



# THE GENDER DIMENSION OF RESEARCH AND INNOVATION HORIZON 2020

CAPACITY BUILDING WORKSHOP FOR RESEARCHERS –  
COST TARGETED NETWORK TN1201  
25th April, 2016



- General view
- Gender in Horizon 2020
- Implementation of Gender in Horizon 2020
- Successful initiatives





## COMMUNICATION from THE COMMISSION to the EUROPEAN PARLIAMENT about the ERA, July 2012

### Gender is one of the 5 key priorities:

- More effective national research systems
- Optimal transnational co-operation and competition
- An open labour market for researchers
- Gender equality and gender mainstreaming in research
- Optimal circulation, access to and transfer of scientific knowledge including via digital ERA



## European Research Area - ERA

- The Commission is already committed to ensure 40% of the under-represented sex in all its expert groups, panels and committees and will apply this particularly under Horizon 2020.



## Member States are 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



## Member States are invited to:

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



## Research stakeholder organisations are invited to:

- Implement institutional change relating to HR management, funding, decision making and research programmes through Gender equality Plans which aim to:
  - Conduct impact assessment / audits of procedures and practices to identify gender bias.
  - Implement innovative strategies to correct any bias.
  - Set targets and monitor progress via indicators.

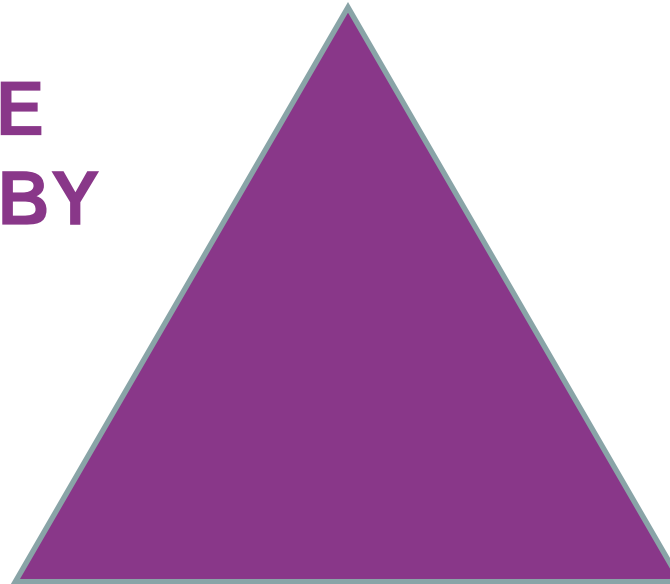


**genderSTE**  
Science, Technology, Environment

European  
Research Area-  
ERA

**GENDER TO BE  
CONSIDERED BY**

Member States



Research  
Stakeholder  
Organisations





# Gender in Horizon 2020

**Gender is a cross-cutting issue in Horizon 2020.** The promotion of gender equality in research and innovation is a commitment of the European Commission.





### Gender balance in decision-making

- Advisory groups: 50 % m/w - at least one expert with gender expertise.
- Evaluation panels and expert groups: 40 % of under-represented sex.

### Gender balance in research teams

- "*Best effort obligation to promote equal opportunities between men/ women ... and aim, to the extent possible, for gender balance at all levels of personnel of the action*". (Model Grant Agreement - Art. 31)
- Gender balance as a ranking factor for proposals with same scores.

### Gender dimension in research and innovation content

- Flagging of topics with explicit gender dimension.
- Follow-up through the research cycle from proposal to reporting.



## Objectives

**1. Fostering gender balance in H2020 research teams**, in order to address the gaps in the participation of women in the Framework Programme's projects:

In the **EVALUATION PROCESS**: Gender balance comes into play as a ranking factor to prioritize ex aequo proposals.

**Article 33 of the Grant Agreement (GA):** 33.1. Obligation to aim for gender equality: *“The beneficiary must take all measures to promote equal opportunities between men and women in the implementation of the action. It must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level”*.



