Gender Equality in Research & Innovation

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Spreading Excellence & Widening Participation
Science with and for Society

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CONTENT

❑ **Gender Equality in H2020** (State of play):

    – Policy
    – Gender in Evaluations
    – Gender in Project Implementation
    – The SwafS Programme (GEPs)

❑ **Gender Equality in HE**
    – Policy
    – Co-design Report

Gender in H2020

REVIEW OF THE H2020 EXPERIENCE

Three objectives underpin activities on Gender Equality in line with the ERA priorities:

1. Fostering gender balance in research teams
2. Ensuring Gender balance in decision-making
3. Integrating the gender dimension (sex/gender analysis) into R&I content

These objectives are integrated in implementing provisions at each stage of the research and innovation cycle

- **At least 40% of male/female experts is a criterion for pool creation ***

- **Gender can be a cross-cutting priority for WP topic description**

Many topics are flagged for gender which means that the gender dimension needs to be assessed and applicants need to consider this in their proposal

* This also applies to Advisory Groups (Target: 50% of under represented sex)

GENDER AS A CROSS-CUTTING ISSUE

Gender is amongst the **H2020 cross-cutting priorities**

If a topic is **flagged** for a cross-cutting issue, it should be considered when evaluating the relevant sub-criterion. Proposals addressing cross-cutting issues which are not explicitly mentioned in the scope of the topic can also be evaluated positively.

GENDER DIMENSION

A topic is considered **gender relevant** when it can be expected that its findings affect women and men differently. In topics flagged for 'gender' applicants are asked to indicate under the scope and/or impact section in what way gender is relevant.

The **proposal template**, under 'concept and methodology', asks applicants to "where relevant, describe how sex and/or gender analysis is taken into account in the project's content". Applicants are asked to integrate a gender/sex analysis, and when relevant specific studies, in their proposals.

For these topics, it is checked how sex and/or gender analysis is taken into account and this is considered under the **"excellence" criterion**.

NOVELTY INTRODUCED IN H2020:

GENDER IS NOW AN INTEGRAL PART OF THE EVALUATION SUB-CRIT.

Gender dimension is now explicitly mentioned in an evaluation sub-criterion for excellence in, RIAs IAs and MSCAs:

RIAs IAs
"Appropriate consideration of interdisciplinary approaches and, where relevant, use of stakeholder knowledge and gender dimension in research and innovation content".

MSCA
"Quality and credibility of the research/innovation project; level of novelty and appropriate consideration of inter/multidisciplinary, intersectoral and gender aspects".

European Commission

GENDER IN EX - AEQUOS

Gender is a factor taken into consideration in ex-aequo proposals

Priority order for proposals with the same score:

Unless the call conditions indicate otherwise, the following method will be applied (except for the first stage of two-stage calls, where proposals having the same score are kept together and no prioritisation is made)

a) Proposals that address topics, or sub-topics, not otherwise covered by more highly-ranked proposals, will be considered to have the highest priority.

b) The proposals identified under (a), if any, will themselves be prioritised according to the scores they have been awarded for the criterion excellence. When these scores are equal, priority will be based on scores for the criterion impact. In the case of Innovation actions this prioritisation will be done first on the basis of the score for impact, and then on that for excellence.

*c) If necessary, any further prioritisation will be based on the following factors, in order: size of EU budget allocated to SMEs**; gender balance among the personnel named in the proposal who will be primarily responsible for carrying out the research and/or innovation activities.***

AWARENESS RAISING ON IMPLICIT GENDER BIASES

Now included in evaluator briefings.

- **<u>Implicit gender biases may exist in evaluation processes</u>**

  – It refers to a cognitive phenomenon that takes place automatically and without our knowledge when assessing people and situations, influenced by our background and socio-cultural environment.

  – Implicit biases based on gender stereotypes can affect both men and women, and influence behaviour and decision making.

