



EU policy on Gender Equality in Research and Innovation: latest developments

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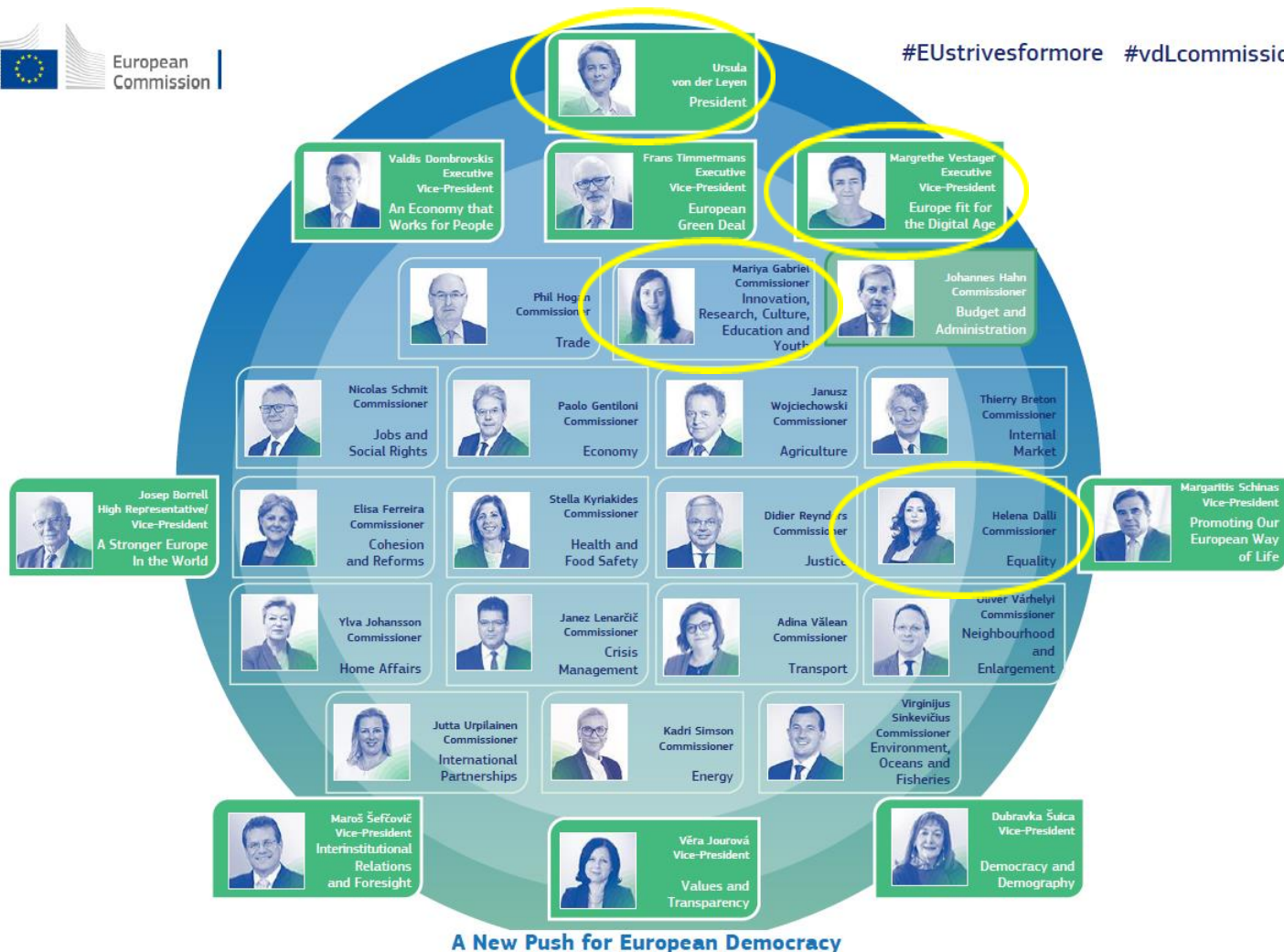
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IGLO Working Group on MSCA Virtual Meeting
17 February 2021

Policy Context: new European Commission



#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



Policy Context: Fostering a “Union of Equality”

