

# Gender Dimensions in European Research Good Practice from Framework 7 and Future Outlook

Wednesday, 16 November 2011  
FFG Austrian Research Promotion Agency, Vienna

The following document contains the headword-minutes of the conference

contact:  
KnollSzalai  
Schoenbrunner Strasse 59-61/26  
A-1050 Vienna  
office@knollszalai.at  
0043 1 990 89 96

All slides available: [http://rp7.ffg.at/va\\_gender2011](http://rp7.ffg.at/va_gender2011)

**Gender Dimensions in European Research.  
Good Practice from Framework 7 and Future Outlook**

Wednesday, 16 November 2011  
FFG Austrian Research Promotion Agency, Ground Floor  
1090 Vienna, Sensengasse 1

- 10:00**      **Welcome and Opening Remarks**  
Stephanie Rammel | FFG European and International Programmes, AT
- 10:15**      **The Gender Dimension in European Research: Introduction and background of the Conference**  
Bente Knoll | Knoll & Szalai OG, AT  
Ingrid Schacherl | GenderResearch, AT
- 10:40**      **The Gender Strategy in European Research Policy**  
Viviane Willis-Mazzichi | European Commission DG for Research and Innovation, Unit Ethics and Gender, BE
- 11:30**      **Gender in Research – Toolkit and Training**  
Lut Mergaert | Yellow Window Management Consultants, BE
- 12:00**      **Discussion**
- 12:30**      **Lunch**
- 13:45**      **Gender Dimensions in Practice of EU-funded Projects: Presentation and Discussion**
- Project WHIST** – Women's Careers hitting the Target: Gender Management in Scientific and Technological Research
- Project PRAGES** – Practising Gender Equality in Science  
Marino Di Nardo | Office for International Affairs and Interventions in Social Field, Department for Equal Opportunities, Presidency of the Council of Ministers, IT
- Project GENSET** – Increasing Capacity for Implementing Gender Action Plans in Science  
Elizabeth Pollitzer | Portia Ltd, UK
- Project ARISE** – Affording Recovery in Stroke  
Christian H. Nolte | Charite Universitaetsmedizin Berlin, DE
- 15:00**      **Discussion**
- 15:45**      **Closing Remarks**  
Bente Knoll | Knoll & Szalai OG, AT
- 16:00**      **Follow up and Networking**
- 17:00**      **End of the Conference**

The activities of the European and International Programmes Division of FFG are funded by Austrian government and the Austrian Federal Economic Chamber

## Addition to Bente Knoll

spring 2008, GMEI Network: idea for conference

january 2010: workshop concerning Gender Dimension in Eu funded research

<http://www.ffg.at/veranstaltungen/gender-dimension-european-research>

examples for female researchers

- Hypatia of Alexandria – who was a great female mathematician in Ancient Greece
- Sophie Brahe – who worked together with her brother Tycho Brahe. In the 16<sup>th</sup> century they wrote a catalogue of fixed stars together.
- Caroline Herschel – sister of Wilhelm Herschel - and who is the first female astronomer who discovered a comet in the year 1786 and who was credited by the scientific community.
- Ada Byron Countess of Lovelace – who is known for her work on Charles Babbage's early mechanical general-purpose computer, the analytical engine in the 19<sup>th</sup> century. Her notes on the engine include what is recognised as the first algorithm intended to be processed by a machine; as such she is sometimes considered the "World's First Computer Programmer".

Example for quota regulation: In Norway there's a law that foresees a quota of at least 40 percent women in all boards of limited companies.

But especially in the SET- or STEM-field one has to operate with a dynamic quota.

The term "dynamic quota" means that we look at the ratio of men and women at each hierarchical level. And that the hierarchical level just below the level of the position one searches a new person for is the referring quota. So the ratio of about 10 to 15 % female graduates in electrical engineering should be the referring quota when to fill a job as a pre-doc.

The outcome of research is also influenced by gender dimensions.



### Addition to Ingrid Schacherl

experience with gender action plan (GAP) in FP6:  
quantitative and qualitative terms concerning gender equality; measures to promote equality;  
evaluation pointed out that GAP should be continued, ... but in fact: GAPs are no part in FP7 anymore



Addition to Viviane Willis-Mazzichi

Less women researchers in business enterprise sector than in other sectors

women participation in FP7: AT, capacity: 26% ???-> better than EU 27  
 40% target is for committees, groups, panels,... Not for FP

concerning the expert report: each institution should do own data collecting („homework“)  
 Marie Curie grant: 37% percent of funding for women.

