WORKING PAPER

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WORKING DOCUMENT

From:	GPC Secretariat
To:	ERAC (GPC)
Subject:	Gender equality in the context of the Joint Programming - Exchanging views and exploring further opportunities for collaboration GPC - SWG GRI: powerpoint presentation

Delegations will find attached a PowerPoint presentation regarding item 5 on the agenda of the GPC plenary meeting of 20 September 2019.

Gender equality in the context of Joint Programming
Exchanging views and exploring further opportunities for collaboration GPC - SWG GRI

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Ministry of Science, Innovation & Universities

Plenary GPC 20 September 2019

Brussels, Sept 20th 2019

Outline

I. **Main strategic framework for the 4th ERA priority**

II. **Progress made**

III. **Exploring where to mainstream gender in Joint Programming activities**

I. Main strategic framework for the 4th ERA priority

3 complementary approches for gender policies in R&I

Source: Londa Schiebinger & Martina Schraudner, 2011

- **Fix the numbers of women in STEM**
  The gender imbalances and "pipeline" problems
  (see She Figures 2018)

- **Fix the institutions**
  Academic institutions have identifiable cultures that have developed over time and, historically, in the absence of women
  (see GENDERACTION policy brief on Strengthening gender in the ERA)

- **Fix the knowledge**
  Gender inequalities, built into society and research institutions, have influenced science, medicine, and technology
  (see Gendered Innovations)

Main EU policy framework for ERA 4th priotity

- [ERA Communication of July 2012](#)

- [ERAC Opinion on the ERA Roadmap 2015-2020](#) (April 2015)

- [Council Conclusions on the ERA Roadmap 2015-2020](#) (29-5-2015)

- [Council Conclusions on advancing gender equality in the ERA](#) (1-12-15)

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Communication from the Commission on the European Research Area (ERA), July 2012 (1)

When defining Gender as one of the 5 ERA priorities

Gender equality and gender mainstreaming in research – *to end the waste of talent which we cannot afford and to diversify views and approaches in research and foster excellence*

the Commission committed itself to:

- **Foster gender equality and the integration of a gender dimension in H2020** programmes and projects from inception, through implementation to evaluation, including through the use of incentives

- **Ensure 40% of the under-represented sex** in all its expert groups, panels and committees and to apply this particularly under H2020

Communication from the Commission on the ERA, 2012 (2)

Member States (MS) were invited to:

- **Create a legal and policy environment and provide incentives to**:
  - remove legal and other barriers to the recruitment, retention and career progression of female researchers while fully complying with EU law on gender equality
  - address gender imbalances in decision making processes
  - strengthen the gender dimension in research programmes

- **Engage in partnerships with funding agencies, research organisations and universities to foster cultural and institutional change on gender -** charters, performance agreements, awards

- **Ensure** that **at least 40% of the under-represented sex** participate in committees involved in recruitment/career progression and in establishing and evaluating research programmes

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ERAC Opinion on the ERA Roadmap 2015-2020 (20/4/2015)

Based on the present 6 ERA priorities: gender is still the 4th one

1) Effective national research systems

2.a) Jointly addressing grand challenges

2.b) Make optimal use of public investments in research infrastructures

3) An open labour market for researchers

4) Gender equality and gender mainstreaming in research*

5) Optimal circulation and transfer of scientific knowledge

6) International cooperation*

(*) clear transversal links to all other priorities

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ERA Roadmap 2015-2020:
High level objective/rationale for priority 4

To foster scientific excellence and a breadth of research approaches by fully utilising gender diversity and equality and avoiding an indefensible waste of talent, because…

➢ In spite of national and EU-level strategies, **the pace of change is slow** and **considerable disparities between countries** remain.

➢ There are **persistent gender imbalances** within Europe's research and innovation systems (particularly at senior levels), and **the gender dimension in research content is commonly overlooked**.

➢ Addressing these issues will also **reinforce the attractiveness of Europe to high quality researchers**

ERA Roadmap 2015-2020:
Top Action Priority for priority 4

Translating national equality legislation into <u>effective action</u> to:

- address **gender imbalances** in R&I institutions and decision making bodies

- **integrating the gender dimension better** into RDI policies, programmes and projects

(identified through Member State consultations)

ERA Roadmap 2015-2020:
Actions to promote priority 4 at national level

- **MS and Associated Countries** (AC) should **develop policies** on gender equality in RPOs, **and regularly monitoring** their effectiveness **and adjusting** measures as necessary.

