

Creating a level playing field in research funding for women and men

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Science Europe – Gender & Research Assessment

- ▶ In November 2015, Science Europe held a scoping workshop entitled “Assessment of Research for the Purpose of Resource Allocation”
- ▶ During this workshop, under the theme “Training of evaluators and applicants”, **Science Europe members voiced an interest in exploring synergies between organisations to create common training for issues such as gender and other biases in peer-review.**
 - ▶ This point was fed into further Science Europe work on gender bias in the evaluation of research and researchers

Science Europe – Gender & Research Assessment

- ▶ In January 2017, the Science Europe working group on Gender and Diversity published a **“Practical guide to improving equality in research organisations”**



Science Europe – Gender & Research Assessment

- ▶ Related to bias in the evaluation of research and researchers, the guide lists these recommendations:
 - 1. Check indicators for differences in the success rates** of men and women researchers.
 - 2. Discuss gender and other biases** within your organisation.
 - 3. Conduct awareness-raising activities** in evaluation panels, decision making bodies, and with staff on a regular basis.
 - 4. Provide training** to staff, evaluation panels, and decision-making bodies.
 - 5. Monitor the success rates** of men and women applicants in order to trace possible effects of awareness-raising activities. (see ‘How to monitor gender equality.
 - 6. Learn** from (other) Science Europe Member Organisations on how to tackle (gender) bias (see good practice examples in this section).”

Science Europe – Gender & Research Assessment

- ▶ Science Europe is now conducting a flagship study on the research assessment practices and processes of its member organisations. This study includes a section on bias/discrimination.
- ▶ **Participating organisations are asked whether they monitor their own selection processes against a variety of potential discrimination/bias types, including gender.**
- ▶ **Follow-on questions ask whether organisations make adjustments to their processes to tackle potential or observed bias.** Adjustments may include, introduction of quotas, policies to give priority to underrepresented groups, double blind assessment, diverse review selection etc.

Survey results to published in Q1 2020

Science Europe – Gender & Research Assessment

- ▶ Under the priority area of “Quality of Science”, and linked to the ongoing research assessment study, Science Europe is beginning a reflection on the concept of excellence in research – which will consider gender and excellence.
- ▶ It is clear that gender must be discussed when appraising the current rewards, incentives, and indicators system, and also concept of excellence in research

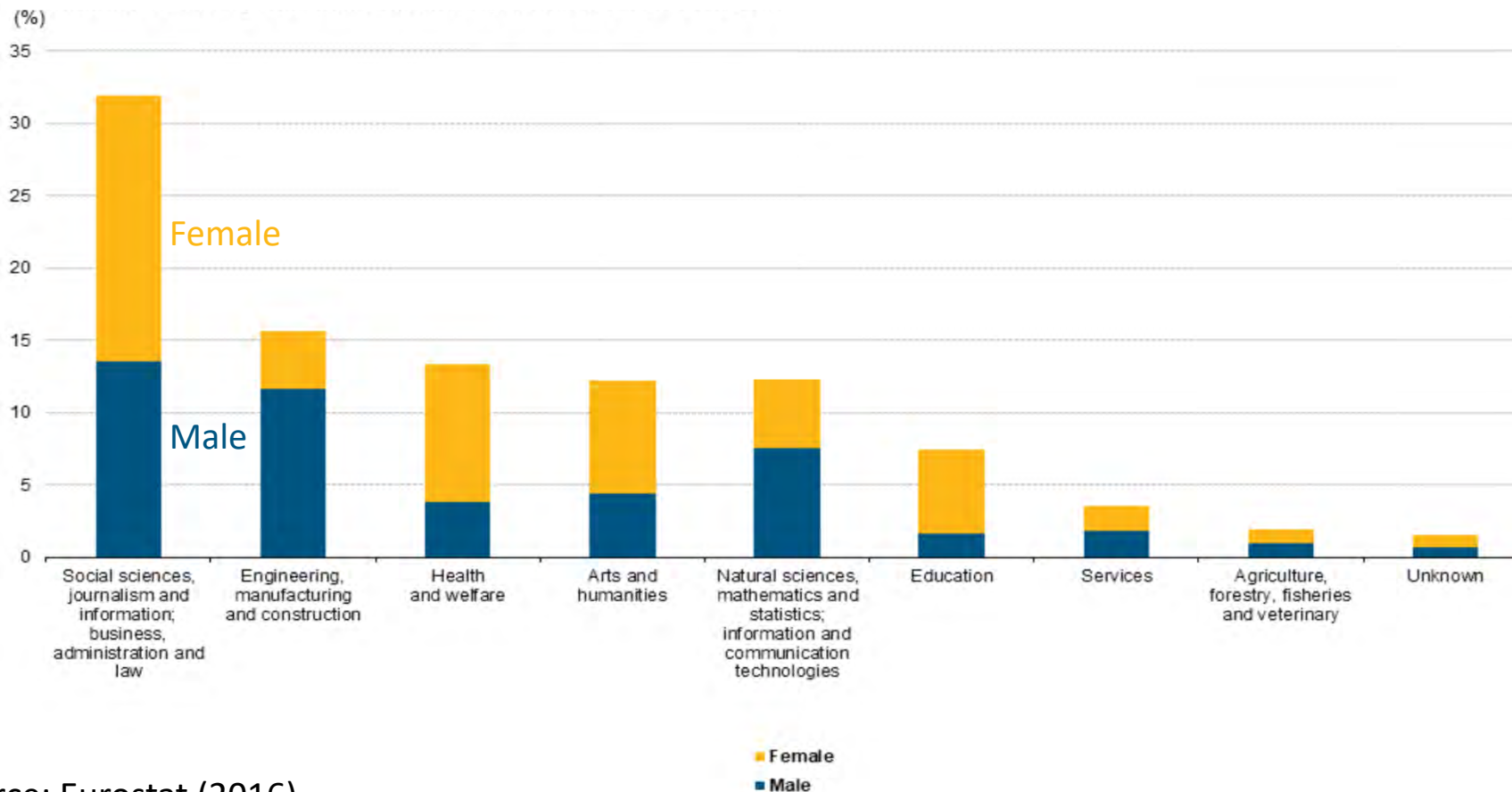
Wong, E. (2018). What We Learn From 50 Years of Kids Drawing Scientists. The Atlantic: <https://www.theatlantic.com/science/archive/2018/03/what-we-learn-from-50-years-of-asking-children-to-draw-scientists/556025/>

