

GENDER EQUALITY IN RESEARCH: A EUROPEAN PERSPECTIVE

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POLICY FRAMEWORK FOR THE NEW ERA: AMBITION TO BE CONFIRMED

- 2021: Gender equality is one of the priorities of the new European Research Area
 - Communication from the Commission A new ERA for Research and Innovation ([COM/2020/628 final](#)): Recommendation 12: Inclusive gender equality plans
 - Council Conclusions on the New European Research Area of 1 December 2020 ([13567/20](#))
 - Council Conclusions on the future governance of the European Research Area ([14308/21](#))
 - ERA Policy Agenda – Action 5: Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration
- EU Pact for Research and Innovation
- The Ljubljana Declaration
 - Adopted by 37 countries including 25 Member States, the Commission, Associated Countries, and third countries





1999: AN INAUGURAL YEAR FOR EU GENDER EQUALITY POLICY IN R&I

- Commission Communication "Women in Science - Mobilizing Women to Enrich European Research" (COM (1999) 76 final)
- Establishment of the Helsinki Group for Women and Science (later gender in research and innovation) as an advisory body to the Commission composed of representatives of national authorities in the Member States and Associated Countries
- 3 goals
 - Research by women: participation of the female workforce in research
 - Research for women: ensure that EU-funded research addresses the needs of both women and men
 - Research on women: research on gender relations in particular, filling gender gaps in knowledge



SINCE 2012: GENDER EQUALITY IS A PRIORITY FOR THE ERA

- Since 2012, gender equality and gender mainstreaming are one of ERA priorities ([COM/2012/0392 final](#))
- 3 objectives
 - Gender balance in research teams
 - Gender balance in decision-making
 - Gender dimension in research (and increasingly teaching) content
- Policy framework
 - **Institutional change** through gender equality plans marks a shift in approach from “fixing women” to “fixing institutions” and “fixing knowledge”
 - 2015 Council Conclusions on advancing gender equality in ERA ([14846/15](#)) encouraged making the institutional change a key element of their national policy framework on gender equality in R&I



GENDER EQUALITY IN FRAMEWORK PROGRAMMES: UNEVEN DEVELOPMENT

- **FP5 (1998 – 2002)**
 - Commissioner Edith Cresson
 - Gender impact assessment studies, ETAN report, external pressure from CSOs
- **FP6 (2002 – 2006)**
 - Gender Action Plans (GAPs) for Networks of Excellence and Integrated Projects
 - European Platform of Women Scientists established in 2005
- **FP7 (2007 – 2013)**
 - Pushback in early stages: Gender Action Plans discontinued due to simplification
 - Fixing women through ambassador programmes and mentoring
 - 2009 launch of structural change projects
 - 2010 Commissioner Maire Geoghegan-Quinn
- **HORIZON 2020 (2014 – 2020)**
 - 3 objectives to implement ERA priority 4
 - Gender dimension in flagged up topics





HORIZON EUROPE: A GAME CHANGER?

- **Eligibility criterion:** Gender Equality Plans
 - As of 2022, applicant institutions must have a gender equality plan (in place by the time of the grant agreement signature)
- **Award criteria:** Integration of the gender dimension in the R&I content
 - A default requirement
- **Ranking factor:** Gender balance for ex aequo proposals
 - Gender equality as a cross-cutting priority



KEY ENABLING AND DISABLING FACTORS

ENABLING FACTORS

- Femocrats in the Commission
- External push (civil society, women scientists organisations)
- European Parliament FEMM Committee in negotiations of several FPs
- Policy coordination at the EU level through ERA Roadmap and the Standing Working Group on Gender in Research and Innovation
- Mutual support and information exchange across EP, EC and the Council (MS) and other stakeholders

DISABLING FACTORS

- Institutional resistance within EC
- Lack of policy learning across policy cycles – monitoring and evaluation are performed but not used for designing the next cycle
- Expert advice not taken up
- Staff mobility in the Commission compromises ownership, institutional learning and memory
- Despite policy coordination the ‘Widening gap’ has not narrowed
- Populist policy and coordinated resistance



