

**European Gender Summit
Session A2 HUMAN CAPITAL
Sharing duty and status in institutions
Chairman's Introduction**



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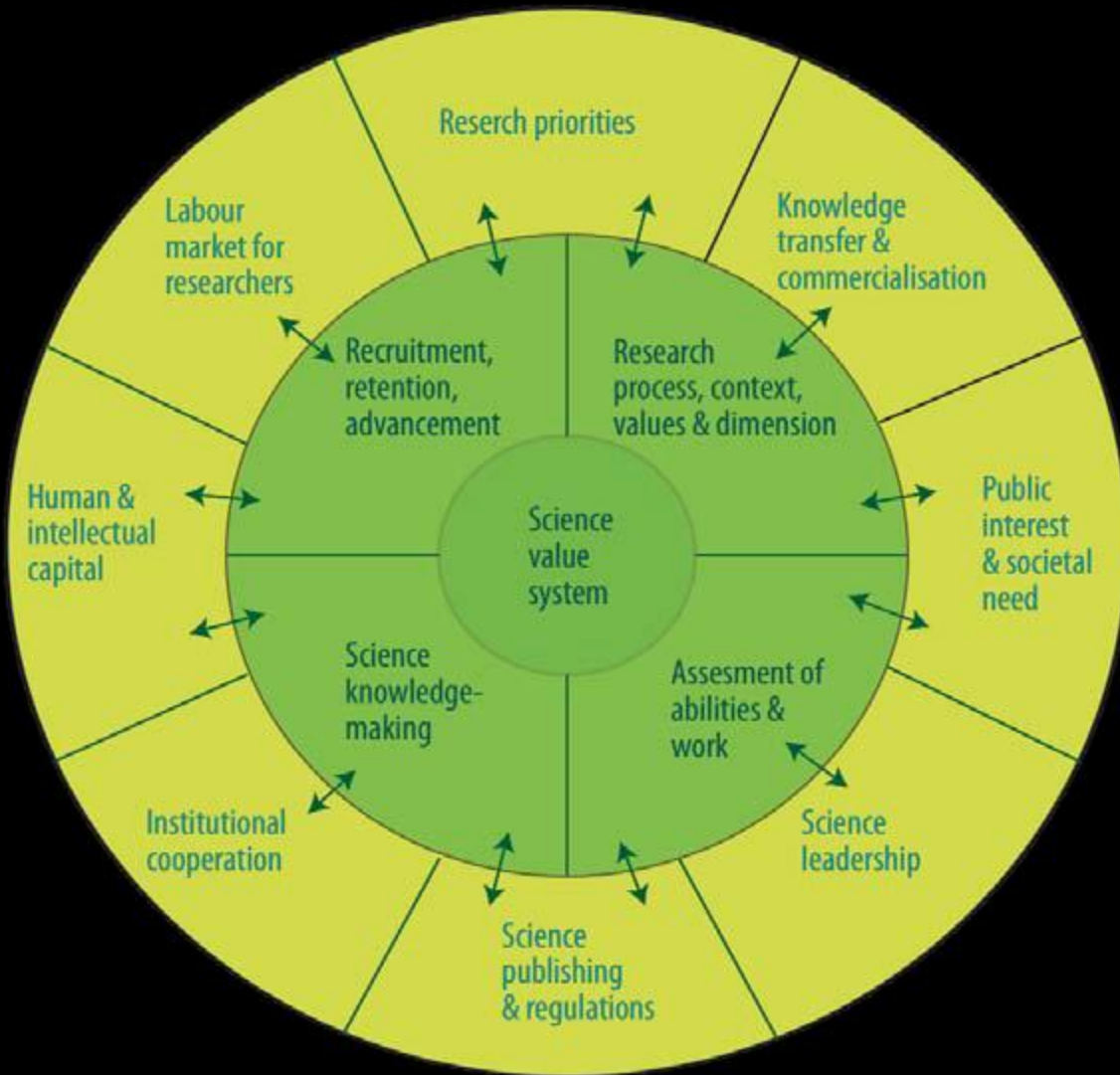
genSET: a FP7 Science in Society project

