



# Push for more Gender Equality in Horizon Europe: a role for RMAs?

Elke Dall, ZSI



BESTPRAC-EARMA meeting  
November 25-26, 2020

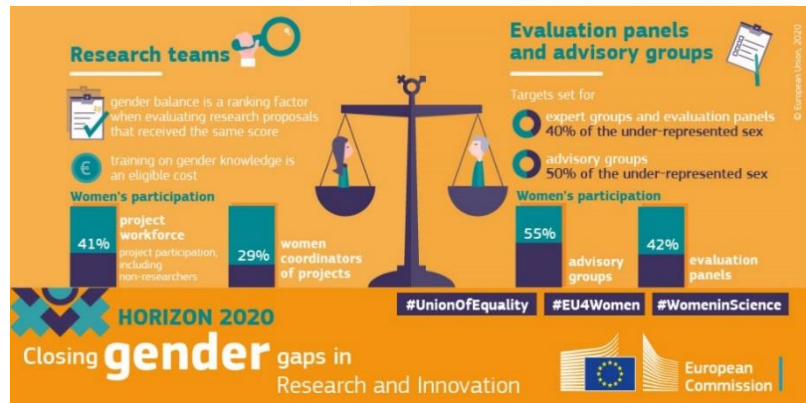
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# The Gender Dimension

NEWS | 8 March 2019 | Brussels, Belgium | Research and Innovation

## Gender balance in research is improving, but pace is too slow: EU She Figures

<https://twitter.com/Moedas/status/1186966862560673793?s=20>, 23.10.2019



## FI presidency conference October 2019 Call to Action



[https://genderaction.eu/wp-content/uploads/2019/11/Helsinki-Call-for-Action\\_FINAL.pdf](https://genderaction.eu/wp-content/uploads/2019/11/Helsinki-Call-for-Action_FINAL.pdf)



Latest available statistics  
Published March 2019

Report on SWAFS projects  
Published in June 2020



**Peter Dröll** @DrollPeter · 1h

Are you organising an event where @EU\_commission is represented?  
#GenderBalance is a **must** 🧑🏫🧑🏫🧑🏫

<https://twitter.com/DrollPeter/status/1327239966343245826?s=20>; 13.11.2020

No woman no panel embraced in March 2018

<https://ec.europa.eu/digital-single-market/en/news/commissioners-support-no-women-no-panel-campaign>

# Gender Equality Strategy

Includes some specific items for R&I:

- Gender stereotypes and biases – effects on/of AI, debunking gender stereotypes in all social, economic and cultural domains, supporting the development of unbiased evidence-based policies
- Targeted measures promoting the participation of women in innovation will be developed under the Horizon Europe European Innovation Council, including a pilot to promote women-led start-ups and innovative small and medium-sized enterprises in 2020



Brussels, 5.3.2020  
COM(2020) 152 final

COMMUNICATION FROM THE COMMISSION TO THE EUROPEAN PARLIAMENT, THE COUNCIL, THE EUROPEAN ECONOMIC AND SOCIAL COMMITTEE AND THE COMMITTEE OF THE REGIONS

A Union of Equality: Gender Equality Strategy 2020-2025

## Input:

Gender Equality Strategy 2020-2025 published 5 March 2020  
[https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en)  
<https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52020DC0152&from=EN>



Out of high-performing students in maths or science in OECD countries, **1 in 4** boys expect a career as an engineer or scientist, compared to **1 in 6** girls; **1 in 3** girls expect to work as health professionals, compared to **1 in 8** boys.



The share of men working in the digital sector is **3.1 times** greater than the share of women.



Only **22%** of AI programmers are women.

In the field of research and innovation, the Commission will introduce new measures to strengthen gender equality in **Horizon Europe**, such as the possibility to require a **gender equality plan from applicants** and an initiative to increase the number of women-led technology start-ups. Funding for gender and intersectional research will also be made available.

