

The Gender Strategy in European Research Policy



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Content

- Women in science
- Work to date
- A turning point, fixing the institutions
- Gender strategy in research & innovation – next steps

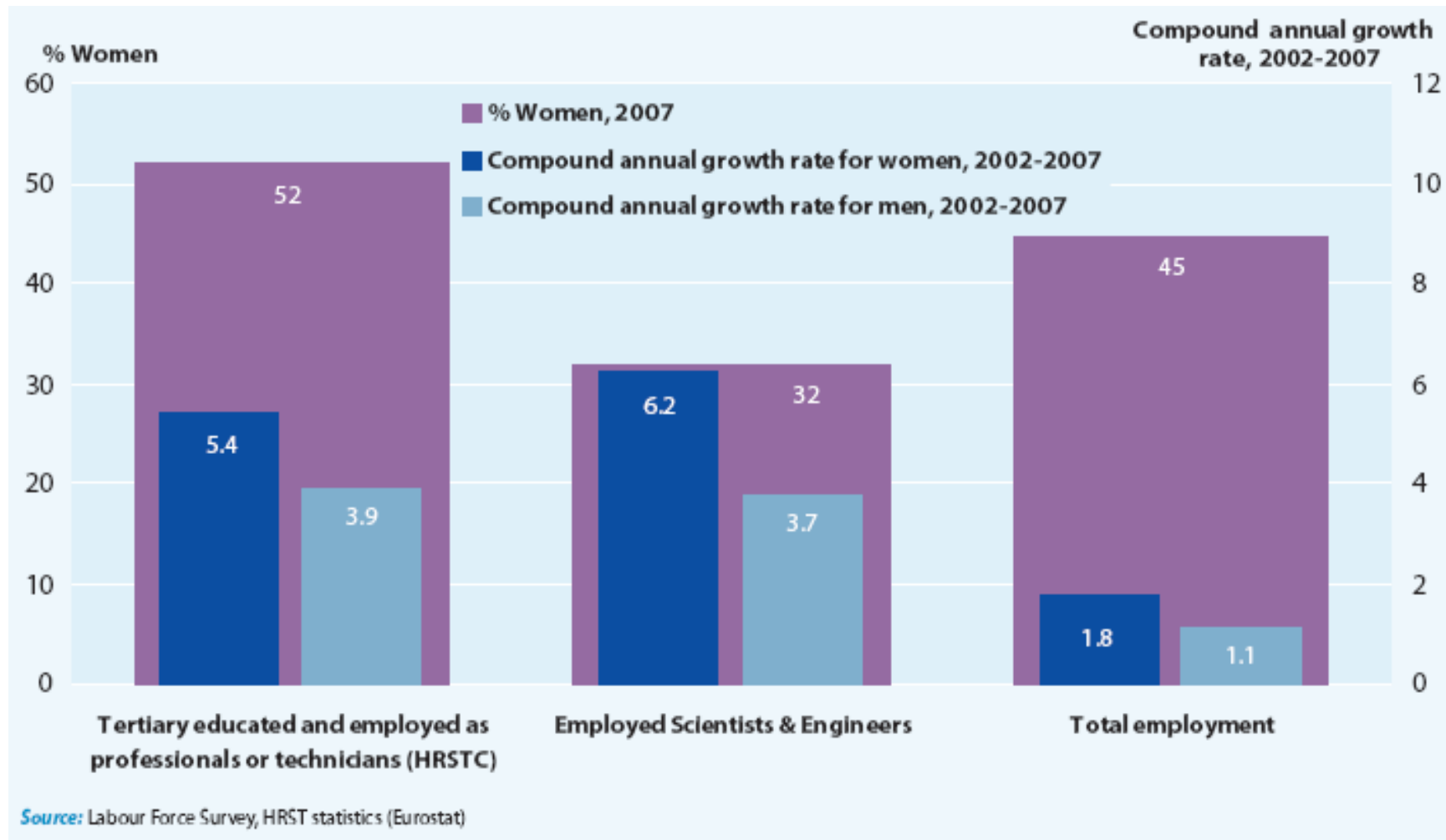




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Proportion of women in the EU-27 Tertiary educated and employed Scientists and engineers Total employment

