



EU Policy on gender equality in research and innovation

ACT Matching Event

12 October 2020

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DG Research & Innovation

Policy Context

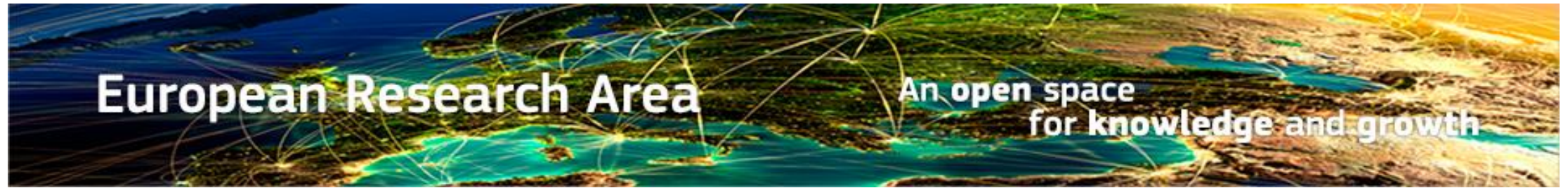
New EC Gender Equality Strategy 2020-2025

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 Communication of 17 July 2012 - 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

Communication on “A new ERA for Research and Innovation” adopted on 30 Sept. 2020



The new European Research Area

#ResearchImpactEU #EUResearchArea



Gender Equality to strengthen the European R&I potential

- Persisting gender inequalities in European R&I systems hinder the ERA's potential: under-representation of women in STEM, only 24% in top academic positions, under 10% among patent holders, gender-based violence, and low level of integration of sex/gender analysis in R&I content
- Need to also address inclusiveness issues, with intersecting social categories (e.g. ethnicity, sexual orientation, disability) and with entrepreneurship/innovation sector

The Commission will:

12. Propose as of 2021, in line with the Horizon Europe programme objectives, the development of **inclusive gender equality plans** with Member States and stakeholders in order to promote EU gender equality in R&I

Horizon 2020 Science-with-and-for-Society Work Programme

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
TARGETED-MPI



<https://eige.europa.eu/gender-mainstreaming/toolkits/gear>
currently being updated with new material

