

# EU support to Gender Equality in Research and Innovation

International conference  
“GENDER EQUALITY IN STI:  
PROGRESS AND CHALLENGES”  
Vilnius, 18 March 2019

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B6 – Inclusive Societies  
DG Research & Innovation



# Content

**I – The Context: Gender Equality Strategy in Research and Innovation (R&I) Policy**

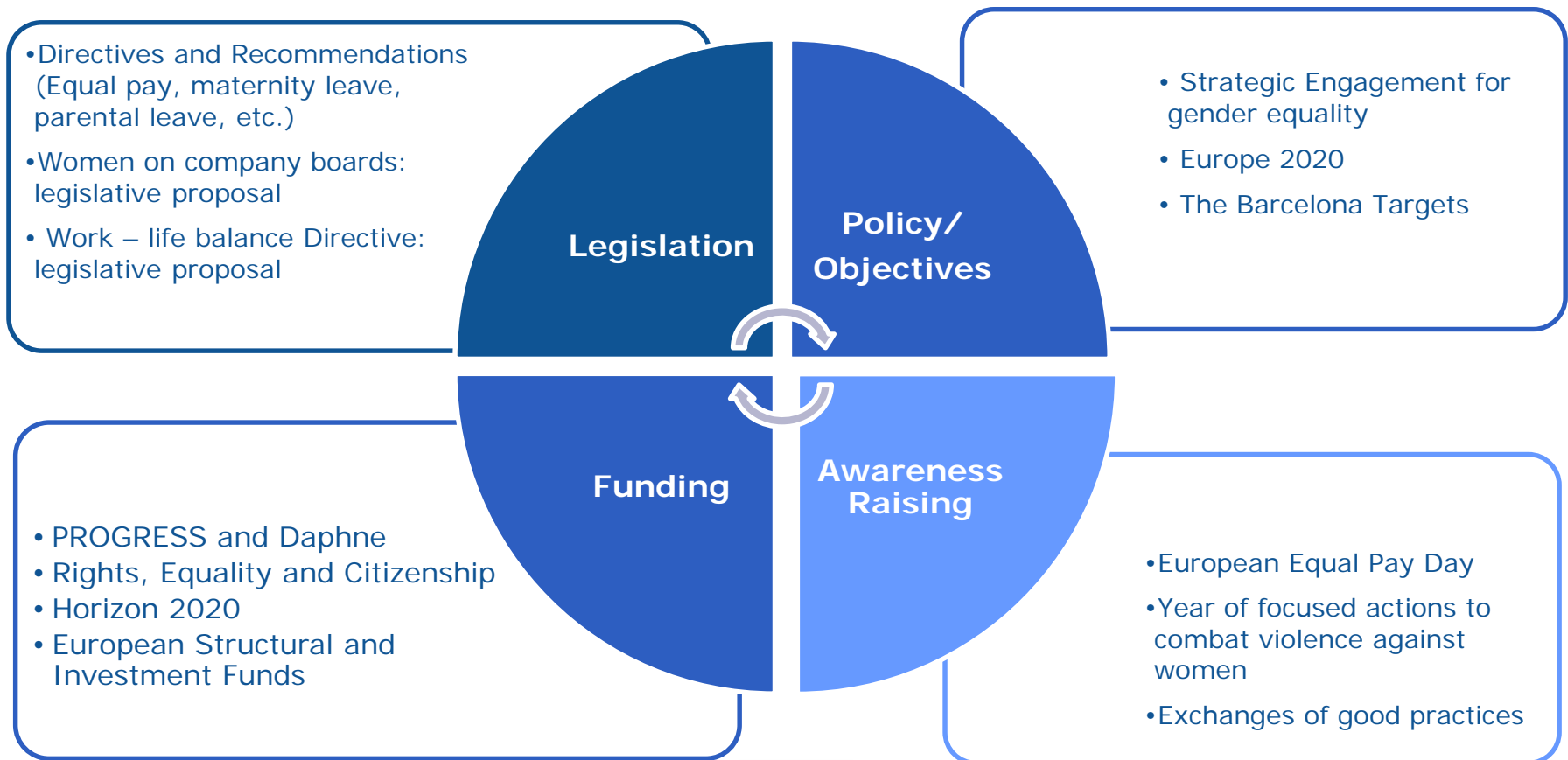
**II – The Facts: Quantitative Evidence of Gender Equality in R&I in the EU**

**III – EU Support to Gender Equality in R&I (Horizon 2020)**

**IV – Gender on the Participant Portal and useful Resources**

# I. The Context: Gender Equality Strategy in Research and Innovation (R&I) Policy

# How does the EU work on gender equality?





# 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)

Equality between women and men  
is a fundamental principle of the 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**



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Closing **gender** gaps in  
Research and Innovation