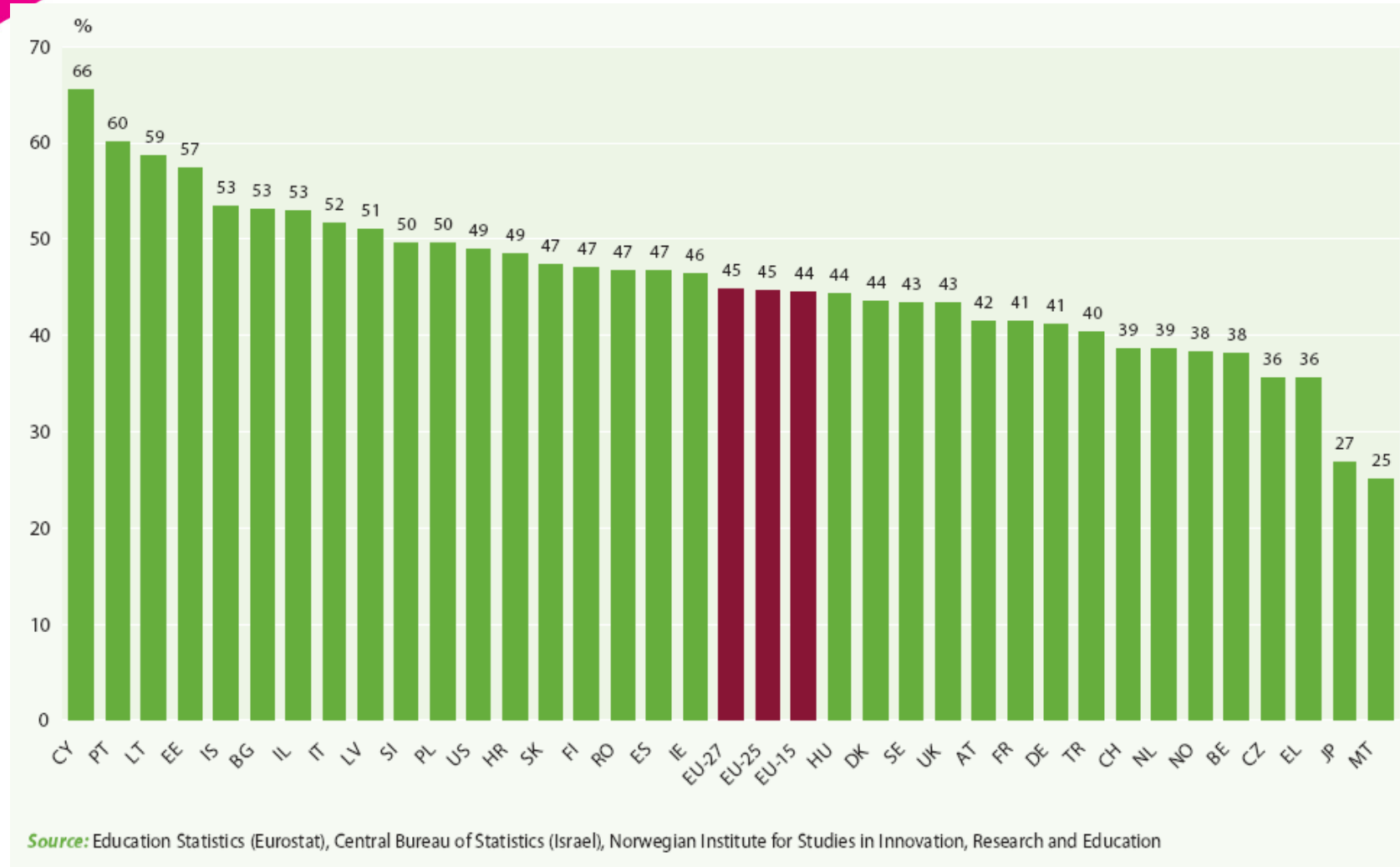


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Proportion of female PhD (ISCED 6) graduates

2006



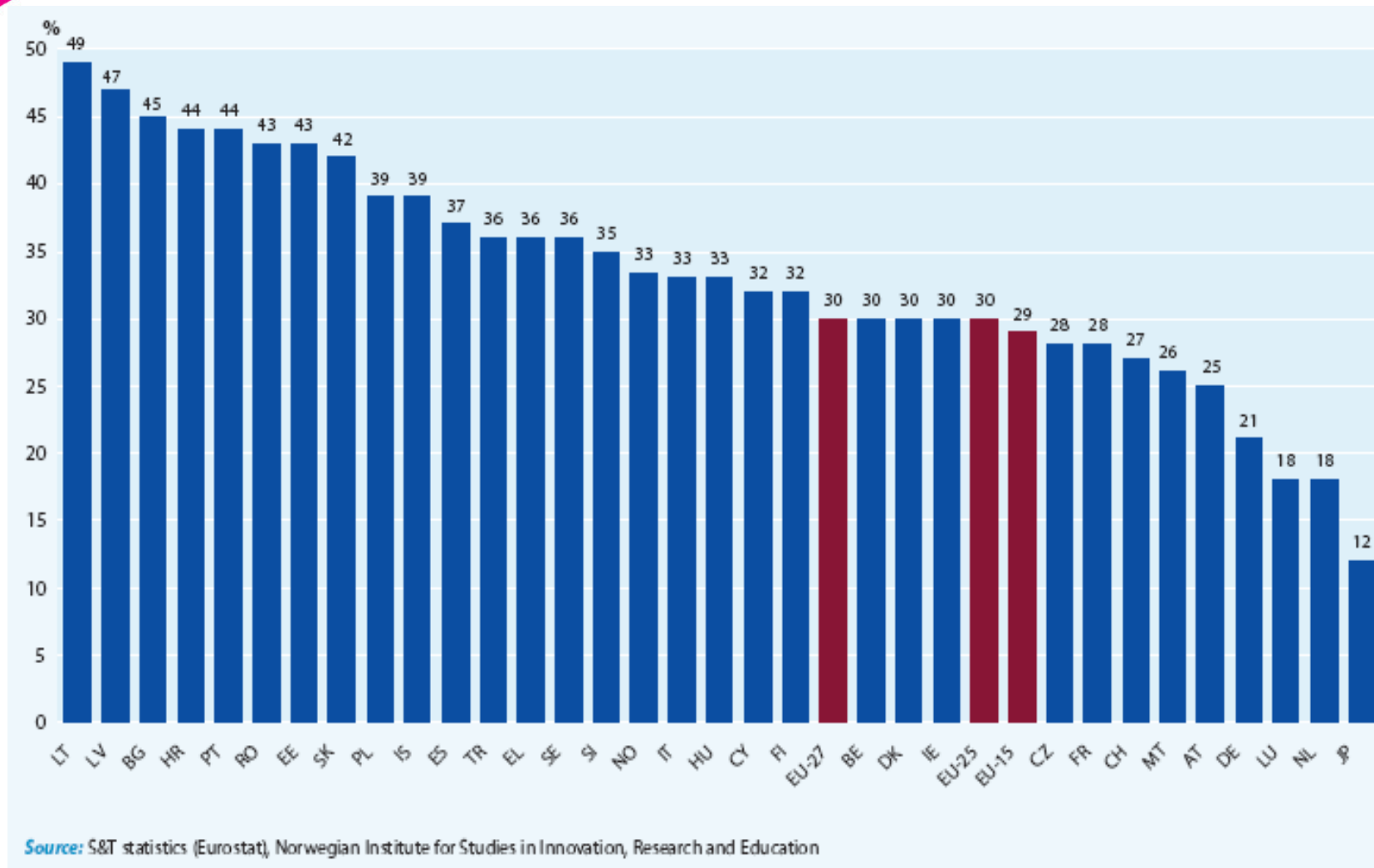
Source: Education Statistics (Eurostat), Central Bureau of Statistics (Israel), Norwegian Institute for Studies in Innovation, Research and Education