COM(2020) 152, page 17

# Gender Equality in Horizon Europe

## Expected instruments:

- Dedicated activities / instruments e.g. for more women-led technology start-ups; support for gender-specific research and research on intersectionality with other grounds of discrimination
- Beneficiaries to provide GEPs -> Mandatory for public entities, research organisations, universities, higher education institutions (after a transition period in 2021)

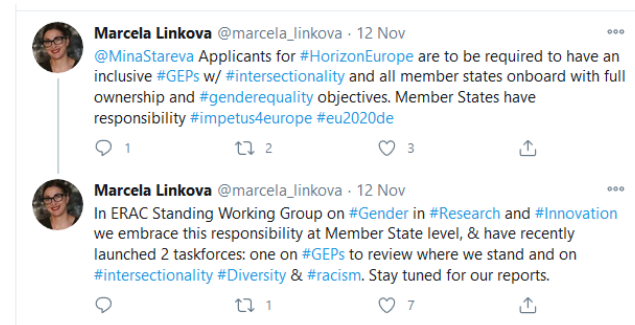
European R&I Days (22-24.09.2020)

<https://research-innovation-days.ec.europa.eu>

Recording Co-design Session “Get ready: A new ERA for Equality is calling”

Jean Eric Paquet (min 09:30 and following)

<https://www.youtube.com/watch?v=meUy6VtQzXM>



[https://twitter.com/marcela\\_linkova/status/1326893534427959296?s=20](https://twitter.com/marcela_linkova/status/1326893534427959296?s=20)

Screenshot taken Nov 2020

## Europe expected to tie research funding to gender equality action

5.10.2020

The European Commission's plan to establish an Athena SWAN-style initiative to address gender inequality in academia has been welcomed by sector leaders, who predicted that taking action to improve diversity will become a requirement for obtaining research funding from Brussels.

Marcela Linkova, coordinator of GENDERACTION, a group of national policy experts appointed by EU member states and associated countries, said she “welcomed the plan...that gender equality plans are likely to be a requirement for applicants for Horizon Europe”. “The message must be clear that public funding for research and education cannot go to supporting institutions that discriminate, promulgate stereotypes or who are unable to make full use of the talents they employ,” said Dr Linkova, who chairs the ERA committee's working group on gender. “The time has come to walk the walk, not just talk the talk, because inequality continues, including the gender pay gap and gender-based violence in academia,” added Dr Linkova.

To read the article on the web page of timeshighered.com continue here.

<https://genderaction.eu/europe-expected-to-tie-research-funding-to-gender-equality-action>; 05.10.2020

# Gender Equality Plans

## What is a Gender Equality Plan (GEP)

In the specific context of research organisations and higher education institutions, the European Commission considers a **Gender Equality Plan** as a set of actions aiming at:

- Conducting impact assessment / audits of procedures and practices to identify gender bias;
- Identifying and implementing innovative strategies to correct any bias;
- Setting targets and monitoring progress via indicators.

Source: [European Commission Communication on 'A Reinforced European Research Area Partnership for Excellence and Growth' \(COM\(2012\) 392 final\)](#)

Work-life balance and organisational culture

Gender balance in leadership and decision making

Gender equality in recruitment and career progression

Gender dimension to be integrated into research and teaching content

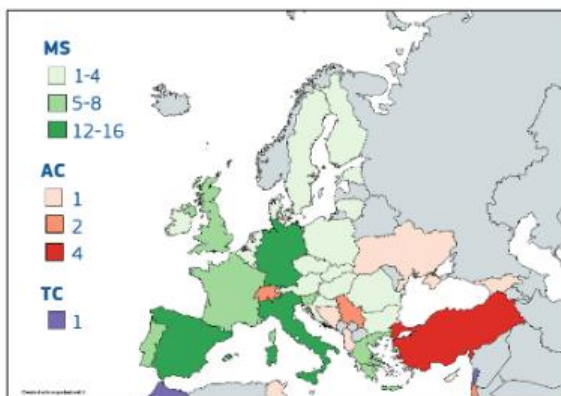
Measures for dealing with gender-based violence including sexual harassment

# Previous GEP projects and GEAR tool

## SWAFS projects

18 GEP projects have been funded in Horizon 2020 (excluding the 2020 call).

Fig. 6: Number of GEP-implementers in Member States (MS), Associated Countries (AC) and Third Countries (TC)



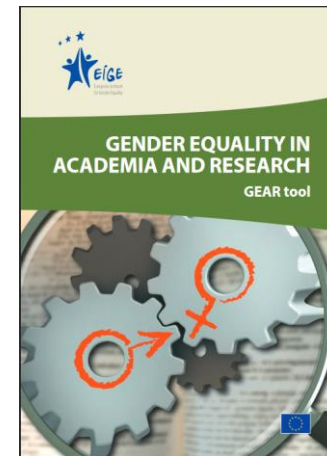
Only the six completed GEPs projects are presented below: GENERA, LIBRA, PLOTINA, Baltic Gender, SAGE, and EQUAL-IST (see Table 3: Gender Equality Plan (GEP) project portfolio).

