She Figures and gender equality in Horizon Europe

Gender Summit
3 October 2019

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Unit E5–Democracy & European Values
DG Research & Innovation
Policy context

- Core value of the European Union (Art. 2 & 3 Treaty, 8 TFEU)
- Directives on Gender Equality on the labour market
- EC Strategic Engagement for Gender Equality 2016-2019
- UN Sustainable Development Goals (SDG 5)
- Priority of the European Research Area (ERA)
- Council Conclusions of 1 December 2015 on Advancing Gender Equality in the ERA
- Horizon 2020: Cross-cutting issue + dedicated funding (SwafS)
- New Commission
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**
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

Support from the highest management level
- GENERA
- LIBRA
- PLOTINA
- Baltic Gender

Explain role of middle management
- SAGE
- EQUAL-IST
- TARGET
- GEECCO

Make use of the GEAR Tool (2016)
- CHANGE
- SUPERA
- R-I PEERS
- Gender-SMART
- GEARING-ROLES
- SPEAR

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

Cluster event (Feb 2018)
II. The Facts: Quantitative Evidence of Gender Equality in R&I in the EU
→ She Figures 2018 released on 8 March!

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

Download She Figures 2018

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

- Heads of higher-education institutions: 22% women, 24% men
- Top-level researchers (grade A): 24% women, 33% men
- Researchers: 33% women, 48% men
- PhD graduates: 48% women, 75% men

Average unadjusted pay gap in research & development: 17%

HORIZON 2020
Closing gender gaps in Research and Innovation

#EU4Women #WomeninScience
Gender gaps are diminishing in R&I, but a lot more remains to be done to achieve gender equality.

- Women board members in research organisations: 27%
- Women authorship of scientific publications: 32%
- Patent applications with women registered as inventors: 9%
- Women entrepreneurs: 31%

HORIZON 2020
Closing gender gaps in Research and Innovation

#EU4Women #WomeninScience
## She Figures 2018

<table>
<thead>
<tr>
<th>Category</th>
<th>EU</th>
<th>Netherlands</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD women graduates: Health and welfare (2016)</td>
<td>60%</td>
<td>59%</td>
</tr>
<tr>
<td>PhD women graduates: Engineering, manufacturing &amp; construction (2016)</td>
<td>29%</td>
<td>27%</td>
</tr>
<tr>
<td>Women Researchers (2015)</td>
<td>33.4%</td>
<td>25.4%</td>
</tr>
<tr>
<td>Women in grade A positions (2016)</td>
<td>23.7%</td>
<td>18.7%</td>
</tr>
<tr>
<td>Women Heads of institutions in HES(^1) (2014-2017)</td>
<td>20%-22%</td>
<td>18.2%</td>
</tr>
<tr>
<td>Women board leaders</td>
<td>20%</td>
<td>50%</td>
</tr>
<tr>
<td>Women board members</td>
<td>27%</td>
<td>33%</td>
</tr>
</tbody>
</table>

\(^1\)HES: 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
- 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
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

- **Attribution** – 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

**Summer-Autumn 2019**
Early involvement and exchanges with Member States, consultation with stakeholders, and the public at large.

**Autumn-winter 2019/2020**

**2020**
Drafting of first Horizon Europe Work Programme on the basis of the Strategic Plan.

**2021**
Start of Horizon Europe.
-- Session ‘Think gender, think different!’ (25 Sept)

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

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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