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gender & science

GENDER POLICIES IN EU: STATE OF THE ART AND FUTURE TRENDS

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EUROPEAN POLICY: GREAT PROGRESS SINCE 1999

- 2021: Gender equality is one of the priorities of the new European Research Area
 - Communication from the Commission A new ERA for Research and Innovation (COM/2020/628 final): Recommendation 12: Inclusive gender equality plans
 - Council Conclusions on the New European Research Area of 1 December 2020 (13567/20)
 - Council Conclusions on the future governance of the European Research Area
 - **ERA Policy Agenda** – Action 5: Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration (adoption at COMPET 26 November)
 - EU Pact for Research and Innovation
 - The Ljubljana Declaration
 - Adopted by 37 countries including 25 Member States, the Commission, Associated Countries, and third countries

HORIZON EUROPE

- **Eligibility criterion: Gender Equality Plans**
 - As of 2022, applicant institutions must have a gender equality plan (in place by the time of the grant agreement signature)
- **Award criteria:** Integration of the gender dimension in the R&I content becomes a default requirement
- **Ranking factor:** Gender balance for ex aequo proposals
- Gender equality as a **cross-cutting priority**

MILESTONES IN R&I POLICY IN THE EU

- 1957: Euratom Treaty: peaceful uses of nuclear energy
- 1970s: Renewable energy, informatics, materials and the environment, space
- 1982: ESPRIT Research and Development Program in Information and Communication Technologies
- 1984: Framework Program 1
- 1980s: Single market, industrial competitiveness and economic development
- 1999: Treaty of Amsterdam: implementation of research policy and implementation of framework programs
- 2000: Launch of the European Research Area
 - From a strictly **economic framework to social issues, citizen involvement, responsibility** (responsible research and innovation, 3O - open science, open innovation, open to the world)

UNTIL THE 1990s, EU RESEARCH AND INNOVATION POLICIES WERE GENDER BLIND AND THE ECONOMIC FRAMEWORK PREDOMINATED

1999: A TURNING POINT FOR GENDER EQUALITY IN R&I POLICY

- Commission Communication "Women in Science - Mobilizing Women to Enrich European Research" (COM (1999) 76 final)
- Establishment of the Helsinki Group for Women and Science (later gender in research and innovation) as an advisory body to the Commission composed of representatives of national authorities in the Member States and Associated Countries
- 3 goals
 - **Research by women**: participation of the female workforce in research
 - **Research for women**: ensure that EU-funded research addresses the needs of both women and men
 - **Research on women**: research on gender relations in particular, filling gender gaps in knowledge

DEVELOPMENT OF GENDER EQUALITY IN FRAMEWORK PROGRAMMES

- FP5 (1998 – 2002)
 - Commissioner Edith Cresson
 - Gender impact assessment studies, ETAN report, external pressure
- FP6 (2002 – 2006)
 - Gender Action Plans (GAPs) for Networks of Excellence and Integrated Projects
 - **European Platform of Women Scientists established in 2005**
- FP7 (2007 – 2013)
 - Pushback in early stages: GAPs discontinued due to simplification
 - Fixing women through ambassador programmes and mentoring
 - 2009 launch of structural change projects
 - 2010 Commissioner Maire Geoghegan-Quinn
- HORIZON 2020 (2014 – 2020)
 - 3 objectives to implement ERA priority 4
 - Gender dimension in flagged up topics

EUROPEAN RESEARCH AREA 2012 – 2019

- European research area Priority 4 gender equality and gender mainstreaming
 - Legal and institutional environment to promote structural change
 - Gender balance in research teams
 - Gender balance in decision making
 - Gender dimension in research
- 2015 Council Conclusions on Advancing Gender Equality in the ERA
 - The most ambitious plan to advance GE at EU and MS level to date
 - Encouraged making the **institutional change a key element of their national policy framework on gender equality in R&I**
- 2017 Helsinki Group discontinued under EC, established as Standing Working Group on Gender in Research and Innovation (SWG GRI) under Council
 - Mutual learning, policy exchange, strategic advice
- Civil society organizations and Community of Practitioners
 - EPWS, 'sister projects' on structural change, GE Academy, ACT CoPs, GEAR Tool