Proportion of female researchers

2006





Proportion of female researchers by sector

2006



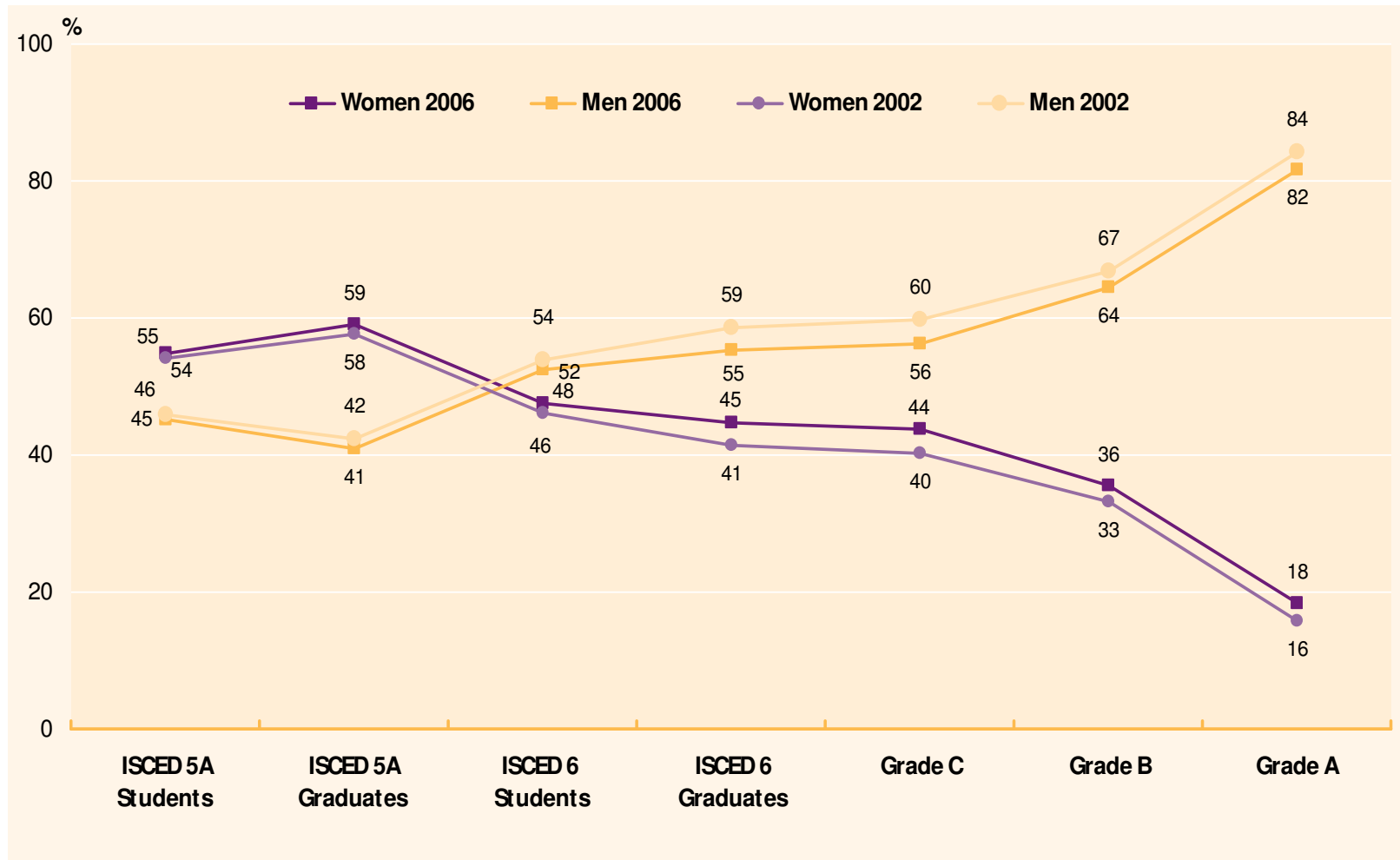


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Proportions of men and women in a typical academic career, students and academic staff

