

She Figures and gender equality in Horizon Europe



**Gender Summit
3 October 2019**

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- [illegible]



1999-2019: 20 years of EU action for Gender Equality in R&I

- Series of **policy events/actions** organised through 2019
- **Finnish Presidency Conference** (23-24 October 2019)
Stocktaking of 20 years of Gender Equality in Research and Innovation → *supported by the EC*
- Revision of **EC Strategy for Gender Equality**
- Revitalising **European Research Area**



European Research Area

An open space
for knowledge and growth

One priority (4): Gender equality and gender mainstreaming in research

Three objectives

- Gender equality in scientific careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension in research and innovation content (sex and gender analysis)

Three levels

- Member States and Associated Countries
- Stakeholders
 - Research Performing Organisations – RPOs including universities
 - Research Funding Organisations – RFOs
- European Commission

→ A common approach: institutional change

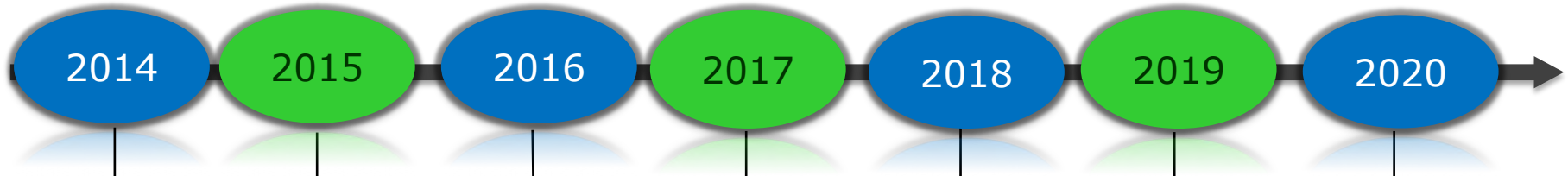


Gender Equality in Research and Innovation Policy

Supports Gender Equality Plans

- Institutional change approach
- From 2011-2019:
 - 160 universities / research organisations with GEPs
 - 23 projects
 - Contribution of 53 M€ approx.

H2020-SwafS Gender Projects



Implement the 3 objectives of gender equality as an ERA priority through gender equality plans

RPOs and RFOs - Partners at a starting stage - Professional associations – Link with national level

Support from the highest
management level

Explain role of middle
management

Make use of the GEAR Tool
(2016)

**GENERA
LIBRA
PLOTINA**

**SAGE
EQUAL-IST
Baltic Gender**

**TARGET
GEECCO**

**CHANGE
SUPERA
R-I PEERS**

**Gender-SMART
GEARING-ROLES
SPEAR**

GEDII

EFFORTI

**GENDER
ACTION**

GGT

GE ACADEMY
Gender Equality



GENDER·NET Plus
Promoting gender equality in H2020 and the ERA

GRANteD

REA-RTD GEP
Cluster event
(Feb 2018)

II. The Facts: Quantitative Evidence of Gender Equality in R&I in the EU



Publications





→ **She Figures 2018** **released on 8 March!**

- Leaflet with key figures
- Full publication
- Handbook
- Infographic

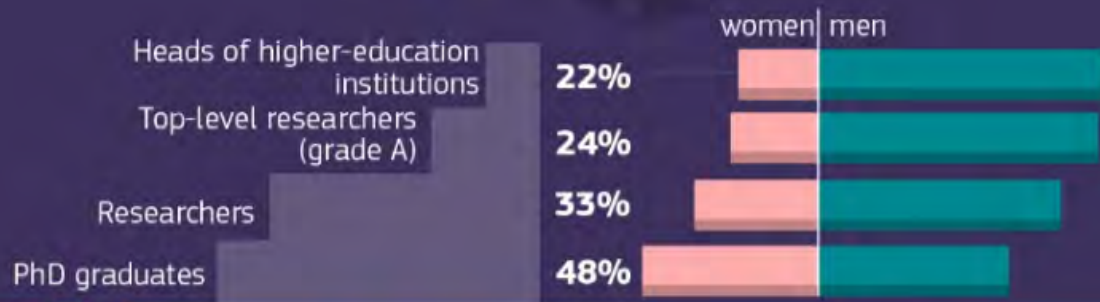
Download **She Figures 2018**

<https://publications.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en>

USB key stick with 2018 She Figures information,
and previous reports **available**

