

Need to strengthen gender in MSCA, SGHRM, EURAXESS, HRS4R and Charter&Code?

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GS9 Gender Summit
Brussels 8-9 Nov 2016

Research in EU – short history

- **Fractioned** with **poorer scientific quality** and **less mobility** than in USA (national borders, different terms)

Actions: EU Framework programmes (1984-), and

- **Marie S Curie Actions (MSCA 1996-)** to stimulate scientific quality and researcher mobility
- **Charter & Code (2005-)** to improve and harmonise national and RPO terms to facilitate mobility
- **EURAXESS** for practical assistance to mobile researchers
- **HRS4R and HREIR Award** to stimulate RPOs to implement Charter&Code and improve institutional terms and assistance for mobile researchers
- **ERC (2007-)** to stimulate basic research and scientific quality (Framework programmes more policy-directed)

Why increased focus on gender?

- **Gender equality** – for fairness.

But besides,

- **Gender diversity in research teams**
is shown to increase
 - **scientific quality** (e.g. study from gender-diverse vs uniform teams 34% more cited, Campbell & al 2013)
 - **societal relevance** (e.g. cancer risk higher for men in 32 of 35 diagnoses, up to >4-fold, Edgren & al 2012; see also <https://genderedInnovations.stanford.edu>)
- **Unconscious bias** for the disadvantage of females, e.g. in scientific job applicant evaluation, shown in double-blind randomised controlled trials **both for male and female evaluators** (e.g. Moss-Racusin & al 2012)

Gender in SGHRM, Charter & Code, EURAXESS and HRS4R

- **SGHRM (ERA Steering Group for Human Resources and Mobility):** OTM-R Report «Open, Transparent and Merit-based Recruitment of Researchers»
 - **open recruitment promotes** mobility, the matching of talent to opportunities, and **gender equality**
 - **gender balance:** not less than 1/3 of one gender in selection committee

SGHRM helped to establish the Charter&Code, EURAXESS and HRS4R

- **Charter&Code:** Employers and/or funders should aim for a representative **gender balance at all levels** of staff, and in selection and evaluation committees

ctd.

- **EURAXESS:** no specific gender declaration. The centres assist researchers and their families irrespective of gender in line with Charter&Code
 - EURAXESS TOP3 project task 4.3 addresses gender
 - Planned: EURAXESS Hague Conference May 2017 will address gender in plenary and workshop
- **HRS4R (Human Resource Strategy for Researchers):** a 5-step programme for RPO's implementation of Charter&Code including gap analysis and action plan published on website. No specific gender declaration

Marie S Curie Actions (MSCA) - gender issues (1)

H2020 Work Programme (WP) 2016-17:

- The **Charter&Code** principles should be applied
- The **H2020 RRI** cross-cutting issues, including **integrating the gender and ethical dimensions**, are endorsed
- MSCA pay particular attention to
 - **equal opportunities**
 - **gender balance**, both for supported researchers and in decision-making/supervision/management
 - **gender dimension in research content**
 - counteract gender barriers to mobility

ctd (2)

MSCA Advisory Group recommendations on gender to H2020 MSCA WP 2018-20:

- **Incorporate gender analysis in career-tracking and statistics**
- **Encourage host institutions to join HRS4R procedure**
- **Set up an MSCA gender equality plan** with clear objectives and follow-up measures
- **Increase flexibility** (e.g. combined positions, part-time)
- **Raise awareness and competence among evaluators around unconscious or implicit gender bias**
- **Under-representation of women** in research and senior academic positions remains a concern

ctd (3)

- **Recent and planned gender initiatives:**
- **MSCA video** on the importance of the gender dimension in research teams, decision-making and research content
- Briefing **MSCA evaluators on unconscious bias** including gender (to the disadvantage of women): short note, presentation incl video, evidence from PNAS paper, how to reduce and avoid bias
- **Information package for MSCA fellows** (drafted), underlining the importance of gender issues
- Planned: **MSCA equal opportunities plan**
- Planned: **MSCA e-learning modules** incl gender

Gender in H2020

- EU parliament decisions

A **cross-cutting issue**, fostering gender balance

- in **decision making**
>40% of under-represented sex in panels,
50% in Advisory Groups
- in **research teams** at all levels
- in **research & innovation (R&I) content**
(integrating gender/sex analysis)