EU-27, 2002/2006



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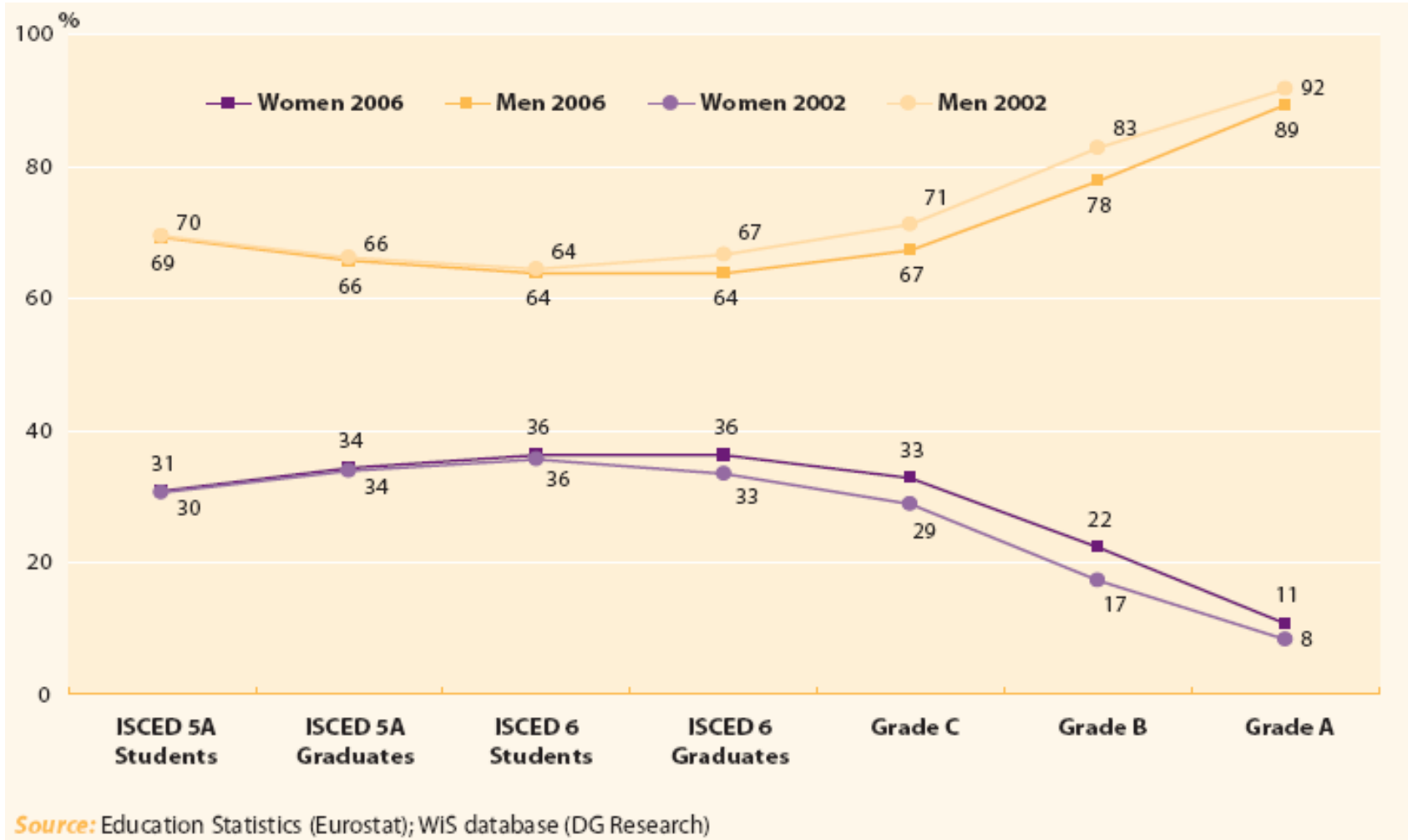


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Proportions of men and women in a typical academic career in science and engineering, students and academic staff, EU-27