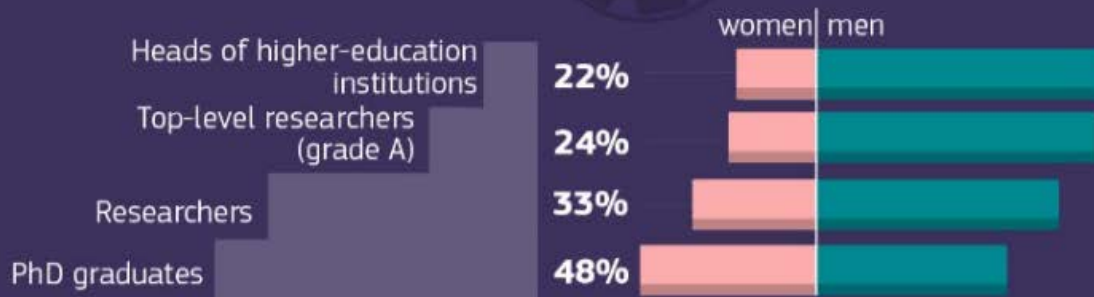


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## II. The Facts: Quantitative Evidence of Gender Equality in R&I in the EU

**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

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

 Women in R&I

**27%**

Women board  
members in research  
organisations

**32%**

Women authorship of  
scientific publications

**Inventors**



**9%**

Patent applications with  
women registered as  
**inventors**

**Women entrepreneurs**

**31%**



Women  
entrepreneurs

**#EU4Women**

**#WomeninScience**

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## → She Figures 2018 launched on 8 March!