Concerning participation of women in groups, panels, committees:  
 advisory committee reached 40% target;  
 expert database: people have to register themselves in this database, less women than men  
 have registered;  
 evaluation panels are run by the commission – participation of women is raising;

One of the next steps:, awareness raising for teenagers, message should be that they would  
 benefit from research and science

proposals 2012: deadline: february, evaluation: may

80 billion € asked by commission for Horizon2020. But program not ready yet.

European research area (ERA) initiative - 2012  
 „concerning cross-cutting issues“: new structuring will encourage actors to  
 interdisciplinarity which will make it easier to adopt gender dimension issues

Outview: expert view is given, we need ongoing public support

Questions&Discussion:

The Amsterdam treaty claims for gender issues across all policy fields. How did you argue  
 with that?

*Willis-Mazzichi: You are talking about an article. This article intervenes more on a general  
 level and is not mentioned in FP 7. We asked for it, but it was not considered.*

80 billion Euros for 6 challenges? How much will go to number 6 (Modernisation of research  
 institutions to promote gender equality) ?

*Willis-Mazzichi: Many commissioners are involved. This point will be discussed in the last  
 moment. So it can't be said now. This is a decision between the European Parliament and  
 the Member States*

Is there a chance that all proposals will be evaluated regarding the gender dimensions?

*Willis-Mazzichi: Our Commissioner is committed concerning this point and still discussing  
 at the moment.*



What about the possibility of independent evaluators who look at this point in the evaluation process – that would not cost more money. It's a question of the definition which proposals are excellent.

*Willis-Mazzichi: The influences concerning this are: Money, the notion of excellence, the administrative culture (commission and member states). ?> Very demanding, across different sectors. So each time it's a negotiation.*



Addition to Lut Mergaert



initial situation: lack of awareness for gender issues in GAP and lack of capacities in research community

The Yellow Window training activities are open for every institution. Everybody can invite YellowWindow for trainings. Some more trainings are financed by EC.

Trainings: practical exercises and knowledge transfer, in different languages - although documents are in English. Objectives of the training: fill the lack of capacities, raise awareness and give issues to convince others.

The first trainings started Sept 2009, finished earlier as intended – lots of requests, 33 training sessions

One example for the cooperation with member states: translating the Toolkit into Spanish.



Questions&Discussion:

Who participates your courses?

*Mergaert: A few gender experts. A few new interested parties. Some University professors, although persons with PhDs are the minority. No „hardcore resisters“, because they don't register at our trainings.*

The example about the translation to Spanish is a good one. Top down approach will speed up the process. I think the native language is necessary for a higher success of the training.

*Mergaert: I agree with that. But translating is complicated because some meanings don't exist in other languages, like I know for Slovene.*

Which countries can take part? Also Turkey?

*Willis-Mazzichi: The Member states and associating countries. Also Turkey*

What is the content of the training? Which issues are necessary to talk about?

*Mergaert: That's a challenge. Gender is not among the evaluation criteria. This is a confusing message. Because on the other hand it's said that gender is very important. FP is a competitive program, so it's a way to have an advantage, even if it's not a explicit criteria.*

Can you give more details about the research circle? Sticking to that only projects are funded, not institutions - should proposals change? Should the evaluation change? Maybe we should ask: What kind of effect does a research really have on man and women?

*Mergaert: FP6 was better concerning gender issues than FP7. We need suggestions to implement „gender research“ in every step.*

I think the problem is that we work with too many minorities. What we need is to mainstream Gender Mainstreaming. The Commission should be able to set rules and give examples for member states in national funding for GM. If I compare this concern to the topic of „project management“, which was unimportant 20 years ago, and now is very important, I can see some similarities.

*Willis-Mazzichi: The ERC - european research council does research on gender dimensions. They try to understand why things are like they are.*

*Pollitzer: It would be good to do a workshop with economists for getting arguments to convince the people who administrate the money to allocate it for gender issues. To show the economic consequences.*

*Knoll: There already exist many tools for this concern in Austria. Gender Budgeting: All public institutions have to set up targets and reach them, and one of this targets has to be gender related. Maybe in a few years we can learn from Austria how gender budeting is well implemented...*

Who has to do that?

*Person in the audience: Universities, all public institutions like ministries, and more*

For me it's a matter of quality. We should raise awareness.

Which projects will stay / go on?

*Willis-Mazzichi: The discussion with policy makers, structural change, training, mobilizing research institutions for setting up a gender plan. Funding is limited, we can give best practices. But we need more mobilization iwithin the Member States.*



Addition to Marino Di Nardo



Questions and Discussion:

There is only one female dean in Italy. What about the quote? If there are 10 men and 1 woman who want the job, will the women get it?

*Di Nardo: This needs to be seen on a longer view.*

How did you in detail determine gender excellence in your projects?