2002 - 2006



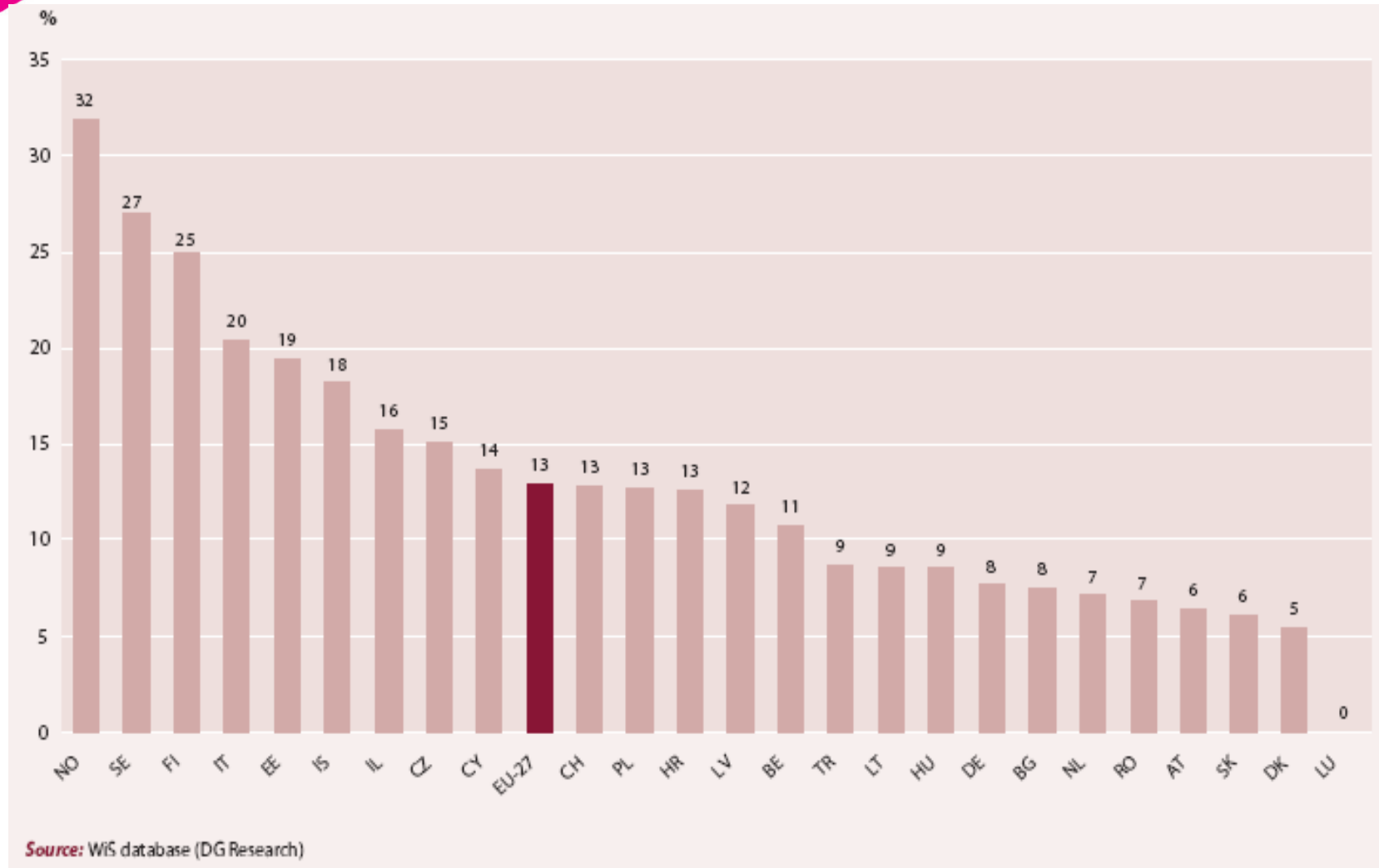


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Proportion of female heads of institutions in the Higher Education Sector