- Leaflet with key figures
- Full publication
- Handbook

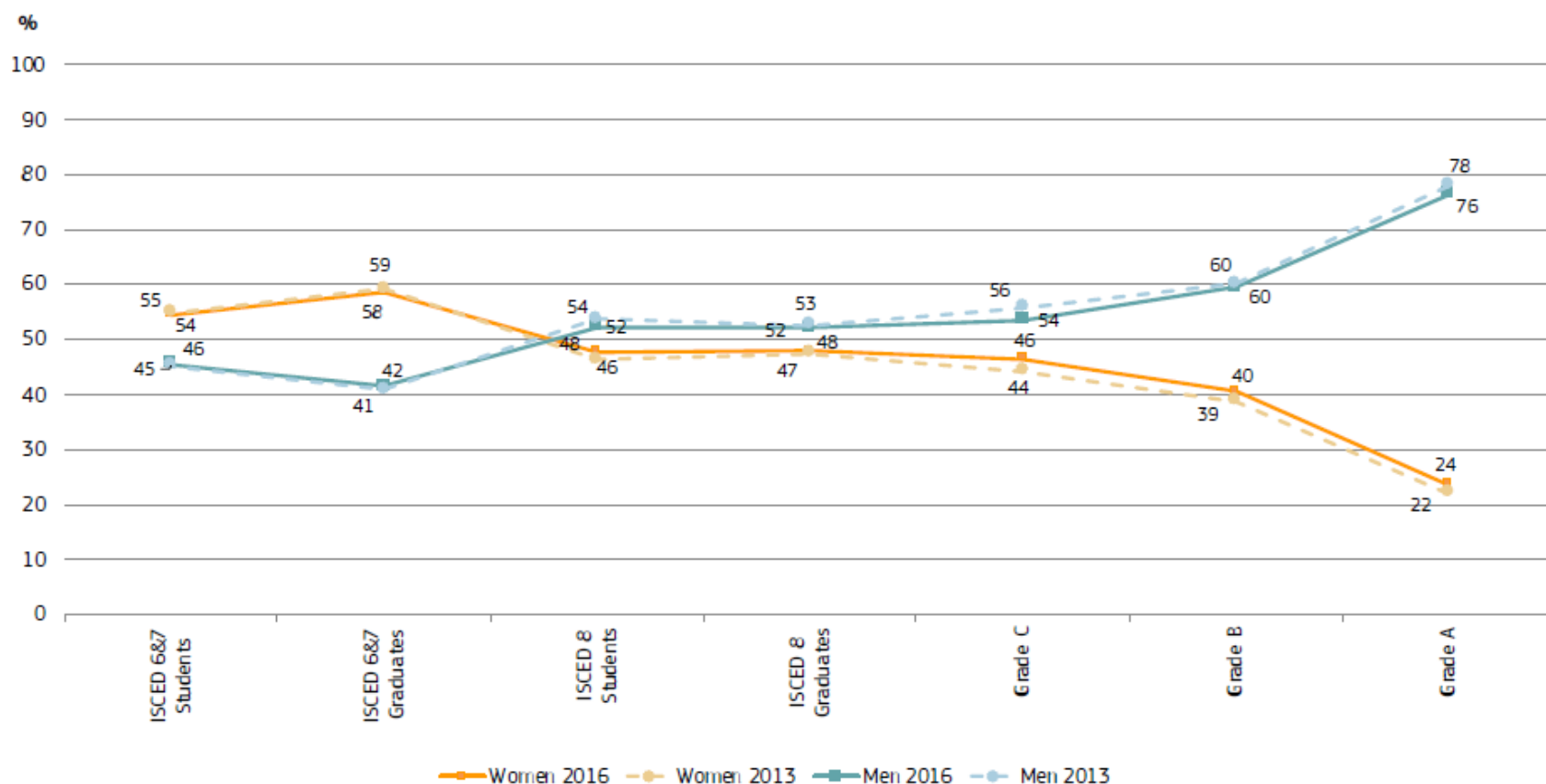
### Download **She Figures 2018**

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

### Download the **She Figures handbook 2018**

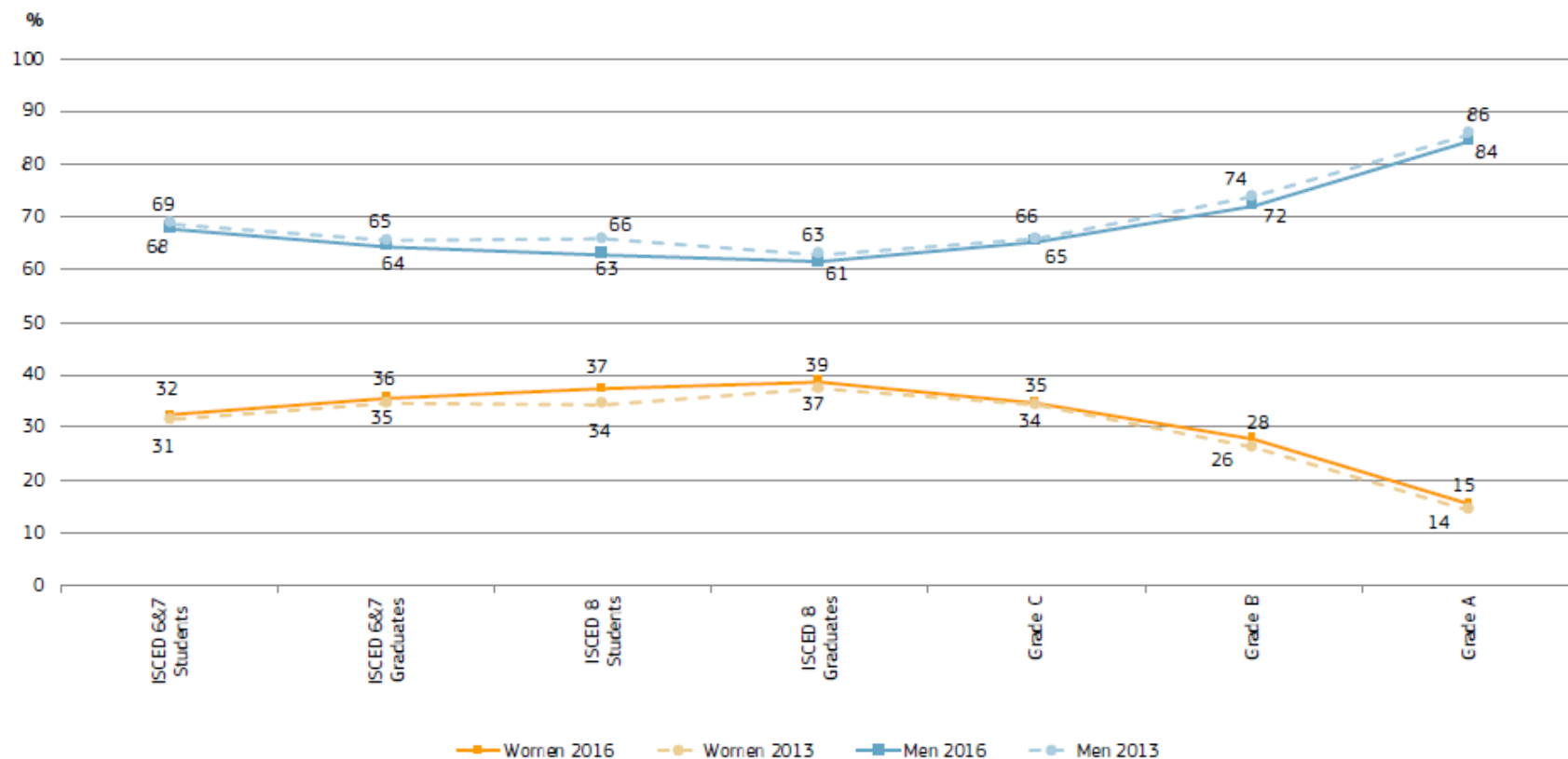
<https://publications.europa.eu/en/publication-detail/-/publication/09d777dc-447c-11e9-a8ed-01aa75ed71a1/language-en>