  – The following tips help raise awareness and consequently mitigate the effect of gender implicit biases

    ▪ Place yourself in a quiet environment where you can be focused while evaluating
    ▪ Dedicate a **sufficient amount of time** to each proposal

  ▪ **https://www.youtube.com/watch?v=pgmjp7fM7rQ**

  ▪ 'Gender Bias in Research Institutes' from **LIBRA** (H2020 project)**:**
    https://www.youtube.com/watch?v=g978T58gELo

    More info in <u>Model contract for expert evaluators</u>

WATCH THIS VIDEO

<u>Understanding unconscious bias</u>

(by Royal Society - UK)

ARTICLE 33 — GENDER EQUALITY

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.

European Commission

NOVELTIES INTRODUCED IN H2020:

- **Introduction of question linked to Gender in Review Reports (PO & Reviewer to check)***

- **Gender training included as eligible cost of an action**

* « Have the beneficiaries reached Gender balance at all levels of personnel assigned to the action? If not, have the reasons been explained in the periodic report? »

- **Overall under H2020: Aproximately 34% projects flagged for gender dimension**

- **Under H2020-SwafS: 25 gender-related projects were funded**

  - **17 on gender equality plans (+1 in GAP)**

  - **8 on different issues (e.g. networking, creating a community of practice, evaluation of initiatives..)**

Projects portfolio (1)

Project (acronym)	Budget (€)	Dates	Coordinator	Country Coordinator	Country Other partners	Highlights	Website
GERI-4-2014-2015 Support to research organisations to implement **gender equality plans**							
GENERA	**3,19 M**	1/09/2015 31/08/2018 Ended	STIFTUNG DEUTSCHES ELEKTRONEN-SYNCHROTRON DESY	DE	**EU:** NL, UK, IT(2), DE, AT, ES(2), RO, PL, FR	Establishing gender equality plans in Physics	www.genera-project.com
LIBRA	**2,29 M**	1/10/2015 31/03/2018 Ended	FUNDACIÓ CENTRE DE REGULACIÓ GENÓMICA	ES	**EU:** IT(2), AT, FR, UK, DK, DE, CZ, NL	Implementation of innovatiove gender equality plans on Life Sciences and raise awareness of gender aspects in the experimental design of pre-clinical reseach project.	www.eu-libra.eu
PLOTINA	**2,30 M**	1/02/2016 31/01/2020 Running	ALMA MATER STUDIORUM – UNIVERSITÀ DI BOLOGNA	IT	**EU:** UK, SI, PT(2), ES(3), AT, BE, IT **AC:** TR	To enable the development, implementation and assessment of self-tailored Gender Equality Plans (GEPs) with innovative and sustainable strategies for the Research Performing Organizations (RPOs) involved. Modular and adaptable resources for other RPOs final resuts	www.plotina.eu
Baltic Gender	**2,23 M**	1/09/2016 31/08/2020 Running	HELMHOLTZ ZENTRUM FUER OZEANFORSCHUNG KIEL	DE	**EU:** EE, DE (3), LT, SE, FI	Establishment and implementation of Gender Equality Plans in research organisations and higher education institutions in Marine Science and Technology	www.baltic-gender.eu
SAGE	**2,28 M**	1/09/2016 31/08/2019 Ended	TRINITY COLLEGE DUBLIN	IE	**EU:** IT, PT, FR, UK **AC:** TR, BA	Design and implementation of Gender Equality Plans in 3 MS and 2 AC	www.sage-growingequality.eu
EQUAL-IST	**1,86 M**	1/06/2016 31/05/2019 Ended	VILABS OE	EL	**EU:** IT(2), DE, FI, LT, PT **AC:** UA **TC:** LI	Establishing gender equality plans in Information Systems and Technology Research institutions	www.equal-ist.eu

Gender in SwafS

Projects portfolio (2)

