Gender in Horizon 2020

SwafS webinar - Spain
23 January 2020

Mina Stareva
Head of Gender Sector
Unit E5 – Democracy & European values
DG Research and Innovation
I. Gender Equality strategy in the European R&I Policy
Policy context

- New College
- Gender Equality high on the agenda of new Leadership
- First-ever Commissioner for Equality, Helena Dalli
- Launch of a cross-Commission Task Force on Equality
- The new European Strategy for Gender Equality will come in March 2020
One priority: 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
II. Gender Equality in Horizon 2020
Horizon 2020 Framework Regulation:

Article 16 (Gender equality)
Article 14 (Cross-cutting issue)

3 Objectives for Gender Equality in Horizon 2020

- Gender balance in decision-making processes
- Gender dimension in research and innovation content
- Gender balance and equal opportunities in project teams at all levels
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
III. SwafS calls 2020
## Gender in Science with and for Society 2020

<table>
<thead>
<tr>
<th>Topic</th>
<th>Type of Action</th>
<th>M€ min/max</th>
<th>M€ Budget (indicative)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SwafS-09-2020</strong>: Supporting research organisations to implement gender equality plans</td>
<td>CSA</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td><strong>SwafS-25-2020</strong>: Gender-based violence (GBV) including sexual harassment in research organisations and universities</td>
<td>RIA</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td><strong>SwafS-26-2020</strong>: Innovators of the future: bridging the gender gap</td>
<td>CSA</td>
<td>1.5</td>
<td>1.5</td>
</tr>
</tbody>
</table>
## Gender in Science with and for Society 2020

<table>
<thead>
<tr>
<th>Topic</th>
<th>Type of Action</th>
<th>M€ min/max</th>
<th>M€ Budget (indicative)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>SwafS-09-2020: Supporting research organisations to implement gender equality plans</strong></td>
<td>CSA</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td><strong>SwafS-25-2020: Gender-based violence (GBV) including sexual harassment in research organisations and universities</strong></td>
<td>RIA</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td><strong>SwafS-26-2020: Innovators of the future: bridging the gender gap</strong></td>
<td>CSA</td>
<td>1.5</td>
<td>1.5</td>
</tr>
</tbody>
</table>
SwafS-09-2020: Supporting research organisations to implement Gender Equality Plans (GEPs)

Challenge:

- **Gender Equality**: key priority in Member States and Associated Countries within ERA

- Focus on implementing Gender Equality Plans (GEPs) in RPOs/RFOs

- Council Conclusions of 1 December 2015 → need for institutional change addressing the 3 ERA objectives for gender equality:
  1. Removing barriers to recruitment, retention and career progression of female researchers
  2. Addressing gender imbalance in decision making processes
  3. Integrating the gender dimension in R&I content

- The **GEAR Tool** provides step-by-step guidance for implementing GEPs
SwafS-09-2020: Supporting research organisations to implement Gender Equality Plans (GEPs), to address:

- Assessment/audit of procedures and practices with relevant data to identify gender bias at organisation level
- Effective actions to be developed over time, according to the identified bias
- Explain previous steps already taken in the institution
- Targets and progress monitoring via indicators at organisation level
- Explain the planned GEPs in the context of national provisions and national action plans
  - Explain how the proposals strengthen and/or complement national frameworks
- Provide proof of long-term commitment in the GEPs implementation (from the highest management level)
- Describe the role of middle management and relevant departments
- Include a methodology for impartially evaluating the progress made
SwafS-09-2020: Supporting research organisations to implement Gender Equality Plans (GEPs), to address:

- **Sustainability** of the structural change process after the project has finished
  - Impact on national level
  - Participation of national authorities is recommended (project advisory structures)

- Partners must be at a starting/initial stage in the setting-up and implementation of GEPs

- Explain the role and contribution of partners not implementing GEPs

- Participation of professional associations is recommended as well as other actors (e.g. scientific publishers)

- Inclusion of GEP-implementing organisations from countries for which the implementation of *ERA Priority 4* (gender equality and gender mainstreaming in research) is at a slow place (based on ERA Progress Report 2018)

- It is recommended that most of the funding goes to setting-up and implementing GEPs
SwafS-09-2020: Supporting research organisations to implement Gender Equality Plans (GEPs)

- **Expected impact:**
  1. Increase in the participation of women in R&I, improvement of their career prospects
  2. Improvement of gender balance in decision-making bodies in research organisations
  3. Inclusion, where relevant, of the gender dimension in research content and increase in the quality and societal relevance of produced knowledge, technologies and innovations

- **Budget/project:** 2.5-3 mil. €
  (core of budget needs to go to the implementation of GEPs)