**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

**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



Source: She Figures 2018

# III. EU Support to Gender Equality in R&I (Horizon 2020)

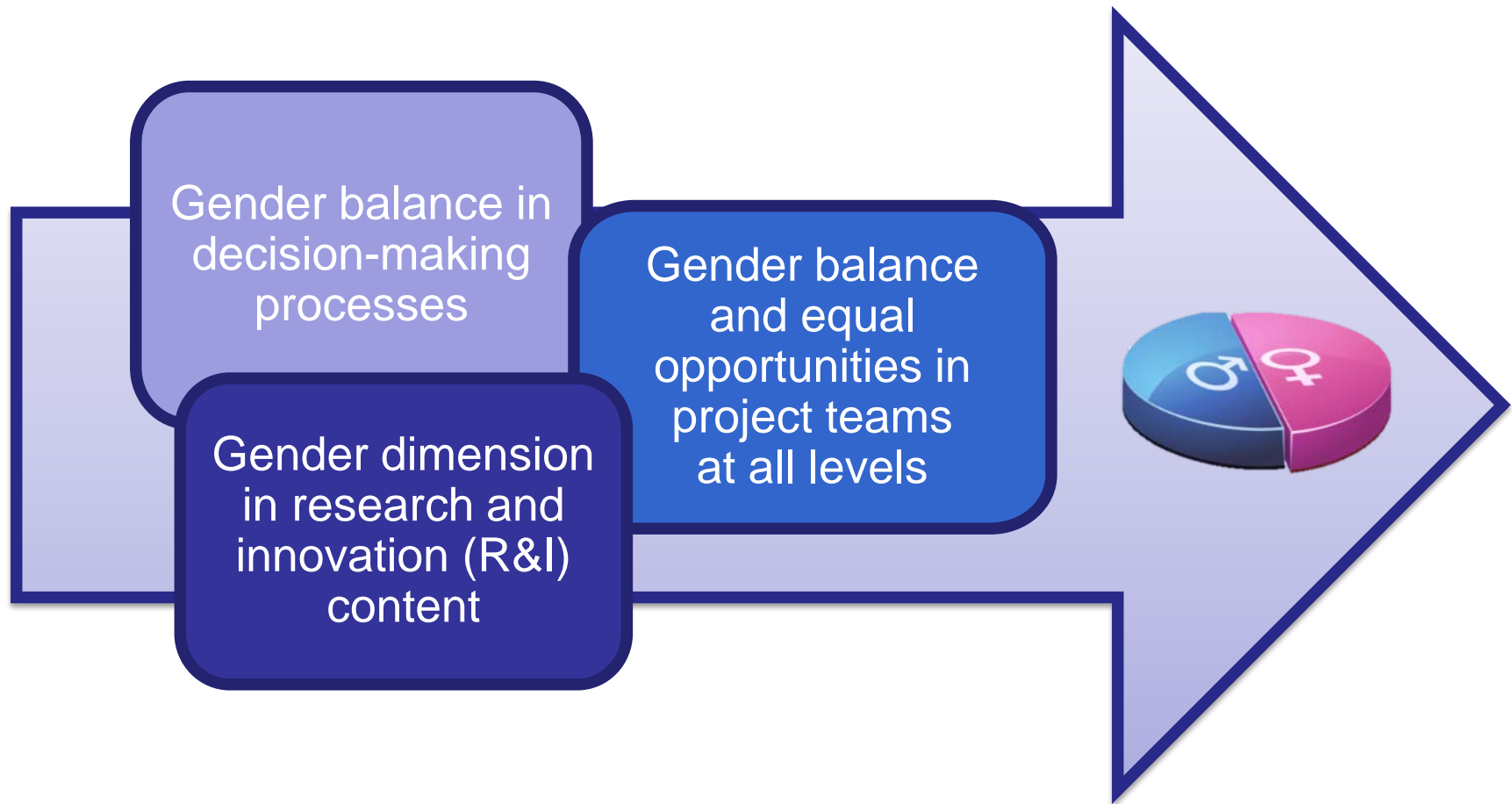


# Gender equality as a cross-cutting issue in Horizon 2020

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



# The move towards *institutional change*

FP6 2002-2006  
Gender action  
plans in  
projects

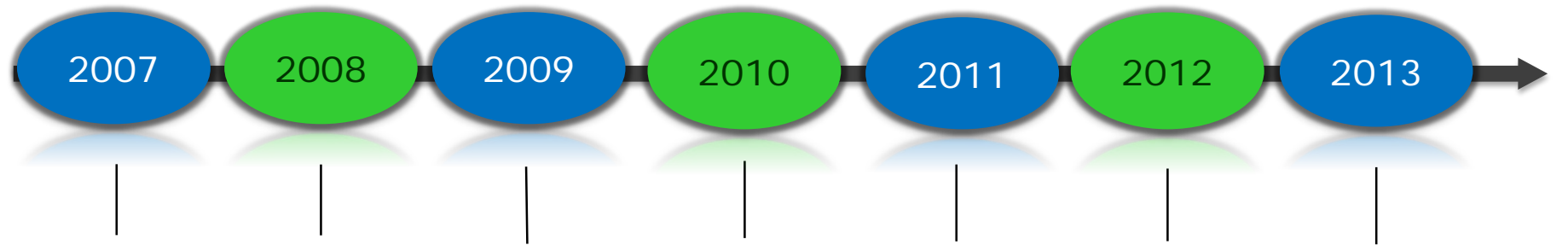
H2020 2014-2020  
Gender equality plans  
ERA Roadmap  
National Action Plans