EUROPEAN POLICY

- **Institutional change through gender equality plans** marks a shift in approach from “fixing women” to “fixing institutions” and “fixing knowledge”
- Importance of a **policy coordination structure** in place to push and implement at EU and national levels (Wroblewski 2021)
 - Standing Working Group on Gender in Research and Innovation
 - H2020 GENDERACTION project
- **Uneven** policy development (Linkova & Mergaert 2021)

EMERGING TOPICS

- Gender based violence
 - H2020 UniSAFE project
 - Prevalence study
 - National policies
 - Institutional policies
 - Recommendations and toolkit
 - The role of RFOs and RPOs
 - CZ PRES conference on 24 and 25 Nov 2022
- Inclusiveness in Horizon Europe
 - Gender+ intersectionality
 - Geographical balance – to bridge the innovation gap
 - Sectorial cooperation – the interface between the public and private research sector
 - (**Centre of Excellence on inclusive gender equality** to be launched in 2022 under Horizon Europe)



UniSAFE
ENDING GENDER-BASED VIOLENCE

KEY ENABLING AND DISABLING FACTORS

ENABLING FACTORS

- Femocrats in the Commission
- **External push (civil society, women scientists organizations)**
- European Parliament FEMM committee in negotiations of several FPs
- Policy coordination through ERA Roadmap and National Action Plans and Strategies
- **MUTUAL SUPPORT AND INFORMATION EXCHANGE ACROSS EP, EC AND COUNCIL (MS)**

DISABLING FACTORS

- Institutional resistance within EC
- Lack of policy learning across policy cycles – monitoring and evaluation are performed but not used for designing the next cycle
- Expert advice not taken up
- Staff mobility in the Commission (anti-corruption measure) – compromises ownership, institutional learning and memory
- Despite policy coordination the ‘Widening gap’ has not narrowed
- **POPULIST POLICY AND COORDINATED RESISTANCE IN THE COUNCIL**

THE WIDENING GAP

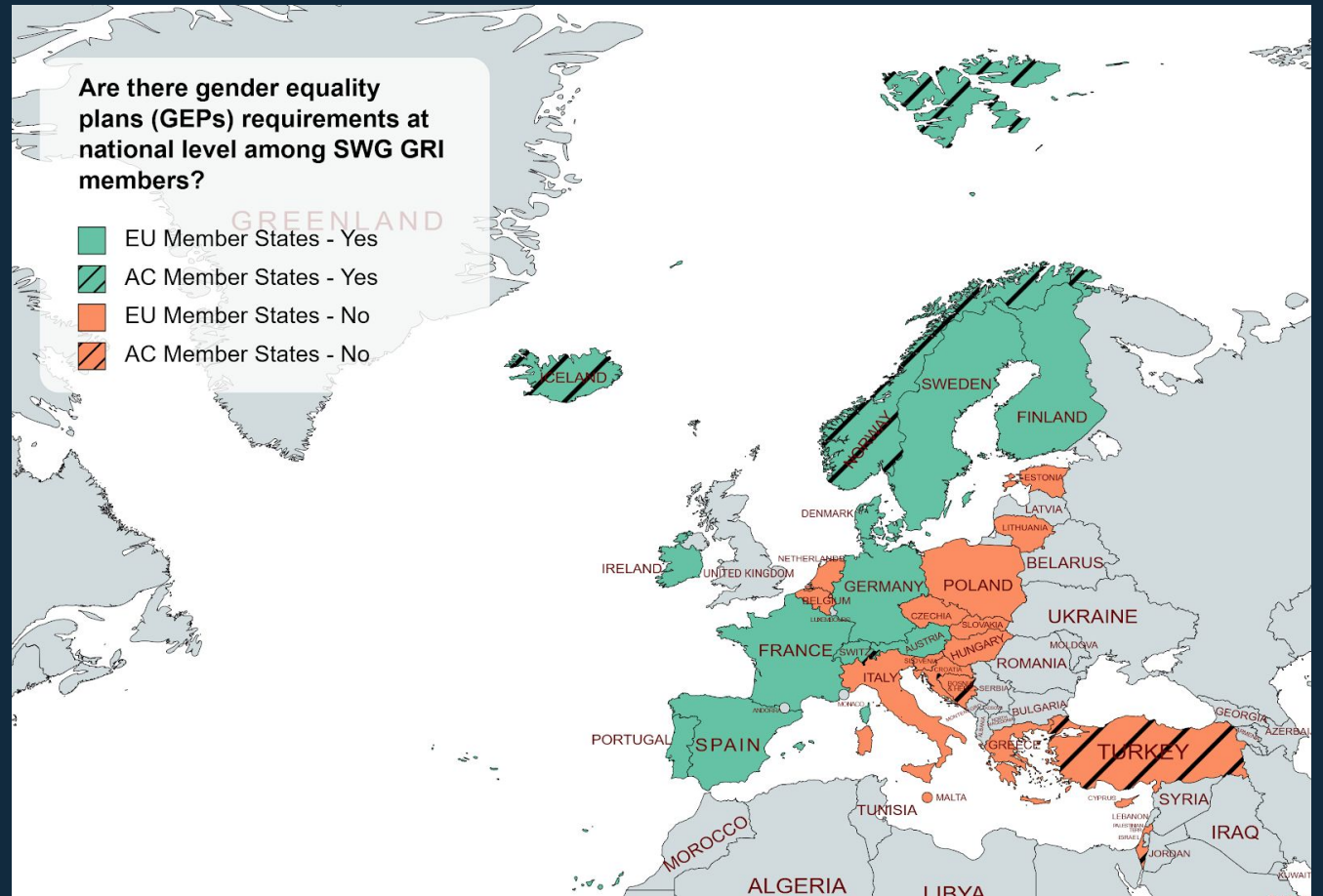
- Gender equality in European Research Area
 - Important steps have been made in many EU countries and their national RFOs
 - A large gap persists between higher and lower innovators / EU-15 and EU-13 countries
 - Some positive developments in a few EU-13 countries
 - Stagnation in others, usually countries with a high proportion of women in R&I