SwafS-03-2016-2017			Support to research organisations to implement **gender equality plans**					
TARGET	**1,99 M**	1/05/2017 30/04/2021 Running	INSTITUT FUER HOEHERE STUDIEN	AT	**EU:** RO, IT(2), EL, FR, ES **AC:** RS **TC:** MA	Building institutional capacity in RFOs and university network; active reflexive learning process within the GEIIs	www.gendertarget.eu
GEECCO	**2,03 M**	1/05/2017 30/04/2021 Running	TECHNISCHE UNIVERSITAET WIEN	AT	**EU:** IT, PL, ES, CZ, AT(2), BE, DE	Establishment of Gender Equality Plans in STEM-institutions	www.geecco-project.eu
R-I PEERS	**2,03 M**	1/05/2018 30/04/2022 Running	UNIVERSITÀ DEGLI STUDI DI SALERNO	IT	**EU:** CY, IT(2), ES, BE, SI, EL **AC:** IL, TN	Disruption of gender bias approach and unconsious rules limiting women career in research in the Mediterranean Area.	www.ripeers.eu
CHANGE	**2,03 M**	1/05/2018 30/04/2022 Running	INTERDISZIPLINARES FORSCHUNGSZENTRUM FUER TECHNIK, ARBEIT UND KULTUR	AT	**EU:** DE(2), PT, SK, SI **AC:** IL	Implementation of gender equality plans via Tranfer Agents within each orgnaisation through mutual learning and co-production	www.change-h2020.eu
SUPERA	**2,03 M**	1/06/2018 31/05/2022 Running	UNIVERSIDAD COMPLUTENSE DE MADRID	ES	**EU:** BE, FR, IT(2), HU, PT, ES	Implement Gender Equality Plans (GEPs) in 6 organizations from Southern and Central Europe	www.superaproject.eu

Projects portfolio (3)

SwafS-09-2018-2019-2020 Supporting research organisations to implement **gender equality plans**							
GEARING ROLES	3,00 M	1/01/2019 31/12/2022 Running	UNIVERSIDAD DE LA IGLESIA DE DEUSTO ENTIDAD RELIGIOSA	ES	**EU:** PT, SI, UK(2), EE, BE, ES, NL **AC:** TR	Focus on the deconstruction of sexual roles in order to unveil unconscious gender biases that operate in processes of decision-making, selection and promotion of people and in the attribution of value and recognition.	www.gearingroles.eu
Gender-SMART	2,90 M	1/01/2019 31/12/2022 Running	CENTRE DE COOP. INTERN. EN RECHERCHE AGRONOMIQUE POUR LE DEVELOPPEMENT	FR	**EU:** ES, IT, IE, NL, CY, BE, CZ, FR	Achieving gender equality in Research Performing and Research Funding Organizations operating in the agricultural and life sciences research field	www.gendersmart.eu
SPEAR	3,00 M	1/01/2019 31/12/2022 Running	SYDDANSK UNIVERSITET	DK	**EU:** SE, DE, HU, AT, BG(2), LT(2), PT, HR	Collaboration through communities: Community of Learning and Community of Practice.	www.gender-spear.eu
CALIPER	2,90 M	1/01/2020 31/12/2023 To start	VILABS OE	EL	**EU:** IT(2), EL, HR, SK, BE, ES, RO,DE **AC:** TR, GE	Quadruple helix approach: trigger and make internal changes and gender equality policies sustainable by orchestrating the core internal assessment and GEPs design with outward actions engaging external stakeholders.	
EQUAL4EUROPE	3,00 M	1/01/2020 31/12/2023 To start	FUNDACION ESADE	ES	**EU:** NL(2), SK, SI, DE, FR, BE	Gender equality plans with focus on arts, humanities, medicine, social sciences, business and law (AHMSSBL).	
LeTSGEPs	2,43 M	1/01/2020 31/12/2023 To start	UNIVERSITÀ DEGLI STUDI DI MODENA E REGGIO EMILIA	IT	**EU:** DE(2), IT, ES, FR **AC:** AL, RS	gender budgeting; continuous training support	