*Di Nardo: By benchmarking. Partner was the University of Milan. They evaluated all projects and also invited the coordinators of the projects. PRAGES analysed projects from different countries. e.g. a project has different effects in various countries – so there are different impacts and outcomes.*

Was the evaluation only done by the University of Milano?

*Di Nardo: No, only in the beginning.*

I expect that various partners asserted inconsistent impacts on the same project? How did you deal with that?

*Di Nardo: We had an advisory committee, with 6 experts.*



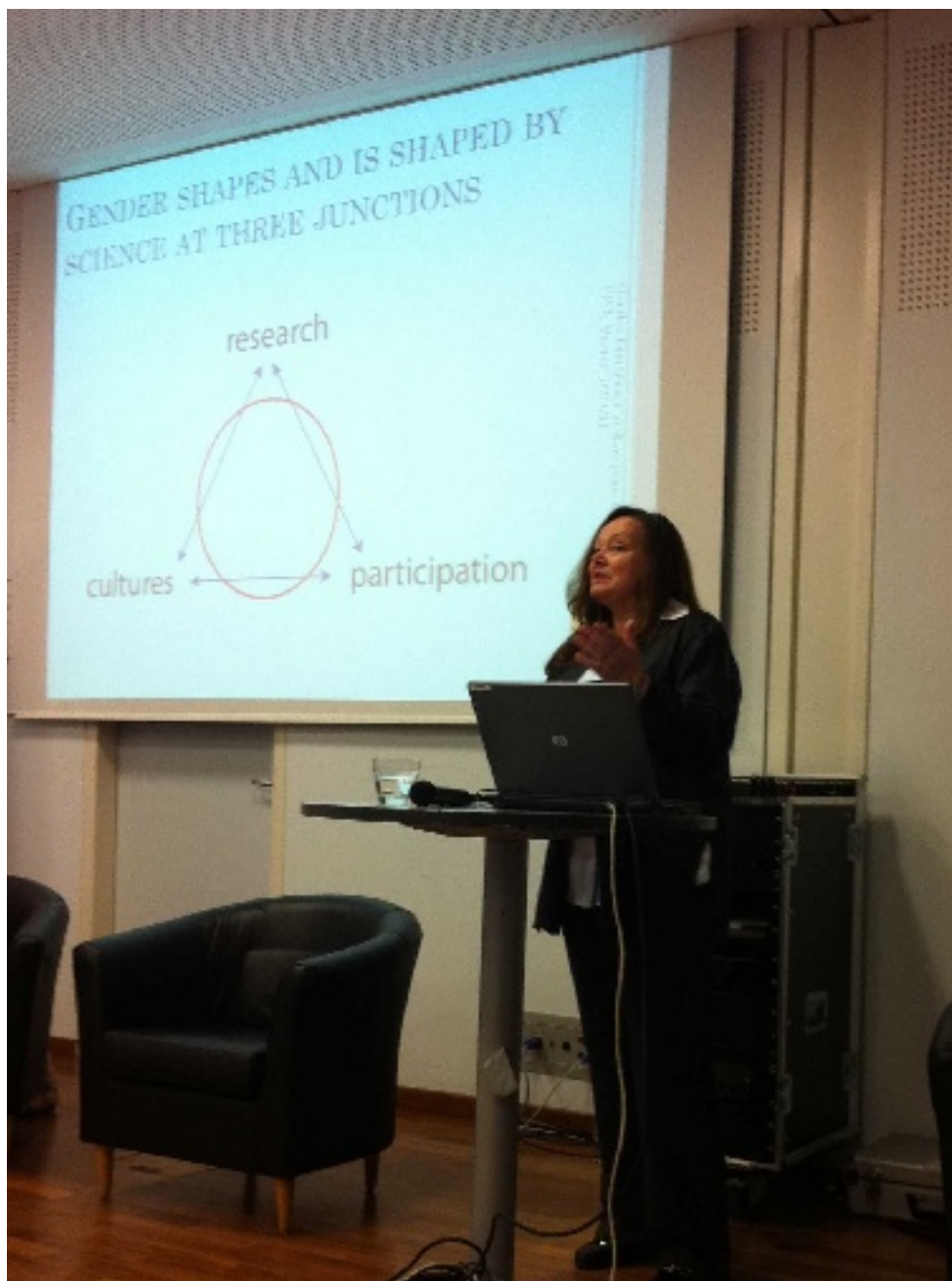
Addition to Elizabeth Pollitzer

Career models as a key issue: many people want to combine career and life. Important for careers is mobility, but what if you have children at school?

We have a lack of definition for excellence.