2007





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She Figures





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The Research Framing

**EU Strategy for Equality
between Women & Men**

Specific action

Gender mainstreaming

Research & Innovation

**Women's participation
in Research**

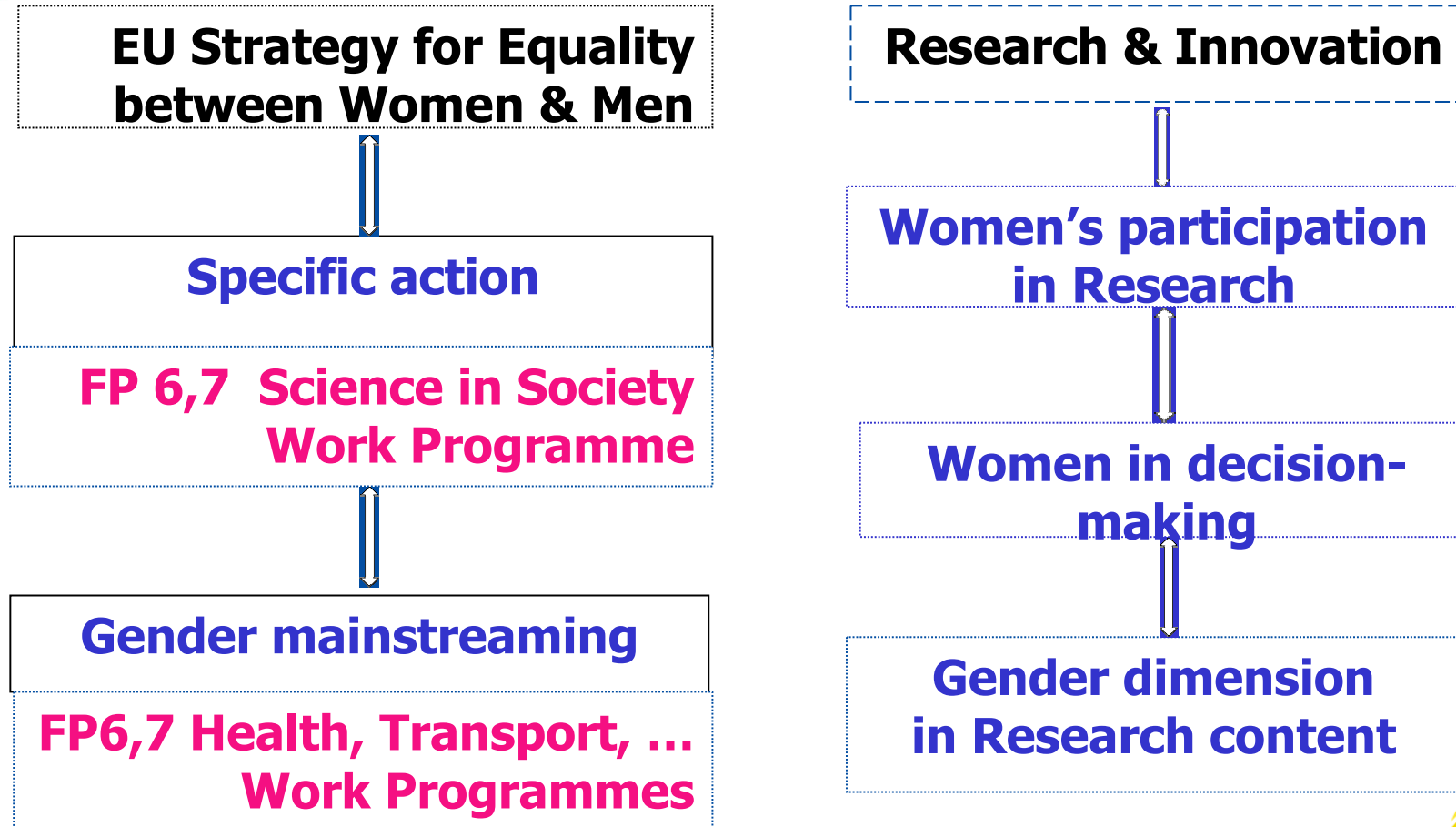
**Women in decision-
making**

**Gender dimension
in Research content**





The Research Framing



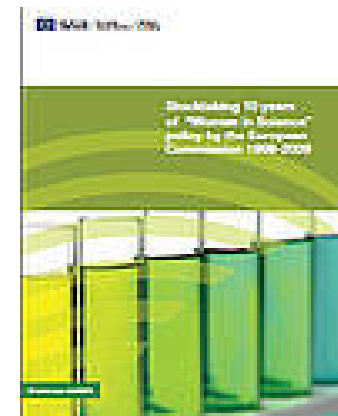


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Work to date

Stocktaking 10 years of
« Women in science » policy
by the European Commission
1999 – 2009



Helsinki Group
Benchmarking of national policies





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Gender in Research

- **Toolkit** on Gender in EU Research

Coordination: Lut Mertgaert

www.yellowwindow.com/genderinresearch

- **Meta-analysis** of gender & science Research

Coordination : Maria Caprile

www.genderandscience.org

- **Gendered Innovations**

Coordination: Londa Schiebinger, Ineke Klinge,
Martina Schraudner

www.genderedinnovations.eu

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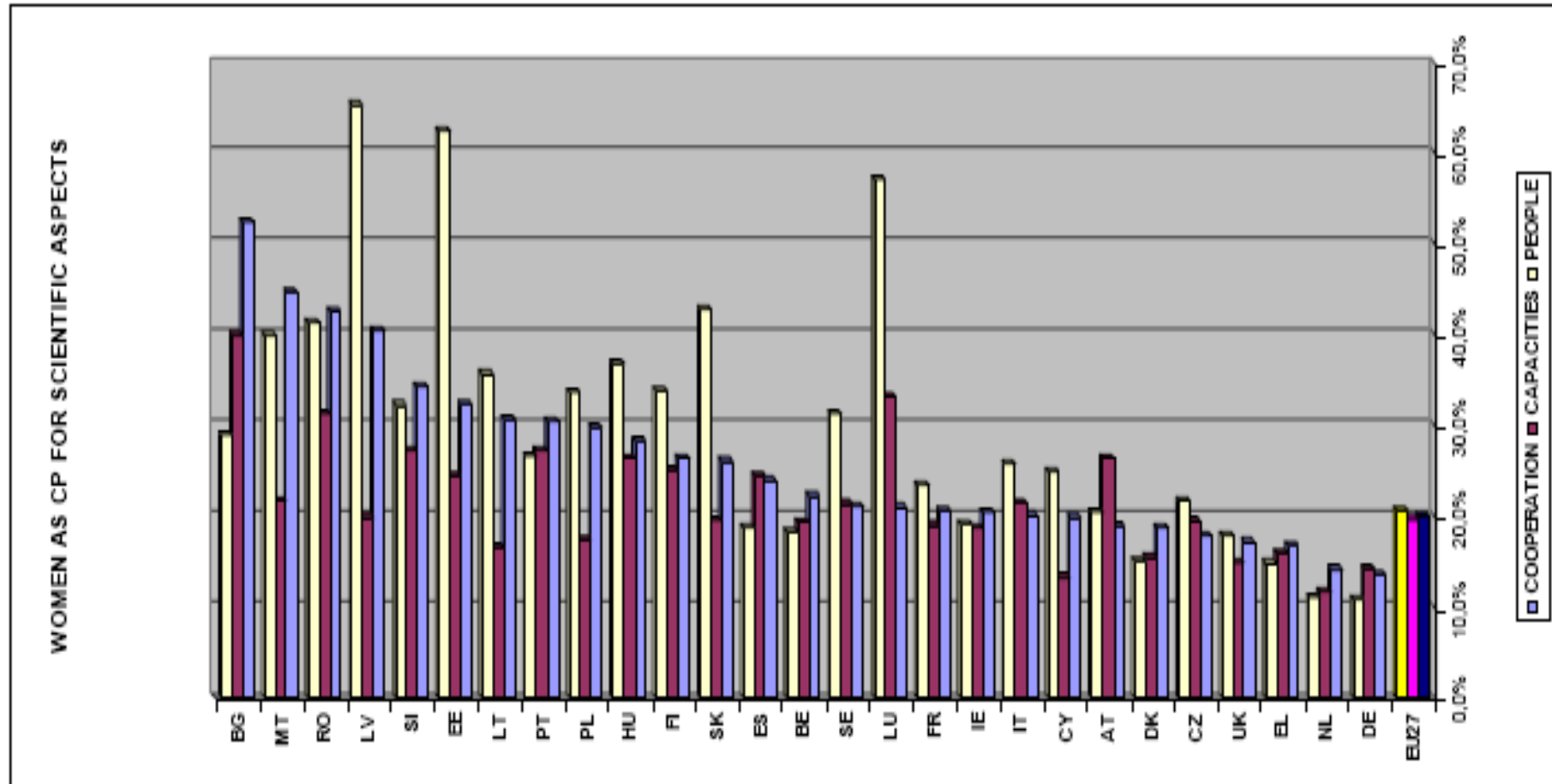
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Women Participation In FP7