- **RPOs** should in turn **review and enhance their policies** for gender equality in research and **ensure their implementation**.

- **Special attention** should be paid **to areas where women are underrepresented** (for instance in senior positions and in research management) **and to the funding schemes and disciplines where the imbalances are greatest**.

ERA Roadmap 2015-2020:
Actions to promote priority 4 at (National &) European level

- MS & AC should work with the European Commission to **identify good practices** which could be incorporated into their national systems.

- **Gaps in crosscutting gender equality legislation at EU and national levels should also be addressed**: equality is a fundamental value of the EU but research systems tend to display exceptions that foster inequalities.

- **H2020's approaches to gender mainstreaming and incorporating gender perspectives in research** should be **promoted as good practice in RFOs, RPOs and other international collaborations**.

- **GEPs should be addressed** in other relevant ERA priorities (notably Priority 3) and **in the JPIs**.

Council Conclusions on advancing gender equality in the ERA

Inter alia…

- INVITE **MS and RFOs** **to provide incentives to encourage RPOs, including universities,** to revise or develop gender mainstreaming strategies, GEPs including the gender dimension in R&I content and programmes **and mobilise adequate resources to ensure their implementation**

- INVITE **MS and RFOs** to advance measures to **ensure that allocation of research funding is not affected by gender bias**

- INVITE **relevant authorities** **to set up guiding targets for better gender balance in decision making bodies** and ENCOURAGES RFOs and RPOs to reach these targets by 2020

- INVITE **MS in collaboration with the Commission** to make full use of **mutual learning exercises**, including within the framework of ERAC, and the **exchange of good practices**; taking into account the recommendations from the HG, and the outcomes of projects on this topic funded by the EU framework programmes, such as the GENDER-NET ERA-Net

II. Progress made

[ERA Progress Report 2018](#) & [She Figures 2018](#)

According to the **ERA Progress Report 2018**:

- o The **share of women in Grade** A increases only 1% per year in 2014-2016 in the EU28, rising to 24% in 2016 (still below the 25% target set in 2005)

- o Although progress has been made in almost all Member States, the trend is still uneven

She Figures 2018 shows that:

- o A **gender-balanced pool of PhD graduates** exists in the EU-28 in 2016, but the **proportion of women among researchers** (34%) is not yet gender- balanced, particularly in the Business Enterprise Sector (20.2%)

- o The **percentage of EU-28 publications 2013-2017 with a sex or gender dimension in their research content** is still below 2%, increasing only 0.05% per year
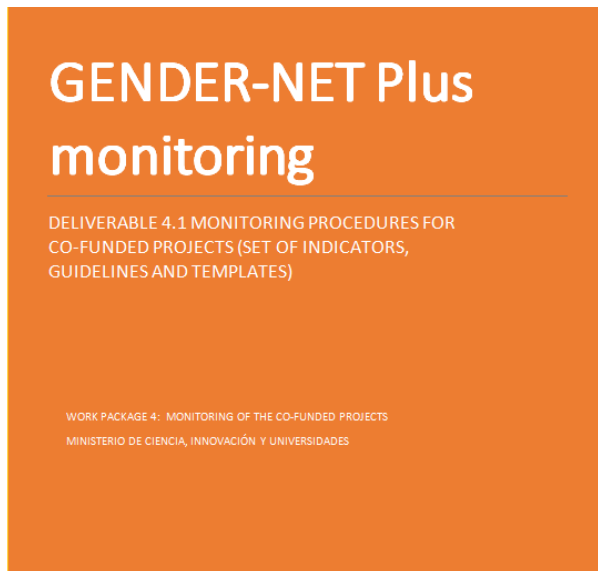
III. Exploring where to mainstream gender in Joint Programming activities

