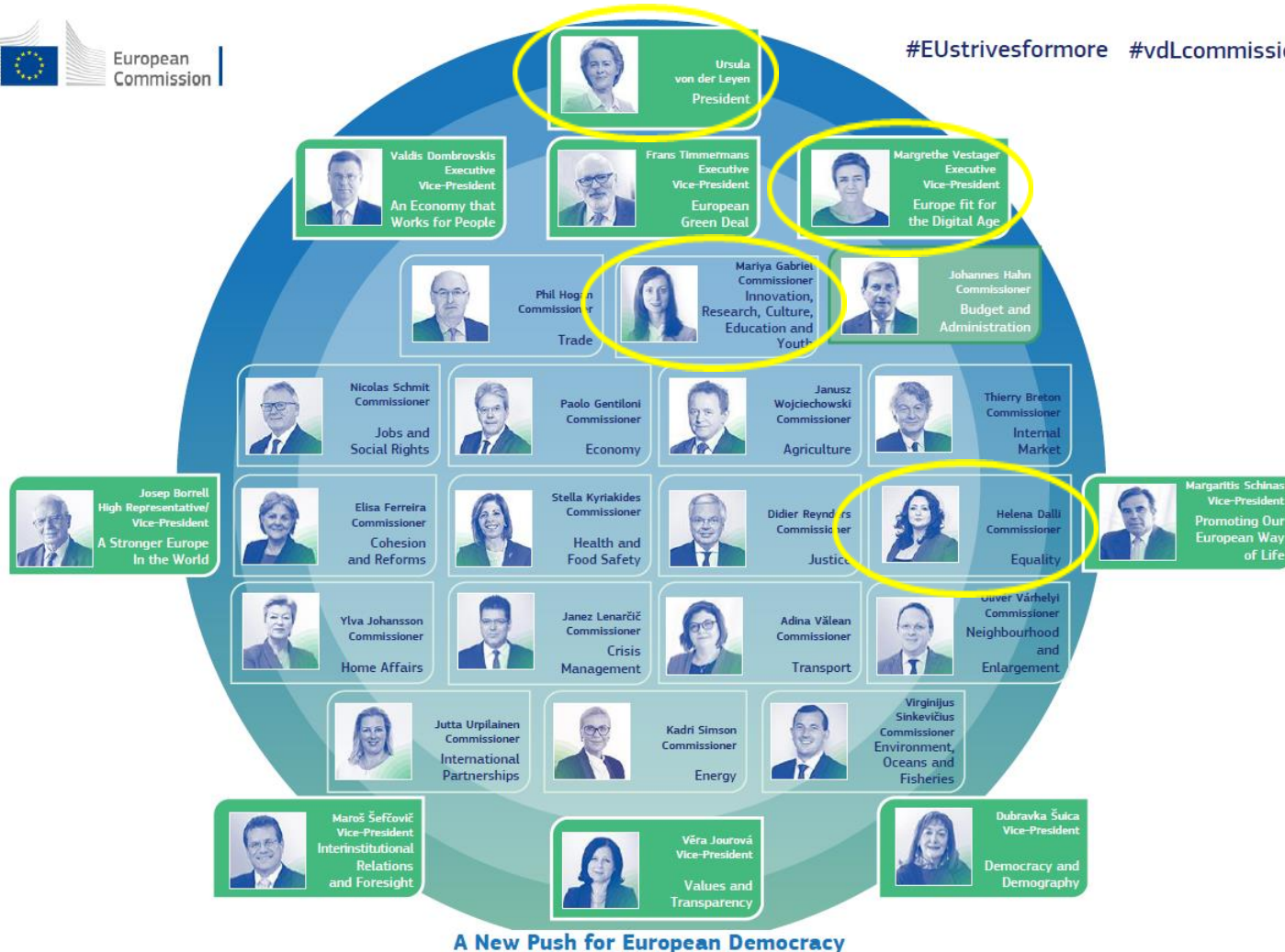
E5 – Democracy & European Values

DG Research & Innovation

# Policy Context



#EUstrivesformore #vdLcommission



## New College

- 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

→ *A common approach  
institutional change*

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

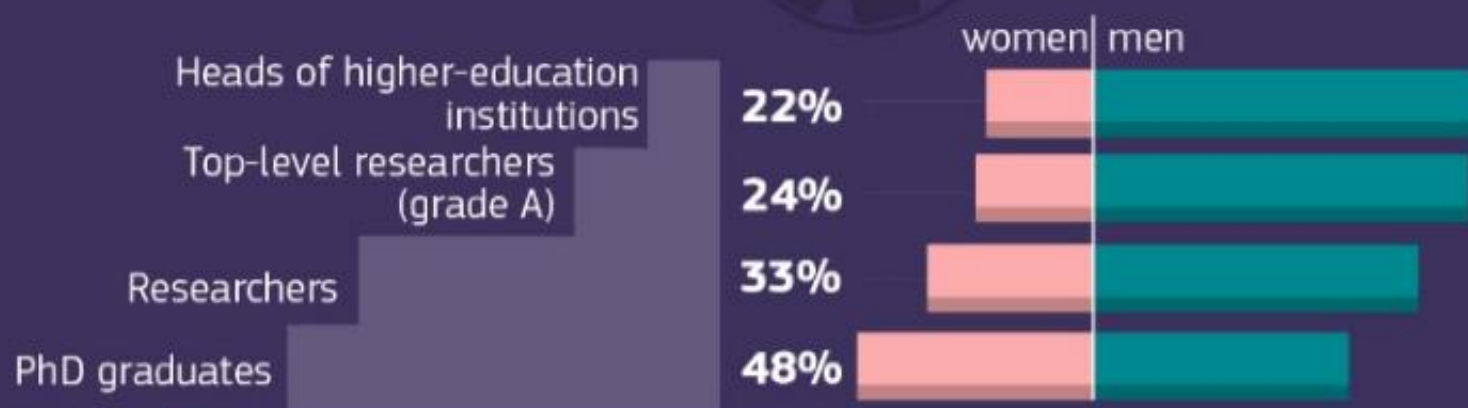
❖ She Figures 2018: significant heterogeneity remains across Europe