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



# FP7-SiS



Structural change in research organisations and universities

Survey  
Database of  
programmes

Gender  
management

Debate  
Guidelines

Implement Gender Action/Equality Plans  
Initial focus on STEM  
Methodology/Partner for impartially monitoring/assessing progress  
Produce Guidelines

Gender dimension in research content

PRAGES

WHIST  
DIVERSITY

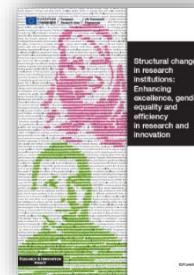
genSET  
Genera

**GENIS LAB  
INTEGER**

**FESTA  
STAGES**

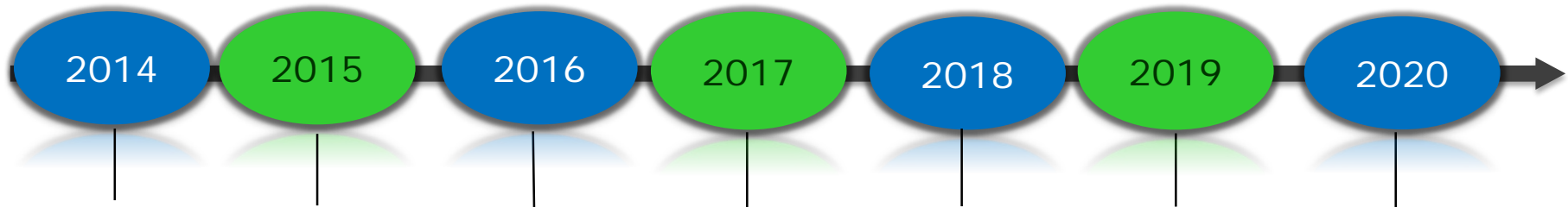
**GENOVATE  
GENDERTIME**

**TRIGGER  
GARCIA  
EGERA**



GenPORT

# H2020-SWAFS



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 recommended

Support from the highest  
management level

Explain role of middle  
management

Make use of the GEAR Tool  
(2016)

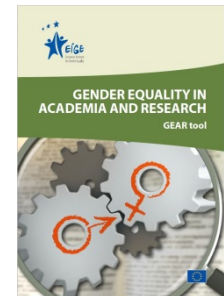
**GENERA  
LIBRA  
PLOTINA**

**SAGE  
EQUAL-IST  
Baltic Gender**

**TARGET  
GEECCO**

**CHANGE  
SUPERA  
R-I PEERS**

**SPEAR  
Gender-SMART  
GEARING-ROLES**



**GEDII**

**EFFORTI**

**GENDER  
ACTION**



**GE ACADEMY**  
Gender Equality

**GRANTeD**

**GENDER·NET Plus**  
Promoting gender equality in H2020 and the ERA



REA-RTD GEP  
Cluster event  
(Feb 2018)

## 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

- Move from conceptualisation and debate, to actions within partner universities and research organisations (RPOs & RFOs)
- Increasing importance given to:
  - Analysing the situation in light of national and EU policy/legal context
  - Support from highest level management and active role of middle management
  - Monitoring/assessment with targets and indicators
  - Sustainability
  - Build on lessons learned and good practices: use the GEAR Tool
  - Creating communities of practice
  - Developing gender knowledge

## 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**<sub>/473</sub> **topics** for call for proposals  
have an explicit gender dimension

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



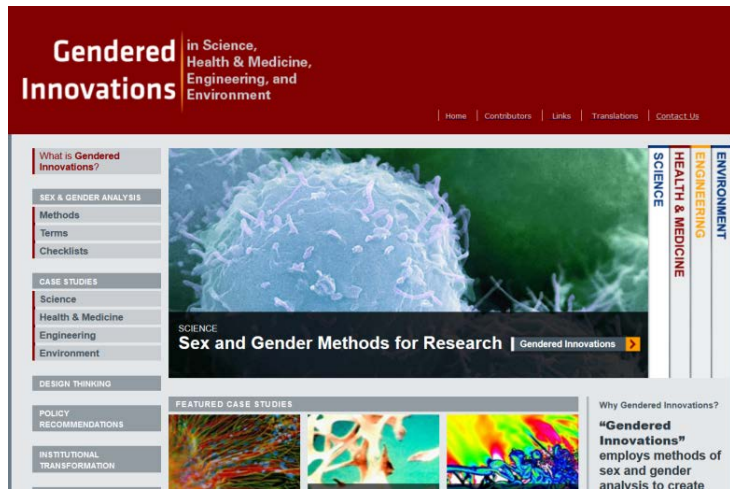
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# Gendered Innovations



- ✓ International Expert Group funded under FP7
- ✓ Developed methods of gender & sex analysis into R&I content
- ✓ Case studies on creative power of the gender dimension in R&I (in health & medicine, science, engineering, environment, etc.)