Source: <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/8cf2353d-cbc9-11ea-adf7-01aa75ed71a1>



## European Institute for Gender Equality

The GEAR tool provides a „template“ for the preparation of GEPs.



[https://cdn4.euraxess.org/sites/default/files/domains/nl/gear\\_tool.pdf](https://cdn4.euraxess.org/sites/default/files/domains/nl/gear_tool.pdf)

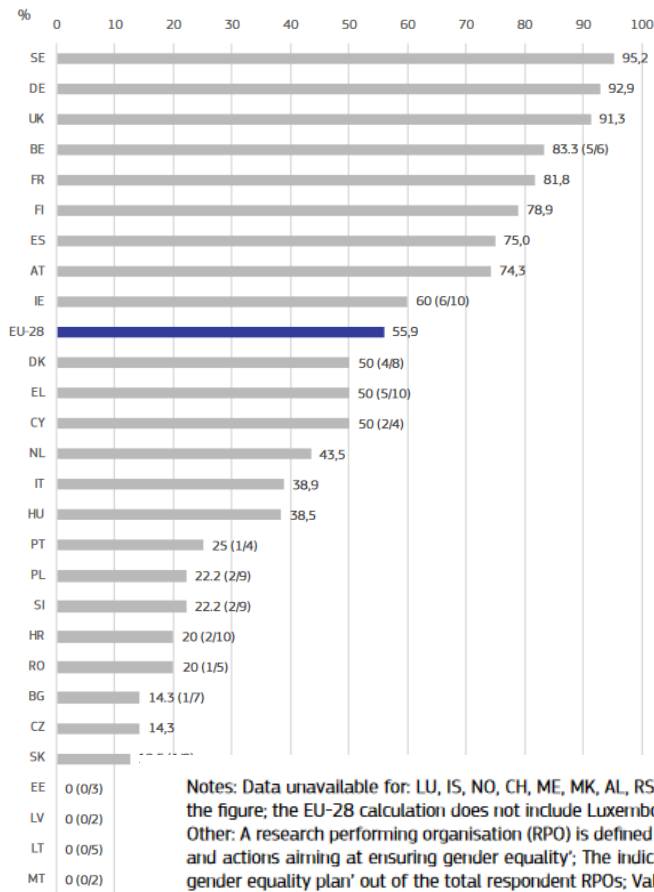
[https://eige.europa.eu/sites/default/files/gear\\_roadmap\\_01\\_shortguide\\_0.pdf](https://eige.europa.eu/sites/default/files/gear_roadmap_01_shortguide_0.pdf)

<https://eige.europa.eu/gender-mainstreaming/toolkits/gear/who-guide>

Who is this guide for?	What can you find in this online tool?
<p>^ The GEAR Step-by-Step Guide</p> <p>Step 1: Getting started</p> <p>Step 2: Analysing and assessing the state-of-play in the institution</p> <p>Step 3: Setting up a Gender Equality Plan</p> <p>Step 4: Implementing a Gender Equality Plan</p> <p>Step 5: Monitoring progress and evaluating a Gender Equality Plan</p> <p>Step 6: What comes after the Gender Equality Plan?</p>	<ul style="list-style-type: none"><li>• A practical definition of 'gender equality plan' for the particular context of higher education and research institutions.</li><li>• A step-by-step guide on the process to set up, implement, monitor and evaluate gender equality plans. The guide also contains hints about obstacles and challenges you may face, along with suggestions on how to overcome them. You can also find a list of basic requirements and success factors for realising it.</li><li>• An action toolbox with concrete examples of actions to be designed and implemented within a gender equality plan.</li><li>• Advocacy arguments to promote gender equality in your organisation.</li><li>• Background information about the EU and national legislation and policies supporting gender equality in research.</li><li>• Key resources that can support the structural change process.</li></ul>