**2. Ensuring gender balance in decision-making**, in order to reach the Commission's target of 40% of the under represented sex in panels and groups (50% for advisory Groups)

**ADVISORY GROUPS:**



- 50% women/men
- H2020 incorporates at least one **gender expert in each of the advisory groups** working on the preparation of work programmes.

**EVALUATION PANELS:**

- **Composition of panels: 40% target of the under-represented sex, taking into account the situation in the specific field.**



**3. Integrating gender/sex analysis in research and innovation (R&I) content**, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

- **Gender** analysis is considered **a factor of EXCELLENCE** (First Chapter, Article 16)
- The gender dimension is explicitly integrated into several topics across all the sections of the Work Program
- In the **Proposal Template** applicants are asked the following question: *“Where relevant, describe how sex and/or gender analysis is taken into account in the project’s content”*.
- **THIS WILL COUNT AS AN EVALUATION FACTOR**, like any other item referred to the scientific content that is relevant to the content of research.
- It will be integrated in the **GRANT AGREEMENT** and project reports, as in other parts of the project.



<http://ec.europa.eu/programmes/horizon2020>



# Gender in Horizon 2020

## Objectives

- Fostering gender balance in H2020 research teams.
- Ensuring gender balance in decision-making.
- Integrating gender/sex analysis in Research and Innovation (R&I) content.

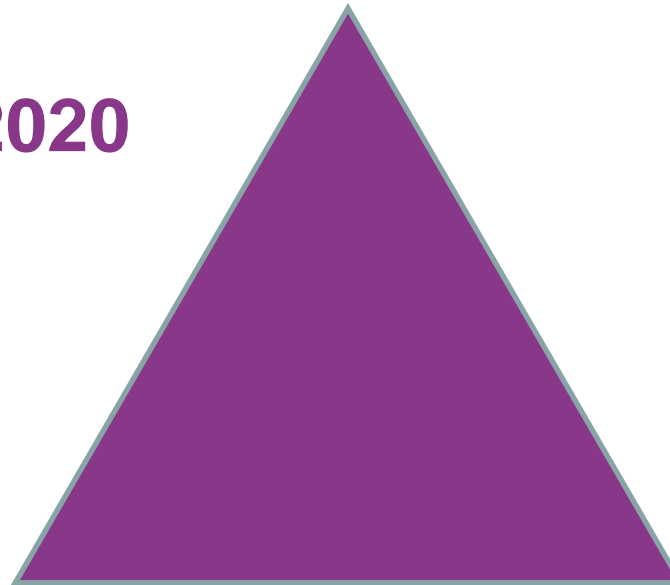


**genderSTE**  
Science, Technology, Environment

**Research teams**

**GENDER IN H2020**

**Decision-Making**







**Research and  
Innovation  
content**



# Implementation of Gender in Horizon 2020

## Equality provisions in H2020

Integrating Gender Equality issues at each stage of the research cycle:

-  Programming
-  Implementation
-  Monitoring
-  Evaluation





# Implementation of Gender in Horizon 2020

More specifically: **A GENDER LENS MUST BE PRESENT IN**

- Advisory groups
- General introduction of the Work Programmes
- Proposal template:
  - Concept and approach.
  - Members of the Consortium.
- Expert Evaluators
- Evaluation process
- Grant agreement and negotiations
- Monitoring



