




Gender Equality in European Research, Innovation and Higher education

PoISCA-CZELO-SLORD-LINO Webinar – 10/03/2022

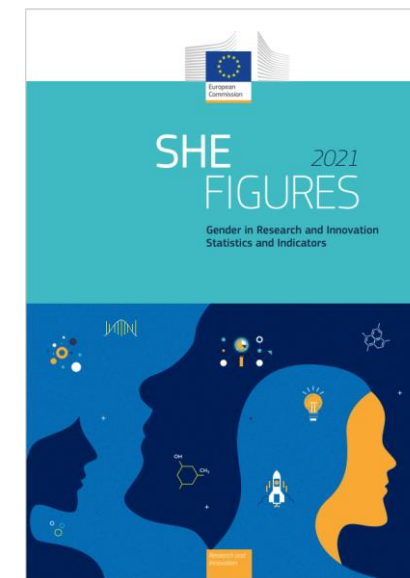
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Unit D4-Democracy & European Values
DG Research & Innovation*

She Figures 2021

		CZ	LT	PL	SK
PhD women graduates	48.1 %	43.7 %	57.9 %	56.3 %	49.2 %
PhD women graduates Information and Communication Technologies	22.4 %	4.05 %	6.7 % (1/6)	10.2 %	11.8 %
Women Researchers	32.8 %	26.6 %	49.5 %	38.1 %	41.2 %
Women in grade A positions*	26.2 %	:	40.4 %	25.2 %	27.2 %
Women Heads of Higher Education institutions	23.6 %	10.3 % (3/29)	39 %	19.6 %	23 %
Women board leaders	24.5 %	0 % (0/3)	50 % (2/4)	19.4 %	0 % (0/7)
Women board members	31.1 %	16.7 %	42.9 %	24.9 %	21.3 %
Publications with a gender dimension in their R&I content	1.8 %	1.76 %	2.4 %	2 %	1.95 %

*Equivalent to full-professorship positions



She Figures 2021 – Policy Briefs

Themes including good practices and policy recommendations:

- Improving the presence, participation, and progression of women in science
- Institutional culture, research excellence & institutional change (including the impact of COVID-19)
- Policy actions to tackle gender imbalance in Europe's research leadership
- Gender dimension in research and innovation content and training
- Holistic view of Science Technology Engineering, and Mathematics (STEM) education at undergraduate level
- Promoting a gender perspective in innovation
- Intersectionality



Released on 24/11/2021

- [Full Report](#)
- [Interactive website](#) incl. MS country fiches
- [Policy briefs](#)



Policy context

ERA policy Priority since 2012 : Gender equality and gender mainstreaming

- 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)

Institutional change

- Need to address **inclusiveness**: with **intersecting social categories** (e.g. ethnicity, sexual orientation, disability), involving **private/innovation** sector, and ensuring **geographical inclusiveness**

DEEPENING THE ERA : The Commission will:

- 12.** Propose as of 2021, in line with the Horizon Europe programme objectives, the development of **inclusive gender equality plans** with Member States and stakeholders in order to promote EU gender equality in R&I

New ERA Policy Framework

Package adopted in the Competitiveness Council of 26 November 2021

- The [Council Recommendation for a Pact for R&I in Europe](#) sets gender equality and inclusiveness as principle and value of the ERA
- [Council Conclusions on the future governance of the ERA of 26 November 2021](#)
- [ERA Policy Agenda \(2022-2024\)](#), annexed to the Council Conclusions on the future governance of the ERA, including **Action 5. Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration**
 - + [Ljubljana Declaration on Gender Equality in Research & Innovation](#)



The adoption of the Pact is a step forward in our ambition to create an ERA fit for the future. It shows our common commitment to mobilise research and innovation policies with concrete actions towards the challenges of today and notably the green and digital transitions.

Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth





Deepening the ERA: Action 5 - Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration

Four interlinked outcome deliverables

1. Develop a policy coordination mechanism to support all aspects of gender equality through inclusive Gender Equality Plans and policies, and a dedicated EU network on their implementation

2. Strategy to counteract gender-based violence including sexual harassment in the European R&I system and to assure gender equality in working environments through institutional change in any research funding or performing organisation

3. A policy approach to strengthen gender equality, that addresses gender mainstreaming to advance the new ERA

4. Develop principles for the integration and evaluation of the gender perspective in research and innovation content in cooperation with national research funding organisations

HORIZON EUROPE

Gender Equality



Gender equality: strengthened crosscutting priority in Horizon Europe

- Article 7(6) & Recital 53 of [Framework Regulation](#) ; Articles 2(2)(e) & 6(3)(e) of the [Specific Programme](#)

Three levels:



Gender Equality Plan: Eligibility Criterion



Integration of the Gender Dimension in R&I content: mandatory by default, unless specified otherwise in topic description. **Award Criterion** under *Excellence* (methodology)

→ Methods and case studies in [Gendered Innovations 2 Expert Report](#)

→ Additional guidance in [Horizon Europe Programme Guide](#) ('gender equality & inclusiveness')



Gender Balance in research teams: **Ranking Criterion** for *ex aequo* proposals

+ Researchers can declare their gender along three categories: **woman, man, non-binary**

HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans





Eligibility Criterion

Gender Equality Plan (applicable from calls with deadlines in 2022 onwards)

Participants (as Beneficiaries and Affiliated Entities) that are **public bodies, research organisations or higher education institutions*** established in a **Member State or Associated Country** must have a **gender equality plan** in place, fulfilling **mandatory process-related requirements**

- A self-declaration is requested at proposal stage (for all categories of participants)
- Included in the legal entity validation process (based on a self-declaration questionnaire)

* Private-for-profit entities (incl. SMEs), NGOs, CSOs, as well any types of organisations from non-associated third countries, are exempted for the criterion. [See legal categories definitions in the Funding & Tenders Portal](#)



GEP Questionnaire in the Participant Register in the Funding & Tenders portal

Organisation Data **Legal Information** 1 Authorised users / LEAR Bank Accounts Financial capacity Messages Documents SME

Legal entity status ☐ a natural person ☒ a legal person

Legal form * 11

VAT number * 319

Legal register 43

Registration number

Registration date

Legal entity type ☒ private entity ☐ public body

Legal entity qualification ☐ non-profit ☒ for profit

Is it a civil society organisation ☐ Yes ☒ No

International organisation ☐ Yes ☒ No

International Organisation of European Interest for H2020 (IOEI H2020) ☐ Yes ☒ No

International Organisation of European Interest for Digital Europe (IOEI Digital Europe) ☐ Yes ☒ No

International European Research Organisation for Horizon Europe (IERO Horizon Europe) ☐ Yes ☒ No

Research organisation ☐ Yes ☒ No

Secondary/Higher education establishment ☐ Yes ☒ No

Gender equality plan ☐ Yes ☐ No 2 [Change GEP](#)

Filled by the
Legal Entity
Appointed
Representative
(LEAR)