- A **Commissioner for Equality** (Helena Dalli) & creation of internal **Task Force for Equality**
- **[Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’](#)** (05/03/20)
 - R&I and Horizon Europe are explicitly addressed, with new measures announced, including:
 - The possibility to **require a gender equality plan** from applicants
 - Initiatives to increase the number of women-led tech start-ups (EIC)
 - Funding for gender and intersectional research
- 4 more strategies adopted:
 - [EU Anti-racism Action Plan 2020-2025](#) (18/09/2020)
 - [EU Roma strategic framework for equality, inclusion and participation](#) (07/10/2020)
 - [LGBTIQ Equality Strategy 2020-2025](#) (12/11/2020)
 - [Gender Action Plan III – a priority of EU external action](#) (25/11/2020)
- Upcoming: **Disability** Strategy & Legislative initiative on **gender based violence**, [public consultation](#) OPEN (until 10/05)

New Communication adopted on
30 September 2020



The new European Research Area

Learn more [here!](#)



Research and
Innovation

#ResearchImpactEU #EUResearchArea

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 address **inclusiveness**: with **intersecting social categories** (e.g. ethnicity, sexual orientation, disability), **private/innovation** sector, **geographical inclusiveness**

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

Council Conclusions on the new ERA

- [Council Conclusions on the New European Research Area](#) (adopted on 1 December 2020)

CALLS on the Commission and Member States to agree on priority actions as part of an ERA policy agenda in 2021, including on actions in the following domains:

ii. Gender Equality:

RECALLS with great concern that there continues to be a major gender imbalance preventing Europe from using the full potential of its R&I system aiming for excellence,

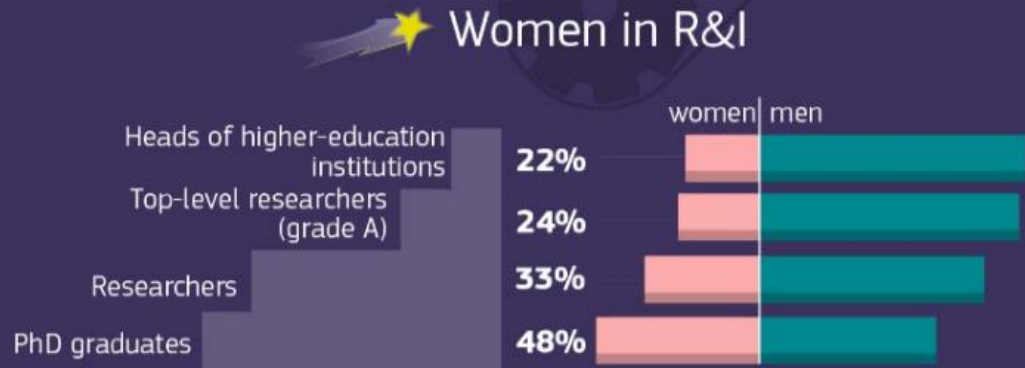
*and CALLS on the Commission and Member States for a **renewed focus on gender equality and mainstreaming, including through the instrument of gender equality plans and the integration of the gender dimension into R&I content.***

*INVITES Member States and research funding organisations to **advance measures to ensure that allocation of research funding is not affected by gender bias.***

Women researchers in the European Union

She Figures 2018: Latest pan-Europe data

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



Average unadjusted pay gap in research & development



https://ec.europa.eu/info/publications/she-figures-2018_en

- Women authorship of scientific publications: **32%**
- Women registered as inventors for patent publications: **9%**
- Women researchers employed **part-time** in the HES: **13%** (8% for men)
- Studies integrating a sex or gender dimension in their research content (SGDRC): **1.8%** of all research studies at EU level

→ She Figures 2021 under preparation

She Figures 2021

What's new for the 2021 edition?

- Focus on institutional change, innovation, and intersectionality
- Thematic policy analysis through the development of 7 policy briefs

Policy briefs topics:

1. Improving the presence, participation, and progression of women in science
2. Institutional Culture, research excellence and institutional change (including impact of COVID-19)
3. Policy actions to improve gender balance in Europe's research leadership
4. Sex/gender dimension in research content and training
5. Holistic view of STEM education at undergraduate level
6. Gender and innovation
7. Intersectionality – *cross-cutting brief*