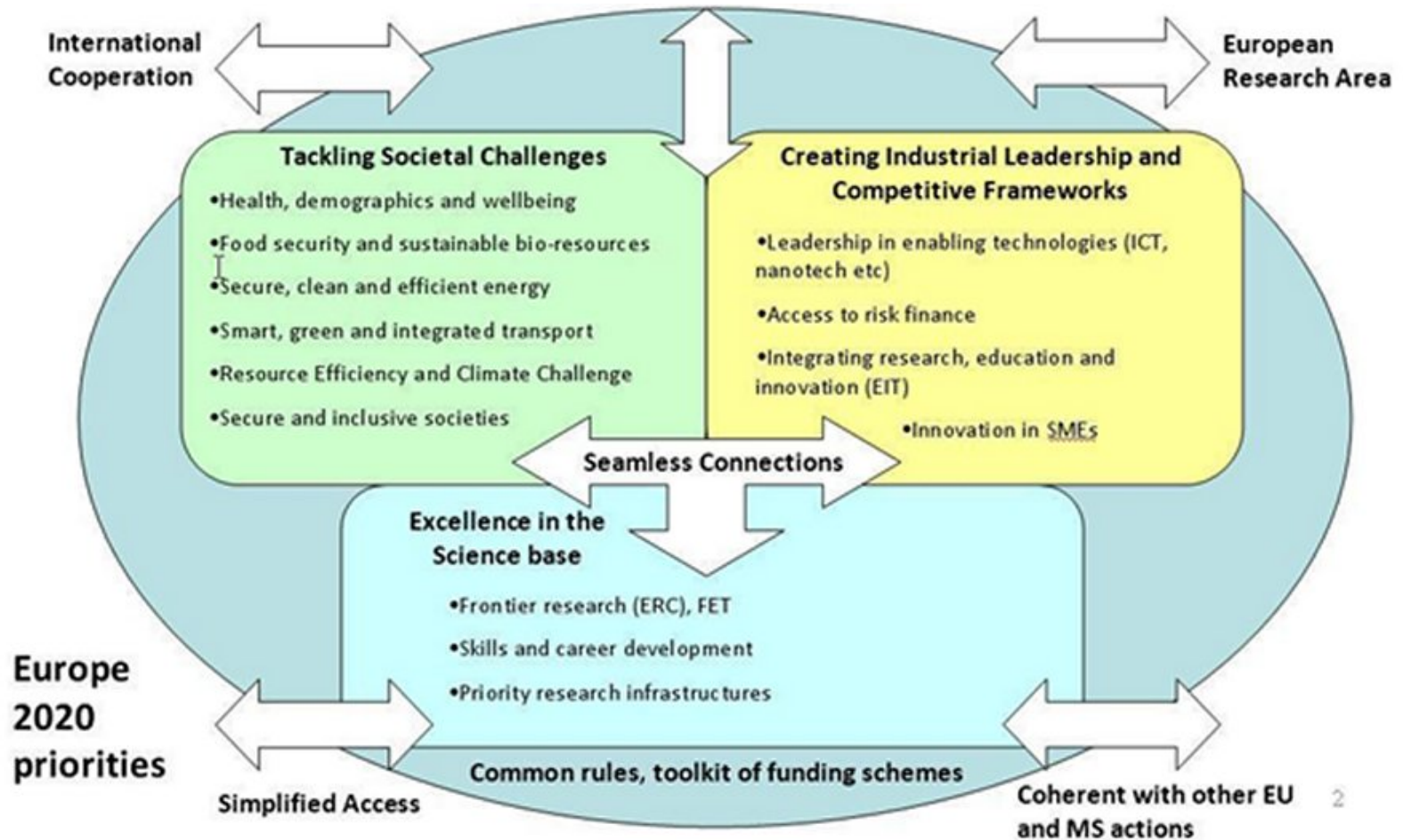
# Implementation of Gender in Horizon 2020

## Training

**Novelty:** inclusion of gender training among the eligible costs of an action in H2020 projects.



# Horizon 2020 at a glance





# Implementation of Gender in Horizon 2020

## Specific call on gender equality

- **Science with and for Society** foresees a specific call on gender equality:





# Implementation of Gender in Horizon 2020

## **SWAFS Work Programme funds specific initiatives in support of the gender equality strategy:**

- Encouraging girls to study science and female students to further embrace a career in research (i.e. Support for the communication campaign “*Science is a girl thing*”.)
- Analysing the impact of gender diversity in research teams on research and innovation outcomes.
- Developing a common framework to evaluate national initiatives to promote gender equality in research policy and research organisations.
- Supporting research organisations to implement gender equality plans.