GEDII



GENDER
ACTION



casper=

Hypatia
PROJECT



GENDER-NET Plus
Promoting gender equality in H2020 and the ERA



Soon launched: **GENDER STI**

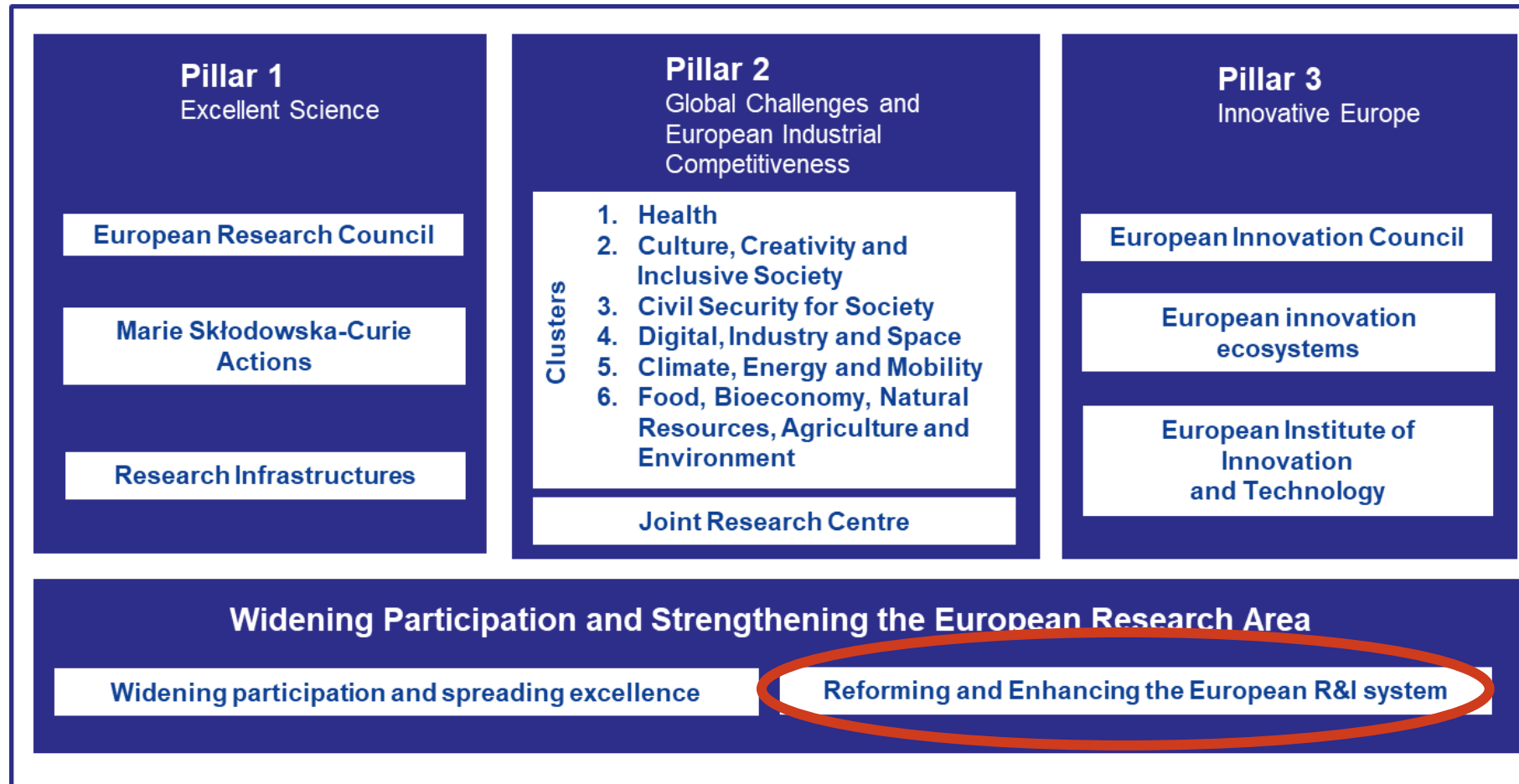
EC
GEP Cluster event
(28 Febr 2018)

EC
GEP Workshop
(4 March 2020)

For more information on the projects, click [here](#)

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. Particular attention shall be paid to ensuring to the extent possible gender balance, in evaluation panels and in other relevant advisory bodies such as boards and expert groups.”
- **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;**”
- **Eligibility criterion:** Applying public bodies, research organisations and higher education institutions will need to have a **Gender Equality Plan** in place

Workshop on Fostering institutional change through GEPs and the way forward towards Horizon Europe

Among Key Outcomes:

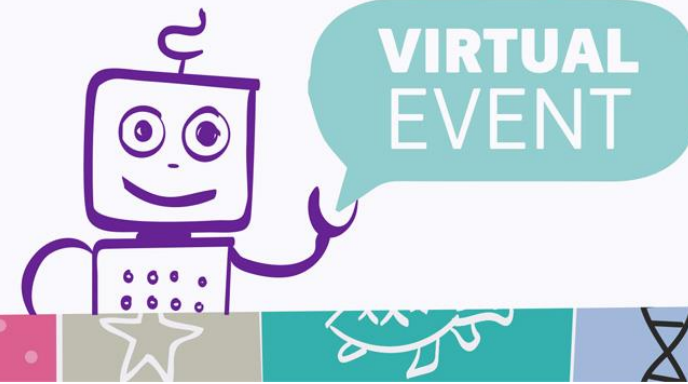
- Common understanding on the GEP ‘building blocks’ (to be considered in Horizon Europe) which should cover at least the following key areas: recruitment and career progression, gender balance in leadership and decision-making, work-life balance and organisational culture, integration of the gender dimension 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 Horizon Europe applicants, including, e.g. guidance, trainings, communities of practice, an ERA policy forum on gender equality, incentives and/or Awards, dedicated widening schemes
- Importance of creating synergies with structural funds for Member States to support institutional change in research organisations
- **Role of national authorities:** should be called upon to be active at national level and in the future of ERA