THE WIDENING GAP

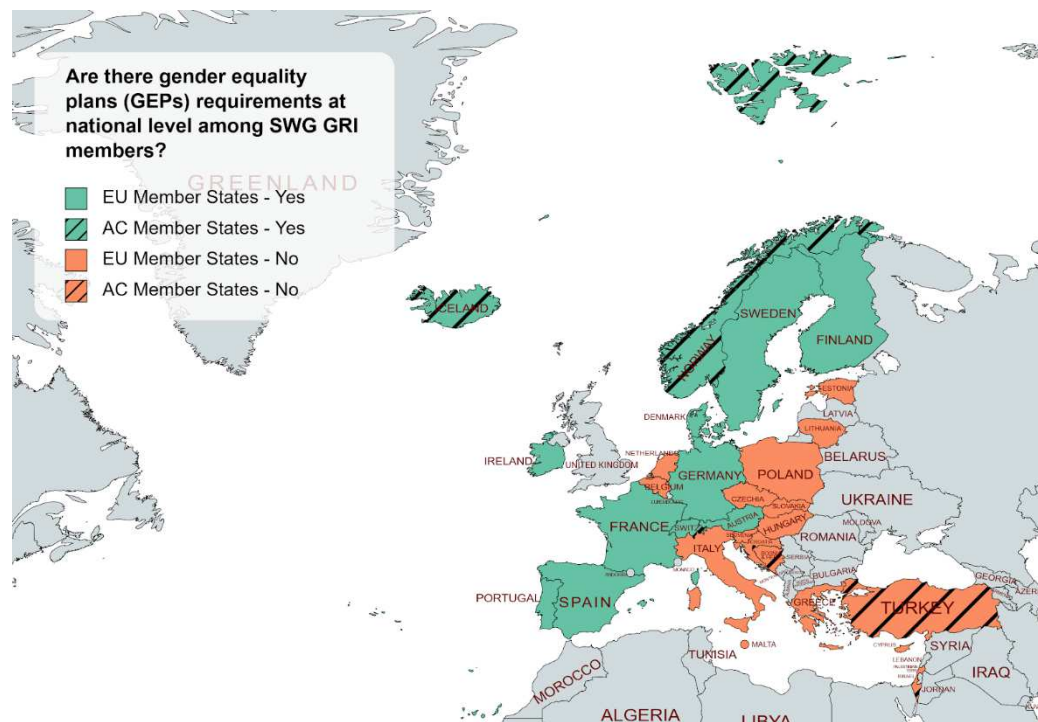
- Gender equality in European Research Area
 - Important steps have been made in many EU countries and their national RFOs
 - A significant gap persists between higher and lower innovators / EU-15 and EU-13 countries
 - Some positive developments in a few EU-13 countries
 - Stagnation in others, usually countries with a high proportion of women in R&I
 - Strong new leaders on gender equality policy: ES, IE

Source: SWG GRI 2018, Wroblewski 2019



LEGAL OR POLICY GEP REQUIREMENT IN PLACE IN MS AND AC

SWG GRI Report on Gender in Research and Innovation on Gender Equality Plans as a catalyst for change (2021)