**Gender gaps are diminishing in R&I,
but a lot more remains to be done
to achieve gender equality.**

★ Women in R&I



Average unadjusted pay gap in
research & development



Closing **gender** gaps in
Research and Innovation

#EU4Women

#WomenInScience



European
Commission

**Gender gaps are diminishing in R&I,
but a lot more remains to be done
to achieve gender equality.**

 **Women in R&I**

27%

Women board
members in research
organisations

32%

Women authorship of
scientific publications

Inventors

9%

Patent applications with
women registered as
inventors

Women entrepreneurs

31%

Women
entrepreneurs



HORIZON 2020

Closing **gender** gaps in
Research and Innovation

#EU4Women

#WomeninScience



European
Commission

She Figures 2018

		
PhD women graduates: Health and welfare (2016)	60%	59%
PhD women graduates: Engineering, manufacturing & construction (2016)	29%	27%
Women Researchers (2015)	33.4%	25,4%
Women in grade A positions (2016)	23.7%	18,7%
Women Heads of institutions in HES ¹ (2014-2017)	20%- 22%	18,2%
Women board leaders	20%	50%
Women board members	27%	33%

¹HES: Higher Education Sector



Horizon Europe

Horizon Europe



Pillar 1 Excellent Science

European Research Council

Marie Skłodowska-Curie
Actions

Research Infrastructures



Pillar 2 Global Challenges and European Industrial Competitiveness

Clusters

1. Health
2. Culture, Creativity and Inclusive Society
3. Civil Security for Society
4. Digital, Industry and Space
5. Climate, Energy and Mobility
6. Food, Bioeconomy, Natural Resources, Agriculture and Environment

Joint Research Centre



Pillar 3 Innovative Europe

European Innovation Council

European innovation
ecosystems

European Institute of
Innovation
and Technology

Widening Participation and Strengthening the European Research Area

Widening participation and spreading excellence

Reforming and Enhancing the European R&I system



European
Commission



Gender Equality in Horizon Europe

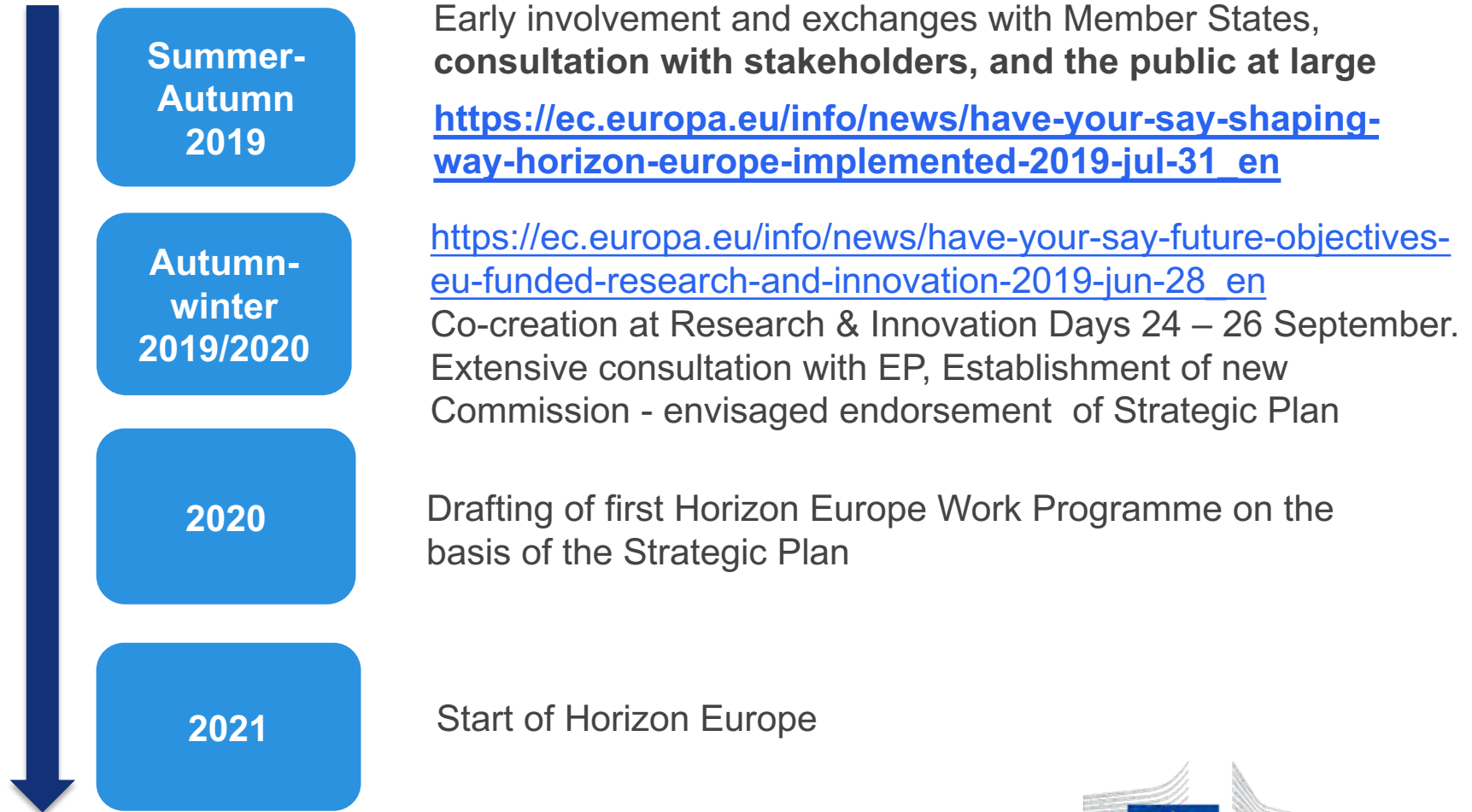
→ **Negotiations with Council & Parliament: Partial Agreement reached in Spring 2019**

