Gender Equality in ERA and Horizon 2020

Emilie Klecha
DG CNECT
C4 Unit- FET-Flagships

https://www.youtube.com/watch?v=J69HkKz9g4A

Equality between women and men is a fundamental principle of EU treaties.

We all benefit when...

Women scientists and innovators can contribute to R&I with their skills and knowledge

research includes sex and gender analysis **(gender dimension)**

results and innovations Are relevant to **both men and women**

European Commission

Women in R&I across Europe

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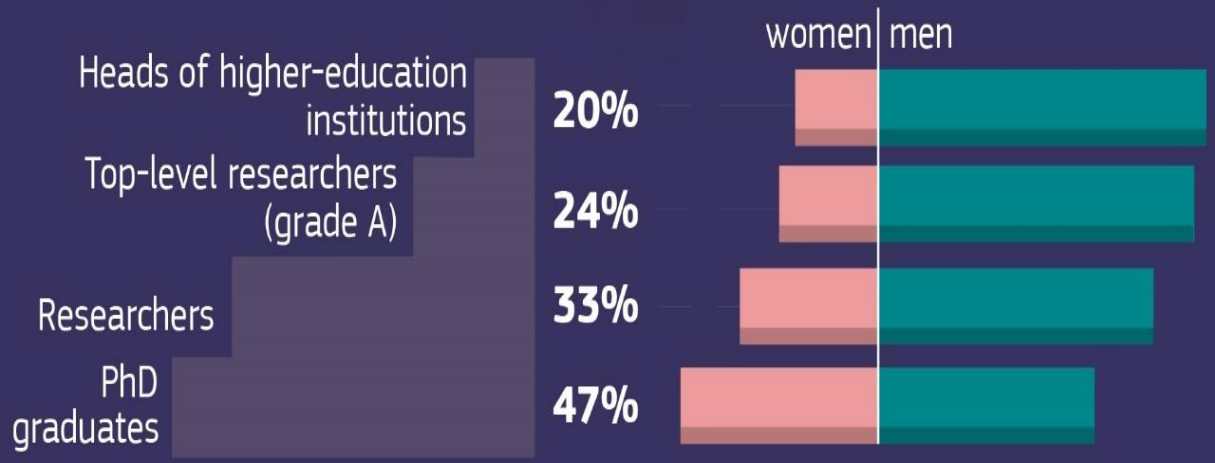
Women in R&I *

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

A third of EU researchers are women
By contrast 1/5 in business sector

Compound growth rate since 2005: + 4.8 %

Average unadjusted pay gap in R&D



Women board members in research organisations

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She Figures 2015

Women in R&I *

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

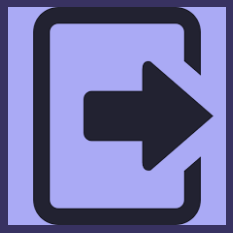
Inventors

Patent applications with a woman registered as inventor

Women entrepreneurs

Women entrepreneurs

Women corresponding authors of scientific publications



- Similar frequency in international co-publication
- Results published in equivalent journals

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*She Figures 2015

Men's success rate for funding applications in national programmes was outstripping women's by 4.4 percentage points in 2013.

Gender Equality in the European Reaseach Area

Within the European Research Area: Gender equality is one of the key priorities!

Member States are invited to:

- *Create the appropriate legal and policy environment; provide incentives, designed national action plans with concrete actions to advance gender equality*

Research performing and funding organisations are invited:

- *To implement institutional changes through Gender Equality Plans GEPs*

European Commission:

- *Provides funding through Horizon 2020 to research organisations for the implementation of GEPs and provides possibilities of funding for the gender dimension*

Three objectives for institutional change in ERA and H2020

- *Gender equality in careers, to remove possible biases and discrimination and ensure equal opportunities,*
- *Gender balance in decision making bodies,*
- *Integration of the gender dimension in research content, to ensure that the biological characteristics and the social/cultural features of both women and men are taken into account where relevant.*

What does gender dimension 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).*
- *It is an added-value in terms of innovation, creativity, excellence and returns on investments.*

