



EU support to gender equality in universities



**CESAER Workshop on
Implementing GEPs at
Universities of S&T
Torino, 29 March 2019**

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I. 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
- ✓ Horizon 2020: Cross-cutting issue + dedicated funding (SwafS)

1999-2019: 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*
- Revision of EC Strategic engagement for Gender Equality



European Research Area

An open space
for knowledge and growth

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***

ERA Stakeholders Platform - Gender Doers

- CESAER
- LERU
- EUA
- Science Europe
- EARTO
- EU-LIFE



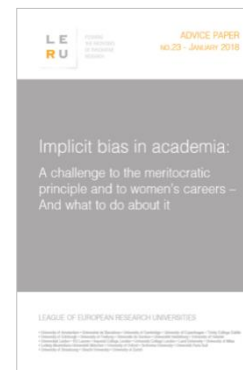
CESAER

Gender Equality at European Universities of Science and Technology
Results of the CESAER Gender Equality Survey 2014 - Final Report 2015
(2015)

+ follow-up survey in 2018



Science Europe
Practical guide to improving gender equality in research organisations
(February 2017)



LERU

Advice paper on Implicit bias in Academia
(January 2018)

Coherence Policy/Funding

European Research Area

Horizon 2020

ERA Roadmap
Council Conclusions Dec.2015

STRATEGY

H2020 regulation
EC rules



Member States
National Action Plans
(Helsinki Gr. → ERAC SWG GRI)

IMPLEMENTATION

European Commission
Work Programmes
SWAFS + Cross-cutting
(inter-service GiRI group)



Research organisations
Gender Equality Plans

ERA Progress Report 2018
(She Figures 2018)

ASSESSMENT
MONITORING

H2020 monitoring (KPIs)
H2020 interim evaluation



II. Women researchers in the European Union



→ **She Figures 2018** **released on 8 March!**

- Leaflet with key figures
- Full publication
- Handbook

Download **She Figures 2018**

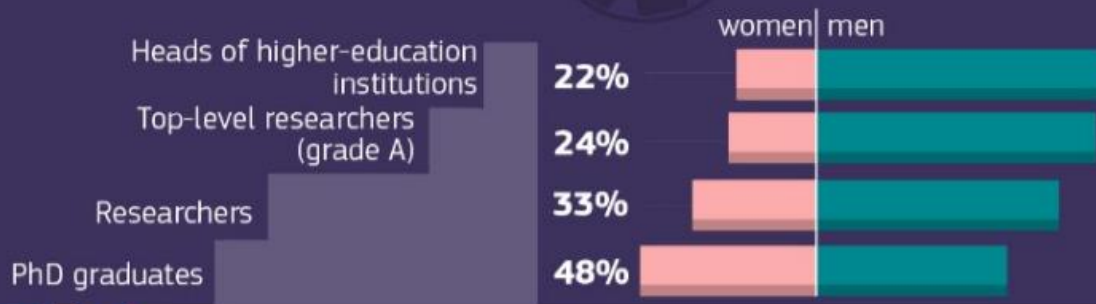
<https://publications.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en>