MAIN CHALLENGES TO GEP IMPLEMENTATION

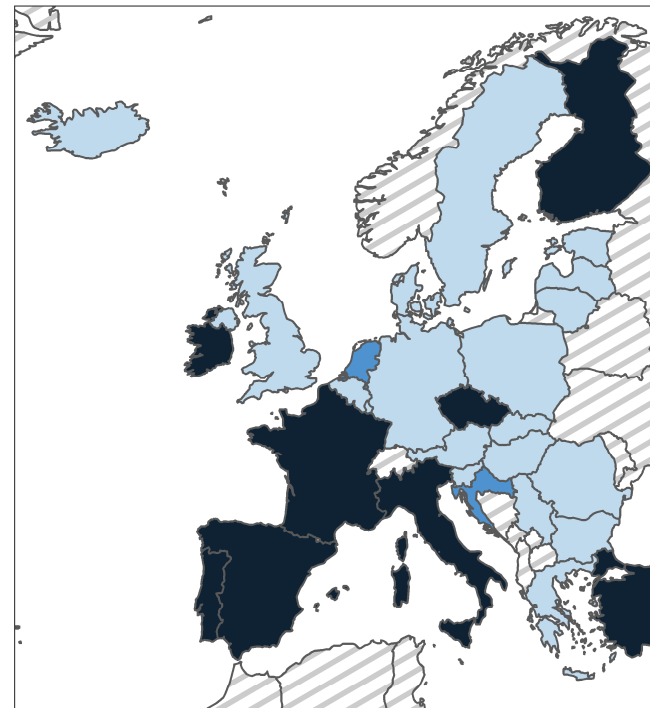
- Policy coordination to build a common definition of the GEP requirement
- Building political consensus to achieve substantive change through GEPs
- Uptake of GEPs by RPOs at national level
- Monitoring and evaluation of GEP implementation
- Capacity building
- Mobilising support and resources at national level
- Mutual learning exercises and guidance
- Commensurability of GEP requirements between the public and private sectors



NATIONAL GENDER-BASED VIOLENCE POLICIES IN PLACE IN HE AND R&I

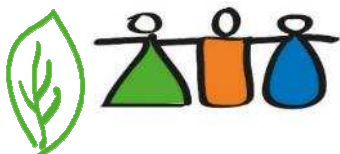


Fajmonova, V. et al. 2021. D3.2
Report on the European
Baseline. [UniSAFE](#).



