EU Policy on Gender Equality in Research and Innovation

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1 April 2021
von der Leyen priority: Fostering a “Union of Equality”

- A gender-balanced College of Commissioners
- A Commissioner for Equality (Helena Dalli)
- Creation of a Task Force for Equality: Secretariat in SG + Equality Coordinators in each DG
- Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’ (05/03/2020)
  
  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 technology start-ups (EIC)
  - Funding for gender and intersectional research will also be made available

- 5 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)
  - Gender Action Plan III – a priority of EU external action (25/11/2020)
  - Strategy for the Rights of Persons with Disabilities 2021-2030 (03/03/2021)

- Upcoming: Legislative initiative on gender based violence: public consultation (DL 10/05)
ERA 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 /Research Funding Organisations – RFOs
➢ European Commission

→ A common approach: institutional change

She Figures 2018 show that significant heterogeneity remains across Europe
Building on 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)

21 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, GRANteD, Gender STI+, shemak-s, GENDER-Net Plus, GE ACADEMY, Hypatia PROJECT, Gender Equality

The GEAR tool with step-by-step guidance on setting up and implementing GEPs is currently being updated

EC GEP Cluster event (28 Feb 2018)
EC GEP Workshop (4 March 2020)
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
She Figures 2018

<table>
<thead>
<tr>
<th>Category</th>
<th>EU</th>
<th>NL</th>
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<tbody>
<tr>
<td>PhD women graduates</td>
<td>47.9%</td>
<td>49.1%</td>
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<tr>
<td>PhD women graduates (Engineering, manufacturing and construction)</td>
<td>29%</td>
<td>27%</td>
</tr>
<tr>
<td>Women Researchers</td>
<td>33.6%</td>
<td>25.4%</td>
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<tr>
<td>Women in grade A positions</td>
<td>23.7%</td>
<td>18.7%</td>
</tr>
<tr>
<td>Women Heads of institutions in HES</td>
<td>21.7%</td>
<td>18.2%</td>
</tr>
<tr>
<td>Women board leaders</td>
<td>20%</td>
<td>50%</td>
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<tr>
<td>Women board members</td>
<td>27%</td>
<td>33%</td>
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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.
Horizon Europe
Horizon Europe

Strategic Plan adopted 15 March 2021

Work Programmes 2021-2022 foreseen to be adopted in May 2021
Strengthened provisions for Gender Equality in Horizon Europe (1)

- **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
    - Transition period until enforcement of the eligibility criterion for calls with deadlines in 2022
    - Self-declaration through questionnaire, no document upload, requested at GA signature
    - Compliance checks throughout Horizon Europe
    - Equivalent documents (e.g. strategic plan, inclusion strategy) accepted
**GEPs: co-created building blocks**

**Mandatory process-related elements**

<table>
<thead>
<tr>
<th>PUBLIC DOCUMENT</th>
<th>DEDICATED RESOURCES</th>
<th>DATA COLLECTION AND MONITORING</th>
<th>TRAINING &amp; CAPACITY BUILDING</th>
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<tr>
<td>formal document signed by the top management, published on the institution’s website and disseminated widely within the institution.</td>
<td>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.</td>
<td>sex/gender-disaggregated data collection across all staff categories. Annual reporting of gender imbalances across job categories &amp; leadership positions. comprehensive evaluation approach.</td>
<td>e.g. tackling unconscious gender bias among staff and decision-makers</td>
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<td>information and dissemination material, workshops,</td>
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<td>or working groups dedicated to specific topics.</td>
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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 GEAR Tool and 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
  
  → Evaluation criterion for RIA/IAs and Cofunds, under the **Excellence** criterion (Methodology)
Sex and Gender

**SEX** refers to the **biological attributes** (functions deriving from chromosomal complement, reproductive organs, or specific hormones or environmental factors that affect the expression of phenotypic traits in sexually reproducing organisms) that distinguish male, female, and intersex (in humans) or hermaphrodite (non-human animals). **In engineering and product design research**, sex includes anatomical and physiological characteristics that may affect the design of products, systems and processes.

**GENDER** refers to socio-cultural **norms, identities and relations** that, together, shape and sanction “feminine” and “masculine” behaviours, structure societies and organisations, and also affect products, technologies, environments, and knowledges. Gender is complex and changes in time and place.

**INTERSECTIONAL FACTORS**, such as racial or ethnic origin, age, socioeconomic status, sexual orientation, or disability, combine with sex and gender to shape a person’s/group’s experience and social opportunities, thereby influencing the form of discrimination and inequality they encounter.
Why do we need to integrate the gender dimension into R&I content?

• Every cell is sexed and every person is gendered

• Brings added value of research in terms of excellence, rigor, reproducibility, creativity and business opportunities

• Brings an in-depth understanding of all people’s needs, behaviours and attitudes

• Goods and services better suited to the needs of all citizens

• Enhanced societal relevance of research and innovation
Gendered Innovations

➢ 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)
Sex and gender in the COVID-19 pandemic

- Sex differences in immune responses
- Dosing and sex-specific side effects of vaccines and therapeutics
- Gender-specific risk factors (healthcare workers, caregivers, janitorial staff)
- Gender-specific socioeconomic burden of public safety measures, e.g. caring duties, increased domestic violence
Strengthened provisions for Gender Equality in Horizon Europe (3)

• **Art. 25-Award Criteria and Selection (Regulation)**
  Gender balance among key researchers carrying out the action is a ranking criterion for ex-aquo proposals

• **Art. 45- Monitoring and Reporting (Regulation)**
  Gender of researchers indicated in periodic reporting (woman/man/non-binary)

• **European Innovation Council 2021 Work Programme:**
  • At least 40% of the EIC Board, the Investment Committee of the EIC Fund, EIC juries and EIC expert evaluators will be women, with the objective to reach 50%
  • The companies invited to the face to face interviews with the EIC Accelerator juries will be selected on the basis of excellence, while aiming at having 40% with female CEOs
  • The Business Accelerator Services will include specific services for female founders

*Women Tech EU* initiative under the European Innovation Ecosystems WP for women-led deep-tech startups at early stage
EU Prize for Women Innovators – 2021 edition

Celebrating the women behind game-changing innovations, and creating role models for women and girls everywhere.

Open to all women founders and co-founders (not limited to EIC)
Looking for breakthrough innovation, impact on society & inspiring role model

Women Innovators: 3 prizes, €100,000 each
Rising Innovator: 1 prize, €50,000. Age limit dropped to ≤30

Applications 18 March to 30 June
Winners announced in November

#WiPrizeEU
Useful Resources
New Factsheet on key Gender Equality provisions under Horizon Europe

https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1
Funding & Tender Portal

Webinar(s) on how to prepare a successful proposal for Horizon Europe

Part 1 (general + MGA): 24 March

https://ec.europa.eu/research/participants/docs/h2020-funding-guide/other/event210324.htm

Part 2 (horizontal aspects): 21 April

- Key Impact Pathways
- Open Science
- Gender dimension
- Dissemination, Exploitation and Communication (including IPR)
- Do no significantly harm principle
Check regular updates on our new Gender Equality in R&I policy page

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

→ Coronavirus Research and Innovation: section on Gender Equality

→ 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
Thank you for your attention

For any questions and further information please contact:

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