Mainstreaming gender…
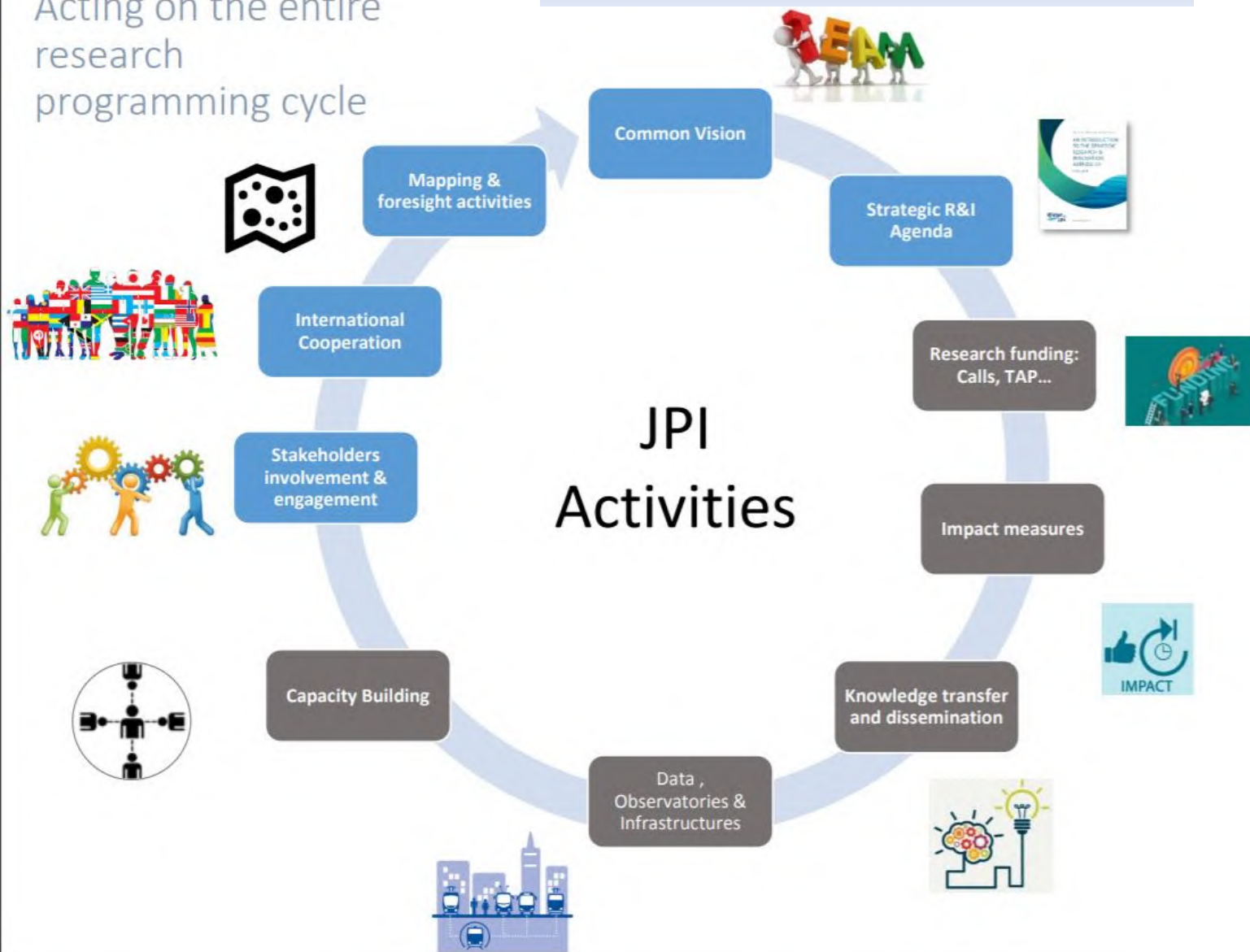
IGAR monitoring indicators to follow-up co-funded projects have been developed through GENDER-NET Plus WP4:

GENDER-NET Plus monitoring

DELIVERABLE 4.1 MONITORING PROCEDURES FOR CO-FUNDED PROJECTS (SET OF INDICATORS, GUIDELINES AND TEMPLATES)

WORK PACKAGE 4: MONITORING OF THE CO-FUNDED PROJECTS

MINISTERIO DE CIENCIA, INNOVACIÓN Y UNIVERSIDADES

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

- **Gender experts in the research team** (no./% w/m/other)

- **Members of the research team who have received training on IGAR** (no./% w/m/other)

- **Data collection tools capture information relevant to sex/gender**

- **The selected variables highlight the relationship between the SDG issue studied and gender factors**

- **The project brings out differences/inequalities between women and men in the field** (if any and/or shows there are none)

SINCERE

General Assembly Meeting 3

Tuesday 22 to Thursday 24 October 2019

in **B**russels - Belgium

Provisional Agenda

Meeting place: CIVA - Rue de l'Ermitage 55 - 1050 Brussels.
https://civa.brussels/en

Tuesday 22nd October

12:30 - Welcoming coffee

13:00 - Plenary Session: opening of the third General Assembly.