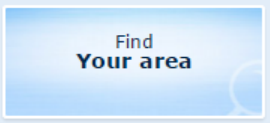
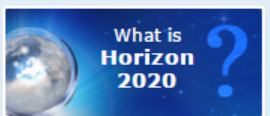
# HORIZON 2020

## The EU Framework Programme for Research and Innovation

European Commission > Horizon 2020

- Home
- What is Horizon 2020?
- Find Your area
- How to Get funding?
- News, Events & Publications
- Projects

- Sections navigation
- Science with and for Society
  - Public Engagement in Responsible Research and Innovation
  - Promoting Gender Equality in Research and Innovation
  - Ethics
  - Responsible research & innovation
  - Science Education
  - Open Science (Open Access)



### Science with and for Society

- Article
- Newsroom

The specific objective is to build effective cooperation between science and society, to recruit new talent for science and to pair scientific excellence with social awareness and responsibility.



The 'Science with and for Society' programme will be instrumental in addressing the European societal challenges tackled by Horizon 2020, building capacities and developing innovative ways of connecting science to society. It will make science more attractive (notably to young people), increase society's appetite for innovation, and open up further research and innovation activities.

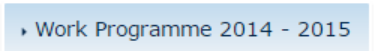
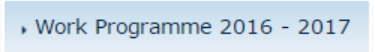
It allows all societal actors (researchers, citizens, policy makers, business, third sector organisations etc.) to work together during the whole research and innovation process in order to better align both the process and its outcomes with the values, needs and expectations of European society. This approach to research and innovation is called Responsible Research and Innovation (RRI).

### Responsible Research and Innovation (RRI)

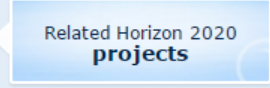
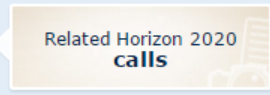
RRI is an inclusive approach to research and innovation (R&I), to ensure that societal actors work together during the whole research and innovation process. It aims to better align both the process and outcomes of R&I, with the values, needs and expectations of European society.

In general terms, RRI implies anticipating and assessing potential implications and societal expectations with regard to research and innovation. In practice, RRI consists of designing and implementing R&I policy that will:

- engage society more broadly in its research and innovation activities,
- increase access to scientific results,
- ensure gender equality, in both the research process and research content,
- take into account the ethical dimension, and
- promote formal and informal science education.



- Links:
- Science with and for Society



@RRI\_EC

RRI EC @RRI\_EC

Interesting findings at today's #SCAR4sight2015. Much potential for implementing #RRI @FNS\_EC @RRI\_EC in #bioeconomy twitter.com/eu\_h2020/statu...

139 days

Alicia O'Rourke @aor\_4

WATCH: live web stream now #SCAR4sight2015 #bioeconomy @bellsr48 twitter.com/eu\_h2020/statu...

Retweeted by RRI EC

140 days

Horizon 2020 @EU\_H2020

'We have to start with education, right from primary school' Q&A session now at #SCAR4sight2015 Conference #Bioeconomy

Retweeted by RRI EC

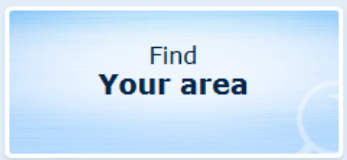
140 days

[More tweets](#)

YOUR FEEDBACK

Sections navigation

- Science with and for Society
- Promoting Gender Equality in Research and Innovation**



# Promoting Gender Equality in Research and Innovation

In Horizon 2020 Gender is a cross-cutting issue and is mainstreamed in each of the different parts of the Work Programme, ensuring a more integrated approach to research and innovation.