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

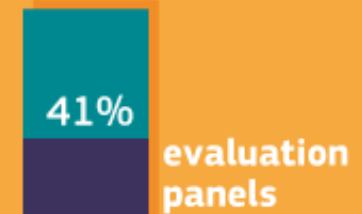


Targets set for

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

 advisory groups
50% of the under-represented sex

Women's participation



Closing **gender** gaps in Research and Innovation



Horizon 2020

From the budget spent so far on the 4 main MSCA under Horizon 2020:
EUR 2.4 billion have been dedicated to women researchers

Programme Part Description	% Women Fellows
Marie Skłodowska-Curie Actions – entire MSCA Fellow population	42%
Marie Skłodowska-Curie Actions – Individual Fellowships	43%
Marie Skłodowska-Curie Actions – ITNs (i.e. for doctoral candidates)	44%

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)

GEP projects

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

RESET
ATHENA
MINDtheGEPs

GEDII

EFFORTI

GENDER
ACTION

GET

GRANteD

GenderSTI
casper

shemakes
EQUALS-EU

Hypatia
PROJECT

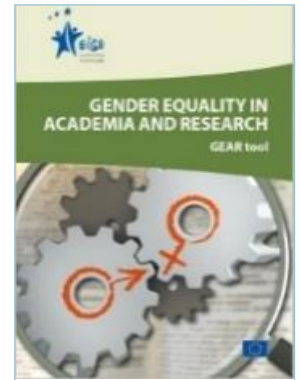
GENDER-NET Plus
Promoting gender equality in H2020 and the ERA

Gender Equality
GE ACADEMY

UniSAFE

EC
GEP Cluster event
(28 Feb 2018)

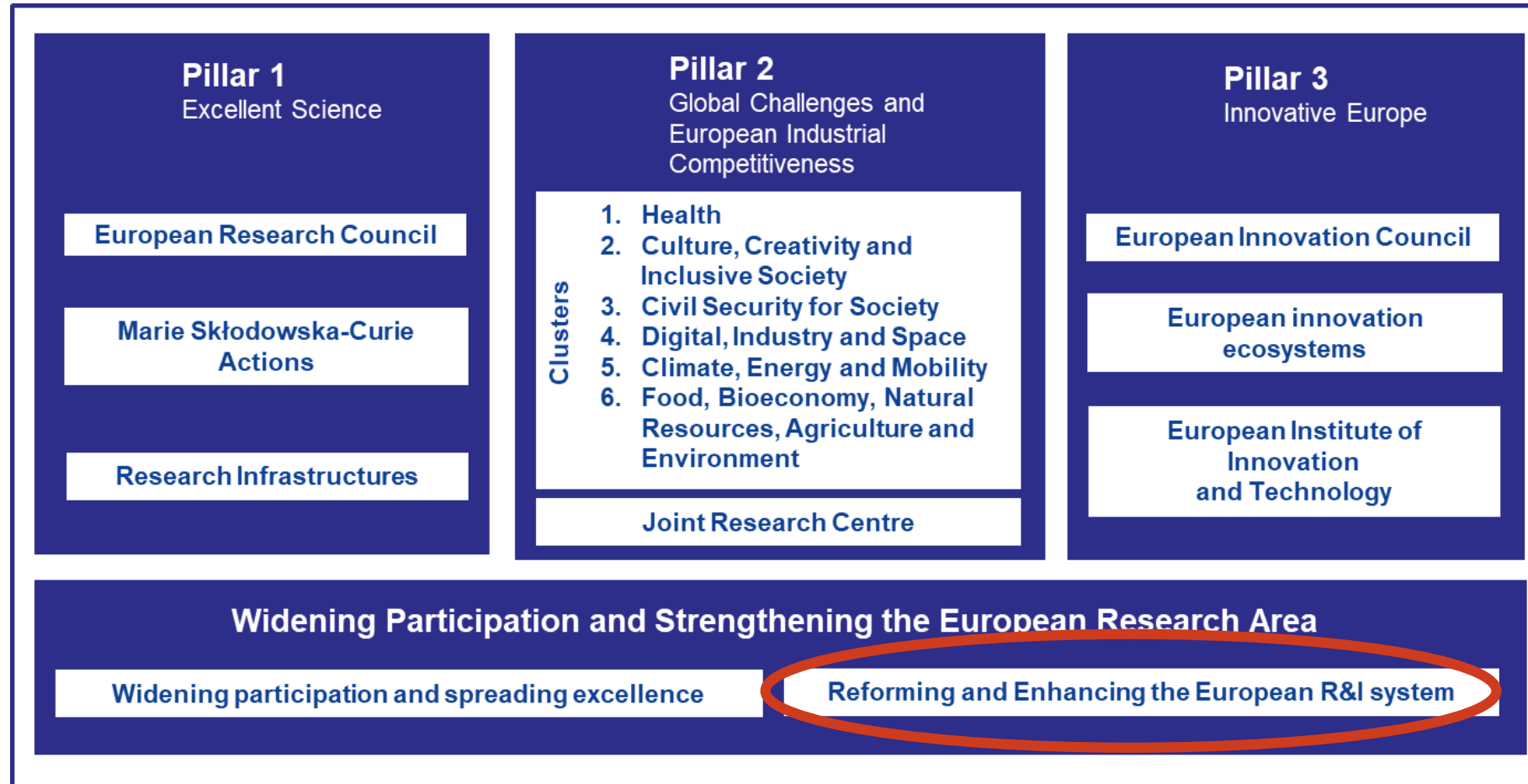
EC
GEP Workshop
(4 March 2020)



