



The statistical and policy role of EU She Figures, and of MORE and MORRI Surveys



**Gender Summit 15 - Europe
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Gender Equality in Research and Innovation Policy

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)





Gender Equality in Research and Innovation Policy

Supports Gender Equality Plans

- Institutional change approach
- From 2011-2016:
 - 113 universities / research organisations with GEPs
 - 17 projects
 - Contribution of 39.1 M€ approx.





She Figures

- ✓ It is the **main source** of pan European, comparable **statistics** on the state of **gender equality** in R&I.
- ✓ Released **every three years** since 2003
- ✓ Covers a **wide range of themes**: relative pay, working conditions and success in obtaining research funds, the situation of women and men in scientific publication and inventions, the inclusion of the gender dimension in scientific articles, etc.





The She figures

Helps to build policies

- ✓ The data **sheds light** on differences in the experiences of women and men working in research
- ✓ It is a **tool** that enables analysts to measure the **gender dynamics** and allows to **track changes** over time
- ✓ It is **recommended reading** for policymakers, researchers and anybody with a general interest in these issues.





She Figures

Background

- ✓ In the late 1990s the EU recognised the **need for harmonised sex-disaggregated data** on women in science and research if governments were to develop effective policies in this area
- ✓ The original concept was developed by the **Helsinki Group**
- ✓ In consequence, the Helsinki group formed a sub-group of **Statistical Correspondents** from each country that helped collecting the data





She Figures

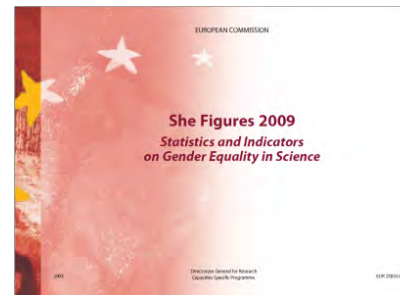
Background

The list of indicators has expanded since **2003**, adding complexity.

SF 2006 gave a details on the labour force and the patterns of employment across different sectors, including the Glass Ceiling index and the gender pay-gap data

SF 2009 began to break down some data by age group (in addition to sex disaggregation) and the proportions of women at grade A level.

SF 2012 added indicators on the mobility of researchers and on work-life balance.





She Figures



Presents for the first time the situation of women and men in scientific publication and inventions, as well as the inclusion of the gender dimension in scientific articles

Download **She Figures 2015**

https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf#view=fit&pagemode=none

It was complemented for the first time by:

Download the **She Figures handbook**

https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015_Handbook_final.pdf#view=fit&pagemode=none





She Figures

Data collection is a complex exercise requiring coordinated effort of a wide range of actors

- ✓ Member States and Associated Countries (Ministries, Statistical Offices, ...)
- ✓ European Commission (DG RTD, Eurostat, DG JUST,...)
- ✓ EU Agencies (EIGE, ERC)
- ✓ International organisations (OECD, Unesco)





She Figures

**Collecting data and computing indicators
implies much more than data description**

It is about defining and addressing:

- Classification system
- Coverage - sector
- Statistical concepts and definitions
- Statistical unit and the Statistical population
- Reference area and Reference Period
- Coverage - Time
- Base period
- Unit of measure





She Figures

**Collecting data and computing indicators
implies much more than data description**

It is about defining and addressing:

- Institutional Mandate - legal acts and other agreements and data sharing
- Confidentiality policy and data treatment
- Release policy – Release calendar, Release calendar access and Release policy - user access
- Frequency of dissemination
- Accessibility and clarity





She Figures

**Collecting data and computing indicators
implies much more than data description**

It is about defining and addressing:

- Dissemination format (News release / Publications / online database / microdata access / Other)
- Documentation on methodology and Quality management on documentation
- Quality management, Quality assurance and Quality management - assessment





She Figures

**Collecting data and computing indicators
implies much more than data description**

It is about defining and addressing:

- Relevance - User Needs and User Satisfaction
- Completeness
- Accuracy – Overall and Sampling and Non-sampling error
- Timeliness and punctuality
- Comparability – geographical and over time
- Coherence - cross domain and internal
- Cost and Burden





She Figures

**Collecting data and computing indicators
implies much more than data description**

It is about defining and addressing:

- Data revision policy and practice
- Statistical processing including Data collection, validation, compilation
- Metadata update





She Figures

She figures 2018 is under preparation

- ✓ **Leaflet** with preliminary findings will be published by the end of 2018
- ✓ Full **publication** and revised **Handbook** are expected on March 2019
- ✓ No paper version only **electronic**
- ✓ Will include some **new indicators**





Monitoring the Evolution and Benefits of Responsible Research and Innovation (MoRRI)

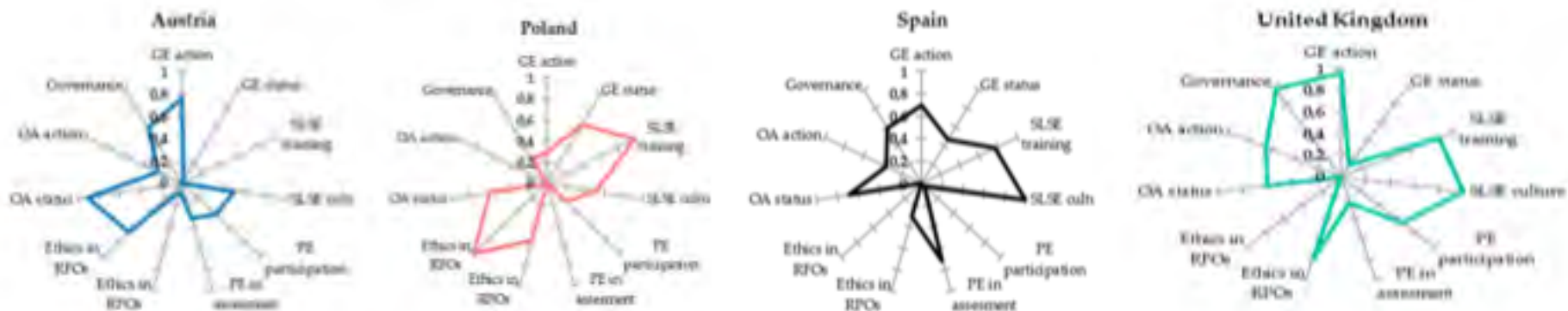
- ✓ Shows the evolution of RRI in the EU28 – in short, the relationship between science and society
- ✓ 36 indicators, of which 10 focused on gender equality
- ✓ Several bespoke surveys including questions on gender equality plans, gender content in research, female heads of RPOs, and gender-balanced recruitment committees in RPOs
- ✓ Highlights clear links between dimensions of RRI – e.g. between gender equality and governance structures





Monitoring the Evolution and Benefits of Responsible Research and Innovation (MoRRI)

- Enables analysis of situation across EU28 including gender



Four country clusters were identified from the empirical evidence – an example country from each cluster shown above. For gender equality the prevailing pattern is low GE status=high GE action and vice versa – but not always (e.g. as shown here, Spain)



Monitoring the Evolution and Benefits of Responsible Research and Innovation (MoRRI)

More info: <http://morri.netlify.com/>

- Follow-up 'MoRRI2' project foreseen to continue and build upon work (SwafS-21-2018)





MORE Study

EUROPEAN COMMISSION › EURAXESS › MORE3 STUDY

EURAXESS



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FUNDING

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WORLDWIDE

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MORE3 Study

Publication date

Wednesday, 14 February, 2018

Attachments

[Final Report](#)  (4.28 MB)

[Indicators report](#)  (1.62 MB)

[Survey on researchers in European Higher Education Institutions](#)  (4.41 MB)

[Survey on researchers outside of Europe](#)  (2.96 MB)

Link

[Online indicator tool](#)

Policy library topics

Mobility





**Thank you very much
for your attention!**

For any question and further information please contact:

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