Download the **She Figures handbook 2018**

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

**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**

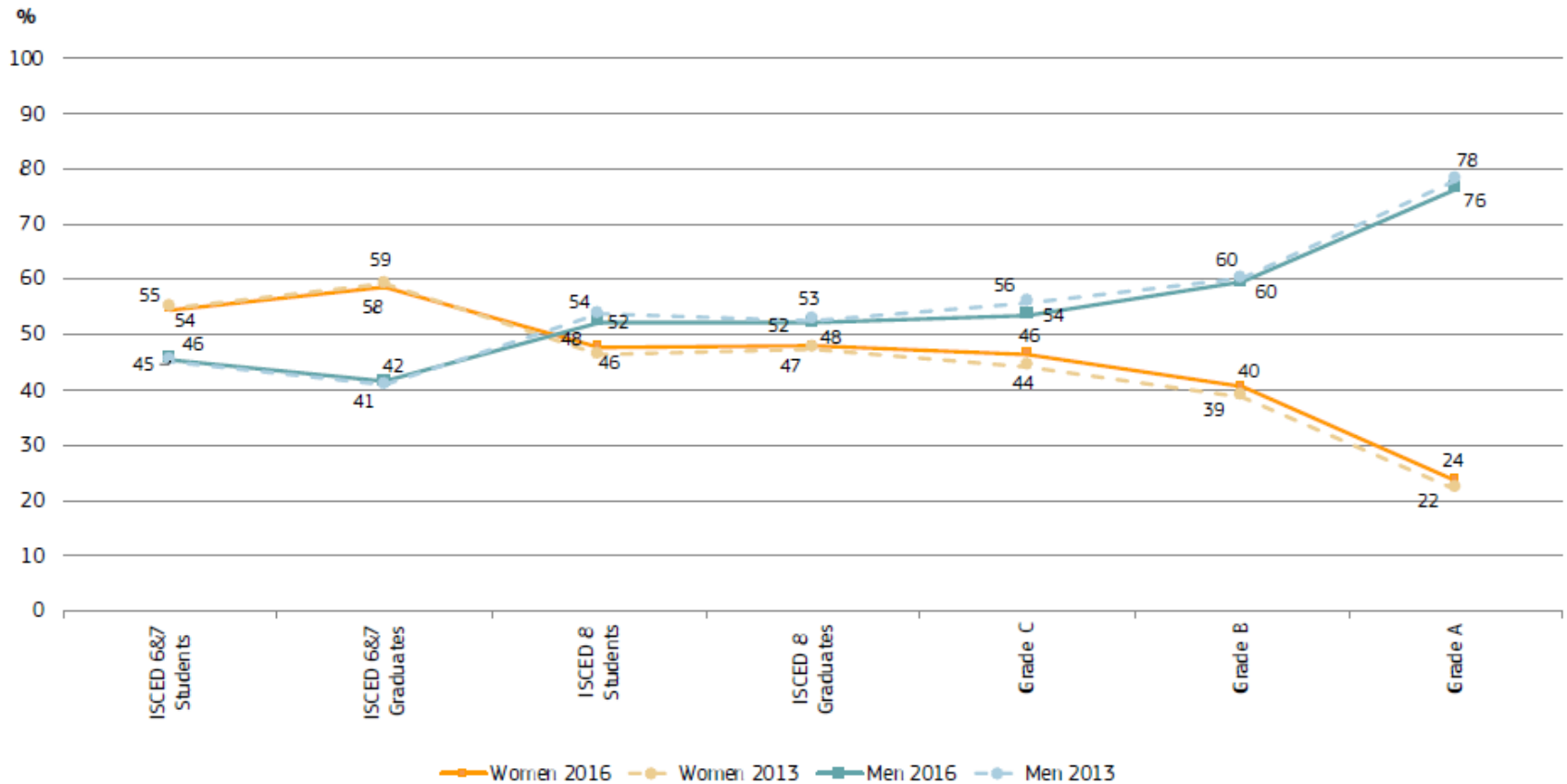


#EU4Women

#WomenInScience

HORIZON 2020
Closing **gender** gaps in
Research and Innovation

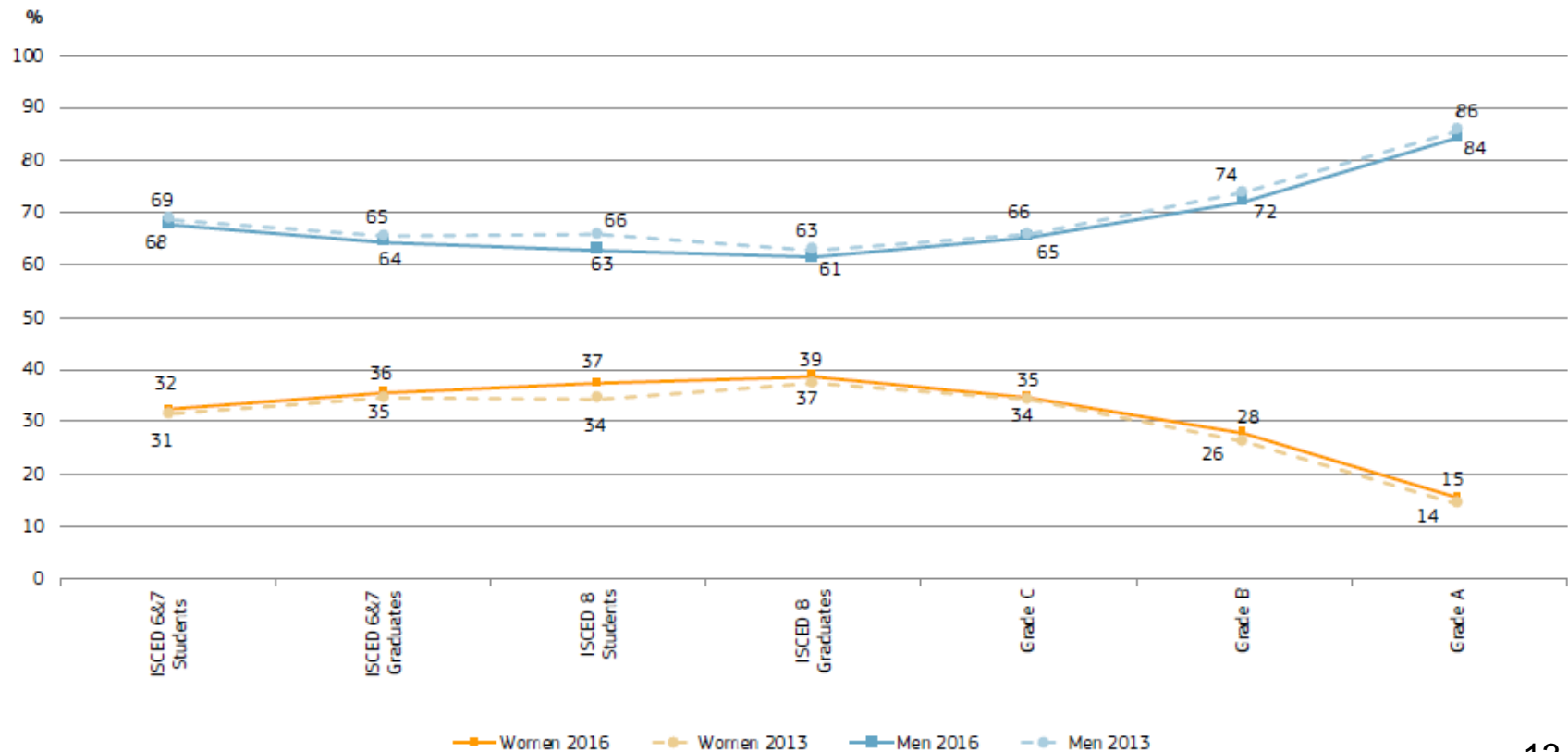