4 March 2020

EUROPEAN RESEARCH & INNOVATION DAYS

22 → 24 20
SEPTEMBER 20



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- Co-design Session "Get ready: A new ERA for Equality is calling"
(22 September 17:00-18:00)

Recording available here: <https://www.youtube.com/watch?v=meUy6VtQzXM>

«*Excellence and Inclusiveness are the two sides of the same coin*», Commissioner Mariya Gabriel

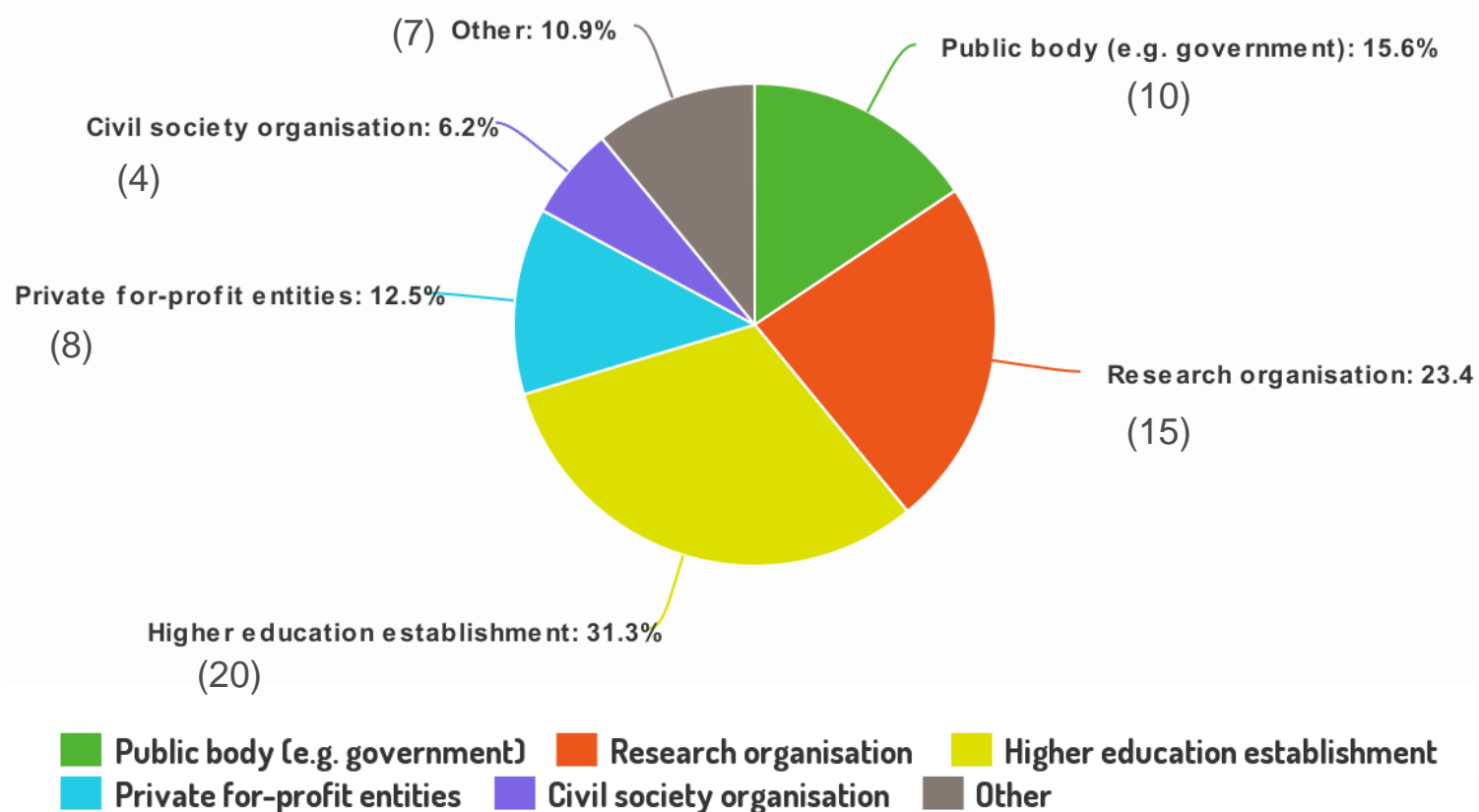
Get ready : a new ERA for Equality is calling (22/09/2020)