## 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



Average unadjusted pay gap in  
research & development



**HORIZON 2020**

Closing **gender**

gaps in  
Research and Innovation

#EU4Women

#WomeninScience



European  
Commission

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

## Women in R&I



Women board members in research organisations



Women authorship of scientific publications

### Inventors



Patent applications with women registered as inventors

### Women entrepreneurs



Women entrepreneurs



HORIZON 2020

Closing **gender** gaps in  
Research and Innovation

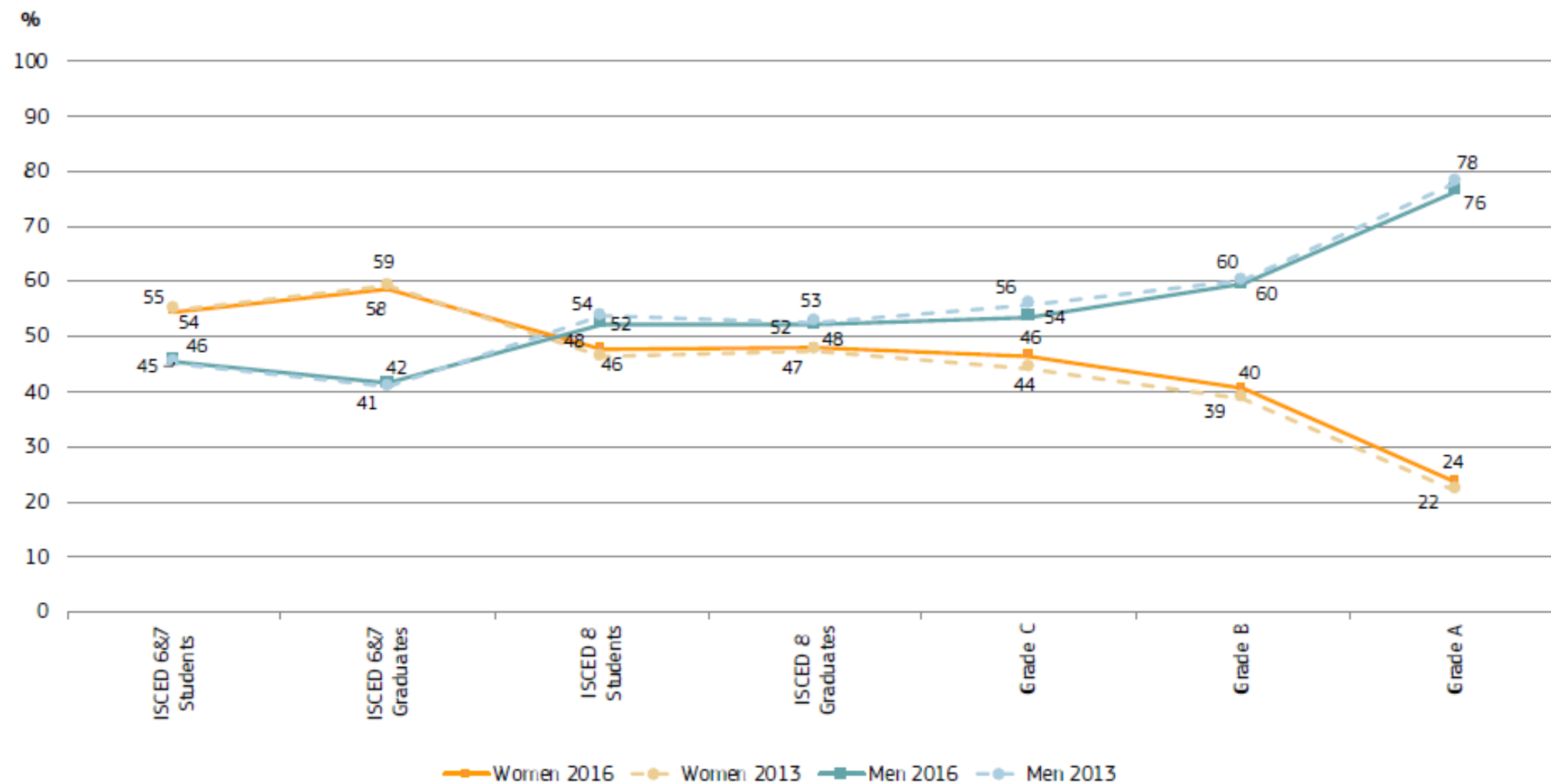
#EU4Women

#WomeninScience



European  
Commission

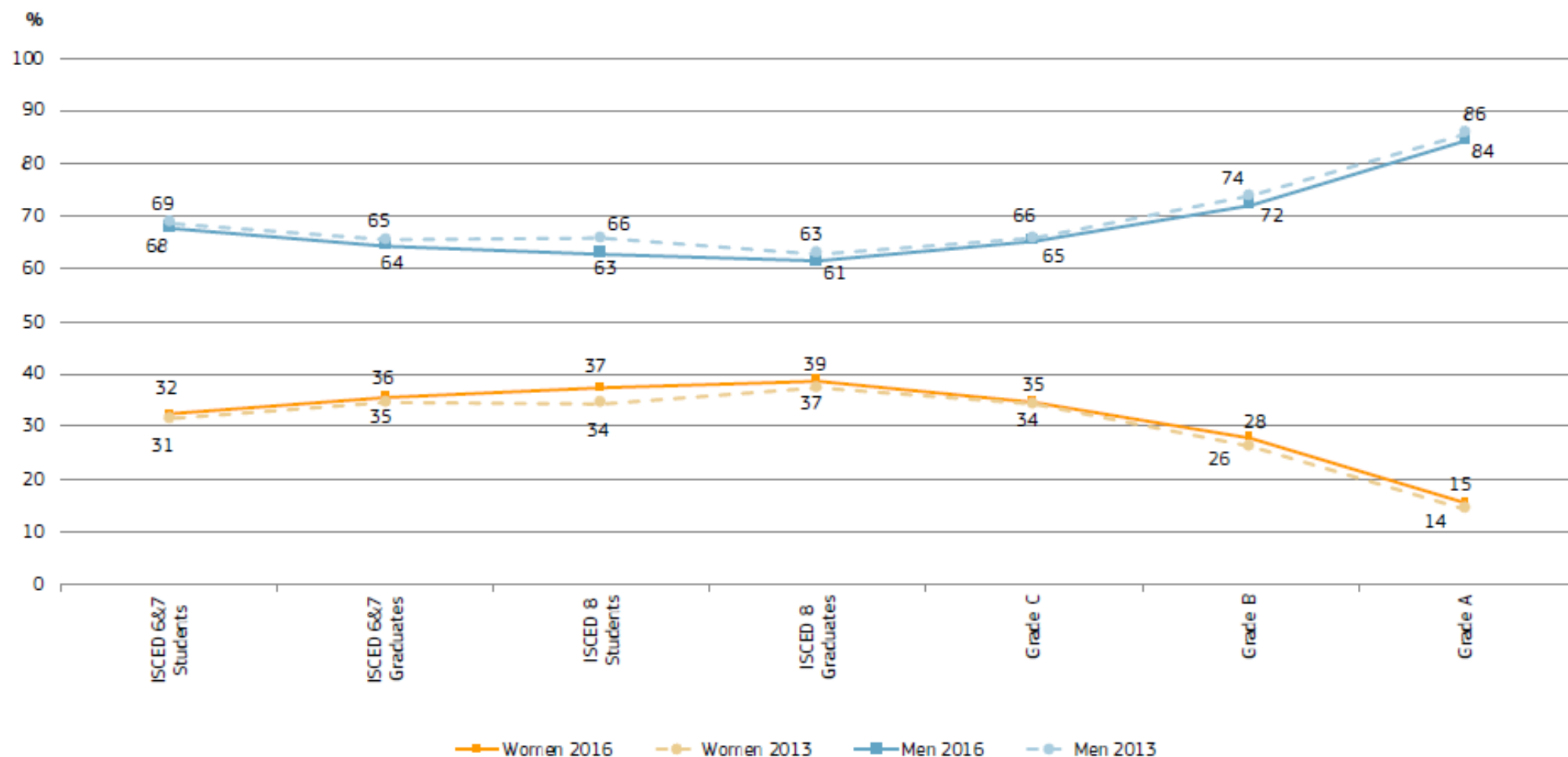
**Figure 6.1** Proportion (%) of men and women in a typical academic career, students and academic staff, EU-28, 2013-2016