Three objectives underpin the strategy on gender equality in Horizon 2020:

- Fostering gender balance in research teams, in order to close the gaps in the participation of women.
- Ensuring gender balance in decision-making, in order to reach the target of 40% of the under-represented sex in panels and groups and of 50% in advisory groups.
- Integrating the gender dimension in research and innovation (R&I) content, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

In many topics across the work programme, it is explicitly requested that applicants take into account women as well as men's needs and behaviours. In addition grant beneficiaries commit to promoting equal opportunities and a balanced participation of women and men at all levels in research and innovation teams and in management structures.

The 'Science with and for Society' **Work Programme** funds specific initiatives in support of the gender equality strategy. Support is given to Research Performing Organisations (RPO) and Research Funding Organisations (RFO) in order to:

- remove barriers that generate discrimination against women in scientific careers and decision-making (supporting research organisations to implement gender equality plans), and
- integrate a gender dimension in research content.

Funding is also provided to the development of a common framework to evaluate national initiatives promoting gender equality in research policy. A dedicated campaign aims at encouraging girls to study science and female students to further embrace a career in research. Research will be funded to analyse the impact of gender diversity in research teams on research and innovation performance.

These activities are targeted to researchers and innovators, research organisations, primary, secondary and higher education establishments, science museums, citizens and their associations or groupings, media, policy makers at national, regional and local levels, etc.

## Expected impact

- Reach a critical mass of universities and research institutions in Europe which implement long-term institutional change through gender equality plans,
- Increase the participation of women in research, improve their careers and achieve gender



Search

### #H2020

[FET\\_EU](#) @fet\_eu  
 IDC study on #HPC in the #EU will be soon published!  
[@eInfraEU](#) #ISC15 #H2020  
[twitter.com/HPC\\_Guru/statu...](#)

3m

**EMC** [EMC](#) @consultingemc  
 Se busca capital europea de la #innovación, Más iniciativas europeas en el Observatorio [euromconsulting.eu/es/observatori...](#) #h2020  
[pic.twitter.com/puLSwvVJuU](#)

8m

[Alicia O'Rourke](#) @aor\_4  
 A postage stamp to hold a car: the wonder materials copied from nature [bit.ly/1SkwvBa](#)  
[#HorizonMagEU](#) #H2020  
[#nanotech](#) #innovation