- Strong support to Horizon Europe's strengthened approach for gender equality
 - **GEPs** as an **eligibility** criterion
- Intersectional approach needed
- Horizon Europe support for umbrella actions
- Key role of Member States in supporting national organisations
- Impact of COVID-19 on women researchers' careers needs to be better addressed



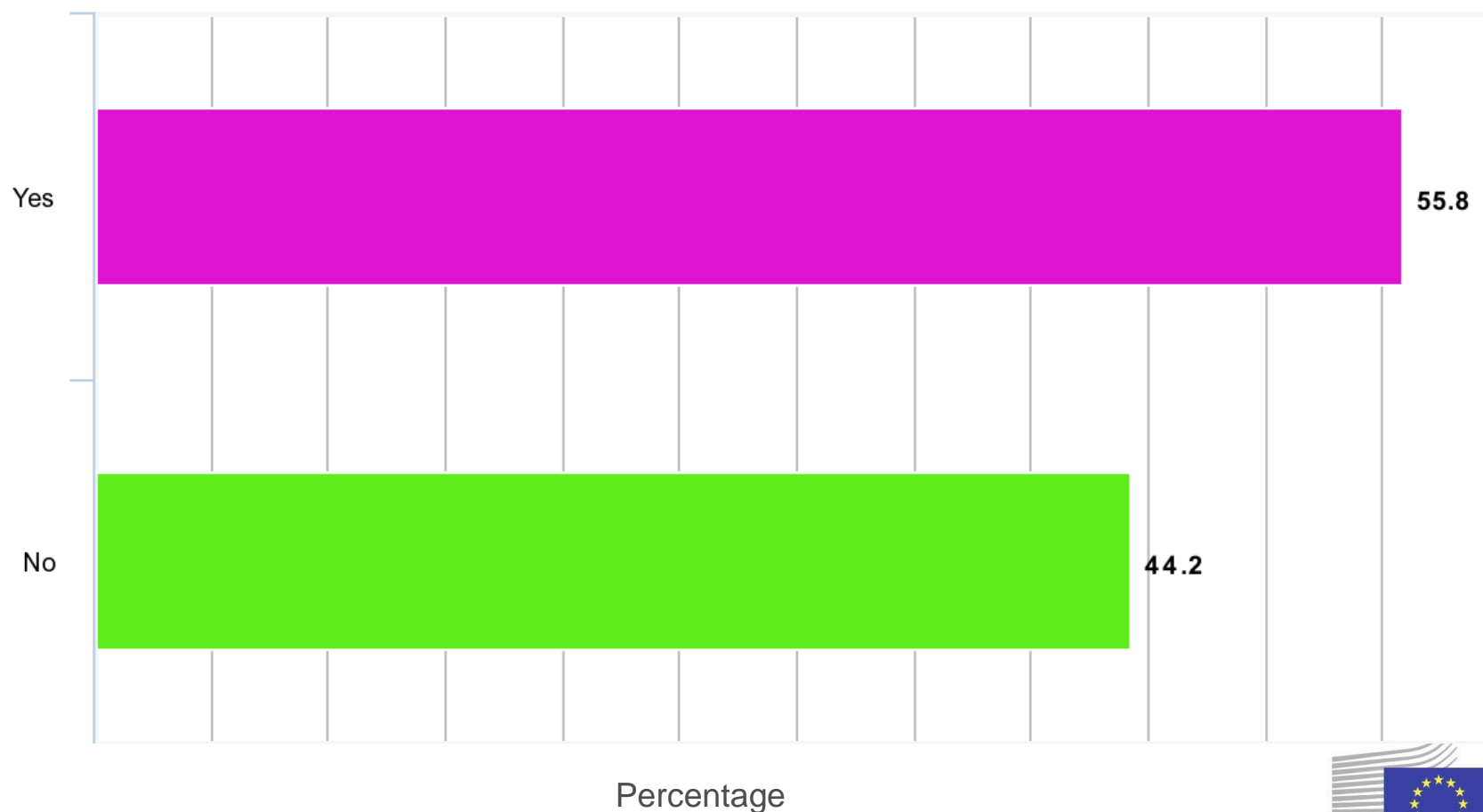
Get ready : a new ERA for Equality is calling

THE ORGANISATION I'M WORKING FOR IS A:



Get ready : a new ERA for Equality is calling

Does your employing organisation have a GEP?