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Work so far FP 7 SiS projects

- Call 2007 : PRAGES
- Call 2008: DIVERSITY, WHIST
- Call 2009: genSET; GENDERA, TWIST
- Call 2010: GENIS-LAB, Integer
- Call 2011: STAGES, FESTA





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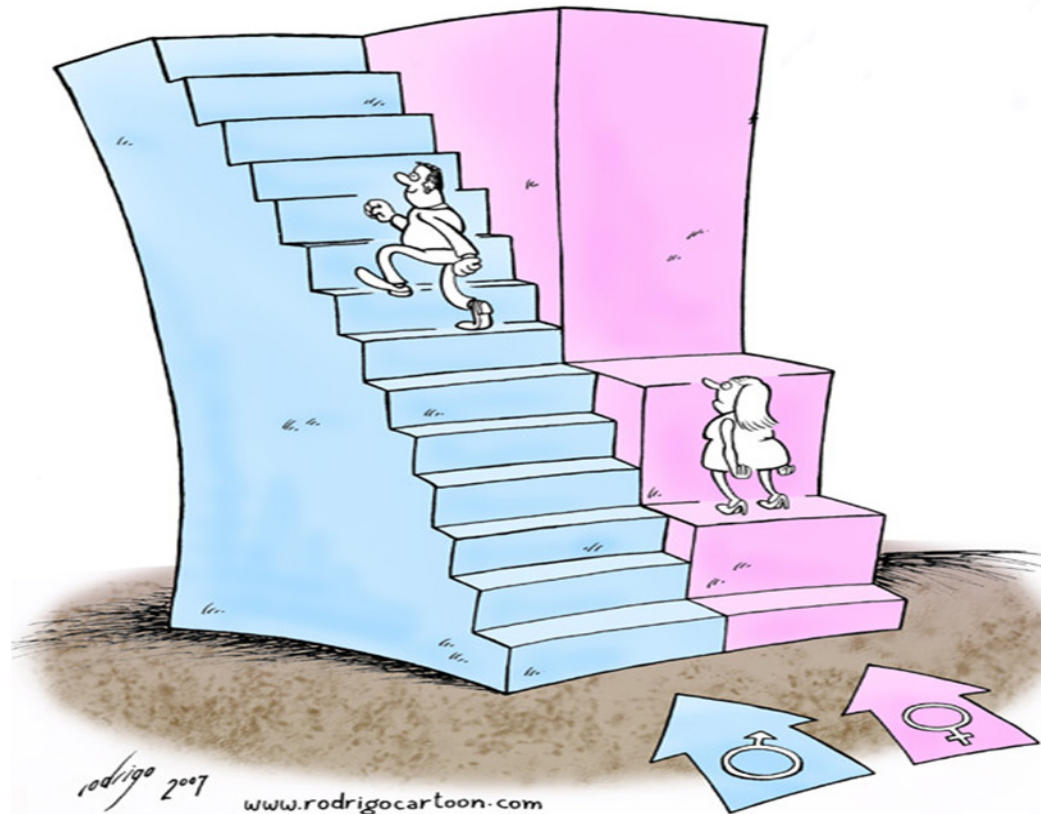




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Women in Research Institutions



rodrigo 2007

www.rodrigocartoon.com

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Fixing the Research Institutions

Expert report launched on 17 October

Structural changes in research institutions: Enhancing excellence, gender equality and efficiency in research organisations

<http://ec.europa.eu/research/science-society/>

Chaired by Inès Sanchez de Madariaga

Context: Europe 2020; Innovation Union flagship





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Structural Change Expert report

Conditions for structural change:

- Knowing the institution
- Securing top level support
- Equipping leaders and generating effective management practices





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Structural Change Expert report

Making decision-making transparent

Making in-house women more visible

Balancing the gender composition of committees

Making nomination to committees more transparent

Removing unconscious bias from institutional practices

Training(up-skilling) the decision makers

Funding structural change efforts

Rewarding effective practices

Creating accountability measures

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Structural Change Expert report

Promoting excellence through diversity

Tackling unconscious bias in assessing 'excellence'

Improving research by integrating a gender perspective

Tackling wasted opportunities, cognitive errors in knowledge

Developing standards for the incorporation of sex and gender analysis

More innovation potential

Supporting specific research on gender and women





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Structural Change Expert report

Modernising human resources management and the working environment

Tackling employment policy and practices

Gender pay gap

Work-Life balance, parental leave

Mobility

Monitoring, Gender Action plans / Strategies





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Gender Strategy

Supported by Commissioner Geoghegan Quinn

- The Commission should lead by example
 - 40 % target in groups, panels, committees
- Research institutions should be modernised
 - FP7 – Horizon 2020
 - ERA - specific initiative
- Awareness raising should be promoted
 - training
 - Communication campaign - 2012