[http://ec.europa.eu/research/swafs/gendered-innovations/index\\_en.cfm](http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm)

## ✓ Follow-up Expert Group being launched under Horizon 2020

- New case studies from e.g. H2020 funded projects, in different fields (health, food, neuroscience; AI, robotics; climate change; urban planning, transport...)
- Refined methodologies, checklists and other resources
- Awareness raising and training materials

# EU Prize for Women Innovators

for the most innovative women entrepreneurs  
across all sectors

**2011-2019**

**six contests:**

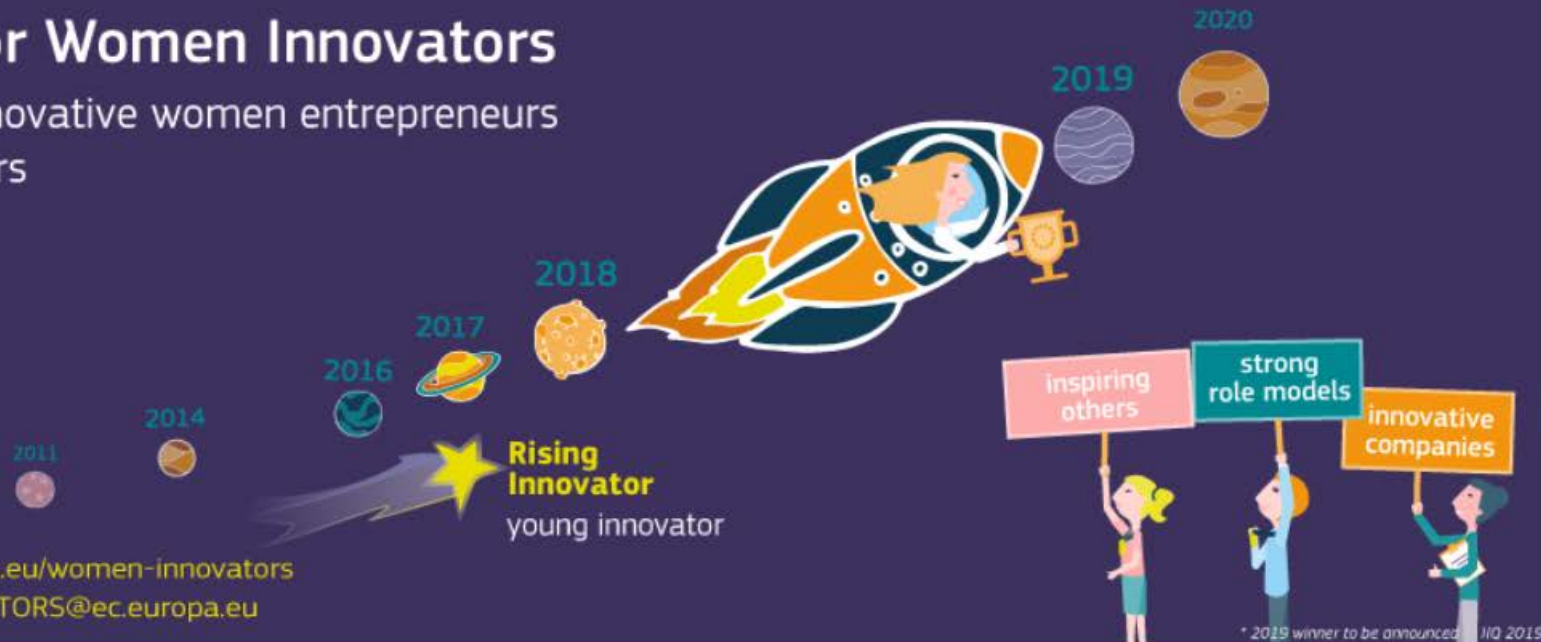
541 applications

55 finalists

21 winners\*

**More:** [www.ec.europa.eu/women-innovators](http://www.ec.europa.eu/women-innovators)

[RTD-WOMEN-INNOVATORS@ec.europa.eu](mailto:RTD-WOMEN-INNOVATORS@ec.europa.eu)



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# Upcoming activities





# Gender topics in SwafS WP 2019

*Deadline: 2 April 2019*

Topics	Type of Action	M€ min/max	M€ Budget (indicative)
SwafS-09-2019 Support research organisations to implement gender equality plans	CSA	2.5/3	9
SwafS-11-2019 Scenarios for an award/certification system for gender equality in research organisations and universities in Europe	RIA	1.50	1.50
Swafs-12-2019: The gender perspective of science, technology and innovation (STI) in dialogue with third countries	RIA	2	2