86 answers

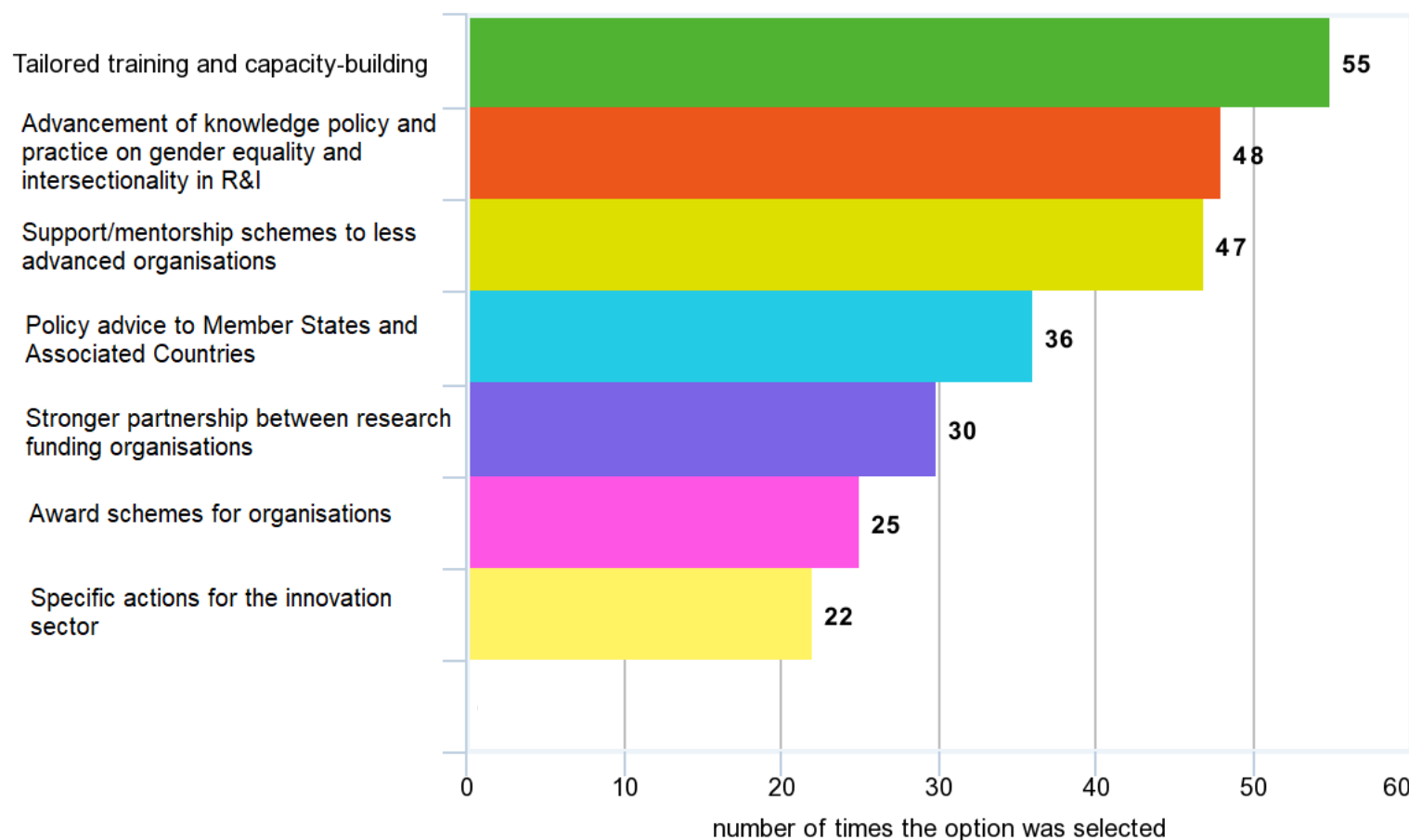
Yes: 48

No: 38



Get ready : a new ERA for Equality is calling

Which of the following schemes you think are most needed?