Wednesday 23rd October

09:00 - 10:30. Plenary learning session - Gender in Climate research

10:35 - Coffee break

11:00 - 12:30 Plenary: Gender in Climate research

12:35 -   Lunch

13:30 - Plenary: Gender in Climate research

15:00 - Coffee

15:40 - Break-out groups to establish a concrete program for yr3.

17:15 - Preliminary discussion with TAB members (tbc)

GENDER ACTION

Methodological Framework to Assess Gender in International Cooperation in STI

Checklist

This checklist provides a simple guide to addressing a gender perspective in international cooperation in STI.

A. Preparation of International Agreements

1. Is gender equality clearly declared as a value in the draft international agreement?
2. Are the three main objectives of gender equality included in the draft international agreement?
   a. Is gender balance in research teams incorporated in the draft international agreement?
   b. Is gender balance in decision-making incorporated in the draft international agreement?
   c. Is the gender dimension in research focus and content incorporated in the draft international agreement?
3. Is there a plan for an exchange of good practices between partners in international cooperation in STI?

B. Preparation of Programmes and Calls

4. Is gender equality clearly declared and addressed in the drafting of the programmes/calls?
5. Is gender equality in research teams given due priority in the draft programmes/calls?
6. Is the gender dimension in research content taken into account and promoted in the draft programmes/calls?

Policy Brief Series

GENDER ACTION

GENDER-RESPONSIVE INTERNATIONAL COOPERATION FOR HORIZON EUROPE

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worldwide, including better accountability mechanisms for it.

More support is needed for conducting specific research on Women and Gender in International Cooperation on STI to produce knowledge on the specific links between the two priorities and cross-cutting issues, but some further concrete recommendations can be made based on the GENDERACTION checklist mentioned above:

- To declare gender equality as a value in international agreements, programmes and calls of Horizon Europe.
- To incorporate gender balance in research teams in international agreements, programmes and calls of Horizon Europe.
- To ensure gender balance in decision-making in international agreements, programmes and calls of Horizon Europe.
- To require the integration of sex/gender analysis where appropriate in international agreements, programmes and calls of Horizon Europe, especially in any calls involving humans.
- To include gender-friendly clauses in programme announcements, calls and guidelines for applicants that encourage women to apply, such as, inter alia, caring responsibilities, maternity/paternity leave, pregnancy, etc.
- To mainstream gender in the process of proposal evaluation and funding decisions: gender balance and gender expertise in evaluation panels,

training in gender equality, appropriate templates to assess the gender dimension, gender as a criterion for scoring, among others.

- To consider gender equality training, gender expert advice, mentoring activities from a gender perspective and family support services as eligible costs of Horizon Europe.
- To collect sex-disaggregated data of success rates of applicants, Principal Investigators, research workforce and horizontal segregation in research teams.
- To assess the impact of gender equality measures as part of the programme evaluation.

CONCLUSION

Openness to the World should also mean the commitment to shape the world with a view to attaining Women's Human Rights and Sustainable Development Goals through EU International Cooperation in STI.

> **Conclusion:**
>
> It is crucial to mainstream gender in the STI International Cooperation model of Horizon Europe to reach the Sustainable Development Goals (including SDG 5). This will help in the advancement of the EU R&I capacities but also in the attainment of political, social, economic and humanitarian commitments.

References

Council Conclusions on Advancing gender equality in the European Research Area. Adopted on 1 December 2015.

Some proposals for discussion

- **Further collaboration between GPC & SWG GRI:** A mixed working group to develop guidelines, policy brief or recommendations for mainstreaming gender in the programming cycle for EU partnerships

- **An specific partnership for the SDG-5 (Gender Equality)** in the 2nd stage of Horizon Europe

- **Tailored gender training** for GPC members

- **Present and upcoming partnerships could start working on**:

  o **Ethical codes with a gender perspective**

  o **Gender expertise and gender training** in every partnership

  o **Gender balance in decision-making** positions

  o **Provisions regarding structural change for gender equality** in joint calls

  o **Provisions for integrating sex/gender analysis in R&I content** in joint calls

  o **Sex-disaggregated** data collection system and **gender indicators**

Thank you very much for your attention!

For further information:

http://genderaction.eu/