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

		
PhD women graduates Health and welfare	60%	63%
PhD women graduates Engineering, manufacturing and construction	29%	32%
Women Researchers (2015)	33.4%	33.8%
Women in grade A positions (2016)	23.7%	20.7%
Women Heads of institutions in HES <sup>1</sup> (2014-2017)	20.1% - 21.7%	32.7% - 26.8%
Women board leaders	20%	33%
Women board members	27%	33%

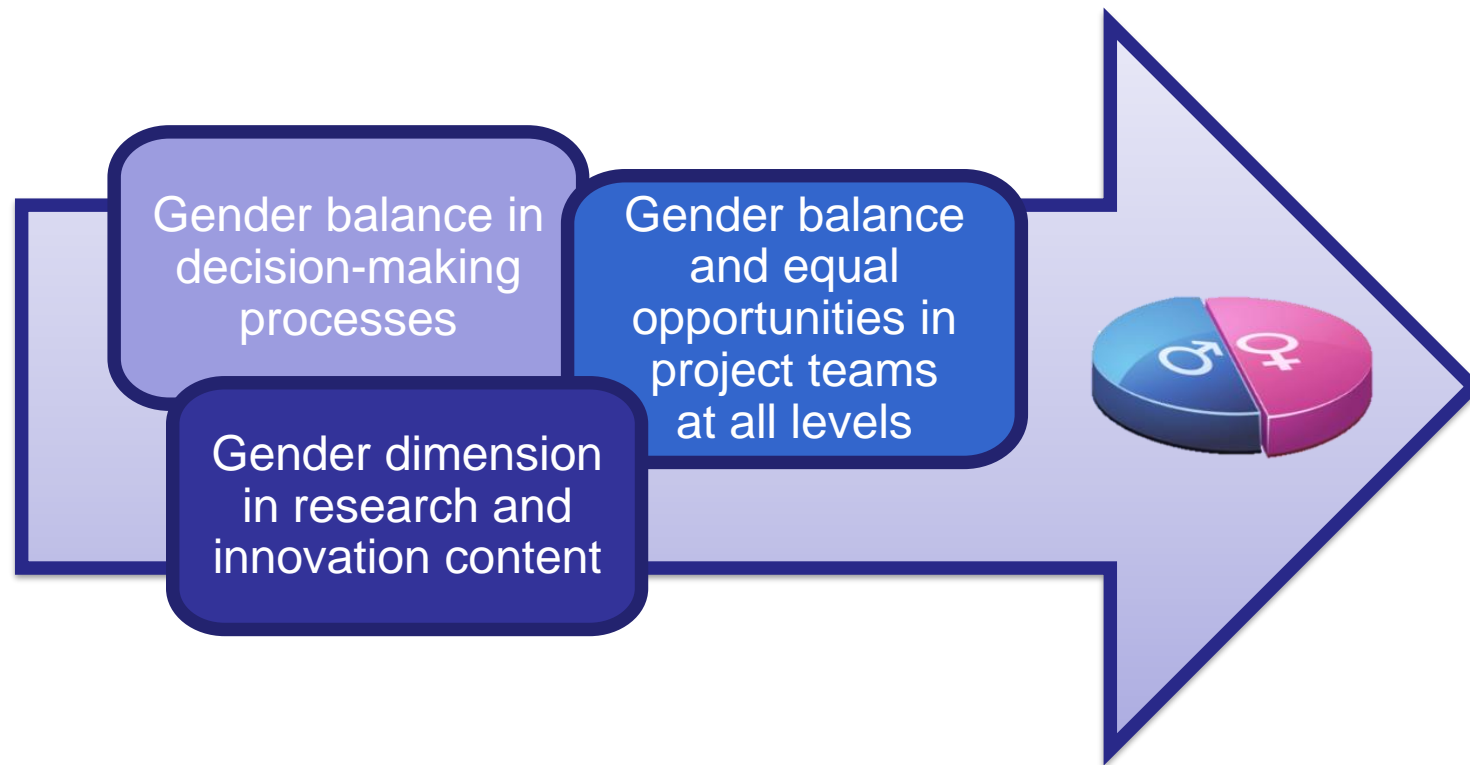