77 respondents



Get ready : a new ERA for Equality is calling

Highlights from Chat

- Next step: making all the EU-funded research content gender-sensitive with a justified opt-out system?
- Do you know what will be the time frame for GEPs as an eligibility criterion to be introduced?
- Promote integration of intersectional sex-gender analysis into R&I content
- SUPERA survey: preliminary results confirm a huge gender gap in effect of COVID-19: Female faculty have had much harder times, more time on care and domestics tasks, but also on academic tasks, rather than writing papers and publishing



Get ready : a new ERA for Equality is calling

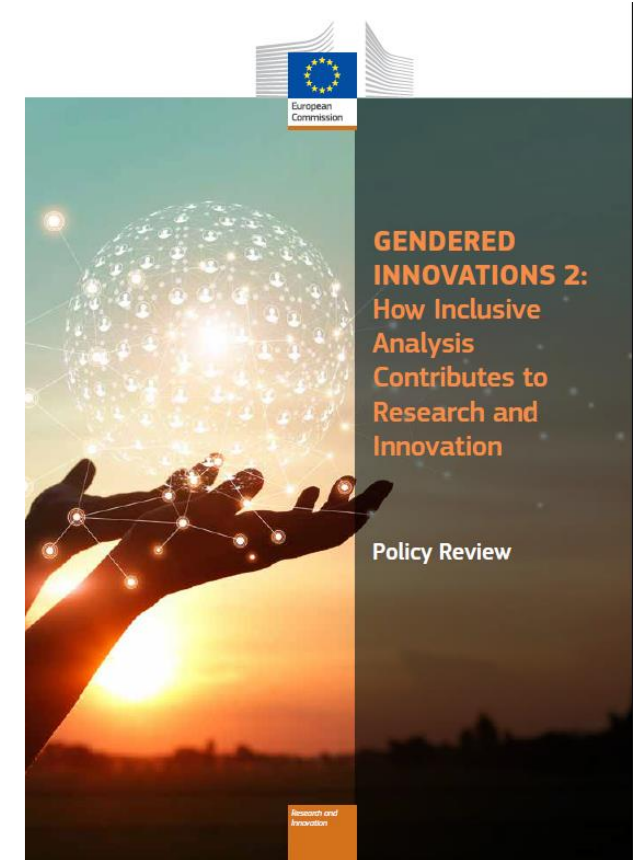
Highlights from Q&A

- Need to set criteria for a GEP, so it won't be a ticking box exercise
- Need for capacity building: needed expertise is not 'just' gender expertise, but also the capacity to steer (gender equality) change processes in complex organisations.
- The GEP requirement is a great idea, but potentially problematic under two extreme conditions: 1) if a RPO has a plan but no change/improvement, 2) if a RPO has no formal plan but shows improvement on gender equality. How to cope with such conditions?
- To ensure gender balance in the evaluation committees and evaluators, gender experts have to be among evaluators and gender training must be compulsory for evaluators to combat biases in evaluation



Gendered Innovations Expert Group


- New **case studies** in different fields (health, AI & robotics, climate change, energy, transport, urban planning, agriculture, taxation, venture funding...) building on Horizon 2020 funded projects
- **Refined methodologies** on the integration of sex/gender based analysis, and intersectional 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 later in 2020

Useful Resources

Check regular updates on the SwafS - Gender Equality policy page

English Search

[Home](#) > [Research and Innovation](#) > [Research by area](#) > [SwafS](#) >

Policy

This section explains the policies that SwafS pursues to achieve its aims.

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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.

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.



HORIZON 2020
Closing gender gaps in Research and Innovation

Equality between women and men is a fundamental principle of EU treaties.
We all benefit when...

science and research includes sex and

Social Corner

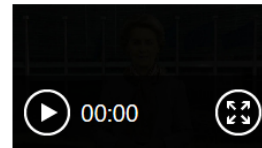
Tweets



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