Perspectives and challenges on gender equality policies in research and innovation towards Horizon Europe

EQUAL-IST project final event
Brussels, 22 May 2019

Mina Stareva
Head of Sector - Gender
B6 – Inclusive Societies
DG Research & Innovation
I - Setting the scene
- Gender Equality strategy in Research and Innovation policy
- Women researchers in the EU

II - Gender Equality in Horizon 2020

III - Gender Equality in Horizon Europe
I. Setting the scene: Gender Equality strategy in the European R&I Policy
Policy context

- Core value of the European Union (Art. 2 & 3 Treaty, 8 TFEU)
- Directives on Gender Equality on the labour market
- EC Strategic Engagement for Gender Equality 2016-2019
- UN Sustainable Development Goals
- Priority of the European Research Area (ERA)
- Council Conclusions of 1 December 2015 on Advancing Gender Equality in the ERA
- EP resolution Women's careers in science and university
- Horizon 2020: Cross-cutting issue + dedicated funding (SwafS)
Policy perspectives: 20 years of EU action for Gender Equality in R&I

- Series of policy events/actions organised through 2019
- Finnish Presidency Conference (23-24 October 2019)
  Stocktaking of 20 years of Gender Equality in Research and Innovation → supported by the EC
- Strengthened European Research Area
- Revision of EC Strategic engagement for Gender Equality
One 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 – RPOs including universities
  - Research Funding Organisations – RFOs
- European Commission

→ A common approach: institutional change
I. Setting the scene: Women researchers in the European Union
She Figures 2018 released on 8 March!

- Leaflet with key figures
- Full publication
- Handbook

Download She Figures 2018

Download the She Figures handbook 2018
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, 78% men
- Top-level researchers (grade A): 24% women, 76% men
- Researchers: 33% women, 67% men
- PhD graduates: 48% women, 52% men

Average unadjusted pay gap in research & development: 17%

HORIZON 2020
Closing gender gaps in Research and Innovation

#EU4Women  #WomeninScience
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
II. 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
What does integrating the gender dimension in research and innovation content mean?

Taking into account the biological characteristics of both females and males (sex) and the evolving social and cultural features of women and men, girls and boys (gender)

<table>
<thead>
<tr>
<th>Definitions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sex</strong></td>
</tr>
<tr>
<td>refers to biological characteristics of women and men, boys and girls, in terms of reproductive organs and functions based on chromosomal complement and physiology. As such, sex is globally understood as the classification of living beings as male and female, and intersexed.</td>
</tr>
<tr>
<td><strong>Gender</strong></td>
</tr>
<tr>
<td>refers to the social and cultural construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures.</td>
</tr>
</tbody>
</table>
Why is it important to take the gender dimension into account?

Integrating the sex and gender analysis in R&I

- **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
Expert Group Gendered Innovations 2

- New **case studies** from H2020 funded projects in different fields (health, food, neuroscience; AI, robotics; climate change; urban planning, transport...)
- **Refined methodologies, checklists** and other resources
- **Awareness raising** and **training** materials

http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm
Gender Equality in the SwafS work programme
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 recommended

Support from the highest management level

- GENERA LIBRA PLOTINA
- SAGE EQUAL-IST 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

RE4-RTD GEP Cluster event (Feb 2018)
Gender topics in SwafS WP 2020

WP2020 will include:
(soon to be published)

✓ **SwafS-09-2020**: Support research organisations to implement gender equality plans

✓ **SwafS-25-2020**: Gender-based violence in research organisations and universities

✓ **SwafS-26-2020**: Innovators of the future: bridging the gender gap
III. Gender Equality in 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
- Clusters
  - 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
- Joint Research Centre

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
Gender Equality in Horizon Europe
(EC proposal)

- Remains a high priority: **Art. 6** of the Framework Regulation **sets legal basis**
- **Gender mainstreaming** across the Programme, as per Article 6.9 and Recital 28
- **Dedicated funding for gender equality in R&I policy initiatives** under 'Strengthening the ERA'/'Reforming and enhancing the European R&I system'

  + **Broad line:** 'Supporting **gender equality** in scientific careers and in decision making, as well as the integration of the **gender dimension** in research and innovation content'

  + **Broad line:** '(…) supporting the modernisation of universities and other research and innovation organisations, through **gender equality plans** and comprehensive approaches to **institutional changes**.(…)'

→ **Partial political agreement reached by EP and Council**
Strategic Plan for implementing Horizon Europe

The Strategic Plan (new implementing act by the Commission) will prepare the content in the work programmes and calls for proposals for the first four years

- Strategic orientation for R&I support, expected impacts
- Partnerships and missions
- Areas for international cooperation
- Issues such as:
  - Balance between research and innovation
  - Social Sciences and Humanities
  - Key Enabling Technologies and strategic value chains
  - Gender
  - Ethics and integrity
  - Dissemination and exploitation
Steps towards the first Horizon Europe work programme

- **Summer 2019**: Early involvement and exchanges with Member States, consultation with stakeholders and the public at large.


- **2020**: Drafting of first Horizon Europe Work Programme on the basis of the Strategic Plan.

- **2021**: Start of Horizon Europe.
Session on ‘Think gender, think different!’

Adaptation to climate change, including societal transformation

Mission areas

Healthy oceans, seas, coastal and inland waters

Climate-neutral and smart cities

Cancer

Soil health and food

Call for application
IV. Useful Resources
SwafS - Gender Equality policy page

Gender Equality

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.

Publications

- She figures 2018: Study | Handbook
- Guidance to facilitate the implementation of targets to promote gender equality in research and innovation
- Interim Evaluation: Gender equality as a crosscutting issue in Horizon 2020
- Report from the workshop on Implicit Gender Biases during Evaluations: How to Raise Awareness and Change Attitudes

More Info

- "Science Education for Responsible Citizenship" - New report on Science Education
- Eurobarometer Qualitative Study: Qualitative survey about Public Opinion on Future Innovations, Science and Technology
- Indicators for promoting and monitoring

http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender
Participant Portal: Gender as a cross-cutting issue


... is part of the "H2020 Online Manual" on the Participant Portal.

The section on "Gender equality" offers definitions and explanations as well as links to further information.
The GEAR Tool

- Co-produced by EIGE and DG RTD
- Step-by-step guidance for implementing GEPs in RPOs
- Action toolbox: 10 key themes to consider in a GEP
- Concrete examples of good practices, building on GEP projects funded under FP7 and H2020

http://eige.europa.eu/gender-mainstreaming/toolkits/gear
Thank you very much for your attention!

For any other question and further information please contact:

RTD-GENDERINRESEARCH@EC.EUROPA.EU