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
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
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 create 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**
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
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 horisontal 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