The [GEAR tool](#) with step-by-step guidance on setting up and implementing GEPs is currently being updated

Horizon Europe

Horizon Europe



→ 11 Dec 2020: provisional political agreement between Council of the EU and European Parliament on the regulation establishing Horizon Europe

Strengthened provisions for Gender Equality in Horizon Europe

- **Article 6a.5 (Principles of the Programme) of the Framework Regulation:**

“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.”

- **Eligibility criterion:** Applying public bodies, research organisations and higher education establishments, from EU Member States and Associated Countries, will need to have a **Gender Equality Plan** in place
 - Grace period until enforcement of the eligibility criterion for the 2022 calls
 - Self-declaration through questionnaire, no document upload
 - Regular checks throughout Horizon Europe
 - Equivalent documents (e.g. strategic plan, inclusion strategy) accepted

GEPs : co-created building blocks

Mandatory process-related elements

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

Recommended 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.
→ See project **UniSAFE**

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



Strengthened provisions for Gender Equality in Horizon Europe (2)

- **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 SP 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;**”
- **Mandatory integration of the gender dimension into research and innovation content** across the Work Programmes, **by default**, unless it is duly justified that sex and/or gender aspects are not relevant
 - Strategic Plan to be adopted shortly
 - Work Programmes 2021-2022 foreseen to be adopted in April 2021

Gendered Innovations “2”

- 15 new **case studies** in health, AI & robotics, climate change, energy, transport, urban planning, waste management, 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 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 [Factsheet](#) released on **25 November 2020**
- [Interview of Commissioner Gabriel in KILDEN News](#) (25/11/2020)
- [Nature editorial](#) (09/12/2020)



Gendered Innovations 2 contents

➤ 15 new case studies

- Prescription Drugs
- Systems Biology
- Chronic Pain
- Marine Science
- Smart Energy Solutions
- Smart Mobility
- Waste Management
- Quality Urban Space
- Extended Virtual Reality
- Facial Recognition
- Virtual Assistants/chatbots
- Fair Taxation
- Venture Funding
- **COVID-19**

➤ Updated Terms & Methods

- **General Terms**
Sex, Gender, Intersectionality
- **General Methods**
Analysing Sex; Analysing Gender; Intersectional Approaches; Co-creation and Participatory Research; Asking about Gender & Sex in Surveys
- **Field Specific Methods**
Health & Biomedicine:
Analysing Gender in Health & Biomedicine; Analysing Sex in Tissues & Cells; Analysing Sex in Lab Animal Research; Analysing Sex in Biomedicine
ICT: Analysing Gender and Intersectionality in Machine Learning; Analysing Gender and Intersectionality in Social Robotics
Climate Change: Analysing Sex in Hermaphroditic Species
Urban Planning/Transportation: Gender Impact Assessment



"As EU Commissioner for Innovation, Research, Culture, Education and Youth, and holding gender equality matters very close to my heart, I am determined to step up our efforts on equality. I am committed to ensuring that the gender dimension is fully integrated into research and innovation content in Horizon Europe, and that it is fully acknowledged in the European Research Area."

Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth

DID YOU KNOW?