■ Yes ■ It is planned ■ No ■ Not included in the study

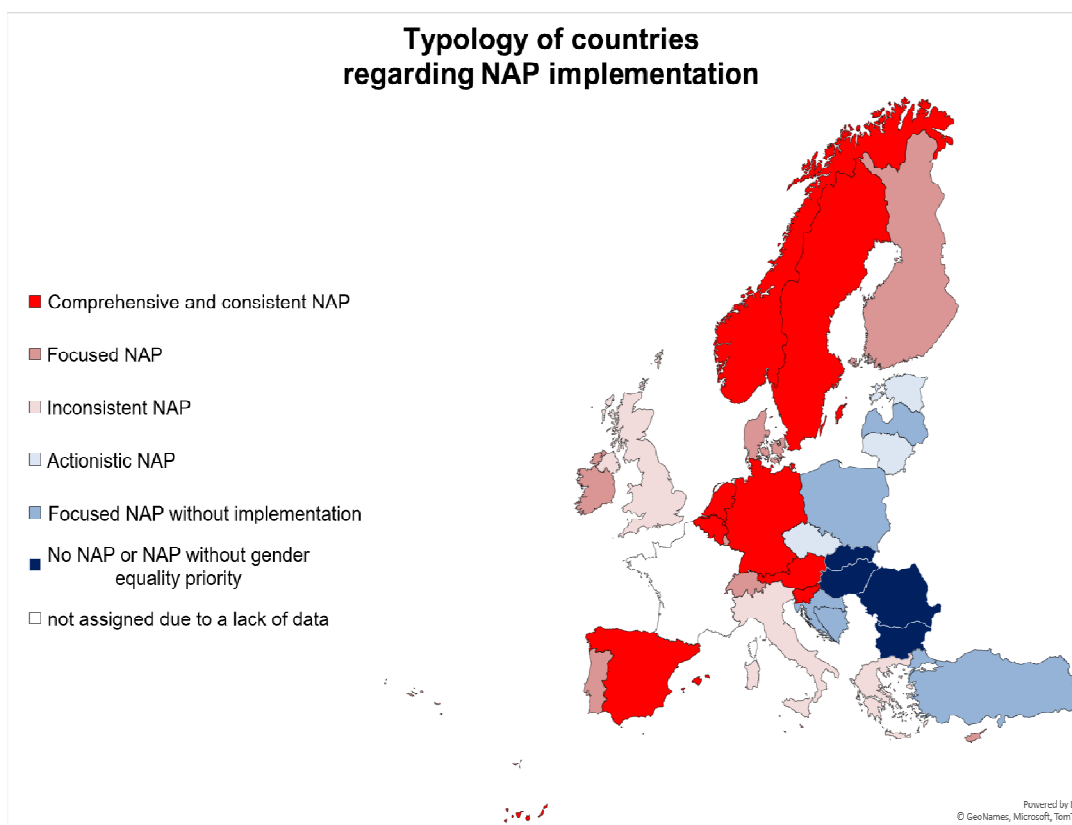


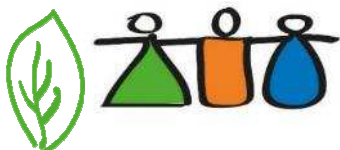


EU COUNTRIES BY NAP AND NAP IMPLEMENTATION TYPOLOGY

GENDER ACTION

Wroblewski, A. 2021. D3.3
Monitoring of ERA Priority 4
Implementation – update and final
assessment. GENDERACTION.





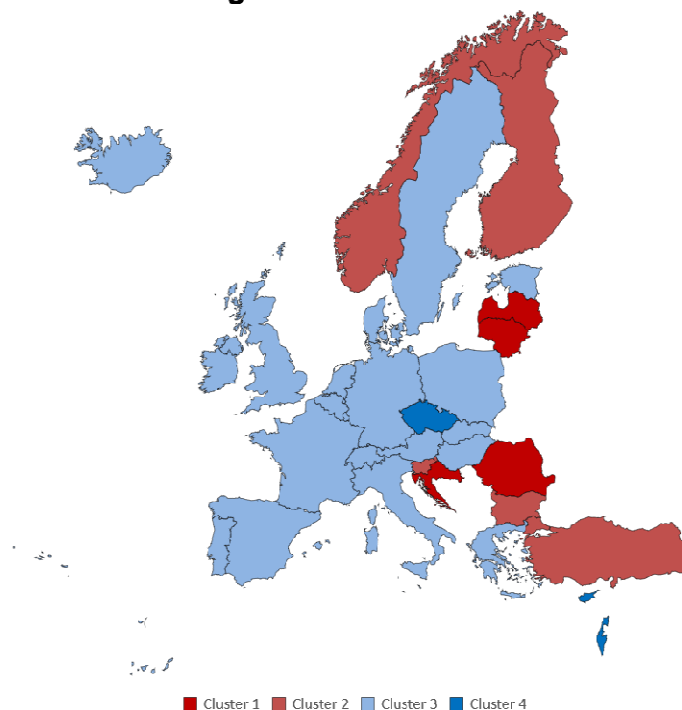
EU COUNTRIES BY EMM CLUSTER: THE HEADLINE INDICATOR

GENDER ACTION

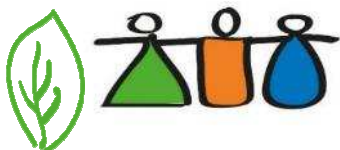
Wroblewski, A. 2021. D3.3 Monitoring of ERA Priority 4 Implementation – update and final assessment. GENDERACTION.