# III. Gender Equality in Horizon 2020

# Horizon 2020 Framework Regulation

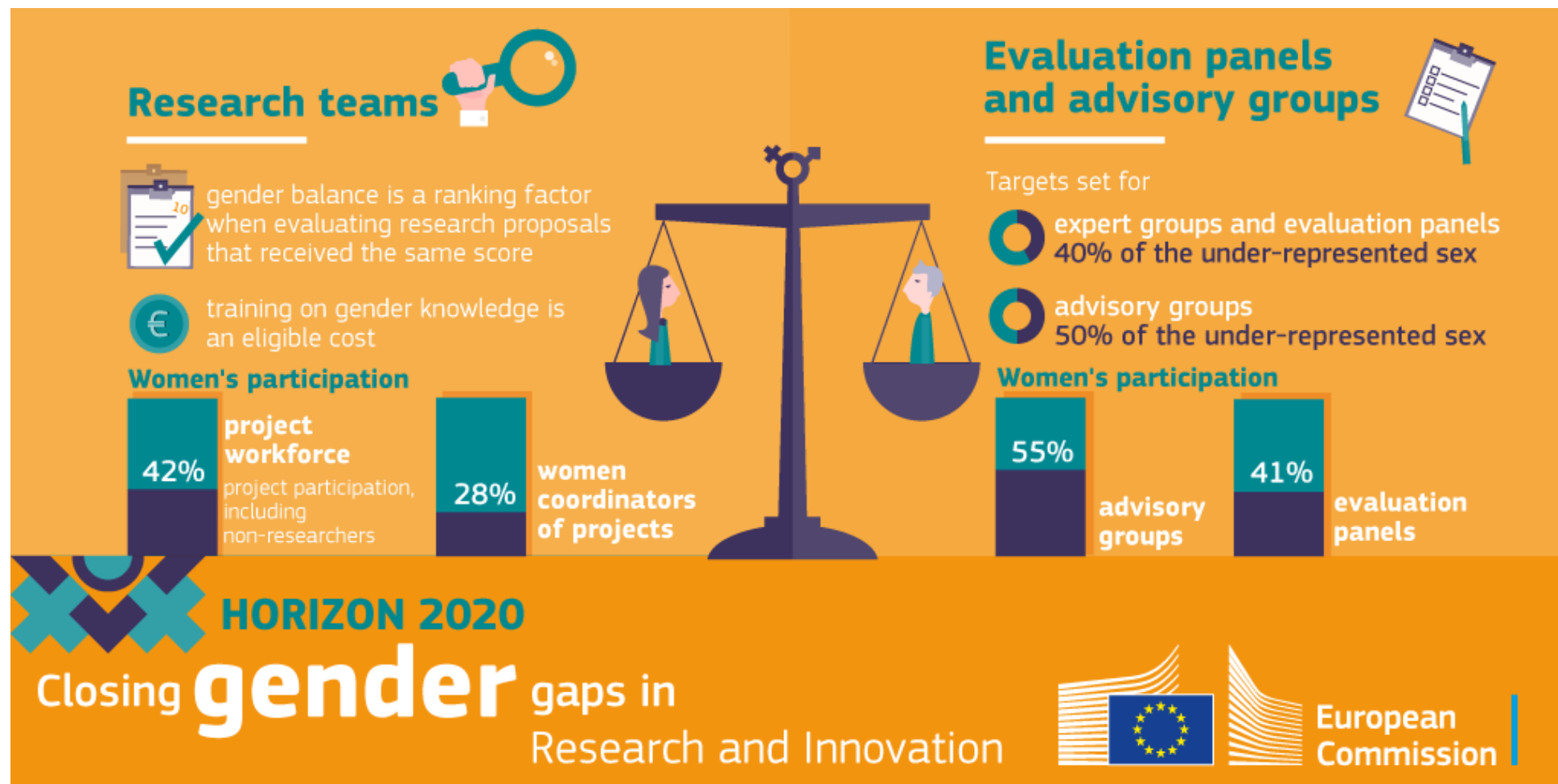
Article 16 (Gender equality)

Article 14 (Cross-cutting issue)

## 3 Objectives for Gender Equality in Horizon 2020



# Horizon 2020 Monitoring





# Horizon 2020 Monitoring

## 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**<sub>/473</sub> **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%)**



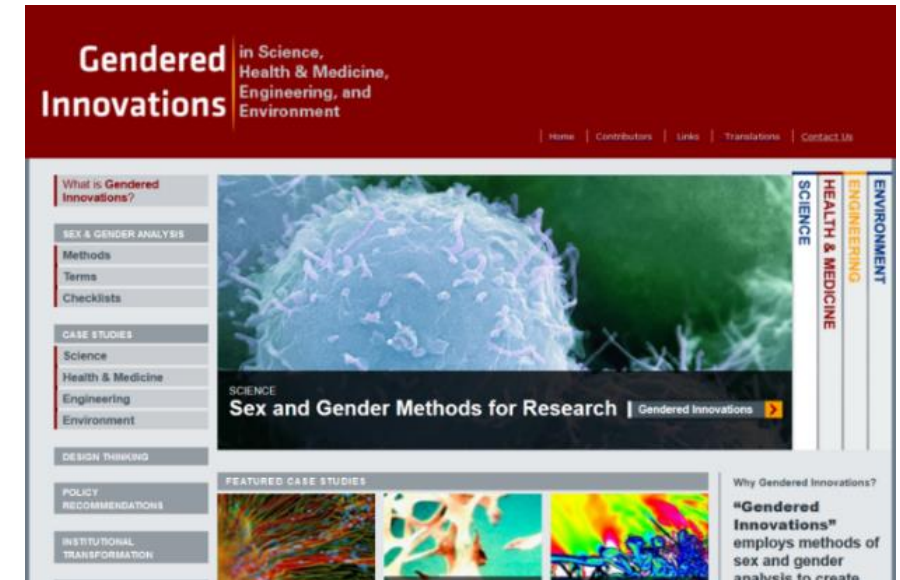
# Why is it important to take the **gender dimension** into account?