Figure 6.1 Proportion (%) of men and women in a typical academic career, students and academic staff, EU-28, 2013-2016



Source: She Figures 2018

Gender gap is even wider in STEM

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



III. Gender Equality in Horizon 2020

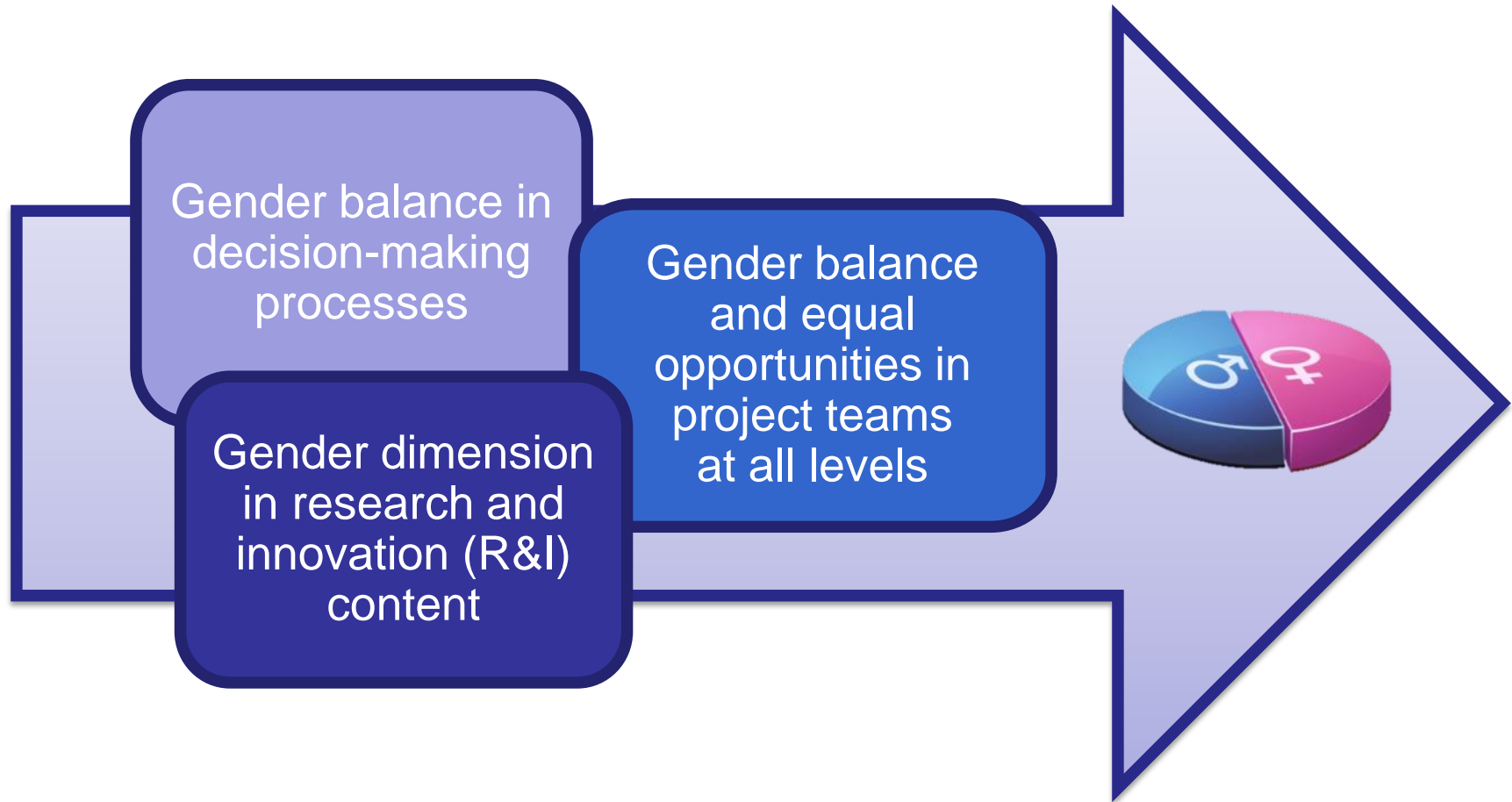
- ✓ **Gender Equality as a cross-cutting issue**
- ✓ **Gender Equality in the SwafS work programme**
 - **Gender Equality Plans**

