



EU Policy on Gender Equality in Research and Innovation

UnLiON network

19 November 2020

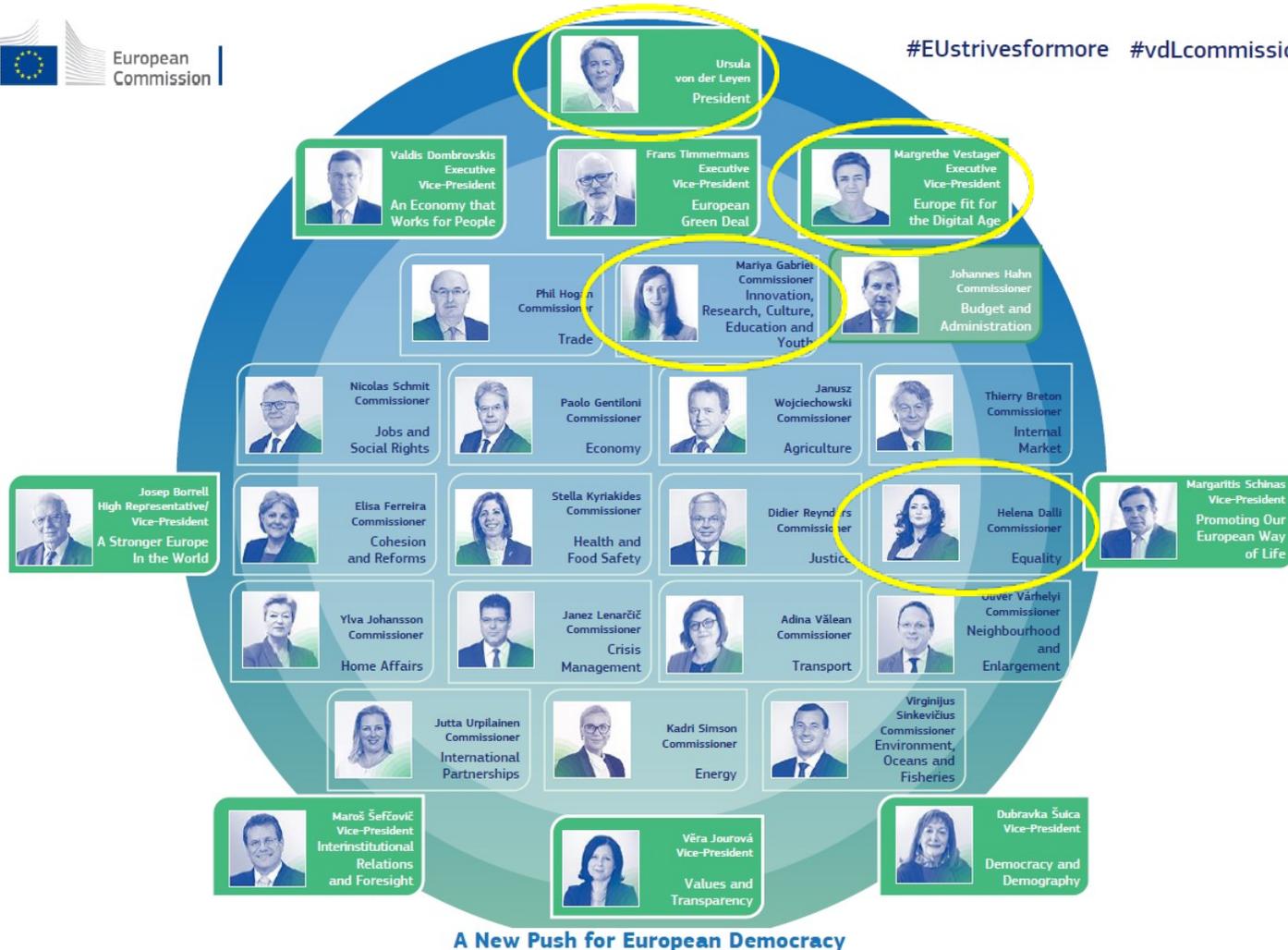
Mina Stareva

Head of sector – Gender equality
E5 – Democracy & European Values
DG Research & Innovation

Policy Context



#EUstrivesformore #vdLcommission



- 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

A New Push for European Democracy



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

New Communication 30 September 2020



The new European Research Area

Learn more [here!](#)