Projects portfolio (4)

GERI-1-2014	Innovative approach to communication encouraging girls to study science						
Hypatia	1,50 M	1/08/2015 31/07/2018 Ended	Stichting Nationaal Centrum Voor Wetenschap en Technologie	NL	**EU:** EE, UK, DE, CY	Development, piloting and dissemination of a unique modular toolkit of activities and guidelines for engaging teenagers in STEM in a gender-inclusive way.	www.expecteverything.eu/hypatia

GERI-2-2014	Impact of gender diversity on Research & Innovation						
GEDII	1,00 M	1/10/2015 30/09/2019 Ended	FUNDACIÓ PER A LA UNIVERSITAT OBERTA DE CATALUNYA	ES	**EU:** IT, BE, DK(2), FR(2),NL(2)	Using innovative methods for the analysis of the diversity-research productivity relationship. Setting up a Gender-Diversity- Index (GDI) to provide a more nuanced and realistic measure of the impact of gender diversity on research productivity, quality and innovation across countries and sectors.	www.gedii.eu

GERI-3-2014	Evaluation of initiatives to promote gender equality in research policy and research organisations						
EFFORTI	2,00 M	1/06/2016 31/05/2019 Ended	FRAUNHOFER GESELLSCHAFT ZUR FOERDERUNG DER ANGEWANDTEN FORSCHUNG	DE	**EU:** ES, AT, DK, HU, LU	Two IT tools: Programme Theory Generator and Impact Story Knwoledge Base.	www.efforti.eu

SwafS-19-2016	European Community of Practice to support institutional change						
GENDERACTI ON	1,95 M	1/04/2017 31/03/2021 Running	INSTITUTE OF SOCIOLOGY OF THE ACADEMY OF SCIENCES OF THE CZECH REPUBLIC	CZ	**EU:** AT, CY, DE, EL, ES, LU, MT(2), SI, SK **AC:** TR, BA	Setting up a network of representatives appointed by national authorities in 13 Member States (MS) and Associated Countries, with 5 associate partners. Prepare policy briefs on advancing gender equality in the ERA	www.genderaction.eu