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

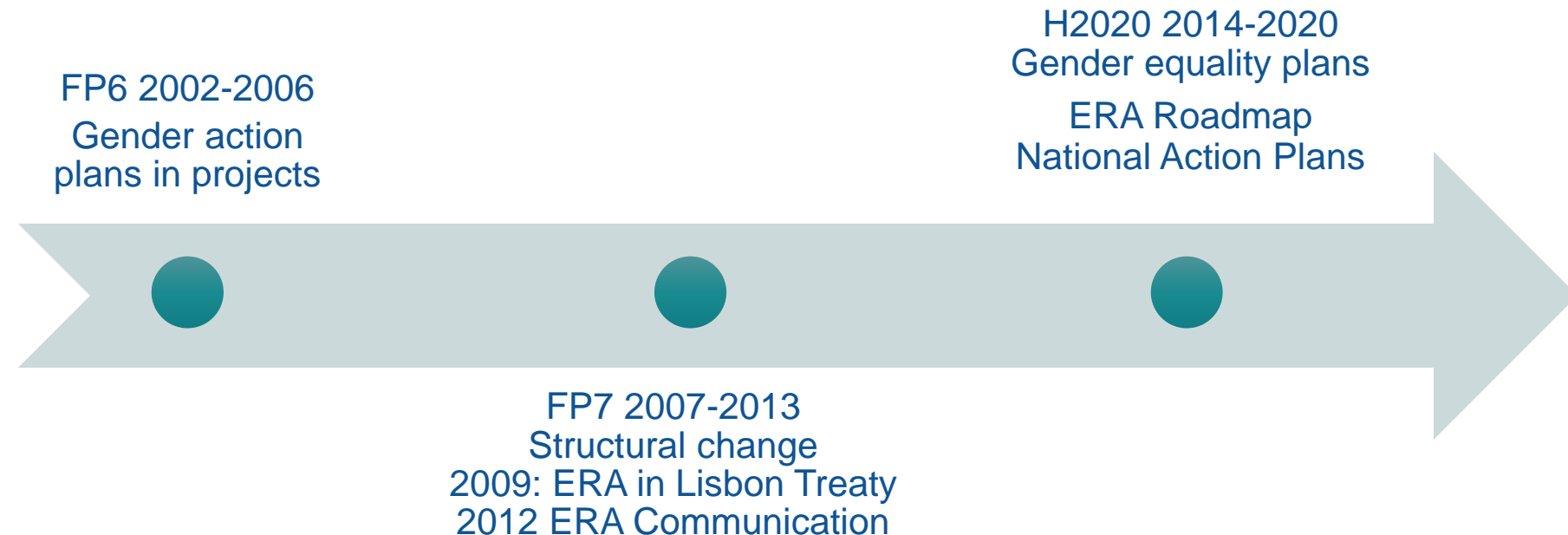
- New **case studies** in different fields (health, AI & robotics, climate change, energy, transport, urban planning, agriculture, taxation, venture funding...) building on H2020 funded projects
- **Refined methodologies** on the integration of sex/gender based analysis in R&I content
- **Evidence-based 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*





# 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

Explain role of middle management

Make use of the GEAR Tool (2016)

**GENERA  
LIBRA  
PLOTINA**

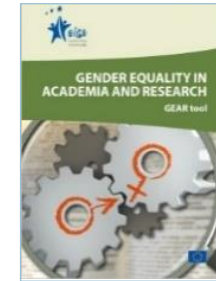
**SAGE  
EQUAL-IST  
Baltic Gender**

**TARGET  
GEECCO**

**CHANGE  
SUPERA  
R-I PEERS**

**Gender-SMART  
GEARING-ROLES  
SPEAR**

**CALIPER  
LeTSGEPs  
EQUAL4EUROPE**



EC  
GEP Cluster event  
(28 Feb 2018)

EC  
GEP Workshop  
(4 March 2020)

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)