Picture by: Vasila Chrtistiduo



Gender balance depends on where you look

- Distribution of tertiary education students by field and sex, EU-28, in 2016 (%)



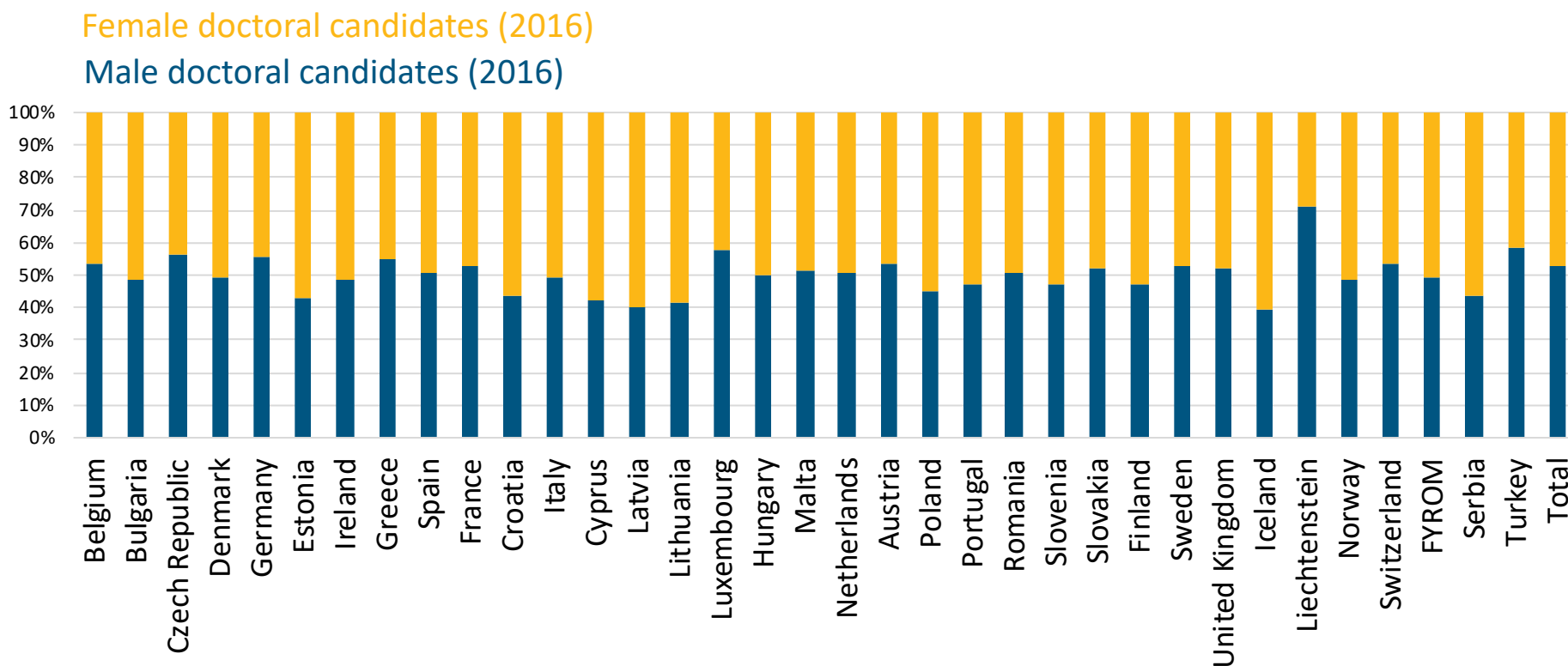
Source: Eurostat (2016)



Gender balance depends on where you look

► Gender distribution of doctoral candidates in Europe (2016)

► (48% female doctoral candidates)



Source: Eurostat (2016)

Global Research Council Gender Working Group

- ▶ Science Europe is a member of, and participates in the Global Research Council (GRC) Gender Working Group
- ▶ GRC participating organisations endorsed the Statement of Principles and Actions Promoting the Equality and Status of Women in Research
- ▶ It promotes the participation of women in the research workforce and the integration of the gender dimension in research design and in the analysis of research outcomes.
- ▶ The Gender Working Group informs the implementation of the Statement of Principles.
- ▶ The Working Group furthermore works to foster exchanges on good practices and policies, as well as on data collection and monitoring.

For more information:



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