Research and
Innovation

#ResearchImpactEU #EUResearchArea



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

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

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>

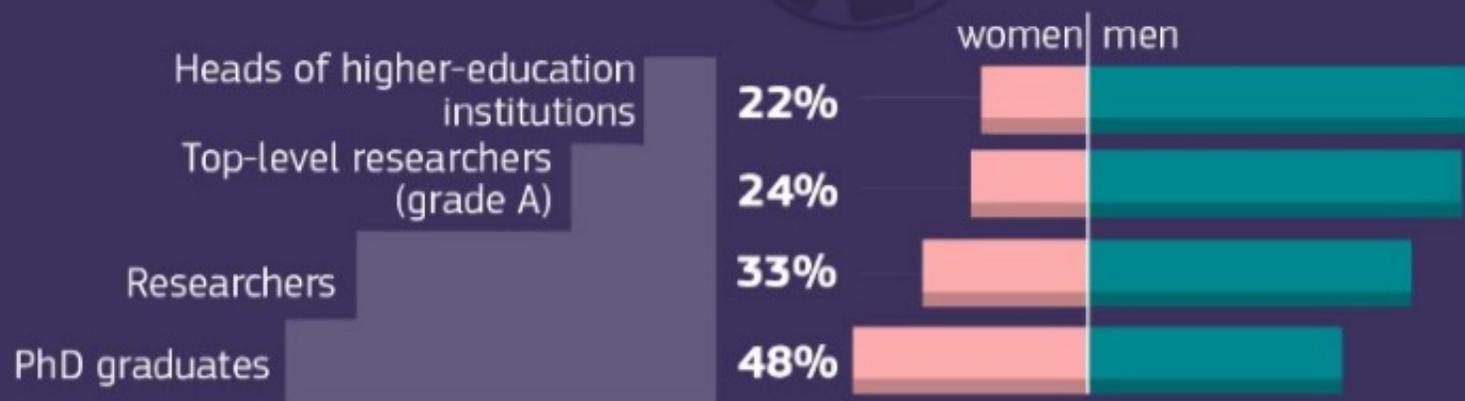
Download the **She Figures handbook 2018**

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

She Figures 2021 currently under preparation

**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**



#EU4Women

#WomenInScience

HORIZON 2020

**Closing gender gaps in
Research and Innovation**



**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

From Horizon 2020 to Horizon Europe

Support to Institutional Change
through Gender Equality Plans (GEPs)

Horizon 2020-SwafS Gender Projects



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

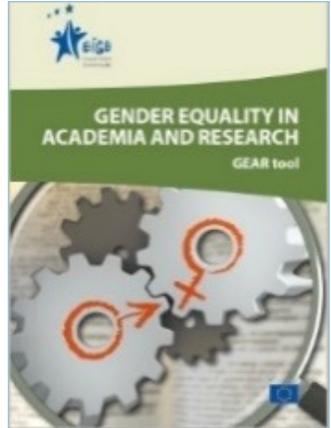
Gender-SMART
GEARING-ROLES
SPEAR

CALIPER
LeTSGEPs
EQUAL4EUROPE
TARGETED-MPI



EC
GEP Cluster event
(28 Feb 2018)

EC
GEP Workshop
(4 March 2020)



The **GEAR tool** with step-by-step guidance on setting up and implementing GEPs is currently **being updated!**

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



GEPs : co-created building blocks

PUBLIC DOCUMENT

- formal document signed by the top management,
- published on the institution's website and disseminated widely within the institution.

DEDICATED RESOURCES

- Earmarked funding could be available for staff positions such as "Equality Officers" or "Gender Equality Teams".
- Organisations may reserve working hours of existing staff (academic, management, HR) for equality work.

DATA COLLECTION AND MONITORING

- sex/gender-disaggregated data collection across all staff categories.
- Annual reporting of gender imbalances across job categories & leadership positions.
- comprehensive evaluation approach.

TRAINING & CAPACITY BUILDING

- e.g. tackling unconscious gender bias among staff and decision-makers
- information and dissemination material, workshops,
- or working groups dedicated to specific topics.

Suggested areas to be covered by GEPs:

- ✓ **work-life balance and organisational culture**
Examples: Parental leave policies, flexible work-time arrangements.
- ✓ **gender balance in leadership and decision-making**
Examples: Introducing gender quotas for evaluation panels or decision making bodies.
- ✓ **gender equality in recruitment and career progression**
Examples: Unconscious bias training for HR managers, inclusive language for job vacancies, fair evaluation for employees.
- ✓ **integration of the gender dimension into research and teaching content**
Example: Get inspiration from the case studies and methods developed by the EC “Gendered innovations” Expert Group
- ✓ **measures against gender-based violence including sexual harassment**
Example: Having in place a code of conduct or an intervention protocol in case of complaints.



Co-design session:
Get ready: a new ERA for Equality is calling (22/09/2020)
Video Recording on [YouTube](#)