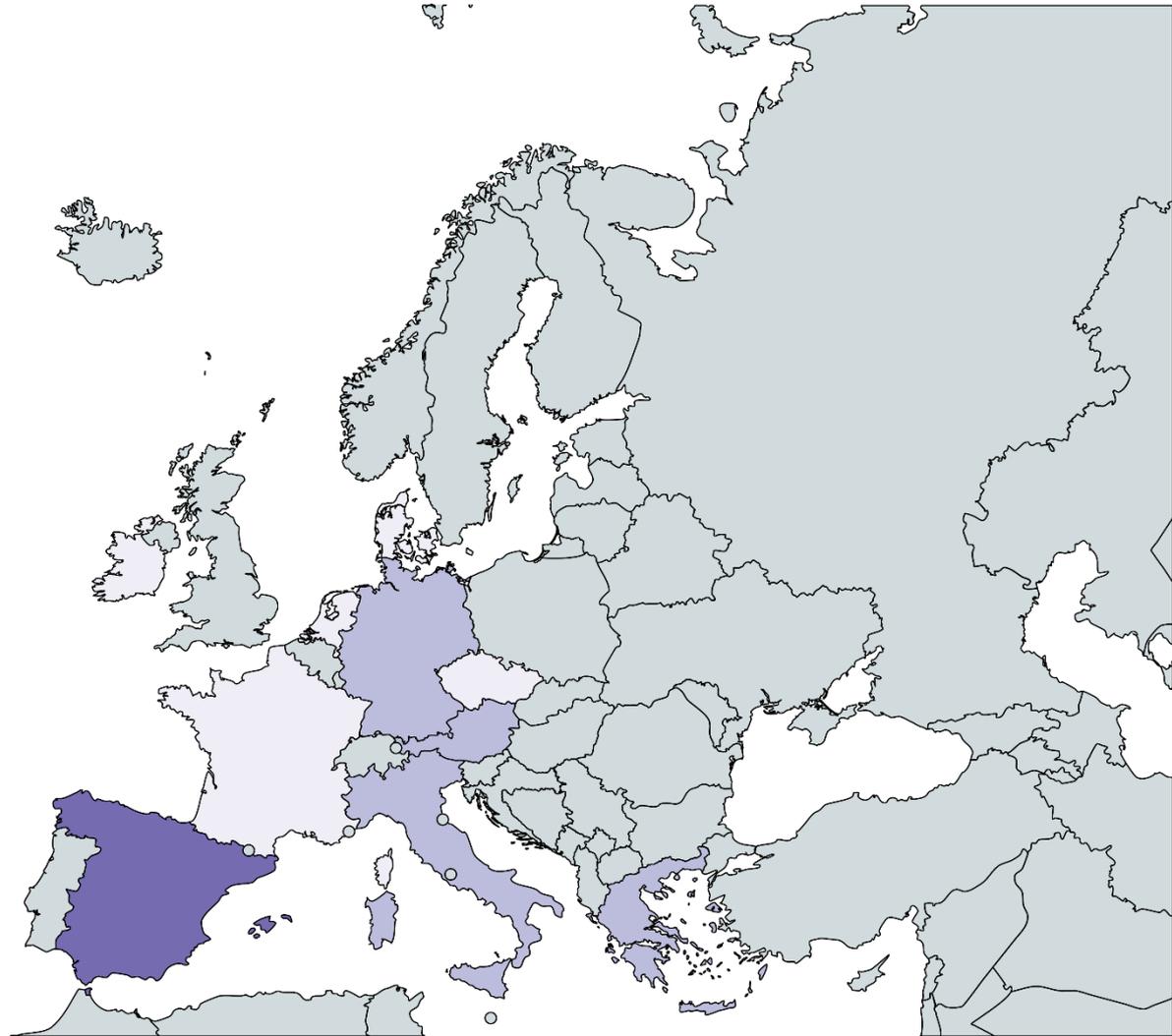| SwafS-08-2017	European Community of Practice to support institutional change						
ACT	3,00 M	1/05/2018 30/04/2021 Running	FUNDACIÓ PER A LA UNIVERSITAT OBERTA DE CATALUNYA	ES	**EU:** UK(3), ES, AT, IE, DE(3), FR, ES, PL, SI, **AC:** IS **TC:** CR	Promoting Communities of Practice to advance knowledge, collaborative learning and institutional change on gender equality in the European Research Area.	www.act-on-gender.eu

Projects portfolio (5)

SwafS-10-2018 Analysing gender gaps and biases in the allocation of grants							
GRANTeD	2,00 M	01-01-2019 31-12-2021 Running	JOANNEUM RESEARCH FORSCHUNGSGESELLSCHAFT	AT	**EU:** SE, ES, DE, NL	Shaping a more gender-fair research funding system, by studying the occurrence and causes but also the consequences of gender bias in the allocation of research grants	www.granted-project.eu
SwafS-13-2018 Gender Equality Academy and dissemination of gender knowledge across Europe							
GE Academy	2,00 M	01-01-2019 31-12-2021 Running	VILABS OE	EL	**EU:** BE, IT(2), CZ, DE, ES, AT, IE, FR, HU **AC:** NO	Development and implementation of high-quality capacity-building programme on gender equality in research, innovation and higher education	www.ge-academy.eu
SwafS-11-2019 Scenarios for an award/certification system for gender equality in research organisations and universities in Europe							
CASPER	1,50 M	01-01-2020 31-12-2022 To start	FONDATION EUROPEENNE DE LA SCIENCE	FR	**EU:** IT(2), UK, BE, ES, CZ, AT	The project proposes to devise and validate four scenarios, including a noaction scenario, in co-creation with national and international stakeholders. Each scenario will be examined via a walk-through methodology to understand their respective strengths/weaknesses, costs/benefits, other positive/ negative impacts or their contextual relevance, and subsequently validated with stakeholders	
SwafS-12-2019 The gender perspective of science, technology and innovation (STI) in dialogue with third countries							
GNOSTIC	1,99 M	01-01-2020 31-12-2022 To start	UNIVERSITÀ DEGLI STUDI DI GENOVA	IT	**EU:** ES (2), IT (2), SE, FR **TC:** IR, MA, UG, CO, CU, US		
Total budget	**58,39 M**						