Mandatory GEP process requirements



Public document

- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution



Dedicated resources

- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality



Data collection and monitoring

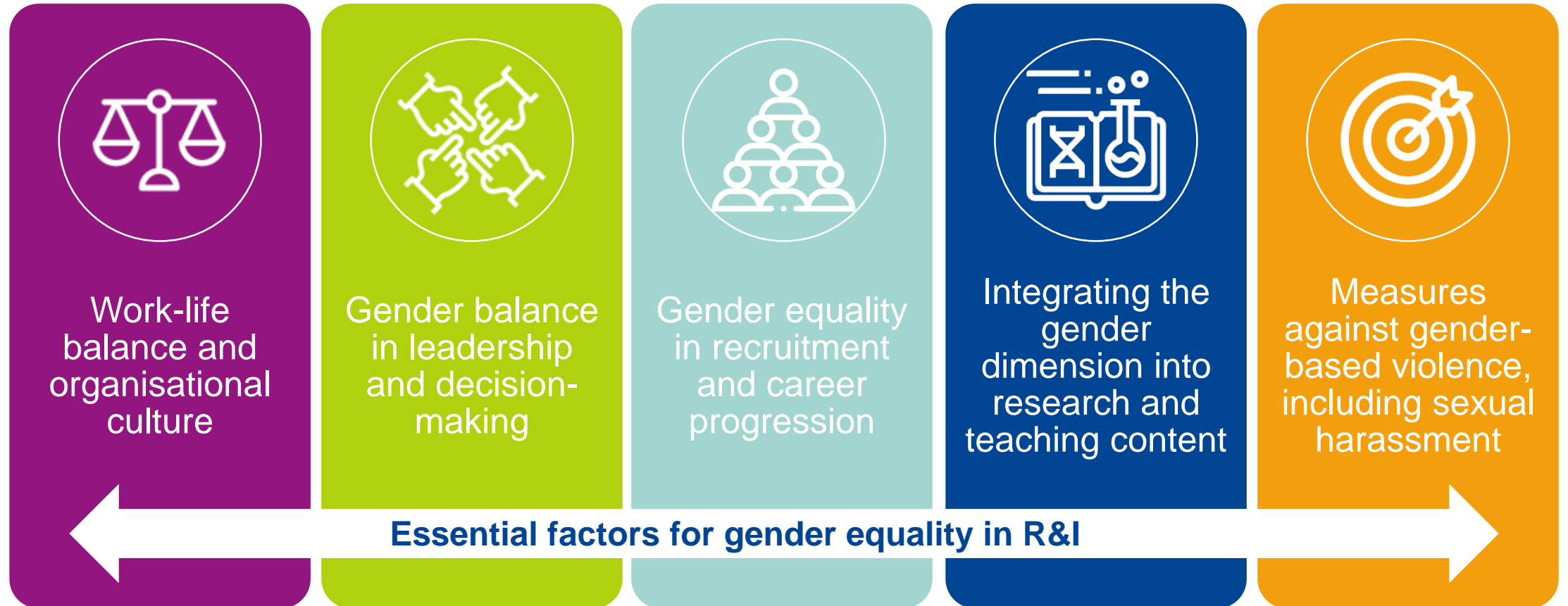
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



Training and capacity building

- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics

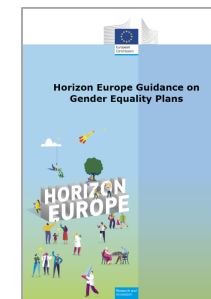
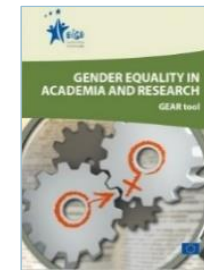
Recommended GEP content areas





Supporting GEP practice and knowledge

- The 'Gender Equality in Academia and Research Tool' ([GEAR tool](#)) is being updated
- **Pilot EU 'knowledge & support facility on institutional change through GEPs'**
 1. Detailed [Horizon Europe Guidance on GEPs](#) published on 28/09/2021
 2. Online trainings to countries with higher amount of organisations without GEPs. Trainings already delivered to BG, EL, HU, HR, IT, BA. Upcoming trainings: **RO (25 March), PL (28 April), Baltic Countries (25 May), CY (3 June)**
 3. Online mutual learning workshops, building on [European Universities Alliances](#). Four MLW already organised in Nov-Dec 2021. More in 2022. Upcoming one: 28 March (Arqus, EUTOPIA, Ulysses)
 4. Network of national GEP contact points across MS and AC: [work in progress](#)
- Activities by **Horizon 2020 SwafS-funded gender projects**