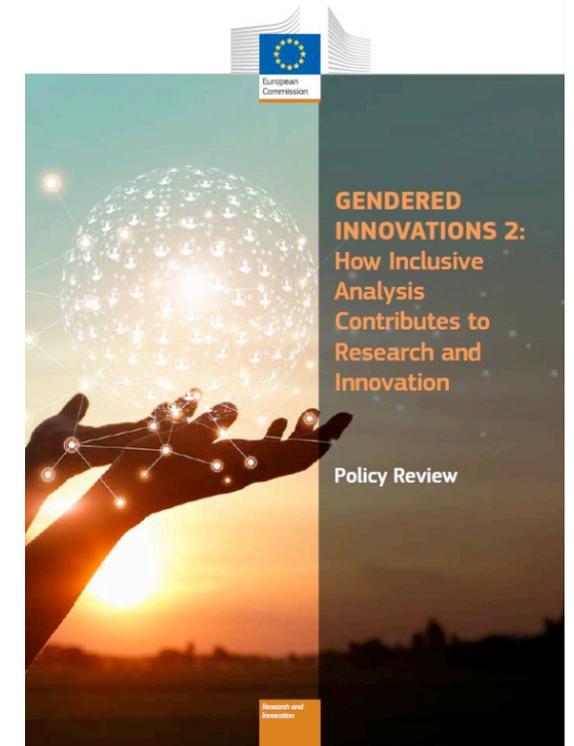
Horizon Europe

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

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

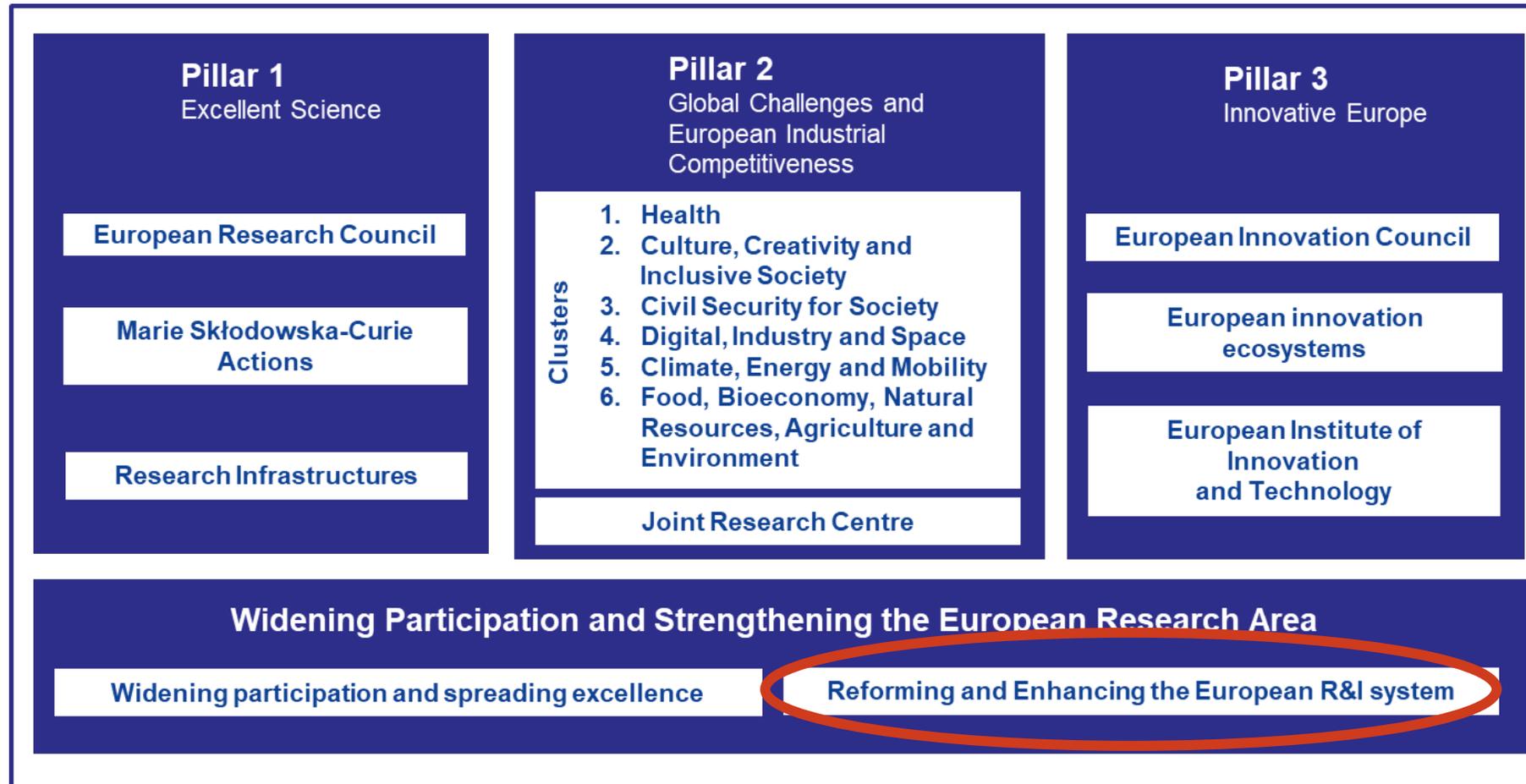


→ [Case study on the impact of sex & gender in the COVID-19 pandemic](#)

→ [Factsheet on gender and intersectional bias in AI](#)

→ **Full Policy Review Report and all material released end November 2020**

Horizon Europe: structure



Useful Resources

Check regular updates on the 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.

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.



Social Corner

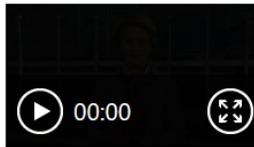
Tweets



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>

COVID-19 Crisis

→ Coronavirus Research and Innovation

https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research-and-innovation/gender-equality_en



#UnionOfEquality #GenderEquality
#UnitedAgainstCoronavirus



→ COVID-19 and gender equality <https://eige.europa.eu/topics/health/covid-19-and-gender-equality>



Thank you for your attention

For any questions and further information please contact:

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