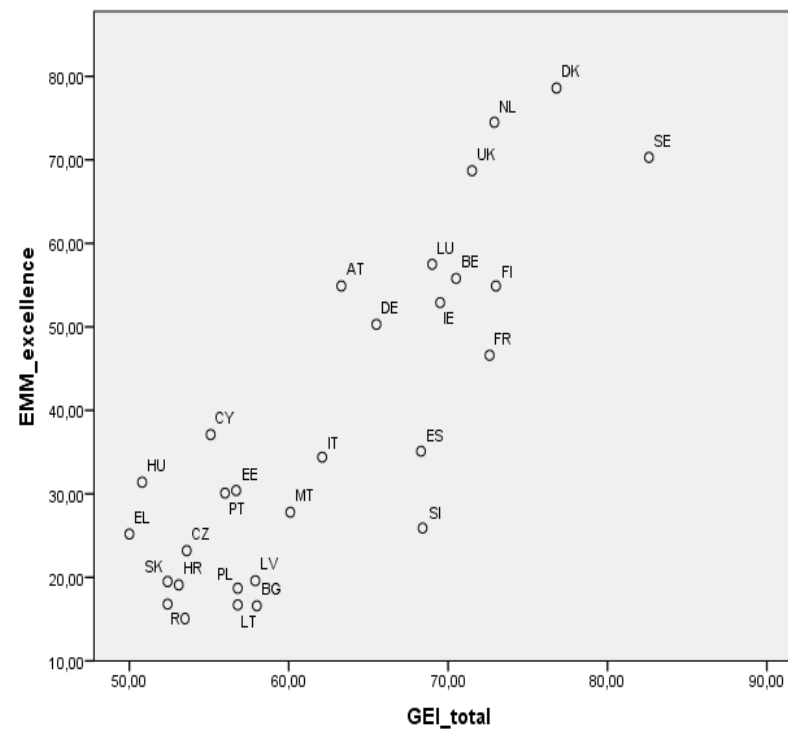
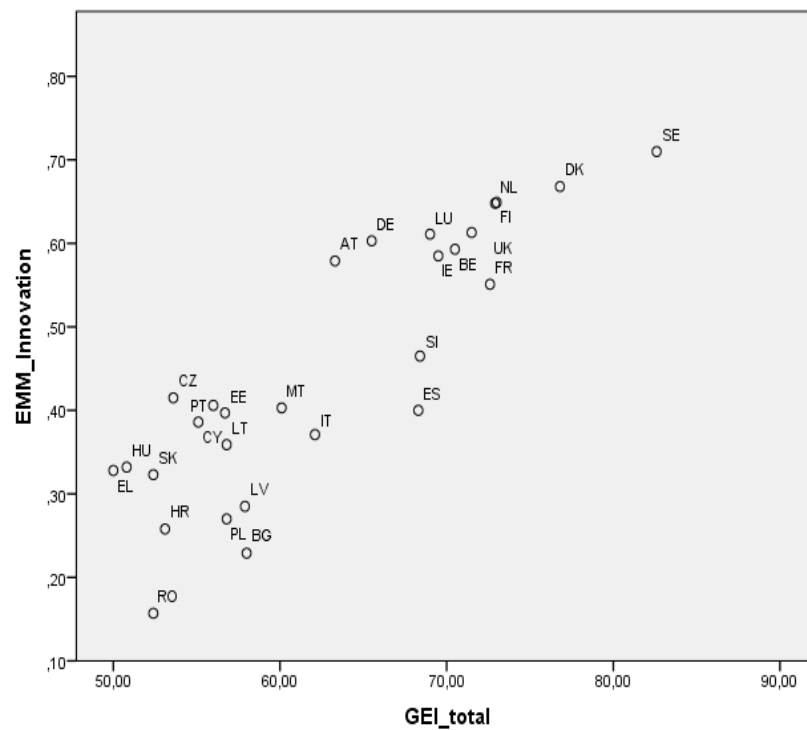
Headline Indicator: Share of women in Grade A positions in the Higher Education Sector



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INNOVATION CAPACITY AND GENDER EQUALITY CORRELATE





NEW AND CONTINUED CHALLENGES

- Intersectional gender+ approaches to gender equality
- Better integration of the gender dimension into the content of research and innovation and teaching
- Gender-based violence and sexual harassment
 - Save the date: CZ PRES conference in Prague on 24 and 25 Nov 2022
- Monitoring and evaluation of Gender Equality Plan implementation at national level and in the EU
- Advancement in Central and Eastern European countries



TOGETHER, BUILDING A HORIZON FOR EUROPE

- Alone is not enough
 - Femocrat civil servants, gender equality officers, gender scholars and practitioners, civil society organizations, feminist and gender researchers across disciplines...
- National level
 - Mutual support and information exchange between national and regional authorities and GE community at the country level
- EU level
 - Mutual support and information exchange across
 - MS and Commission at policy level
 - Civil society organizations and MS / Commission/successor SWG GRI
 - CoP related to EU-funded sister projects and MS/ Commission/successor SWG GRI
 - Policy level push from more advanced countries is a must
 - Mutual support and information exchange across MS community of practice



THANK YOU

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