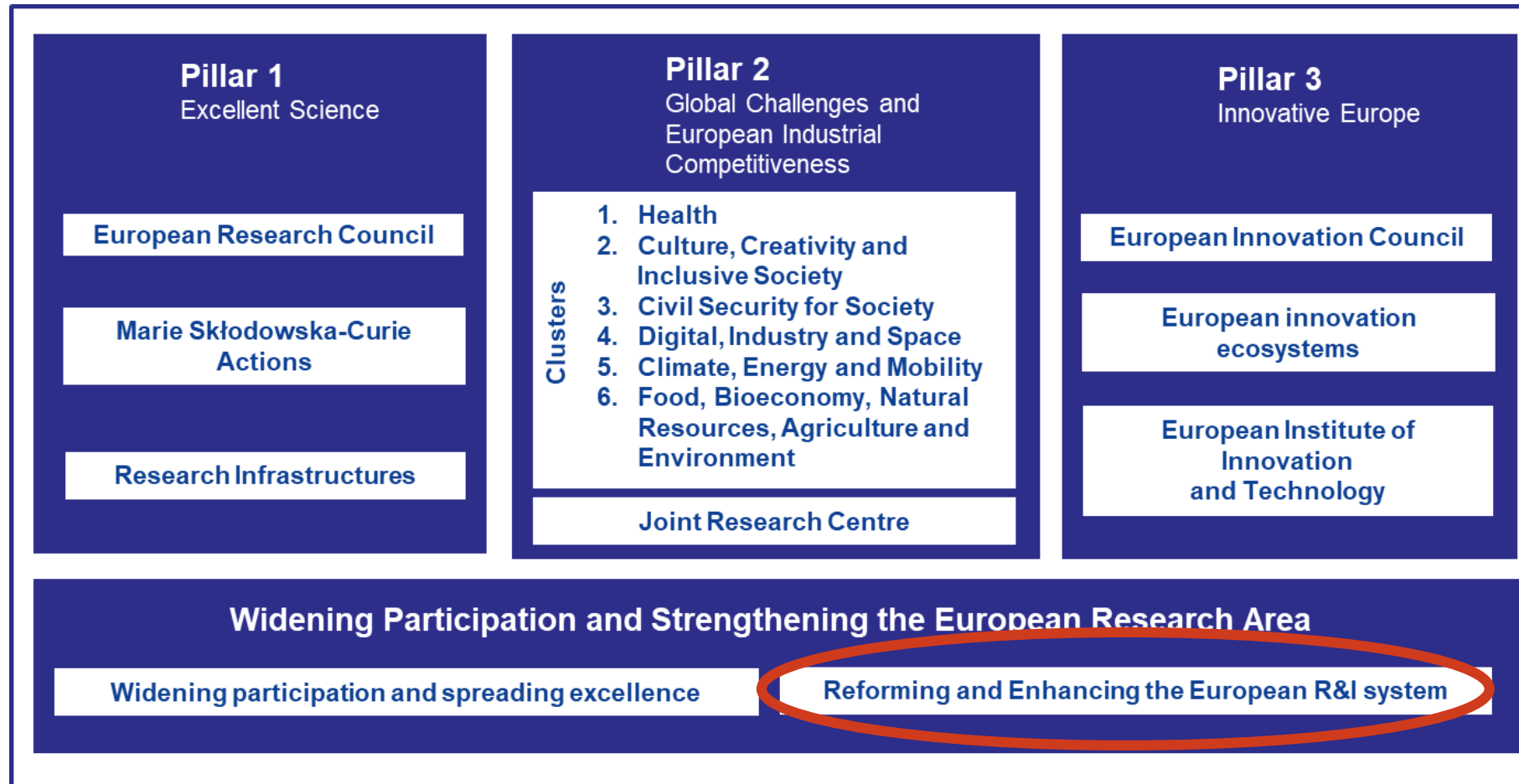
**Participants** : practitioners, project coordinators and evaluators and experts on gender equality in R&I organisations

## 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



# 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 is 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**  
<https://eige.europa.eu/topics/health/covid-19-and-gender-equality>
- **Coronavirus Research and Innovation**  
[https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research\\_en](https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research_en)