Source: SWG GRI 2018, Wroblewski 2019

- Populism on the rise across the globe but in the EU anti-gender forces strong particularly in CEE countries

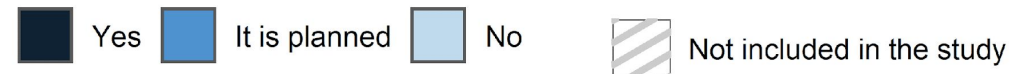
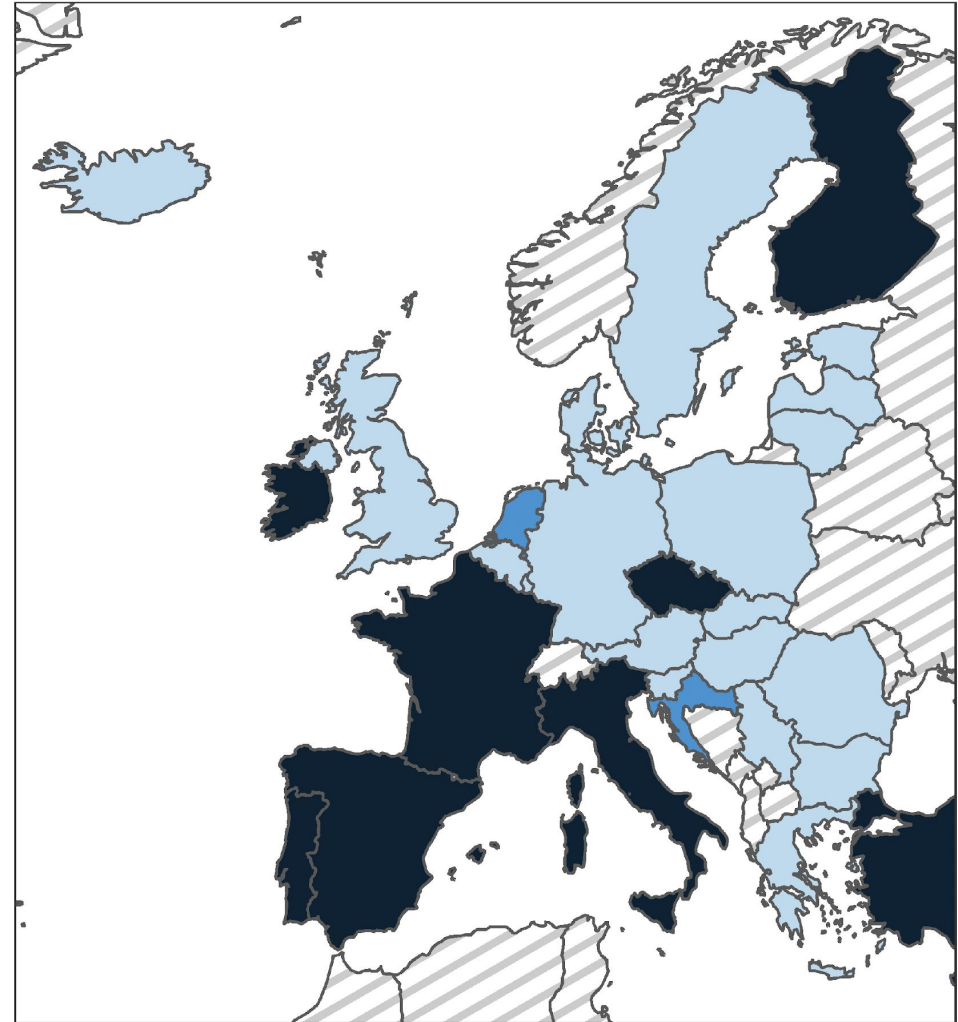
LEGAL OR POLICY GEP REQUIREMENT IN PLACE IN MS AND AC