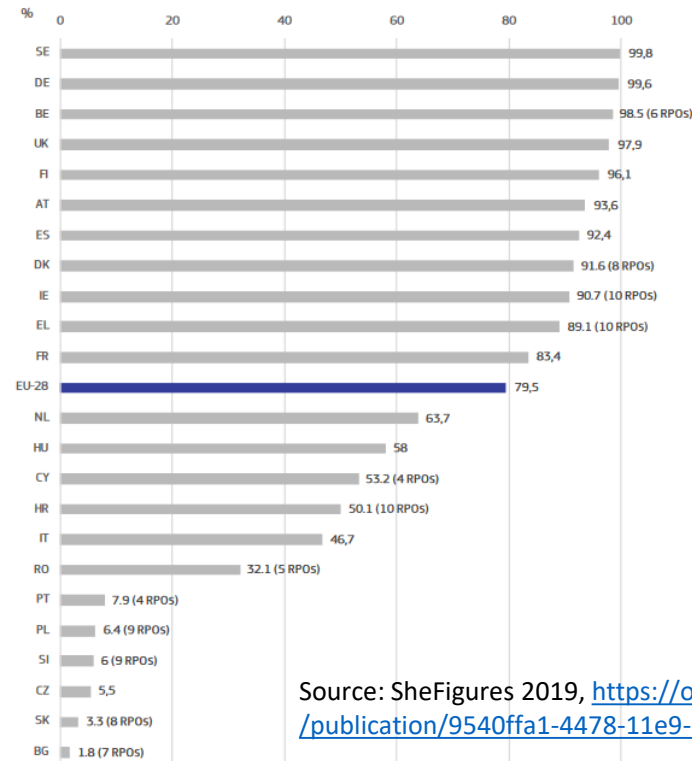
# Who already has GEPs?

Figure 5.7 Proportion of RPOs that adopted gender equality plans, 2016



Source: HEI and PRO surveys, MoRRI project (custom extraction of data).

Figure 5.8 Proportion of research staff working in RPOs that adopted gender equality plans, 2016

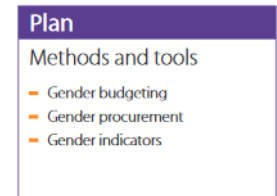
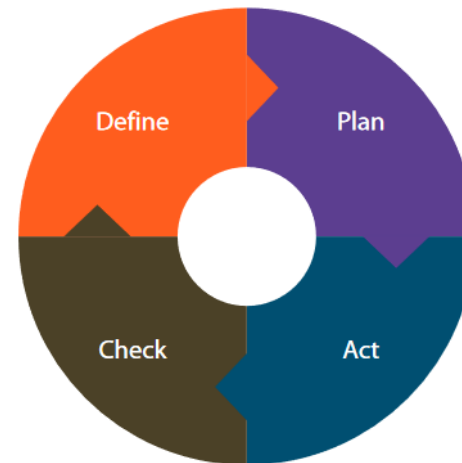
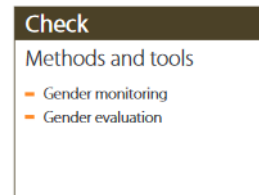
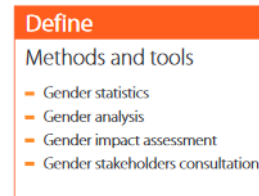


Source: SheFigures 2019, <https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1>



# Roles of RMAs

- In all areas - to define, plan, implement and check GEPs
  - Build on previous experiences
- Bringing different groups that need to be involved together
- Overcoming obstacles
  - Lack of understanding? Denial?
  - Provide background knowledge, offer training and information sources



Source: GEAR Toolkit



# GEPs – Information Resources

- Factsheet to be provided soon by European Commission
- SWAFS Gender Policy:  
<http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender>
- <http://eige.europa.eu/gender-mainstreaming/toolkits/gear>



[https://rri-tools.eu/en\\_GB/gender-equality](https://rri-tools.eu/en_GB/gender-equality)



Screenshots taken Nov 2020



# Thank you very much for your attention!

Contact details: Elke Dall, [dall@zsi.at](mailto:dall@zsi.at)



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