## Gender topics in SwafS WP 2020 will include:

- ✓ SwafS-09-2020: Support research organisations to implement gender equality plans
- ✓ SwafS-25-2020: Gender-based violence in research organisations and universities

# 1999-2019: 20 years of EU action for Gender Equality in R&I

- Series of **policy events/actions** organised through 2019 building on the SwafS gender policy oriented projects
- **Finnish Presidency Conference** (23-24 October 2019)  
Return to Helsinki - Stocktaking of 20 years of Gender Equality in Research and Innovation → *supported through the SwafS WP 2019*

# IV. Useful Resources

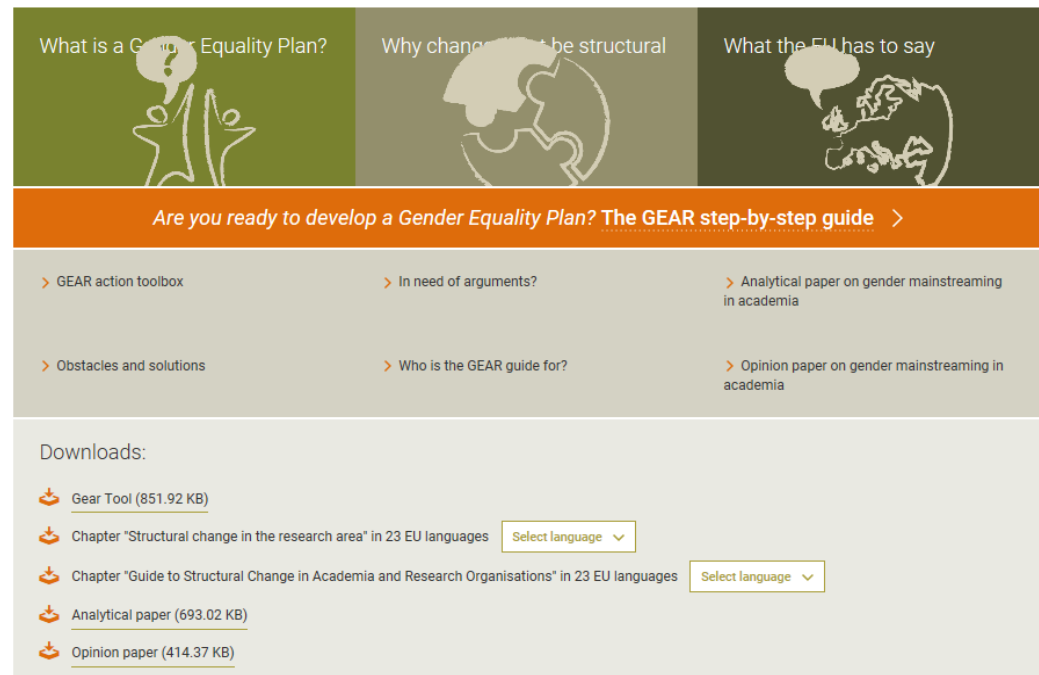
# The GEAR Tool

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 panels with icons: 'What is a Gender Equality Plan?' (people with a question mark), 'Why change must be structural' (interlocking puzzle pieces), and 'What the EU has to say' (EU map with a speech bubble). Below these is an orange banner with the text 'Are you ready to develop a Gender Equality Plan? The GEAR step-by-step guide >'. Underneath the banner is a grid of six links: '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 with 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>

# SwafS - Gender Equality policy page

[Commission and its priorities](#)[Policies, information and services](#)



European  
Commission

English 

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.