CZ participation in Horizon 2020 – SwafS

Project	Topic Description	Participant Legal Name
LIBRA (GEP)	Support to research organisations to implement gender equality plans	MASARYKOVA UNIVERZITA
GEECCO (GEP)	Support to research organisations to implement gender equality plans	TECHNOLOGICKA AGENTURA CESKE REPUBLIKY
GENDERACTION	Networking of National representatives and resources centres on Gender in R&I	INSTITUTE OF SOCIOLOGY OF THE ACADEMY OF SCIENCES OF THE CZECH REPUBLIC PUBLIC RESEARCH INSTITUTION
GENDER NET Plus	ERA-NET Cofund – Promoting Gender equality in H2020 and the ERA	TECHNOLOGICKA AGENTURA CESKE REPUBLIKY
Gender-SMART	Supporting research organisations to implement gender equality plans	INSTITUTE OF SOCIOLOGY OF THE ACADEMY OF SCIENCES OF THE CZECH REPUBLIC PUBLIC RESEARCH INSTITUTION
GE Academy	Gender Equality Academy and dissemination of gender knowledge across Europe	INSTITUTE OF SOCIOLOGY OF THE ACADEMY OF SCIENCES OF THE CZECH REPUBLIC PUBLIC RESEARCH INSTITUTION
CASPER	Scenarios for an award/certification system for gender equality in research organisations and universities in Europe	INSTITUTE OF SOCIOLOGY OF THE ACADEMY OF SCIENCES OF THE CZECH REPUBLIC PUBLIC RESEARCH INSTITUTION
UniSAFE	Gender-based violence including sexual harassment in research organisations and universities	INSTITUTE OF SOCIOLOGY OF THE ACADEMY OF SCIENCES OF THE CZECH REPUBLIC PUBLIC RESEARCH INSTITUTION

LT participation in Horizon 2020 – SwafS

Project	Topic Description	Participant Legal Name
Baltic Gender (GEP)	Support to research organisations to implement gender equality plans	KLAIPEDOS UNIVERSITETAS
EQUAL-IST (GEP)	Support to research organisations to implement gender equality plans	KAUNO TECHNOLOGIJOS UNIVERSITETAS
SPEAR	Support to research organisations to implement gender equality plans	<ul style="list-style-type: none">• VILNIAUS UNIVERSITETAS• VYTAUTO DIDZIOJO UNIVERSITETAS
UniSAFE	Gender-based violence including sexual harassment in research organisations and universities	LIETUVOS SOCIALINIŲ TYRIMŲ CENTRAS

PL participation in Horizon 2020 – SwafS

Project	Topic Description	Participant Legal Name
Hypatia	Innovative approach to communication encouraging girls to study science	CENTRUM NAUKI EXPERYMENT W GDYNI
GENERA (GEP)	Support to research organisations to implement gender equality plans	UNIwersytet Jagielloński
GEECCO (GEP)	Support to research organisations to implement gender equality plans	POLITECHNIKA KRAKOWSKA
ACT	European Community of Practice to support institutional change	UNIwersytet Jagielloński
UniSAFE	Gender-based violence including sexual harassment in research organisations and universities	UNIwersytet Jagielloński
ATHENA (GEP)	Supporting research organisations to implement gender equality plans	UNIwersytet Jana Kochanowskiego w Kielcach
MINDtheGEPs (GEP)	Supporting research organisations to implement gender equality plans	<ul style="list-style-type: none"> UNIwersytet Gdański UNIwersytet Jagielloński
RESET (GEP)	Supporting research organisations to implement gender equality plans	UNIwersytet Łódzki