Gender equality as a cross-cutting issue in Horizon 2020

The **promotion of gender equality**, including the integration of the gender dimension in research and innovation content, is enshrined in the three core **documents** of **Horizon 2020**:

- ✓ Horizon 2020 Regulation (Articles 14 & 16, [link](#))
- ✓ Rules for participation ([link](#))
- ✓ Specific Programme implementing Horizon 2020 ([link](#))

3 Objectives for Gender Equality in Horizon 2020





European Commission

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

Women's participation



Evaluation panels and advisory groups



Targets set for

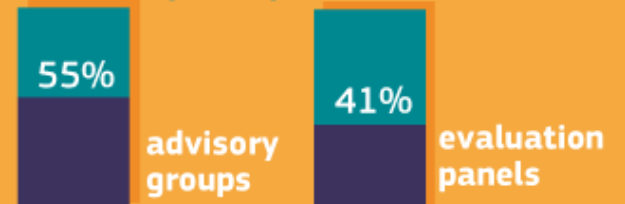


expert groups and evaluation panels
40% of the under-represented sex



advisory groups
50% of the under-represented sex

Women's participation



HORIZON 2020

Closing gender gaps in Research and Innovation



European Commission

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_{/473} **topics** for call for proposals
have an explicit gender dimension

in health, transport, food, secure societies, industrial leadership...



Closing **gender** gaps in
Research and Innovation



European
Commission

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



✓ Gender Equality in the SwafS work programme

The move towards *institutional change*

FP6 2002-2006
Gender action
plans in
projects

H2020 2014-2020
Gender equality plans
ERA Roadmap
National Action Plans



FP7 2007-2013
Structural change
2009: ERA in Lisbon Treaty
2012 ERA Communication

Common features

- ✓ Target universities and research organisations
- ✓ Aim at changing practices to remove gender inequalities (discrimination and biases)
- ✓ Systemic approach supporting a combination of actions
- ✓ Aim at lasting effects (evaluation & monitoring)

Evolution of the GEP topics

- From conceptualisation and debate, to implementation within partner universities and research organisations (RPOs & RFOs)
- Increasing importance given to:
 - Analysing the situation in light of national and EU policy/legal context (and involving national authorities)
 - Long term support from highest level management and active role of middle management
 - Sustainability
 - Monitoring/evaluation with targets and indicators
 - Building on lessons learned and good practices: using the GEAR Tool
 - Creating communities of practice (*e.g. ACT*)
 - Developing gender knowledge (*e.g. GE Academy*)