## 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)

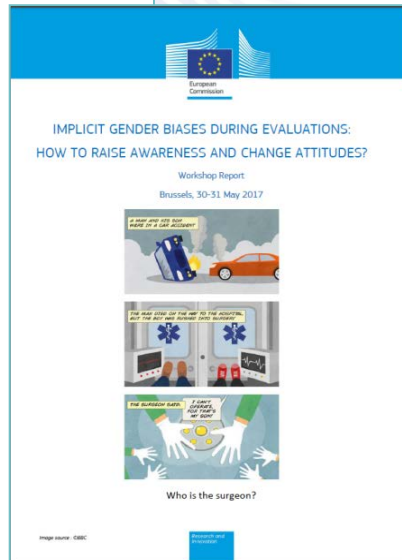
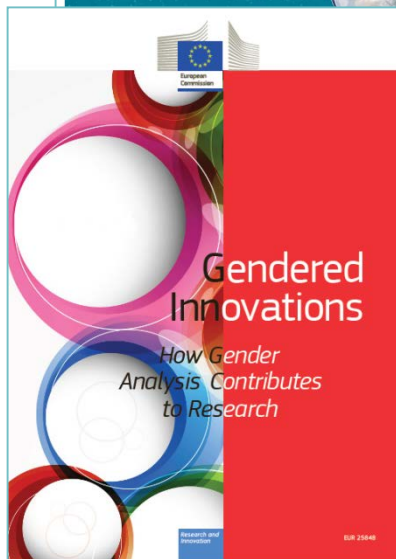
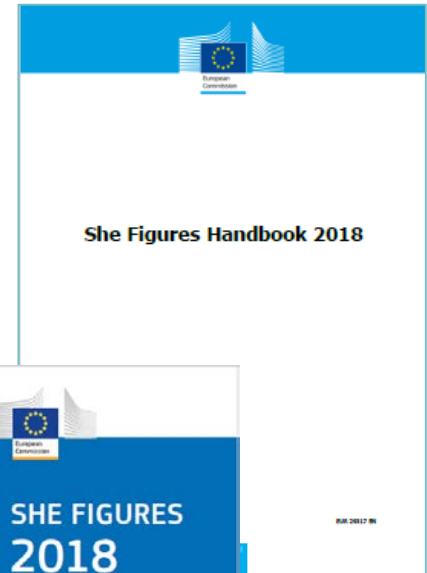
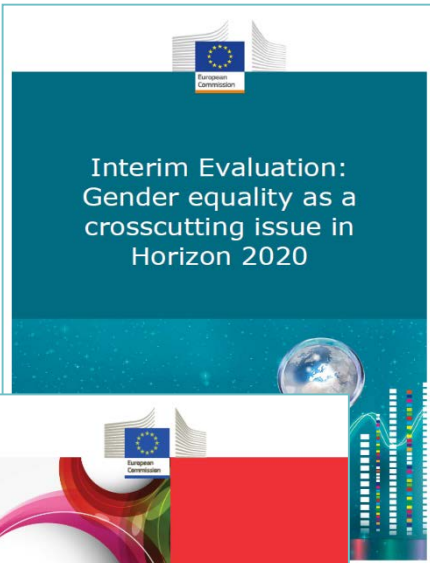
## More Info

- ["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](#)

Though gender inequalities in R&I persist the latest "She Figures" publication shows that

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

# Publications



[https://ec.europa.eu/research/swafs/index.cfm?pg=library&lib=gender\\_equality](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 'Participant Portal H2020 Online Manual' interface. On the left is a navigation menu with categories like 'H2020 Online Manual', 'My Area', 'Grants', and 'Cross-cutting issues'. The 'Cross-cutting issues' section is expanded, showing 'Gender' as a selected topic. The main content area is titled 'Gender equality' and contains the following sections:

- GENDER EQUALITY & GENDER DIMENSION IN RESEARCH & INNOVATION CONCEPT**

In Horizon 2020, gender is addressed as a cross-cutting issue in order to rectify imbalances between women and men as far as the implementation of projects is concerned, and to integrate a gender dimension in the research and innovation content.

  - Horizon 2020 applicants are encouraged to promote equal opportunities in the implementation of the action proposed and to ensure a balanced participation of women and men in their project teams at all levels including management structures.
  - The gender dimension is explicitly integrated in several topics across all sections of the Work Programme:
    - an in-depth understanding of men and women's needs
    - behaviours and attitudes contributes to the scientific quality and societal relevance of knowledge
    - technologies and innovations produced

It also contributes to the production of goods and services better suited to potential markets.

[All H2020 research topics with a gender dimension](#)  
[Search topics and calls by keyword](#)
- PROJECT REQUIREMENTS**

When applying for funding under a 'topic with a gender dimension', you should:

  - ensure that gender issues are integrated at various stages of your proposed project
  - include specific studies where relevant.

You may also include a gender element in a project proposal under any H2020 research topic, if you think it is relevant.
- EVALUATION**

The gender aspects of proposed research projects will be evaluated as follows:

  - For flagged topics (topic with a gender dimension), evaluators will look at how sex and/or gender analysis is taken into account in the project's content.
  - If gender issues are dealt with in projects under other H2020 topics with no specific gender aspect, evaluators will examine them in the same way as any other relevant parts of the proposals.
  - Gender-balanced staffing comes into play as a ranking factor to prioritise ex aequo proposals: this is based on staff named in the proposal who will be primarily responsible for carrying out the research and/or innovation activities. The ex-aequo proposal with the best gender balance ratio is ranked higher.

[More on evaluation of gender aspects](#)
- GRANT AGREEMENT AND NEGOTIATIONS**

When signing a grant agreement, you must take all measures to promote equal opportunities between men and women in the implementation of the project and aim for the best possible gender balance at all levels of staff assigned to the project, including at supervisory and managerial level.
- Reference documents**
  - [Guidance on Gender Equality in H2020](#)

... 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](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:

**[RTD-GENDERINRESEARCH@EC.EUROPA.EU](mailto:RTD-GENDERINRESEARCH@EC.EUROPA.EU)**