Gender in H2020 - implementation

- **Advisory Groups:** at least one expert with gender expertise in R&I; selection and briefing of experts after criteria from the Advisory Group for Gender
- **In Proposals:** applicants invited
 - to explore whether and how the gender dimension is relevant to their project, and
 - to describe how sex/gender analysis is taken into account in the project's content
- **EC statistics/monitoring:**
 - % females in projects and coordinators/groups
 - % of projects with gender dimension included

Expert Group Recommendations on the Implementation of ERA Communication (2013) EUR26538

Gender equality and -mainstreaming, in (p 4+9)

- **policies and structures** to foster cultural and institutional change, incl decision/governing
- **elimination of gender bias** from assessment
- **sex-disaggregated statistics** at different levels.
The Innovation Scoreboard should include % female researchers in Grade A positions
- **diversified approaches** to foster **excellence**

ctd. (p 47ff, 59ff)

- **The Helsinki Group** on Gender in R&I is welcomed among the ERA-related groups that feed in to ERAC
- **The Commission** should continue to cooperate with EUA, EARTO, LERU, Science Europe, Nord-Forsk and other relevant supra-national bodies
- **Member States** should
 - continue to enhance **sex-disaggregated statistics** in R&I, including time series, as basis for policies
 - include gender in research teams and content as a criterion for funding**

ERC Gender initiatives (1)

ERC Gender Equality Plans (GEP) 2007-13/2014-20 to

- **raise awareness** of gender policy and - processes
- **improve gender balance** – in candidates and teams
- identify and remove potential **gender bias**
- strive for **gender balance**

while keeping focus on **excellence**

- **Working group on gender balance (2008-)**

ERC Gender initiatives (2)

- **2007-13:** in average only 25% of applicants and 20% of grantees were females (i.e. substantially lower female success rate)
- **2014: success rate 12% both for females and males**
 - **higher success rate for females than males for Consolidator Grants (for the first time!)**

Science Europe

Science Europe Roadmap (2013), including

- Gender and other Diversity Issues

Gender and Diversity Working Group (2014-)

- identifying significant **indicators**
- analysing the **peer review process**
- new ways to **integrate sex and gender analysis** into the **research content**
- gender and diversity in **grant management**
- embed gender and diversity **in other policy areas**
- **liaising** with other relevant initiatives/stakeholders

NordForsk

Gender Policy:

- **Aim:** to make visible **how gender balance** among researchers and **gender perspectives on research topics increase the quality of research** and policy decisions - implications for society
- **Competitive funding** processes should reflect this
- **All advisory groups**, review panels, expert groups, programme committees and NordForsk's Board and Secretariat should be **gender balanced**
- **Annual reports** should include gendered success rate and assess **how the gender balance and a gender perspective on the research themes are implemented.**

LERU (2015)

- **Gender and sex analysis should be better integrated into R&I funding, content and implementation process**
- **Gendered R&I (GRI) is under-recognised** and not well integrated in into research design
- University leaders and researchers can look to **H2020 as a model**
- **GRI should be included in government policies and strategies**, funders' programmes, universities' gender equality strategies, action plans, research activities and researchers' projects

Gender Equality Plans (GEPs)

- **ERC** has had GEP since 2007 and can show **increasing success rates for female researchers**
- **The FP7 INTEGER project (2011-15):** drawing upon gender disaggregated data, **GEP is recommended as strategic intervention**
- **SHE figures 2015 (p100/115):** GEPs had been set up in 36% of 1200 RPOs responding to the ERA Survey 2014 (= in 70% of personnel in the survey)
- **The H2020 SAGE project (2016-19)** aims to come up with a model for the pursuit of gender equality in higher education

Conclusions

- At present **the gender dimension is less emphasised in SGHRM, Charter&Code and in EURAXESS** than in the general H2020 guidelines. Recommendations from important stakeholders indicate need for strengthening. EURAXESS gender initiatives are planned.
- **The MSCA gender commitment is more explicit.** New initiatives are launched and in process.
- **Conclusion: The gender dimension – both regarding structural issues and in research content – should be strengthened in MSCA, SGHRM, EURAXESS and the Charter&Code (in new annex?)**