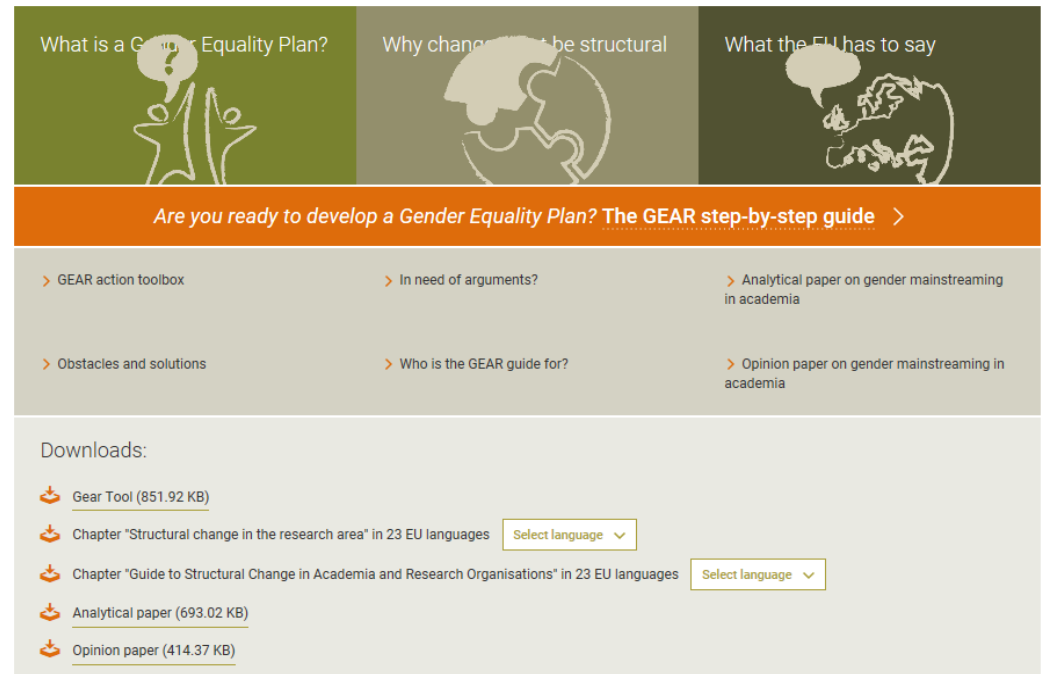
The GEAR Tool

Gender Equality in Academia and Research -
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

Making a Gender Equality Plan



The screenshot shows the GEAR tool website interface. At the top, there are three main sections: "What is a Gender Equality Plan?", "Why change should be structural", and "What the EU has to say". Below these is a prominent orange banner that reads "Are you ready to develop a Gender Equality Plan? The GEAR step-by-step guide >". Underneath the banner, there are six links arranged in a 2x3 grid: "GEAR action toolbox", "In need of arguments?", "Analytical paper on gender mainstreaming in academia", "Obstacles and solutions", "Who is the GEAR guide for?", and "Opinion paper on gender mainstreaming in academia". At the bottom, there is a "Downloads:" section listing four items: "Gear Tool (851.92 KB)", "Chapter 'Structural change in the research area' in 23 EU languages" (with a "Select language" dropdown), "Chapter 'Guide to Structural Change in Academia and Research Organisations' in 23 EU languages" (with a "Select language" dropdown), "Analytical paper (693.02 KB)", and "Opinion paper (414.37 KB)".

<http://eige.europa.eu/gender-mainstreaming/toolkits/gear>

CESAER members participation in Gender Equality Projects

Type	Projects
GEP projects	<p>H2020</p> <p>GENERA: Karlsruhe IT</p> <p>Baltic Gender: Lund U</p> <p>GEECCO: TU Wien (Coord) – UP Catalunya</p> <p>CHANGE: RWTH Aachen</p> <p>SPEAR: RWTH Aachen – U NOVA Lisboa</p> <p>FP7</p> <p>FESTA: RWTH Aachen - Istanbul TU</p> <p>TRIGGER: UP Madrid</p> <p>GARCIA: UC Louvain</p>
Gender policy projects	<p>H2020</p> <p>ACT: TU Berlin</p> <p>GE Academy: UP Madrid</p>