- **Duration:** at least 48 months
Gender Equality Plans funded under FP7-SiS

2007
Survey
Database of programmes

2008
Gender management

2009
Debate Guidelines

2010
Structural change in research organisations and universities

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

Gender dimension in research content

2011

2012
PRAGES
WHIST
DIVERSITY
genSET
Gendera

2013
GENIS LAB
INTEGER
FESTA
STAGES
GENOVATE
GENDERTIME
TRIGGER
GARCIA
EGERA

For more information on the projects, click here
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
Support from the highest management level

Explain role of middle management

Make use of the GEAR Tool (l2016)

GENER A
LIBRA
PLOTINA

SAGE
EQUAL-IST
Baltic Gender

TARGET
GEECCO

CHANGE
SUPERA
R-I PEERS

GEARING-ROLES
SPEAR
Gender-SMART

GED II
EFFORTI

GENDER ACTION

GENDER-ACADEMY

GRANTeD

REA-RTD GEP Cluster event (Feb 2018)
# Gender in Science with and for Society 2020

<table>
<thead>
<tr>
<th>Topic</th>
<th>Type of Action</th>
<th>M€ min/max</th>
<th>M€ Budget (indicative)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SwafS-09-2020: Supporting research organisations to implement gender equality plans</td>
<td>CSA</td>
<td>3</td>
<td>9</td>
</tr>
<tr>
<td>SwafS-25-2020: Gender-based violence (GBV) including sexual harassment in research organisations and universities</td>
<td>RIA</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>SwafS-26-2020: Innovators of the future: bridging the gender gap</td>
<td>CSA</td>
<td>1.5</td>
<td>1.5</td>
</tr>
</tbody>
</table>
SwafS-25-2020: Gender-based violence including sexual harassment in research organisations and universities

- **Challenge:**
  - GBV is a cause and a consequence of gender inequalities and has detrimental effects on wellbeing & scientific careers

- **Scope:**
  - Collect data on forms of GBV in EU higher education systems & research organisations (staff & students) in min. 15 Member States
  - Identify the role of universities and research organisations, including research funding organisations, in preventing GBV, protecting victims, and prosecuting the perpetrators
  - Develop case studies of implemented measures at organisation-level
  - Formulate concrete recommendations and develop prevention plans, hands-on tool-kits, training material and dissemination material
  - Disseminate its outcomes and materials (also on GEAR website)
SwafS-25-2020: Gender-based violence including sexual harassment in research organisations and universities

- **Expected impact:**
  - Better understanding of GBV in European universities and research organisations
  - Effective policies and measures implemented at universities and research organisations
  - Increased capacity of staff and students to address GBV
  - Reduction of GBV in academic environments and research workplaces in Europe

- **Budget:** 3 mil. €
- **Duration:** 36 months
## Gender in Science with and for Society 2020

<table>
<thead>
<tr>
<th>Topic</th>
<th>Type of Action</th>
<th>M€ min/max</th>
<th>M€ Budget (indicative)</th>
</tr>
</thead>
<tbody>
<tr>
<td>SwafS-09-2020: Supporting research organisations to implement gender equality plans</td>
<td>CSA</td>
<td>2.5/3</td>
<td>9</td>
</tr>
<tr>
<td>SwafS-25-2020: Gender-based violence (GBV) including sexual harassment in research organisations and universities</td>
<td>RIA</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>SwafS-26-2020: Innovators of the future: bridging the gender gap</td>
<td>CSA</td>
<td>1.5</td>
<td>1.5</td>
</tr>
</tbody>
</table>
SwafS-26-2020: Innovators of the future: bridging the gender gap

- **Challenges:**
  - Making full use of female creativity and innovation potential
  - Breaking gender stereotypes and creating a smart, sustainable and inclusive economic system

- **Scope:**
  - Develop entrepreneurial competences, inspire the next generation of innovators (hands-on activities, seminars, gender-inclusive innovative tools etc.)
  - Build on the work of other EU initiatives / funded projects (i.e. Scientix, Hypatia, and EUCYS – European Union Contest for Young Scientists, EU prize for Women Innovators).
  - Develop sustainable collaborative networks, at least 16 EU/associated countries involved
SwafS-26-2020: Innovators of the future: bridging the gender gap

- **Expected impact:**
  - Encourage sustainable collaboration among schools, science and technology museums, foundations, start-ups, etc., while bridging the gender gap in innovation
  - Increasing the number of female innovators in EU
  - Contributing to wider EU objectives by better matching skills to jobs

- **Budget:** 1.5 mil. €
To remember when writing a proposal

- Include partner(s) with **gender expertise**
- Use **checklists** from the Gendered Innovations project
- The **gender dimension** should be an integral part of your research ("Where relevant, describe how sex and/or gender analysis is taken into account in the project’s content", work package(s))
- **Training** on gender equality is an eligible cost
- Leaving out the gender dimension is a lost opportunity for innovation and weakens excellence
- Gender balance in research teams is a **ranking factor**
Thank you very much for your attention!

RTD-GENDERINRESEARCH@EC.EUROPA.EU
Additional Resources
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

SwafS - Gender Equality policy page

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