# VI. Useful Resources

# She Figures 2018



- Leaflet with key figures
- Full publication
- Handbook

Download **She Figures 2018**

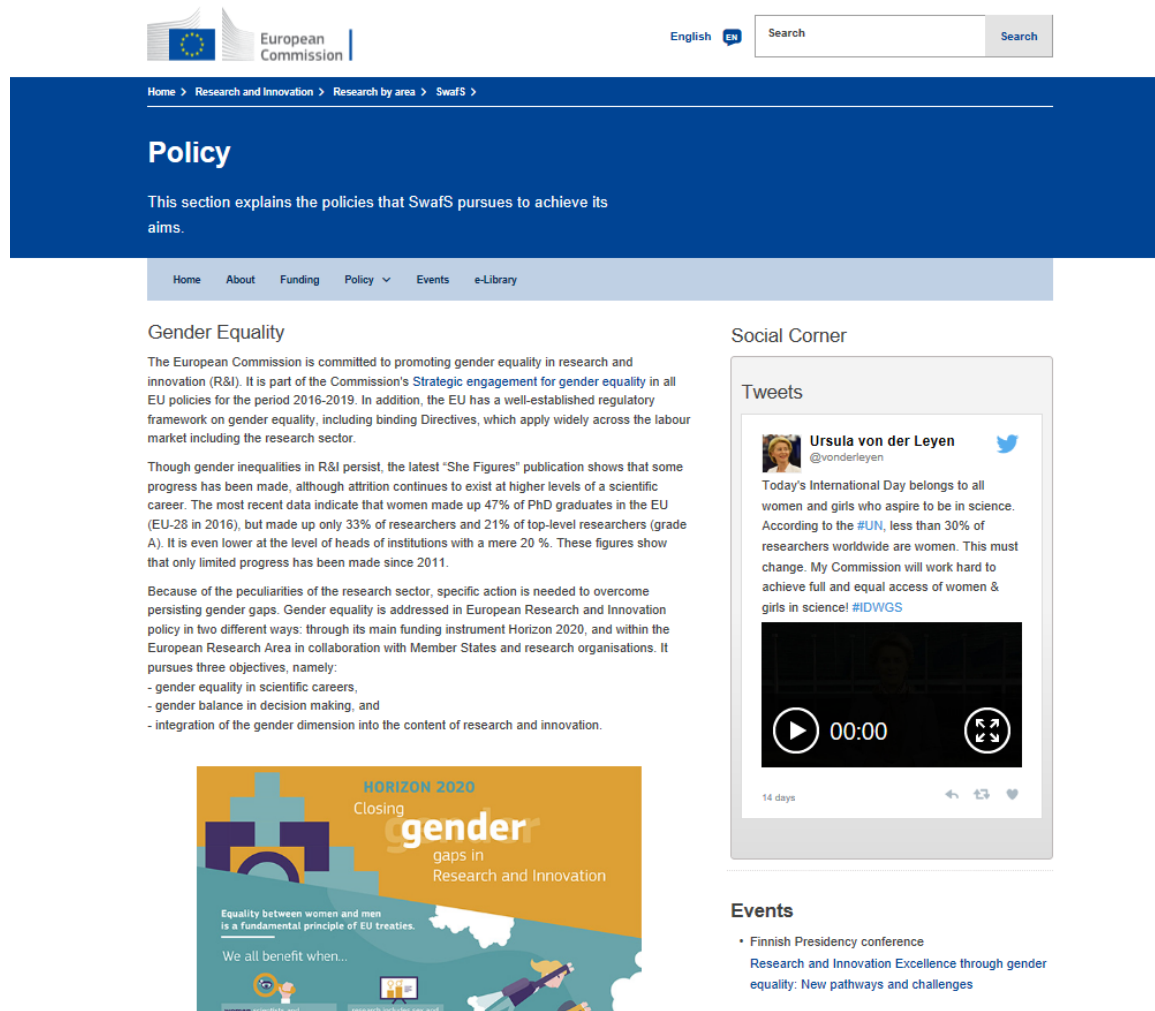
<https://publications.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en>

Download the **She Figures handbook 2018**

<https://publications.europa.eu/en/publication-detail/-/publication/09d777dc-447c-11e9-a8ed-01aa75ed71a1/language-en>

→ Preparation of ***She Figures 2021*** now launched

# Check regular updates on the SwafS - Gender Equality policy page



The screenshot shows the European Commission's SwafS - Gender Equality policy page. The header includes the European Commission logo, language options (English), and a search bar. The main navigation bar lists: Home, About, Funding, Policy, Events, and e-Library. The page title is "Policy", and a sub-header states: "This section explains the policies that SwafS pursues to achieve its aims." The "Gender Equality" section contains the following text:

The European Commission is committed to promoting gender equality in research and innovation (R&I). It is part of the Commission's Strategic engagement for gender equality in all EU policies for the period 2016-2019. In addition, the EU has a well-established regulatory framework on gender equality, including binding Directives, which apply widely across the labour market including the research sector.

Though gender inequalities in R&I persist, the latest "She Figures" publication shows that some progress has been made, although attrition continues to exist at higher levels of a scientific career. The most recent data indicate that women made up 47% of PhD graduates in the EU (EU-28 in 2016), but made up only 33% of researchers and 21% of top-level researchers (grade A). It is even lower at the level of heads of institutions with a mere 20 %. These figures show that only limited progress has been made since 2011.

Because of the peculiarities of the research sector, specific action is needed to overcome persisting gender gaps. Gender equality is addressed in European Research and Innovation policy in two different ways: through its main funding instrument Horizon 2020, and within the European Research Area in collaboration with Member States and research organisations. It pursues three objectives, namely:

- gender equality in scientific careers,
- gender balance in decision making, and
- integration of the gender dimension into the content of research and innovation.

At the bottom, there is a graphic titled "HORIZON 2020 Closing gender gaps in Research and Innovation" with the text: "Equality between women and men is a fundamental principle of EU treaties. We all benefit when..."

## Social Corner

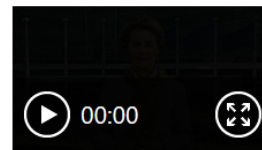
### Tweets



Ursula von der Leyen  
@vonderleyen



Today's International Day belongs to all women and girls who aspire to be in science. According to the #UN, less than 30% of researchers worldwide are women. This must change. My Commission will work hard to achieve full and equal access of women & girls in science! #IDWGS



14 days

### Events

- Finnish Presidency conference  
Research and Innovation Excellence through gender equality: New pathways and challenges

<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:

[RTD-GENDERINRESEARCH@EC.EUROPA.EU](mailto:RTD-GENDERINRESEARCH@EC.EUROPA.EU)