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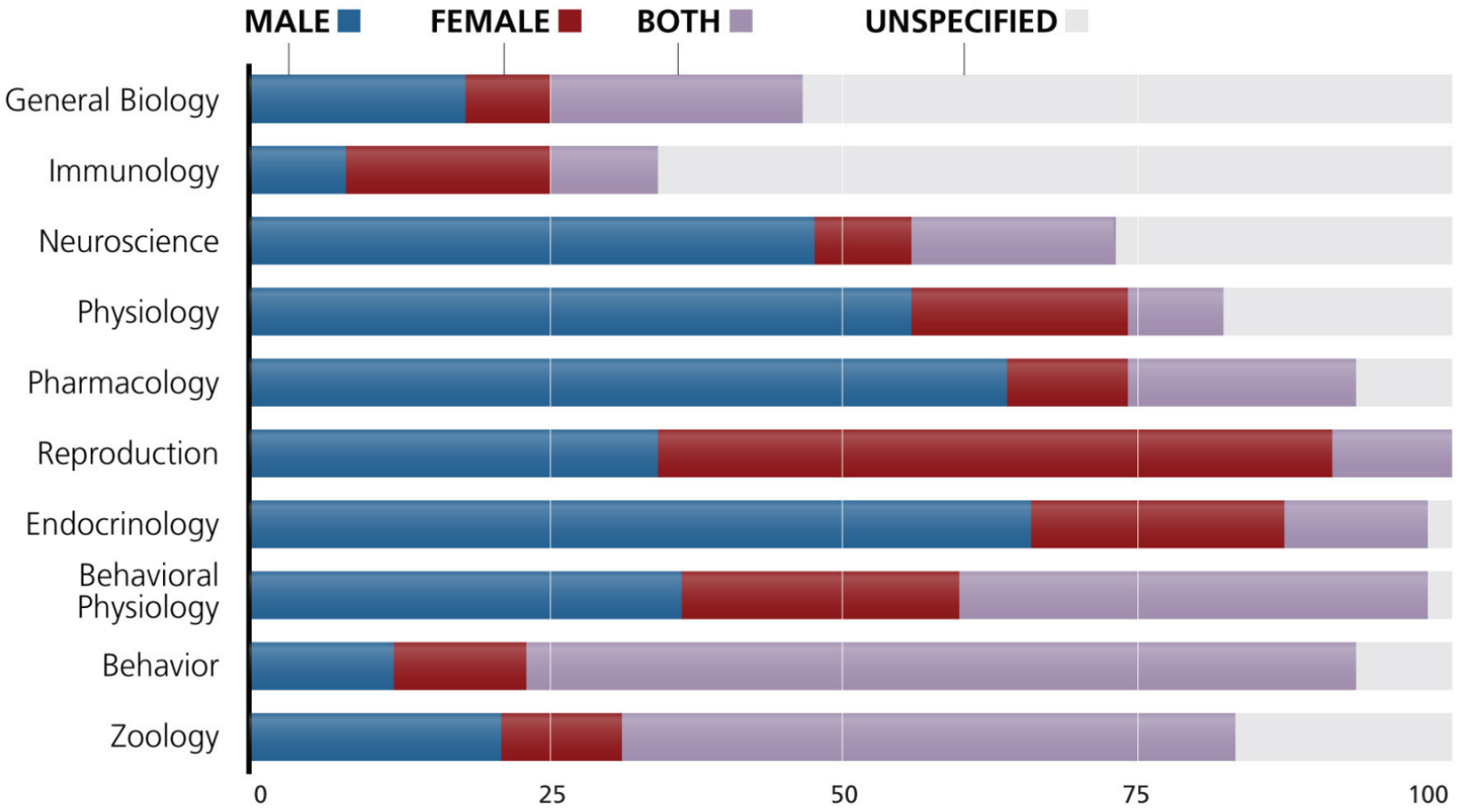
Proportion of Research Studies Using Male and/or Female Animals

From published journal articles within specified biomedical subfield, 2009



Adapted from Beery et al., 2011

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

Integrating the gender dimension in R&I

- *is an **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 citizens' needs, behaviours and attitudes.*

*Thus, it **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.*

Gender dimension in ICT- Speech Synthesis

Applications in basic linguistic research, assistive technologies for people with disabilities, commercial devices and software.