- Remains a high priority: **Art. 6a.5 of the Framework Regulation sets legal basis**
- **Gender** is a cross-cutting priority as per **Art. 2 of Specific Programme**
- **Line of activity under Pillar II, Cluster 2** on *gender equality in all social, political, economic and cultural domains, also addressing intersections between gender and other social categories, such as disability, sexual orientation and ethnicity*
- **Dedicated funding for gender equality in R&I policy initiatives under Part IV- Strengthening the ERA/ Reforming and enhancing the European R&I system**
 - + Broad line: '*Supporting **gender equality** in scientific careers and in decision making, as well as the integration of the **gender dimension** in research and innovation content*'
 - + in Broad line: '*(...) supporting the modernisation of universities and other research and innovation organisations, through **gender equality plans, diversity and inclusion strategies** and comprehensive approaches to **institutional changes**.(...)*'

TRACKING IMPACT – ‘PATHS’ PRINCIPLES

- Proximity - Knowing who the individual researchers and companies are, for example through unique identifiers such as VAT numbers, researchers IDs, funder ID
- Atribution – Microdata collection supporting the identification of control groups for counterfactual analysis
- Traceability – Minimised burden on beneficiaries through automatic data harvesting from existing databases; use of additional primary (including qualitative) data sources such as project evaluators and reviewers
- Holism - Telling the story of the progress of the Programme as a whole according to the objectives, at any moment in time
- Stability - Building on the current systems, piloting evolutions in Horizon 2020

Steps towards the first Horizon Europe work programme



EUROPEAN RESEARCH & INNOVATION DAYS

24 → 26
SEPTEMBER

20
19

KANAL ♡ CENTRE POMPIDOU
Brussels, BELGIUM

#RiDaysEU
@EUScienceInnov

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- **Session 'Think gender, think different!' (25 Sept)**

<https://ec.europa.eu/digital-single-market/events/cf/european-research-and-innovation-days/programme.cfm?id=452&day=24>



European
Commission

Finnish Presidency Conference

EC-supported through H2020 SwafS
(Helsinki, 23-24 October 2019)

Objective: Take stock / Take action!

Future of EU policy for
Gender Equality in R&I

Key topics:

- Institutional/structural change
- RFOs
- Innovation
- Digitalisation, AI, robotics
- Gender and intersecting inequalities

→ ***Helsinki Call for Action***

[WELCOME](#) [PROGRAM](#) [PRACTICALITIES](#) [SPEAKERS](#) [REGISTER FOR THE EVENT](#)

EU2019.FI



Photo: Maskol/Gorilla

**Research and Innovation Excellence through gender equality:
New pathways and challenges**

23.-24.10.2019

<https://www.lyyti.fi/p/NEWPATHWAYS>



Thank you very much for your attention!

For any other question and further information please contact:

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