Sept 2009 – Feb 2012

- **How European science can benefit from integrated action on gender**

Focused 5 areas where gender inequalities and biases disadvantage women in science

- **Science knowledge-making**
- **Research process**
- **Recruitment and retention**
- **Assessment of women's work**
- **Science excellence value system**



Areas of gender inequality and bias in science included in genSET project

Areas of policy in European Research Area where gender dimension has impact

genSET: a FP7 Science in Society project

Sept 2009 – Feb 2012

- **Bibliometric study**
on 120+ reports on gender in science
- **3 consensus seminars**
with dialogue between Science Leaders Panel (15), Gender Experts (8), Science Institutions (9) and Patron Institutions (7) including the European Commission
- **genSET Consensus Report (June 2010)**
with 13 Recommendations for Action on the Gender Dimension in Science
- **Follow-up Consultation Report Oct 2011**
supported by the European Science Foundation (ESF)
- **Follow-up conference: European Gender Summit, Brussels 8-9 Nov 2011**

Overall Gender Strategy

Science Knowledge Making

*Actions that improve the quality
of research methods, and of
knowledge production,
application and
communication*

Practices & Processes

*Actions that improve
institutional processes
and practices in assessment,
recruitment, and working
conditions*

Regulation & Compliance

*Actions that establish
institutional accountability
for integrating gender
into practices and
processes*

Human Capital

*Actions that improve the use
of social and intellectual
capital of individuals
within scientific
institutions*

genSET recommendations (outlines) (1)

Knowledge making:

1. The need to **incorporate sex and gender analysis in basic and applied research**, and illustrate how this **promotes research excellence**
2. Train scientists in sex and gender analysis
3. **Include sex and gender analysis in all research evaluations** (peer review, promotion, papers)

genSET recommendations (outlines) (2)

Human capital:

- 1. Research teams should be gender diverse.**
Increased diversity **correlates positively with scientific quality**
- 2. Gender balance in all decision-making committees**
3. Appreciation that **different management styles creates greater diversity** within R&D institutions
- 4. Make women more visible** in the R&D institution and encourage them to apply for higher positions

genSET recommendations (outlines) (3)

Practices and processes:

- 1. Assessment procedures to focus on quality** rather than quantity of publications/research output will tend to benefit women
- 2. Compensate** for committee and administrative burden **with support staff** or reduced teaching so research does not suffer, women tend to be overloaded with such obligations by requirements for gender balance
- 3. Working conditions** should include maternity and paternity leave, dual careers, compensations for career breaks, late careers etc
- 4. Strategies stimulating women to apply for (higher) scientific positions**

genSET recommendations (outlines) (4)

Regulation and compliance:

1. Institutions should have **explicit targets to improve gender balance**, and be regularly monitored
2. **Gender issues must be an integral part of internal and external evaluation of institutions.** A member of the leadership team should be responsible for gender-related issues

genSET Public Consultation (outlines) (1)

- 1. Strong support for the quota instrument**, with a minimum of 40% women on all decision-making bodies
- 2. The gender dimension should be included in all funding proposals and thematic research areas** – from the guide for applicants to the guide for evaluators
- 3. Structural changes are needed** to ensure gender equality within the scientific system
- 4. A flexible grant system** to ensure people are not afraid of starting a family for fear of losing funding

Proposed gender actions in implementation of the European Research Area (ERA)

- **Enhanced recruitment of women researchers**, including women research leaders, is proposed in the **Marie Curie Actions Workshop 14 July 2011 Summary Report** on issues to be included in **HORIZON 2020**

The ERA Steering Group for Human Resources and Mobility (SGHRM) in its input to ERAC on development of the ERA Framework

- **highlights gender balance, especially in senior positions and in selection committees**, as one of 4 horizontal initiatives
- has requested that its **WG Monitoring** shall propose **a new gender indicator for the 2012 Innovation Scoreboard** in collaboration with the Helsinki Group and the Commission. **The fraction of women in grade A (high) research positions is one candidate indicator**