The historic male default in speech synthesis can limit the use of this technology.

Listeners apply gender norms to synthetic voices, and don't like machine voices that are "ambiguous" with respect to sex/gender.

Gendered Innovation:

To create machines with greater flexibility to produce voices in different languages and dialects and to represent women and men speakers of different ages, gender identities, accents, geographic locations, etc.

Further information on the gender dimension in R&I content

"Gendered Innovations" a peer-reviewed project supported by the European Commission, employs methods of sex and gender analysis to create new knowledge.

http://ec.europa.eu/research/gendered-innovations/

- short videos on various aspects of "**Gendered Innovations: Harnessing the Creative Power of Gender Analysis for Discovery and Design**"
- **checklists for different research fields!!**

Gender dimension in research and innovation content

Horizon 2020:

108 /568 **topics**

in calls for proposals have an explicit gender dimension
in health, transport, food, secure societies, industrial leadership…

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Examples of topics which include the Gender Dimension

- *Topic: WATER-5c-2015: Development of water supply and sanitation technology, systems and tools, and/or methodologies*
- *Topic: WASTE-4b-2014: Global waste dimension*
- *Topic: SFS-43-2017: Earth observation services for the monitoring of agricultural production in Africa*
- *Topic: SFS-16-2015: Tackling malnutrition in the elderly*
- *Topic: SCC-02-2016-2017: Demonstrating innovative nature-based solutions in cities*
- *Topic: SC1-PM-18-2016: Big Data supporting Public Health policies*
- *Topic: SC1-PM-11-2016-2017: Clinical research on regenerative medicine*
- *Topic: REV-INEQUAL-12-2017: Research Social Platform on Migration and Asylum*
- *Topic: PHC-25-2015: Advanced ICT systems and services for integrated care*

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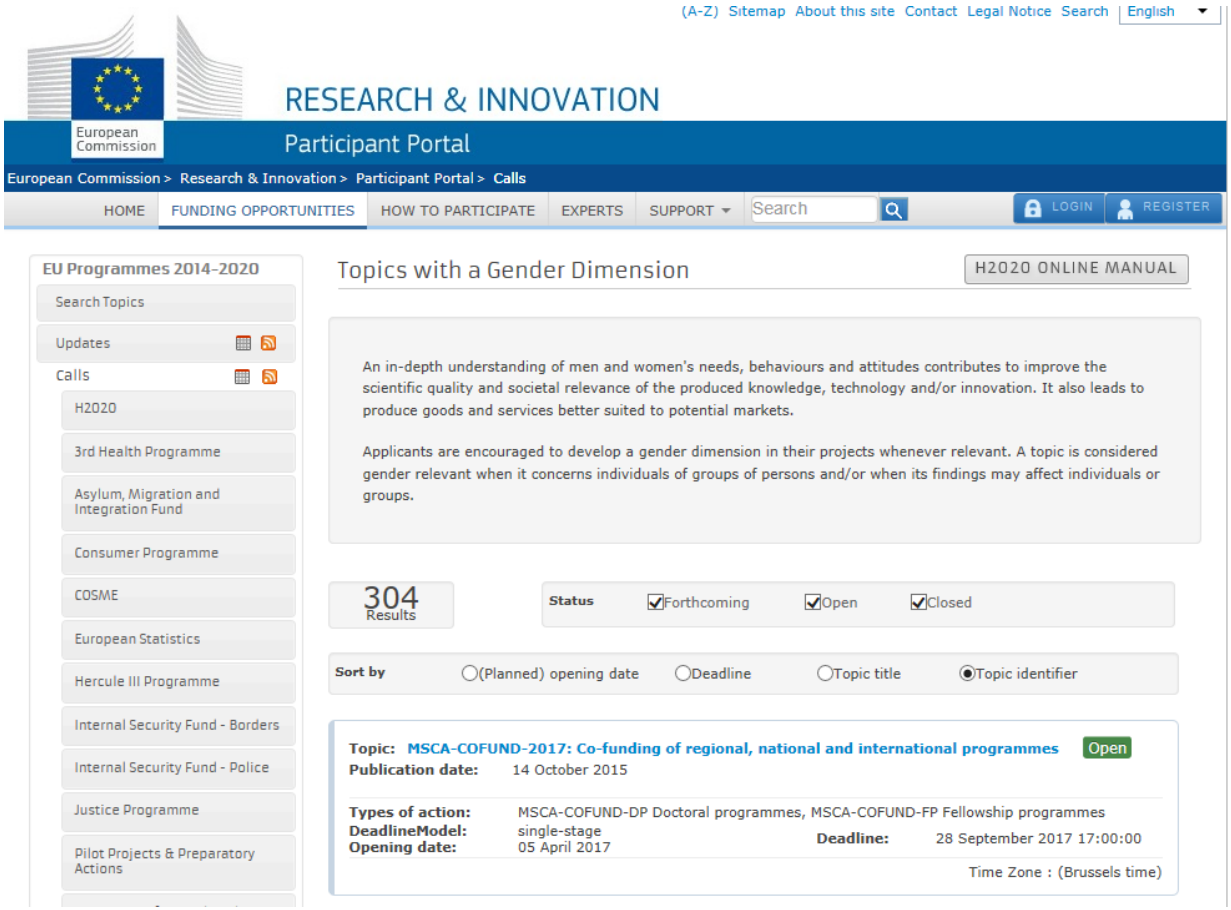
http://ec.europa.eu/research/participants/portal/desktop/en/opportunities/index.html