SWG GRI Report
on Gender in
Research and
Innovation on
Gender Equality
Plans as Catalyst
for Change (2021)

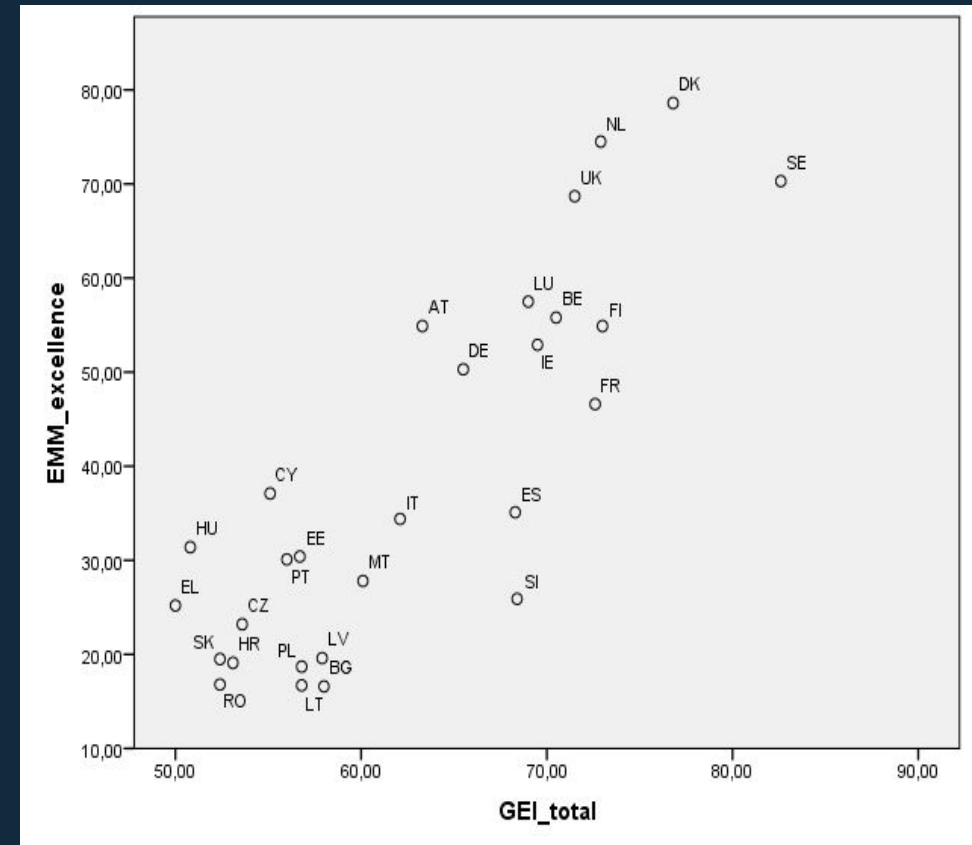
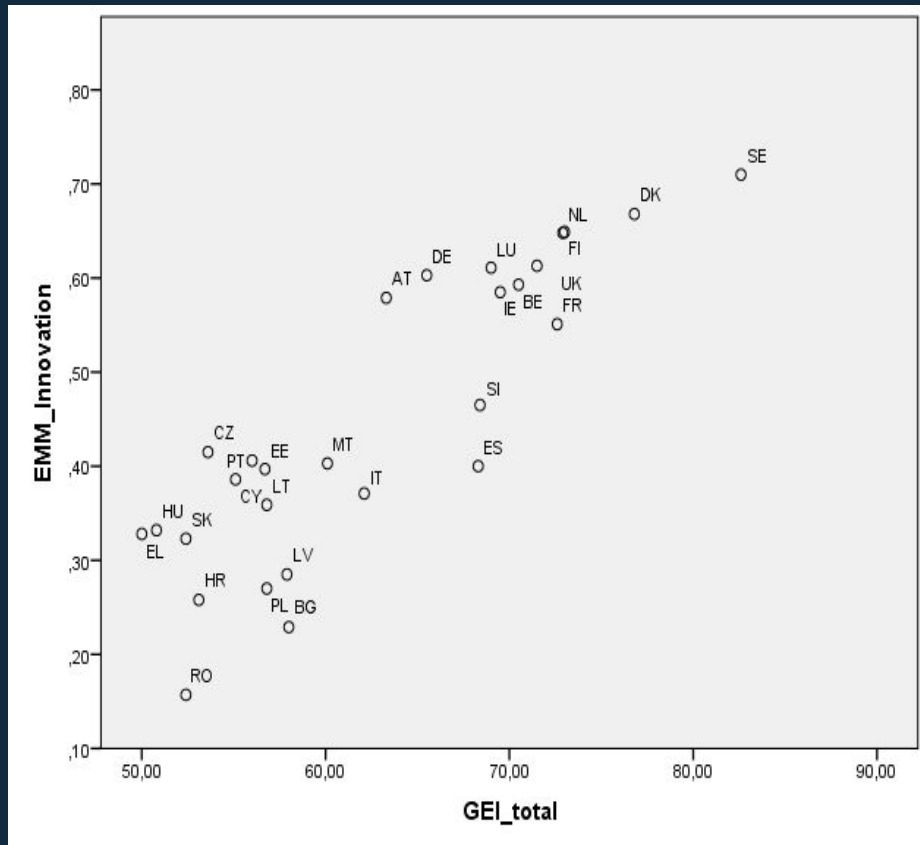