Example: „crystals have no gender“: in a more holistic way, they have. Crystals don't have a biological sex, but the way people think about they have. There was an experiment with children thinking about the structure of crystals. More girls than boys were interested in crystals. ?-> early awareness raising for science.

Further information: [www.genderinscience.org](http://www.genderinscience.org)



Addition to Christian Nolte

number of incidents of stroke: women: less than man. What protects them?  
 ?-> different social conditions, like alcohol use, smoking; also biological conditions  
 There is a difference in the reaction to drugs (like aspirin) of male and female patients.



Questions&Discussion

What was the actual reason to include gender in research? Funding?

*Nolte: No, not funding. It was interesting for me to follow this discussion. The EU gives schedule, you try to follow. It's more an interest in the topics, not the funding. It was obvious that there are differences between man and women, so research focused on that.*

Are there any programmes at your university to bring this knowledge to the students?

*Nolte: No. Gender medicine is a niche. One professor is dealing with it, and for the university it's important. But there's not a specific institution for gender issues at my university.*

How comes that wages go down when more women work in an institution?

*Nolte: This is not true in Germany. Wages have risen. Hospitals are lacking of doctors, which makes this job more interesting for women. Wages are not that important. Many hospitals have now kindergarden.*

I know a case where one colleague had problems with her abdomen. At the hospital the (male) doctor asked if it is a period pain. Which is definitely not his reference, he never had period pains.

There is a study saying that the diagnose changed when the doctors know the sex before making the diagnose.



Group discussion

with Marino Di Nardo, Elizabeth Pollitzer, Christian Nolte and Lut Mergaert



Do you think in the last 5 years, something like a progress in gender issues happened? Or is it more just like a talk?

*Pollitzer: Now we have much more solid evidence. Now we understand the arguments which persuade politicians. There was no space for a gender conference like this, 5 years ago.*

*Mergaert: Progress is happening. But for more success we also need sanctions.*

*Di Nardo: Progress in Italy is little. 5 years ago we were under the European average. Now, under this dangerous economic crisis, decisions are made faster, which is also good for the progress of gender equality.*

Pollitzer: One argument has to be clarified: Globalisation. Human resource managers of major companies have a meeting to exchange. All companies just presented to go to new markets like India, China. Because there are the engineers. Jobs here become less. Why educate people here, when they are needed elsewhere. This is a dangerous thing. Women are highly educated, so Europe is predestinated for new possibilities for this high educated women.

*Di Nardo: Horizon2020 is a chance.*

How much money really goes to research and how much goes to promotion?

*Pollitzer: The kind of thinking is very economic. We as tax payers should demand science for society. Good quality science with benefits for the society.*



Bente Knoll, closing remarks, summary

Summing up the main issues:

Question of who? Question of participation of women.

What and Why? Concerning gender in research

Quotas and regulations are important. For funding money evaluation is important. And to fix gender as important factor into the evaluation.

We have to develop strategies to deal with people who are „allergic“ to gender concerns.

We have to take actions together.

Gender dimension is also a question of fairness.

Now for the end of the discussion; two questions – please write your answers on cards and pin them onto the pinboard

- 1) What do I take home with me from this conference?
- 2) 2) What do I need? On European, national and personal level?

## Results of participants' feedback

### My „take-home“ messages

- lots of arguments
- good practice of gendered medicine
- new contacts
- energy to continue
- better & broader understanding of how research is funded within the EU
- update on current debates / research
- research policy developments
- gender as integral, not as add-on
- more information about applications
- social empowerment as Genderexpert
- money makes the world go round
- everything is very complex
- implementation of gender mainstreaming will take decades
- the importance of gender aspects has to be forced upon society
- critical moment to integrate the gender dimension into HORIZON 2020
- All DG's link to Amsterdam Treaty & to research evidence
- Not much change without sanctions possible
- Confirmation to go on with my research
- new ideas for gender issues in grant proposals
- a lot of activities which hopefully translate into change
- Gender is an issue

### What do I need?

- Strong exchange on what is „good“ / „relevant“ / „socially inclusive“ science
- public awareness about gender issues [health, economic, social]
- best practice examples for Gender Mainstreaming and Diversity Management
- personal support: I need perfectly built websites with all necessary resources; national level: legal implementation, quota, curricula, etc.; EU-level: money allocation, lobbying, There are lobbyists for everything! Why not for gender?
- Credible commitment to equality and fairness
- Quota
- independent gender- & age balanced committees + double blind evaluation
- funding EU-support
- search for evidence that gender „makes“ a difference and is important for all
- practical support
- network of excellence: linking disciplines and research questions
- from EU: a more coherent approach to gender; more visibility to gender issues in research; more resources for the implementation of gender mainstreaming strategy