Changing research organisations

Horizon 2020 also funds Gender Equality Plans across all sectors for research organisations and universities

GEPs are full-fledged strategies which include

a) conducting impact assessment/audits of procedures and practices to identify gender biases,
b) implementing innovative strategies to correct any bias, and
c) setting targets and monitoring progress.

2011-2016: EUR 39 000 000

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EIGE European Institute for Gender Equality

- *Tool for making GEPs*
- *Provides exemples implemented*
- *Share of good practices*
- *….*

http://eige.europa.eu/gender-mainstreaming/tools-methods/GEAR

GenPort is the on-line community of practionners for sharing knowledge and inspire collaboration.

www.genderportal.eu

GenPORT

The world's best resources on gender and science

Topics for promoting gender equality in research and innovation 2014-2015

- *Topic: GERI-1-2014: Innovative approach to communication encouraging girls to study science*
- *Topic: GERI-2-2014: Impact of gender diversity on Research & Innovation*
- *Topic: GERI-4-2014: Support to research organisations to implement gender equality plans*
- *Topic: GERI-3-2015: Evaluation of initiatives to promote gender equality in research policy and research organisations*
- *Topic: GERI-4-2015: Support to research organisations to implement gender equality plans*

Topics for promoting gender equality in research and innovation 2016-2017

- *Topic: SwafS-03-2016-2017: Support to research organisations to implement gender equality plans*
- *Topic: SwafS-04-2016: Opening Research Organisations in the European Research Area*
- *Topic: SwafS-08-2017: European Community of Practice to support institutional change*
- *Topic: SwafS-19-2016: Networking of National representatives and resources centres on Gender in R&I*

Publication of Work Programm for 2018-2020 is foreseen for 27.10.2017 on the participant portal

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

Evaluation panels advisory groups

Target set for

expert groups and evaluation panels
40% of the under-represented sex

advisory groups
50% of the under-represented sex

Women participation **

40%

Project workforce
project participation, including non-researchers

31%

Women coordinators of projects

Women participation **

53%

advisory groups

37%

evaluation panels

European Commission

The European Commission is committed to achieving gender equality in Horizon 2020

More women experts and experts with gender expertise are needed:

Keep on registering and clearly indicate your gender expertise.
Expert database: http://europa.eu/!Nu49yua

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To remember when writing a proposal:

1. *Include partner(s) with gender expertise*
2. *Use check lists from Gendered Innovations project*
3. *Research on gender dimension should be an integral part of your research ("Where relevant, describe how sex and/or gender analysis is taken into account in the project's content", work package(s))*
4. *Training on gender equality is an eligible cost*
5. *Leaving out gender dimension is a lost opportunity on innovation and weakens excellence*
6. *Gender balance in research teams is a ranking factor*

Thank you very much for your attention!