GENDER ROLES AND IDENTITIES INFLUENCE HOW PAIN IS EXPERIENCED, HOW READILY PATIENTS REPORT PAIN, AND HOW PAIN MANAGEMENT IS HANDLED BY HEALTHCARE PROFESSIONALS?
Women, for example, are more likely to be referred for psychological treatment, receive non-specific diagnoses, wait longer for treatment and receive more analgesics than men. While men, in contrast, are often perceived to be more resistant to psychological treatment and in greater need of painkillers. A better understanding of the role and gender in pain can lead to better treatments and better outcomes.

SEA TURTLE POPULATIONS AT THE NORTHERN GREAT BARRIER REEF IN AUSTRALIA HAVE BECOME HIGHLY FEMALE-BIASED DUE TO RECENT GLOBAL WARMING?
Over 99% of juveniles and subadults originating from northern sites are now female, and local extinction is possible in the near future. Understanding the different sensitivities of female and male marine organisms to climate change is critical to effectively managing ecosystems.

Research and Innovation


Marie Skłodowska-Curie Actions


Under Horizon Europe, MSCA will become even fairer, more gender-friendly and inclusive

- **Family allowances will be accessible to all researchers during the whole project duration**, even if their parental status changes during the duration of the project
- A **long-term leave allowance** will be provided to employing institutions in case of the researchers' leave, including maternity, paternity, parental, sick or special leave
- MSCA will tackle the **difficulties experienced by researchers and their families in cross-border situations**
- MSCA will ensure **LGBTI+ equality in researchers' employment** by adopting a **broader definition of family** (recognised LGBTI+ couples can access the allowances abovementioned, even when such relationships are not recognised in the fellow's home or host country, but in another country where the LGBTI+ relationship was established)

Useful Resources

New Factsheet on key Gender Equality provisions under Horizon Europe




EUROPEAN UNION 

HORIZON EUROPE

#HorizonEU

February 2021




I am determined to step up our efforts on gender equality and support more talented women in research and innovation. I am committed to ensuring that the gender dimension is fully integrated into research and innovation supported by Horizon Europe, and that it is fully acknowledged in the European Research Area.

Mariya Gabriel Commissioner for Innovation, Research, Culture, Education and Youth

GENDER EQUALITY

A STRENGTHENED COMMITMENT IN HORIZON EUROPE




What is the challenge?

Despite progress achieved on gender equality in research and innovation under the [Horizon 2020](#) research and innovation programme, we still need better implementation of EU gender equality objectives by research and innovation organisations across the EU, notably:

- More women participating in research and innovation programmes
- Better integration of the gender dimension in the content of research and innovation projects
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation

The Commission is taking concrete steps to address these challenges through [Horizon Europe](#), in line with the Communication [A New ERA for Research and Innovation](#) and the new [Gender Equality Strategy 2020-2025](#).

How we will tackle it and for whom



- Horizon Europe sets **gender equality as a crosscutting principle** and aims to **eliminate gender inequality and intersecting socio-economic inequalities** throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers.

<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1>

Check regular updates on our *new* Gender Equality in R&I policy page

Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

PAGE CONTENTS

The Commission's gender equality strategy

Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

She Figures monitoring report

Networks

Publications

Latest

Related links

The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

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.

Because of the peculiarities of the research sector, specific action is needed to overcome persisting gender gaps. Many structural barriers to gender equality in research and innovation persist.

The European Commission addresses these barriers through

- the main funding instrument [Horizon 2020](#)
- within [the European Research Area](#) in collaboration with member countries and research organisations.

[Infographic: closing gender gaps in research and innovation](#)

Gender equality in the European Research Area (ERA)

SCAN ME! ↓



https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en

EC R&I action on impact of COVID-19 on gender equality

- **Coronavirus Research and Innovation: section on Gender Equality**
https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research-and-innovation/gender-equality_en
- **Case study on impact of sex & gender in COVID-19 pandemic**
- Foresight study
- **Measures adopted by Commission/Agencies** (e.g. pushing back deadlines, allowing researchers to work part time, allowing unused institutional funding from projects to be reallocated to researchers)
- Over 15 activities by **Horizon 2020 SwafS projects** until now
- Gender as cross-cutting priority in 2nd emergency **Coronavirus call for expression of interest** + dedicated project on “gender +” equality to be launched shortly: **RESISTIRE**
- **Expert Group foreseen under Horizon Europe** (under the “WIDERA” Work Programme 2021) on the impact of the COVID-19 pandemic on **women researchers and gender equality in R&I**



Thank you for your attention

For any questions and further information please contact:

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