V. Horizon Europe

Gender Equality in the EC's Horizon Europe proposal

- Remains a high priority: **Art. 6.9** 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*'
 - + in Broad line: '*(...) supporting the modernisation of universities and other research and innovation organisations, through **gender equality plans** and comprehensive approaches to **institutional changes**.(...)*'
- **Negotiations with Council of the EU & European Parliament from January to March 2019: Partial Agreement reached on 20 March 2019**



VI. Useful Resources

SwafS - Gender Equality policy page

Commission and its priorities

Policies, information and services



English 

Search

Search

Home > Research and Innovation > Research by area >

Science With And For Society (Swafs)

Home About Funding Policy  Events e-Library

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

Publications

- She figures 2018: [Study](#) | [Handbook](#)
- [Guidance to facilitate the implementation of targets to promote gender equality in research and innovation](#) (📎 582 KB)
- [Interim Evaluation: Gender equality as a crosscutting issue in Horizon 2020](#) (📎 829 KB)
- [Report from the workshop on Implicit Gender Biases during Evaluations: How to Raise Awareness and Change Attitudes](#) (📎 1.2 MB)

More Info

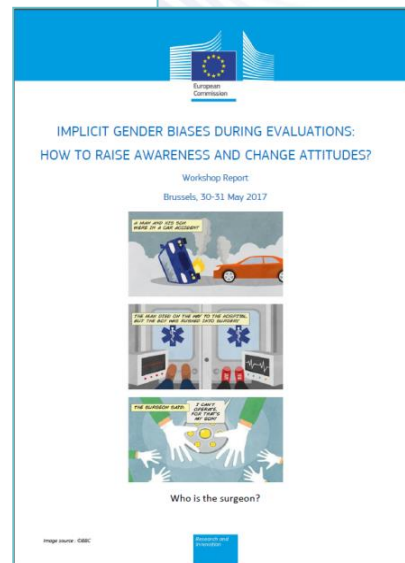
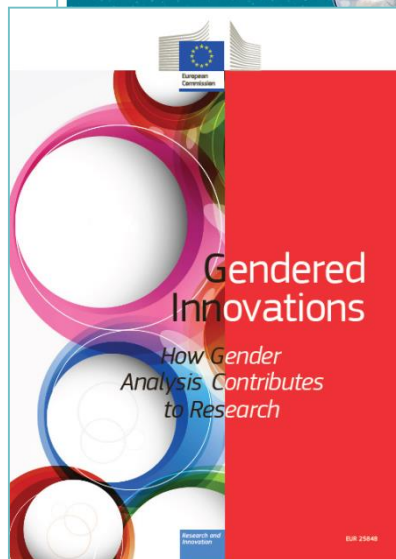
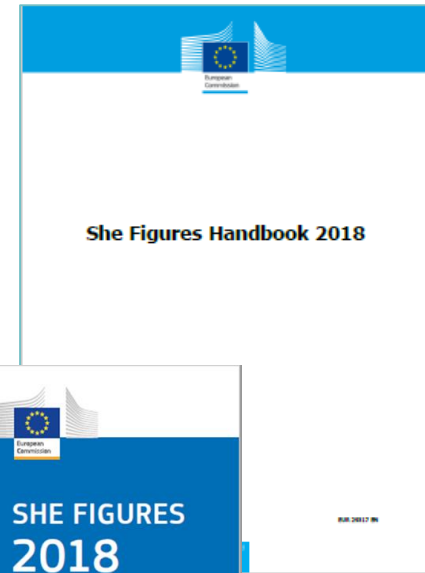
- ["Science Education for Responsible Citizenship"](#) - New report on Science Education
- [Eurobarometer Qualitative Study: Qualitative survey about Public Opinion on Future Innovations, Science and Technology](#)
- [Indicators for promoting and monitoring](#)

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



European
Commission

Publications



https://ec.europa.eu/research/swafs/index.cfm?pg=library&lib=gender_equality

Participant Portal: Gender as a cross-cutting issue



The screenshot shows the 'RESEARCH & INNOVATION Participant Portal H2020 Online Manual'. A navigation menu on the left lists various topics, with 'Gender' highlighted under 'Cross-cutting issues'. The main content area displays the 'Gender equality' section, which includes a table of contents for 'GENDER EQUALITY & GENDER DIMENSION IN RESEARCH & INNOVATION CON...', a list of key points, and links to 'PROJECT REQUIREMENTS' and 'EVALUATION'.

... 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

http://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm



**Thank you very much
for your attention!**

For any other question and further information please contact:

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