Coordinators

Member States
- 1-2
- 3-4
- 6

Partners (MS and AC)

Member States
- 2-8
- 9-12
- 21-24

Associated Countries
- 1
- 2
- 5

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European Commission
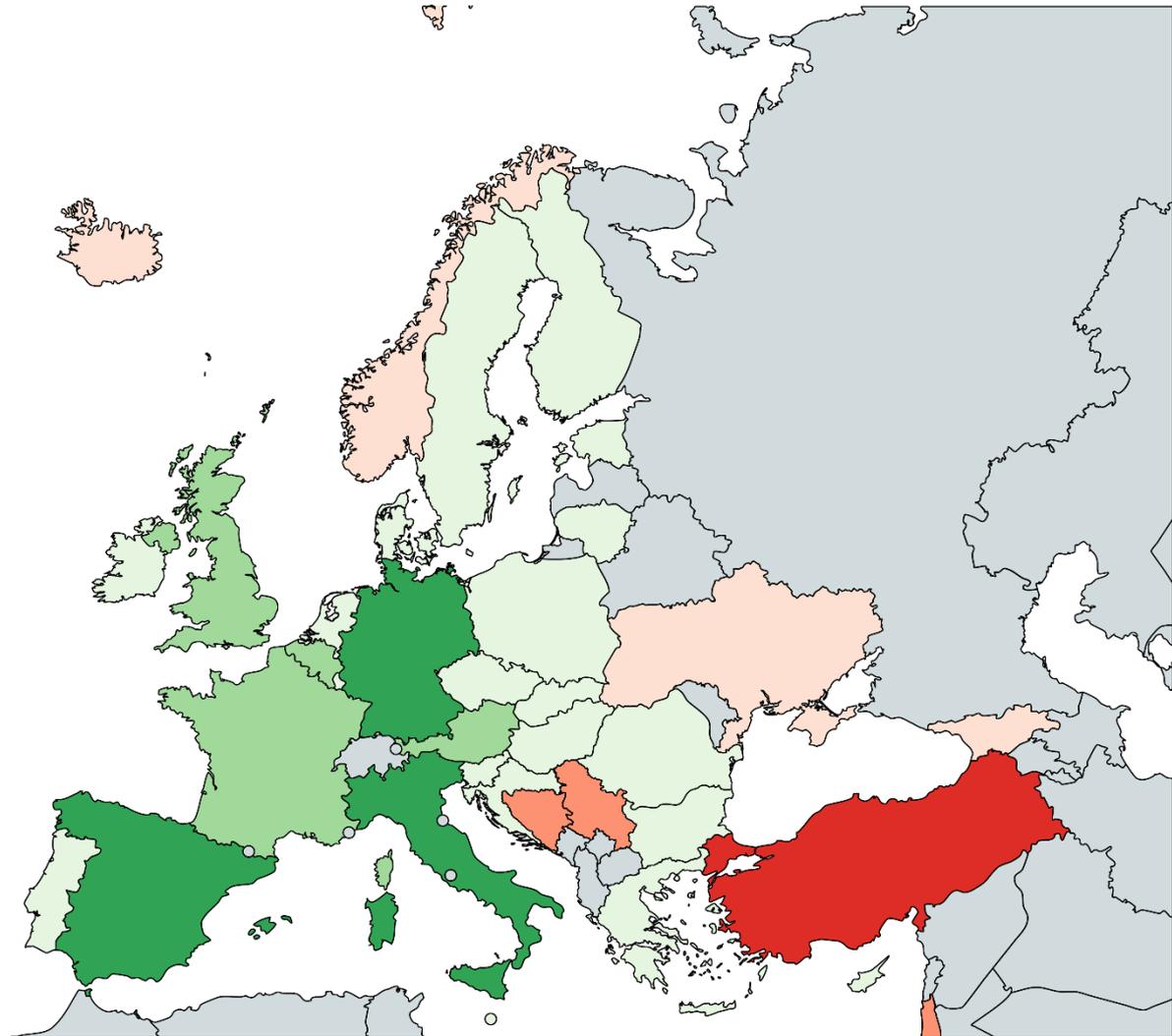
The move towards *institutional change*

