EU Policy on Gender Equality in Research and Innovation

Women in Informatics Research and Education Workshop
28 October 2020

Mina Stareva
Head of sector – Gender equality
E5 – Democracy & European Values
DG Research & Innovation
➢ 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
New EC Gender Equality Strategy 2020-2025

Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’
Released on 5 March 2020

R&I and Horizon Europe are explicitly addressed:

• New measures to strengthen gender equality in Horizon Europe:
  ➢ The possibility to require a gender equality plan from applicants
  ➢ An initiative to increase the number of women-led technology start-ups
  ➢ Funding for gender and intersectional research will also be made available

• Providing insights and solutions on addressing potential gender biases in AI, as well as on debunking gender stereotypes in all social, economic and cultural domains, and supporting the development of unbiased evidence-based policies

• Targeted measures promoting the participation of women in innovation under the EIC, including a pilot to promote women-led start-ups and innovative SMEs already in 2020
New Communication 30 September 2020

The new European Research Area

Learn more here!

#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 also address inclusiveness issues, with intersecting social categories (e.g. ethnicity, sexual orientation, disability) and with entrepreneurship/innovation sector

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
Women researchers in the European Union
She Figures 2018

- Leaflet with key figures
- Full publication
- Handbook

Download She Figures 2018

Download the She Figures handbook 2018
Gender gaps are diminishing in R&I, but a lot more remains to be done to achieve gender equality.

Women in R&I

- Heads of higher-education institutions: 22% women, 78% men
- Top-level researchers (grade A): 24% women, 76% men
- Researchers: 33% women, 67% men
- PhD graduates: 48% women, 52% men

Average unadjusted pay gap in research & development: 17%

HORIZON 2020
Closing gender gaps in Research and Innovation

#EU4Women #WomeninScience
Figure 6.2  Proportion (%) of men and women in a typical academic career in science and engineering, students and academic staff, EU-28, 2013-2016

Source: She Figures 2018
## Women’s Participation in Horizon 2020

<table>
<thead>
<tr>
<th>Programme Part Description</th>
<th>% Women Coordinators</th>
<th>% Women Researchers</th>
<th>% Women Workforce</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FET</strong> - Future and Emerging Technologies</td>
<td>19%</td>
<td>26%</td>
<td>32%</td>
</tr>
<tr>
<td><strong>ICT</strong> - Information and Communication Technologies</td>
<td>19%</td>
<td>25%</td>
<td>30%</td>
</tr>
<tr>
<td><strong>NMBP</strong> - Nanotechnologies, Advanced Materials, Biotechnology, Advanced Manufacturing and Processing</td>
<td>34%</td>
<td>36%</td>
<td>41%</td>
</tr>
</tbody>
</table>
From Horizon 2020 to Horizon Europe

Support to Institutional Change through Gender Equality Plans (GEPs)
Support to Gender Equality Plans

✓ Target universities and research organisations
✓ Aim at changing practices to remove gender inequalities (discrimination and biases)
✓ Systemic approach supporting a combination of actions
✓ Aim at lasting effects (evaluation & monitoring)
Horizon 2020-SwafS Gender Projects

2014 - 2020

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)

- 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

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

For more information on the projects, click [here](#).
## GEPs: co-created building blocks

<table>
<thead>
<tr>
<th>PUBLIC DOCUMENT</th>
<th>DEDICATED RESOURCES</th>
<th>DATA COLLECTION AND MONITORING</th>
<th>TRAINING &amp; CAPACITY BUILDING</th>
</tr>
</thead>
<tbody>
<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.</td>
<td>- e.g. tackling unconscious gender bias among staff and decision-makers</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- Annual reporting of gender imbalances across job categories &amp; leadership positions.</td>
<td>- information and dissemination material, workshops,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>- comprehensive evaluation approach.</td>
<td>- or working groups dedicated to specific topics.</td>
</tr>
</tbody>
</table>
Suggested 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**

✓ **measures against gender-based violence including sexual harassment**  
  **Example:** Having in place a code of conduct or an intervention protocol in case of complaints.

Co-design session:  
Get ready: a new ERA for Equality is calling *(22/09/2020)*  
Video Recording on [YouTube](https://www.youtube.com)
Horizon Europe
Horizon Europe: structure

**Pillar 1**
Excellent Science
- European Research Council
- Marie Skłodowska-Curie Actions
- Research Infrastructures

**Pillar 2**
Global Challenges and European Industrial Competitiveness
- Health
- Culture, Creativity and Inclusive Society
- Civil Security for Society
- Digital, Industry and Space
- Climate, Energy and Mobility
- Food, Bioeconomy, Natural Resources, Agriculture and Environment
- Joint Research Centre

**Pillar 3**
Innovative Europe
- European Innovation Council
- European innovation ecosystems
- European Institute of Innovation and Technology

**Widening Participation and Strengthening the European Research Area**
- Widening participation and spreading excellence
- Reforming and Enhancing the European R&I system
EU Prize for Women Innovators

Celebrating the outstanding achievements of inspiring female entrepreneurs

www.ec.europa.eu/women-innovators

- From across the EU and countries associated to Horizon 2020
- Who have founded a successful company and brought innovation to market
- Under 35s can apply for the €50,000 Rising Innovator prize
- Winners are selected by an independent jury of experts
- Find out about the winners: R&I days Women Innovators Prize Ceremony

➢ Women Revolutionising Tech: https://player.freecaster.com/embed/1365673
➢ Removing the barriers for women innovators: https://player.freecaster.com/embed/1367417

<table>
<thead>
<tr>
<th>Women Innovators</th>
<th>Rising Innovator</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 prizes</td>
<td>1 prize</td>
</tr>
<tr>
<td>€100 000 each</td>
<td>€50 000</td>
</tr>
</tbody>
</table>
Useful Resources
Check regular updates on the SwafS - Gender Equality policy page

http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender
COVID-19 Crisis

COVID-19 Crisis

Coronavirus Research and Innovation

COVID-19 and gender equality
Thank you for your attention

For any questions and further information please contact:

RTD-GENDERINRESEARCH@EC.EUROPA.EU