For any question contact:

RTD-GENDERINRESEARCH@EC.EUROPA.EU

Links and other informations:

websites

- Gender innovation: http://ec.europa.eu/research/gendered-innovations/
- Gender portal: www.genderportal.eu
- European Institute for Gender equality : http://eige.europa.eu/
- Participant portal: http://ec.europa.eu/research/participants/portal/desktop/en/opportunities/index.html
- European Parliament – FEMM committee Women's Rights and Gender Equality : http://www.europarl.europa.eu/committees/en/femm/work-in-progress.html

Publications:

- She figures: https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf
- GEPs in private and public sector in the European Union: http://www.europarl.europa.eu/RegData/etudes/STUD/2017/583139/IPOL_STU(2017)583139_EN.pdf
- Women in digital: To be published:

Prize:

- EU Prize for Women Innovators (Application until 15 November): http://ec.europa.eu/research/prizes/women-innovators/index.cfm?pg=home

Vademecum on Gender Equality in Horizon 2020

RTD-B7 "Science with and for Society"
26-02-2014[1]

Vademecum on Gender Equality in Horizon 2020

I. INTRO

The purpose of this Vademecum is to provide the Commission/ Agency staff[2], potential applicants, the Helsinki Group, NCPs, as well as experts' evaluators and other actors involved in the implementation of Horizon 2020 with practical guidance on the effective application of the new Gender Equality provisions. This means integrating Gender Equality issues at each stage of the research cycle: from programming through implementation, monitoring and programme evaluation.

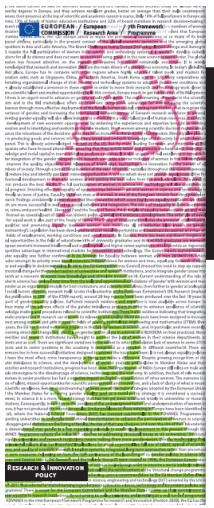
II. OBJECTIVES

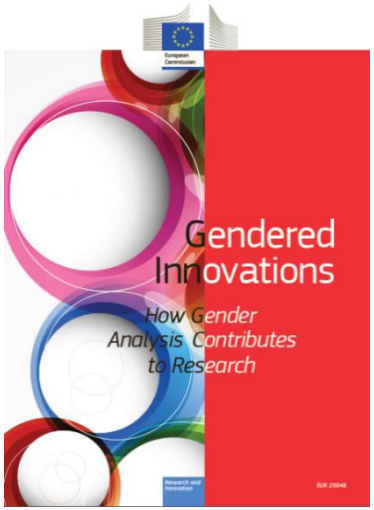
Three objectives underpin the Commission's activities on gender equality in Horizon 2020. They are in line with the RTD strategy on gender as well as with the ones set in the ERA Communication of July 2012:

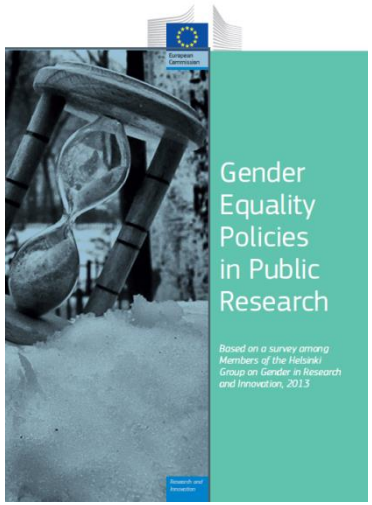
- *Fostering gender balance in Horizon 2020 research teams*, in order to address the gaps in the participation of women in the Framework Programme's projects
- *Ensuring gender balance in decision-making*, in order to reach the Commission's target of 40% of the under-represented sex in panels and groups (50% for advisory Groups)
- *Integrating gender/sex analysis in research and innovation (R&I) content*, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

[1] This text reflects the provisions as they stand on 26/02/2014
[2] Scientific and project officers, call coordinators, Work Programme drafters etc.