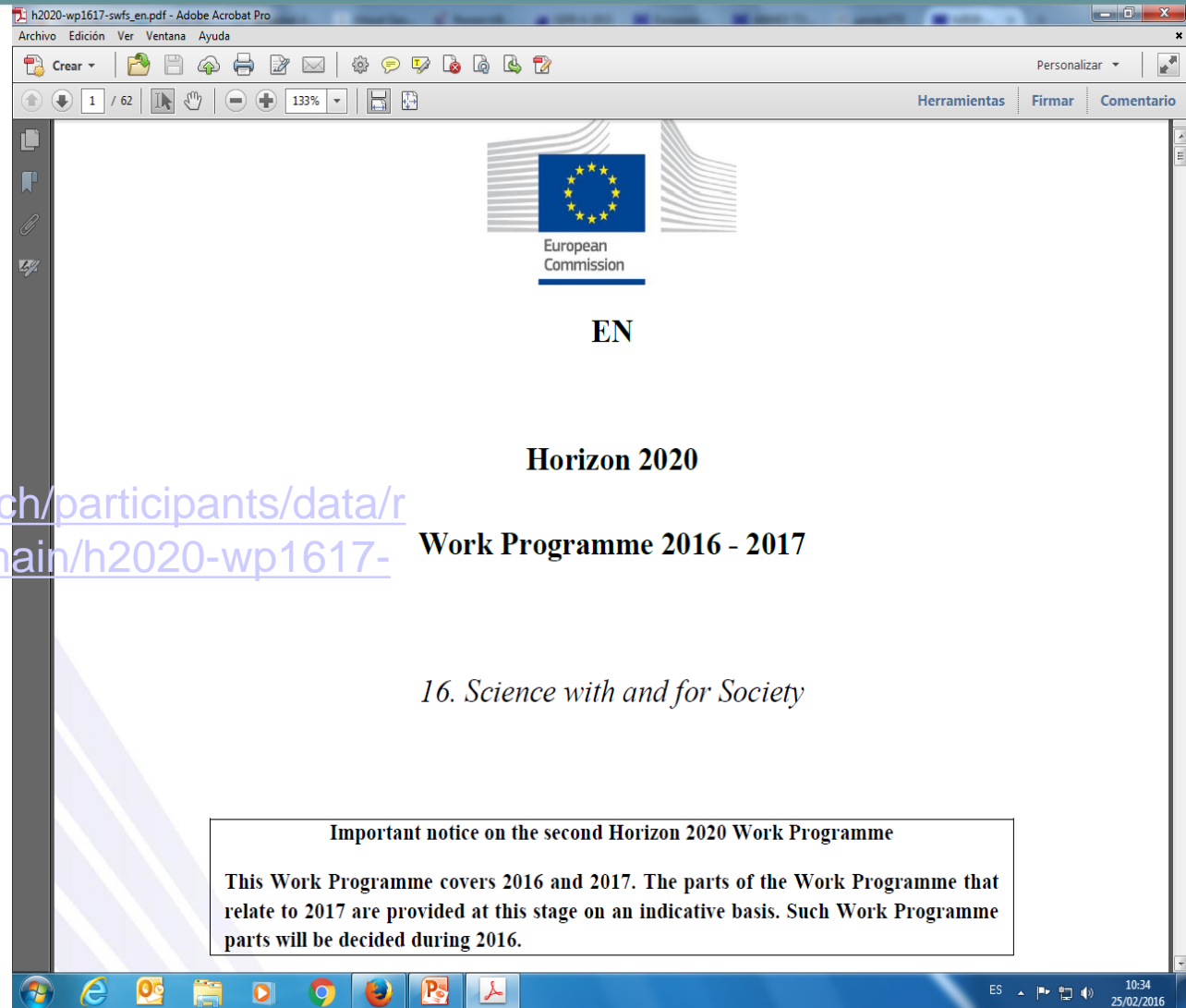
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Available at

[http://ec.europa.eu/research/participants/data/ef/h2020/wp/2016\\_2017/main/h2020-wp1617-swfs\\_en.pdf](http://ec.europa.eu/research/participants/data/ef/h2020/wp/2016_2017/main/h2020-wp1617-swfs_en.pdf)







The **focus** is on 8 specific activities lines:

1. attractiveness of scientific careers
2. **gender equality**
3. integration of citizens' interests and values in research and innovation (R&I)
4. formal and informal science education
5. accessibility and use of research results
6. governance for the advancement of responsible research and innovation and promotion of an ethics framework for research and innovation, anticipation of potential environmental
7. health and safety impacts
8. improved knowledge on science communication

It also states the importance of the **complementarities and cross-cutting issues between the various parts of Horizon 2020, notably for Science and Society and for gender equality.**



## **Calls for PROMOTING GENDER EQUALITY IN RESEARCH AND INNOVATION under SWAFS.**

### **INSTITUTIONAL CHANGE**

- SwafS-02-2016: ERA-NET Cofund – Promoting Gender equality in H2020 and the ERA
- SwafS-03-2016-2017: Support to research organisations to implement gender equality plans

### **DEVELOPING INCLUSIVE, ANTICIPATORY GOVERNANCE FOR RESEARCH & INNOVATION**

- SwafS-17-2016: The Ethics of informed consent in novel treatment including a gender perspective
- SwafS-19-2016: Networking of National representatives and resource centres on Gender in R&I