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

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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. project ACT*)

- Developing gender knowledge (*e.g. project GE Academy*)

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

Gender Equality in Academia and Research - GEAR tool

Making a Gender Equality Plan
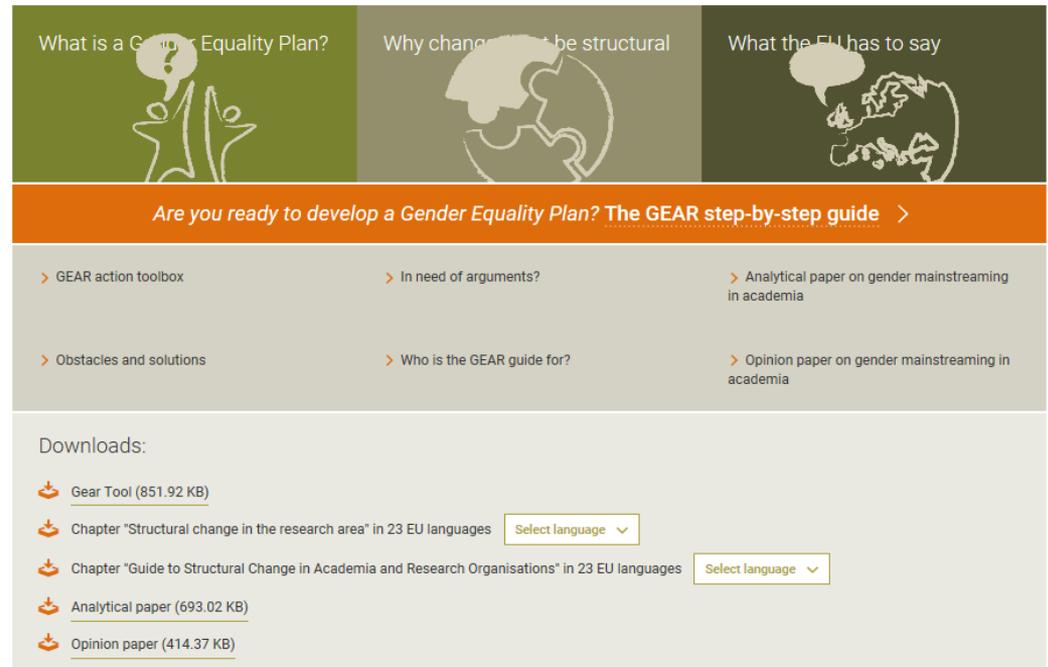
What is a Gender Equality Plan? Why change must be structural What the EU has to say

Are you ready to develop a Gender Equality Plan? **The GEAR step-by-step guide** >

> GEAR action toolbox   > In need of arguments?   > Analytical paper on gender mainstreaming in academia

> Obstacles and solutions   > Who is the GEAR guide for?   > Opinion paper on gender mainstreaming in academia

Downloads:

⬇ Gear Tool (851.92 KB)
⬇ Chapter "Structural change in the research area" in 23 EU languages [Select language ▾]
⬇ Chapter "Guide to Structural Change in Academia and Research Organisations" in 23 EU languages [Select language ▾]
⬇ Analytical paper (693.02 KB)
⬇ Opinion paper (414.37 KB)

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

Gender in HE

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
1. Health
2. **Culture, Creativity and Inclusive Society**
3. Civil Security for Society
4. Digital, Industry and Space
5. Climate, Energy and Mobility
6. 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

- Remains a high priority: **Art. 6a.5** of the Framework Regulation **sets legal basis**

- **Gender is a cross-cutting priority as per Art. 2 of Specific Programme**

- Line of activity under Pillar II, Cluster 2 on gender equality in all social, political, economic and cultural domains, also addressing intersections between gender and other social categories, such as disability, sexual orientation and ethnicity.

- **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***.(…)'*

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Horizon Europe : co-design

Finnish Presidency Conference

EC-supported through H2020 SwafS
(Helsinki, 23-24 October 2019)

Objective: Take stock / Take action!

Future of EU policy for
Gender Equality in R&I

Key outcomes:

- sustainable structural change

- Innovation : call for bold actions

- Gender and intersecting inequalities

- Integration of gender dimension – social responsibility

→ *Helsinki Call for Action*

https://www.lyyti.fi/p/NEWPATHWAYS

WELCOME   PROGRAM   PRACTICALITIES   SPEAKERS   REGISTER FOR THE EVENT

EU2019.FI

Photo: Maskot/Gorilla

Research and Innovation Excellence through gender equality: New pathways and challenges

23.–24.10.2019

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Integration of the gender dimension Orientations Co-design report

➢ Close to 500 open text comments addressing gender. Concrete recommendations for each programme part:

- **Cluster 1** (and Cancer Mission):

    -Cover all all six health-related challenges;

    -developing gender medicine as a core component of personalised medicine; exploring biological, cultural and psychological differences between men and women which can affect both health and disease and their perception

- **Cluster 2**:

    -gender stereotypes and unconscious biases;

    -violence against women and impact on society and the economy;

    -women beyond the role of victims of gender inequalities: role women play in social and economic transformations and enhancing democracy

- **Cluster 3**:

    -gender should be mentioned when referring to security :in public spaces, cybersecurity, vulnerability in migrants, etc);

    -sexual cyberviolence

...Orientations Co-design report

- **Cluster 4**:

  -address potentially gender-discriminatory technology (not only gender bias in Artificial Intelligence);

  -different needs of women and men in target groups when formulating problems and solutions in nanotechnologies, advanced materials, manufacturing technologies, etc.

- **Cluster 5**:

  -gendered aspects of climate change drivers, impacts, mitigation solutions and adaptation patterns, including behavioural ones;

  -differences between women's and men's energy needs, choices and consumption patterns when designing energy plans;

  -complexities of women's and men's needs regarding mobility and transport solutions for communities and cities

- **Cluster 6**:

  -empowerment of women in agriculture,

  -different conditions facing women & men in rural areas,

  -impact of evolving gender roles on activities in primary sector;

  -nutrition status of women and men when developing sustainable and healthy diets; integrating sex/gender analysis on the effects of pesticides, antibiotics and antimicrobial resistance

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...Orientations Co-design report

- **Pillar I**:
    - Research infrastructures also need to mainstream gender in their core activities, governance systems and research and innovation procedures

- **Pillar III**:
    - more women and sex/gender analysis methods in the process of innovation to facilitate more competitive products not only designed for a male consumer as a default model, and to address gender equality in the EIC

- **Part Widening/European Research Area**:
    - concrete measures/actions to incentivise 'widening' countries to develop gender equality policies in research and innovation institutions

SwafS – Gender Equality policy page

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

Some useful links:

- **Gender section of the Online manual** https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

- **FAQs** https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/support/faq as they explain to applicants how to take gender into account in their proposals.

**Thank you
for your attention…**