This Vademecum provides all the actors involved in the implementation of Horizon 2020 with practical guidance on the effective application of the new Gender Equality provisions.







If you want to order publications:
RTD-GENDERINRESEARCH@EC.EUROPA.EU

http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender

REGULATION (EU) No 1291/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 11 December 2013 establishing Horizon 2020 - the Framework Programme for Research and Innovation (2014-2020) and repealing Decision No 1982/2006/EC

Recital 25: “The activities developed under Horizon 2020 should promote equality between women and men in research and innovation, by addressing in particular the underlying causes of gender imbalance, by exploiting the full potential of both female and male researchers, and by integrating the gender dimension into the research and innovation content as well as by paying particular attention to ensuring gender balance, subject to the situation in the field of research and innovation concerned, in evaluation panels and in other relevant advisory and expert bodies in order to improve the quality of research and to stimulate innovation. Activities should also aim at implementation of principles relating to equality between women and men as laid down in Articles 2 and 3 of the Treaty on European Union and in Article 8 TFEU”.

Art. 14: “Linkages and interfaces shall be implemented across and within the priorities of Horizon 2020. Particular attention shall be paid in this respect to (…) responsible research and innovation including gender”

Art. 16: “Horizon 2020 shall ensure the effective promotion of gender equality and the gender dimension in research and innovation content. Particular attention shall be paid to ensuring gender balance, subject to the situation in the field of research and innovation concerned, in evaluation panels and in bodies such as advisory groups and expert groups. The gender dimension shall be adequately integrated in research and innovation content in strategies, programmes and projects and followed through at all stages of the research cycle.

Art. 31: “The Commission shall annually monitor the implementation of Horizon 2020, its specific programme (…). This shall include information on cross-cutting topics such as (…) gender equality”.

Art. 32: “Not later than end 2017 (…) the Commission shall carry out, with the assistance of independent experts, an interim evaluation of Horizon 2020, its specific programme, including the European Research Council, and the activities of the European Institute of Innovation and Technology, on the achievements (at the level of results and progress towards impacts) of the objectives of Horizon 2020 and continued relevance of all the measures, the efficiency and use of resources, the scope for further simplification, and Union added value. That evaluation shall also take into consideration aspects relating to access to funding opportunities (…) for promoting gender balance”

Model Grant Agreement

Article 16 – Provision of trans-national or virtual access to research infrastructure

16.1 Rules for providing trans-national access to research infrastructure

16.1.2 In addition, the access provider must (…) promote equal opportunities in advertising the access and take into account the gender dimension when defining the support provided to users;

Article 33 – Gender equality

33.1 Obligation to aim for gender equality

The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

33.2 Consequences of non-compliance

If a beneficiary breaches its obligations under this Article, the Commission][Agency] may apply any of the measures described in Chapter 6.

Rules for participation: REGULATION (EU) No 1290/2013 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 11 December 2013 laying down the rules for participation and dissemination in "Horizon 2020 - the Framework Programme for Research and Innovation (2014-2020)

Art. 13: "Proposals": "Where relevant and specified in the work programme or the work plan, proposals shall explain how and to what extent gender analysis is relevant to the content of the intended project"

Art. 18: "Grant agreement": "The grant agreement shall, where appropriate and to the extent possible, reflect the general princ*i*ples laid down in the Commission Recommendation on the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers (…) as well as the gender equality principle laid down in art. 16 of the Regulation"

Art. 40: "Appointment of independent experts": "When appointing independent experts, the Commission or the relevant funding body shall take appropriate measures to seek a balanced composition within the expert groups and evaluation panels in terms of various skills, experience, knowledge, geographical diversity and gender, and taking into account the situation in the field of the action."