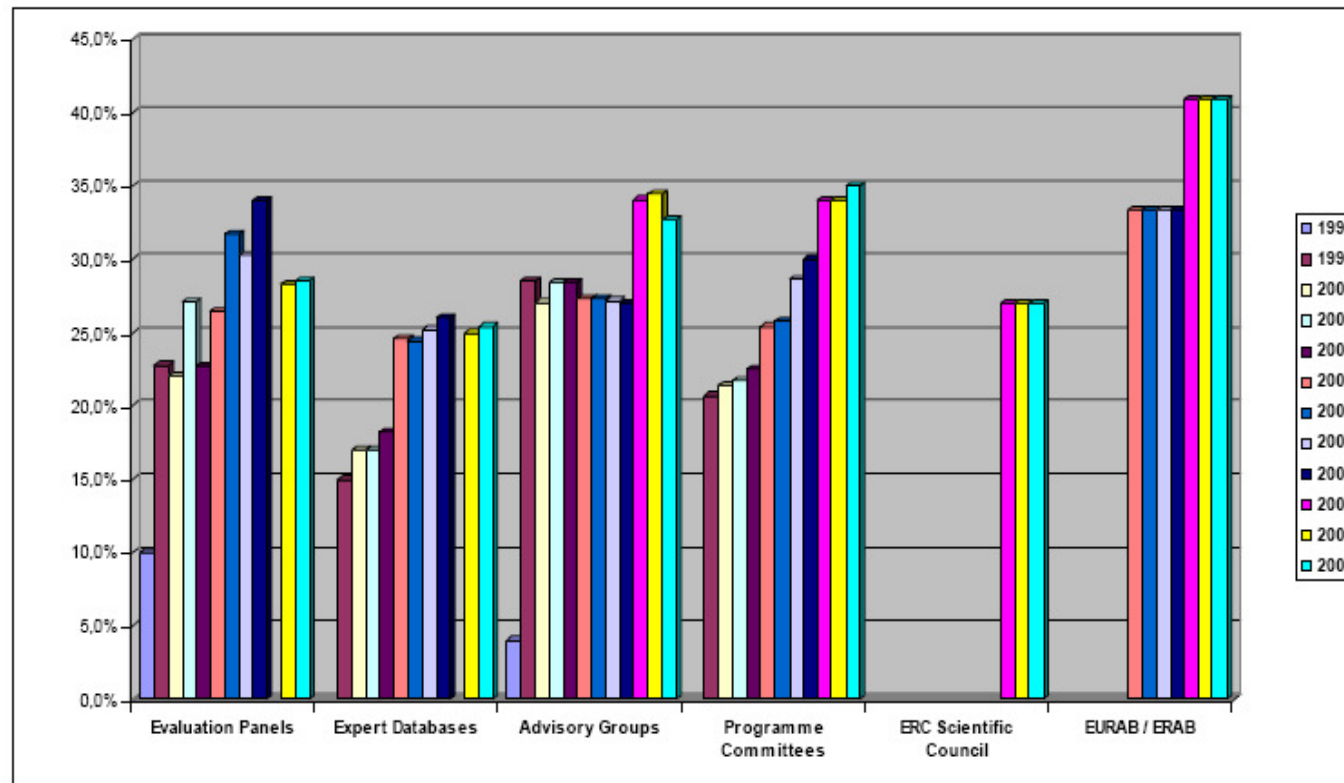


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Participation of women in groups, panels and committees (FP4,FP5,FP6,FP7)

Figure 25: Participation share of women in advisory groups, panels and committees (FP4, FP5, FP6, FP7).



Source: 2010 Fourth FP7 Monitoring Report



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Gender topics FP7 Science in Society Work programme

2012 call for proposals :

2.1.1-1: Ensuring equal opportunities for women and men by encouraging a more gender-aware management in research and scientific decision-making bodies

2.1.1-2: Creating a transnational community of practitioners (Internet Portal)

Call Deadline: 22 February 2012

http://cordis.europa.eu/fp7/capacities/science-society_en.html





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Modernisation of research institutions Horizon 2020

To promote gender equality and gender dimension in research and innovation content

- Programme and project levels :
HORIZON 2020
- Research institutions level:
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Horizon 2020 2014-2020

- Horizon 2020 Framework
- Rules for participation
- Specific programmes
 - Excellent Science base
ERC, Emerging techno, Marie Curie, Research infrastructures
 - Industrial Leadership & competitive Frameworks
ICT, nano, bio materials, space...
 - Tackling Societal Challenges





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Horizon 2020 2014-2020

Third Specific programme: Tackling Societal Challenges:

- 1 - Health, demographic change & wellbeing
- 2 - Food security, sustainable agriculture & bio-based economy
- 3 - Secure, clean & efficient energy
- 4 - Smart, green & integrated transport
- 5 - Climate action & resources efficiency
- 6 - Inclusive, innovative & secure societies

Innovative societies – Responsible research & innovation

Modernisation of research institutions to promote gender equality,
gender dimension in research content





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- Mobilisation of Member States
- ERA initiative - 2012
 - Researchers: attractiveness of careers, mobility, recruitment
 - Cross-border operation of research actors
 - Research Infrastructure
 - Knowledge circulation: transfer, open access
 - Coordination of international S&T actions
 - Cross-cutting issues: **Gender equality**





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- Public Consultation - Deadline 30-11-2012
- **What are the benefits of gender balance in research?**
Impact of research on European socio-economic growth
Mixed team and quality of research outcomes
- **Reasons behind slow progress in achieving gender equality**
- **How could policy on gender in research be made more effective?**

ec.europa.eu/research/consultations/era/consultation_en.htm



Disclaimer

This presentation is for general information only.

The official texts of FP7, She Figures and the Science in Society work programme are published on Cordis