NATIONAL GENDER BASED VIOLENCE POLICIES IN PLACE IN HE AND R&I

Fajmonova, V. et al. 2021. D3.2 Report
on the European Baseline. [UniSAFE](#).



INNOVATION CAPACITY AND GENDER EQUALITY CORRELATE



Source: Wroblewski 2020

THE FUTURE PRIORITIES

- Gender equality to remain a priority for the future ERA
 - Policy evolution, bridging the widening gap
- Intersectional approaches to gender equality
 - Structural change projects
- Gender based violence and harassment, especially in view of academic mobility in early career stages
- Integration of the gender dimension in research and teaching
- Monitoring and evaluation of Gender Equality Plan implementation at national level and in the EU

TOGETHER FOR THE FUTURE

- Alone is not enough
 - Femocrat civil servants, gender equality officers, gender scholars and practitioners, civil society organizations, feminist and gender researchers across disciplines...
- National level
 - Mutual support and information exchange between national authorities and GE community at the country level
- EU level
 - Mutual support and information exchange across
 - MS and Commission at policy level
 - Civil society organizations and MS / Commission/successor SWG GRI
 - CoP related to EU-funded sister projects and MS/ Commission/successor SWG GRI
 - Policy level push from more advanced countries is a must
 - Mutual support and information exchange across MS GE community of practice

SUPPORT BY THE EUROPEAN COMMISSION

- EIGE Gear Tool
- GE Academy
 - <https://ge-academy.eu/> - trainings, webinars, Train the Trainers
- Factsheet on gender in Horizon Europe
 - https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ec_rtd_gender-equality-factsheet.pdf
- The Commission's Gender Equality Strategy
 - https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-citizens-rights/gender-equality-research-and-innovation_en
- FAQ
 - <https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/support/faq;grantAndTendertype=1;categories=;programme=HORIZON;actions=;keyword=GEP;period=null>
 - https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ec_rtd_gep-faqs.pdf
- Contact: RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu

THANK YOU

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