SK participation in Horizon 2020 – SwafS

Project	Topic Description	Participant Legal Name
GENDERACTION	Networking of National representatives and resources centres on Gender in R&I	UNIVERZITA MATEJA BELA V BANSKEJ BYSTRICI
CHANGE (GEP)	Support to research organisations to implement gender equality plans	ZILINSKA UNIVERZITA V ZILINE
EQUAL4EUROPE (GEP)	Support to research organisations to implement gender equality plans	UNIVERZITA KOMENSKEHO V BRATISLAVE
CALIPER (GEP)	Support to research organisations to implement gender equality plans	SLOVENSKA TECHNICKA UNIVERZITA V BRATISLAVE
ATHENA (GEP)	Supporting research organisations to implement gender equality plans	USTAV VYSKUMU SOCIALNEJ KOMUNIKACIE SLOVENSKEJ AKADEMIE VIED



Undergoing RTD-led actions funded through H2020-SwafS & Horizon Europe-WIDERA

- **Pilot study on inclusive/intersectional gender equality policies in R&I**

Specific contract under existing Framework Contract – Kick-off meeting on 23/09/2021, final report to be delivered in April 2022

- **Study on the impact of the COVID-19 pandemic and the containment measures put in place at institutional, national and EU level on gender equality in R&I**

[Expert Group](#) – call for applications closed on 02/12/2021, Kick-off meeting on 09/03/2022

- **Evaluation study on the impact that EU and national policies and programmes supporting or imposing GEPs have had on gender equality in R&I across the ERA**

Specific contract under existing Framework Contract – Kick-off meeting 19/01/2022



Horizon Europe WIDERA 2021-2022 WP

Year	Topic/Action	Type	Budget
2021	HORIZON-WIDERA-2021-ERA-01-80: Centre of excellence on inclusive gender equality in Research & Innovation	RIA	EUR 5M
2021	HORIZON-WIDERA-2021-ERA-01-81: Policy coordination to advance the implementation of the ERA gender equality and inclusiveness objectives within MS	CSA	EUR 3M
2022	HORIZON-WIDERA-2022-ERA-01-80: Living Lab for gender-responsive innovation	RIA	EUR 3M
2022	HORIZON-WIDERA-2022-ERA-01-81: Support to the implementation of inclusive gender equality plans	CSA	EUR 3M
2022	EU Gender Equality Competence Facility	GIB	EUR 1M
2022	EU Award for (Academic) Gender Equality Champions	Prize	EUR 0.4M

Topic descriptions on the F&T Portal [here](#) and full WP [here](#)

2022 call closes on 20 April 2022

2023-2024 Work Programme topics under development

Gender Equality in R&I policy webpage: updates

Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

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Gender Equality Plans as an eligibility criterion in Horizon Europe

Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

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Networks

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Latest

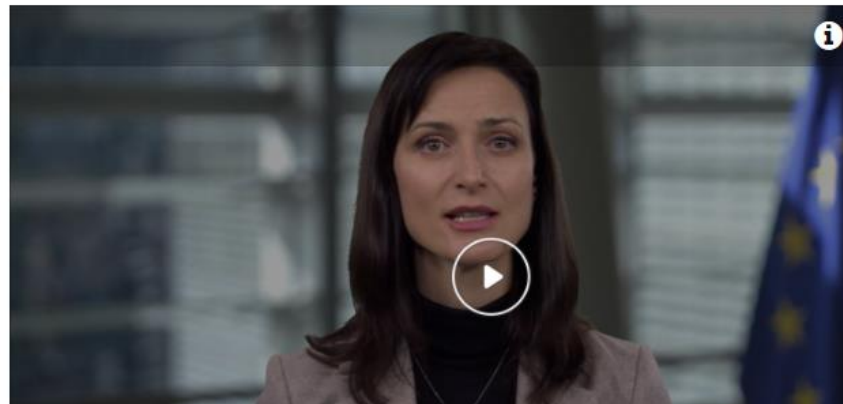
Related links

The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which apply widely across the labour market including the research sector.



SCAN ME!



https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en



Thank you!

For questions and further information on gender equality provisions, please contact:
RTD-GENDERINRESEARCH@ec.europa.eu

#HorizonEU

<http://ec.europa.eu/horizon-europe>



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