### **OTHER ACTIONS**

- EU Prize for Women Innovators (2017)



# SCIENCE: IT'S A GIRL THING!

Science needs your ideas, your inspiration and your passion

## Science needs you

Did you know that girls do as well as boys in science and maths at school but many more boys go on to further study science, technology and engineering? So, remember: you've got what it takes. Now do something about it! The next great discovery could be yours, so take up the challenge. Explore our website: Take our [quiz](#) to discover your [dream job](#), watch some of the many wonderful [videos of women in science](#) and learn the [reasons why science needs you!](#)



Interested in an  
A research career  
to the world! Inv  
like our page! ©  
https...



## Success stories

[http://www.cordis.europa.eu/projects/home\\_es.html](http://www.cordis.europa.eu/projects/home_es.html)

**FP7: genSET** (gender in science) - *It is a forum for sustainable dialogue between European science leaders, science stakeholder institutions, gender experts, and science strategy decision-makers, to help implement effective overall gender strategies.* <http://www.genderinscience.org/>  
Ended in March 2012

**SWAFS: Plotina:** “Promoting Gender Balance and Inclusion in Research, Innovation and Training”  
[http://cordis.europa.eu/project/rcn/198673\\_en.html](http://cordis.europa.eu/project/rcn/198673_en.html)  
*It aims at the development, implementation and assessment of self-tailored Gender Equality Plans (GEP) for each University, making the tools available on an open source web platform.*  
From 01/02/2016 to 31/01/2020



**H2020-GERI-2014-1: LIBRA:** Leading Innovative measures to reach gender Balance in Research Activities <http://www.eu-libra.eu/>

*The main goals of LIBRA are to implement innovative Gender Equality Plans (GEPs) that will empower women researchers to achieve successful careers in science, remove gender barriers and biases at an institutional level, and raise awareness of gender aspects in the experimental design of pre-clinical research projects.*

From 2015-10-01 to 2019-04-01, (ongoing project)

**H2020-MSCA-ITN-2015: GRACE:** Gender and Cultures of Equality in Europe <http://graceproject.eu/>

*The aim of the GRACE (Gender and Cultures of Equality in Europe) project is to systematically investigate the cultural production of gender equalities within Europe.*

From 2015-10-01 to 2019-10-01, (ongoing project)



**FP7 - ITN LCG:** The Marie Curie Initial Training Network “Language, Cognition, and Gender” (ITN-LCG) investigates the various relationships between language and gender representations.

<http://www.unifr.ch/psycho/itn-lcg/en>

From 2009-10-01 to 2013-09-30

**FP7-SSH: STYLE:** Strategic Transitions for Youth Labour in Europe

<http://www.style-research.eu/>

*The aim is to examine the obstacles and opportunities affecting youth employment in Europe with a special emphasis on gender.*

From 2014-03-01 to 2017-08-31, (ongoing project)

**FP7-Security: SIIP** Speaker Identification Integrated Project

<http://www.siip.eu/> *It is a break-through Suspect Identification solution based on a novel Speaker-Identification (SID) engine fusing multiple speech analytic algorithms (e.g. voiceprints recognition, gender/Age/Language/Accent ID, Keyword/ Taxonomy spotting and Voice cloning detection).*

From 2014-05-01 to 2018-04-30



## Sites of interest:

- **GenPORT:** an online community of practitioners, served by an internet portal and made up of organisations and individuals working across the globe for gender equality and excellence in science, technology or innovation. <http://www.genderportal.eu/about-genport>
- **AtGENDER:** the European Association for Gender Research, Education and Documentation. <http://atgender.eu/>
- **genderSTE:** a network of policy makers and experts committed to promoting a fairer representation of women and better integration of gender analysis in research and innovation. <http://www.genderste.eu/>
- **Gendered Innovations:** The goal of this project is to provide scientists and engineers with practical methods for sex and gender analysis. <https://genderedinnovations.stanford.edu/>



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