

Gender – Calls for 2020



**Science with and for Society
NCP Info Day
25 November 2019**

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DG Research and Innovation



European Research Area

An open space
for knowledge and growth

Priority (4): Gender equality and gender mainstreaming in research

3 objectives

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

3 levels

1. Member States and Associated Countries
2. Stakeholders
 - Research Performing Organisations – RPOs incl. universities
 - Research Funding Organisations – RFOs
3. European Commission



Institutional change

Gender in Science with and for Society 2020

Topic	Type of Action	M€ min/max	M€ Budget (indicative)
SwafS-09-2020: Supporting research organisations to implement gender equality plans	CSA	3	9
SwafS-25-2020: Gender-based violence (GBV) including sexual harassment in research organisations and universities	RIA	3	3
SwafS-26-2020: Innovators of the future: bridging the gender gap	CSA	1.5	1.5

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SwafS-09-2020: Supporting research organisations to implement Gender Equality Plans (GEPs)

➤ **Challenge:**

- **Gender Equality:** key priority in Member States and Associated Countries within ERA
 - Focus on implementing Gender Equality Plans (GEPs) in RPOs/RFOs
 - Council Conclusions of 1 December 2015 → need for institutional change addressing the 3 ERA objectives for gender equality:
 1. Removing barriers to recruitment, retention and career progression of female researchers
 2. Addressing gender imbalance in decision making processes
 3. Integrating the gender dimension in R&I content
- The **GEAR Tool** provides step-by-step guidance for implementing GEPs

SwafS-09-2020: Supporting research organisations to implement Gender Equality Plans (GEPs), to address:

- Assessment/audit of procedures and practices with relevant data to identify gender bias at organisation level
- Effective actions to be developed over time, according to the identified bias
- Explain previous steps already taken in the institution
- Targets and progress monitoring via indicators at organisation level
- Explain the planned GEPs in the context of national provisions and national action plans
 - *Explain how the proposals strengthen and/or complement national frameworks*
- Provide proof of long-term commitment in the GEPs implementation (from the highest management level)
- Describe the role of middle management and relevant departments
- Include a methodology for impartially evaluating the progress made

SwafS-09-2020: Supporting research organisations to implement Gender Equality Plans (GEPs), to address:

- **Sustainability** of the structural change process after the project has finished
 - *Impact on national level*
 - *Participation of national authorities is recommended (project advisory structures)*
- Partners must be at a starting/initial stage in the setting-up and implementation of GEPs
- Explain the role and contribution of partners not implementing GEPs
- Participation of professional associations is recommended as well as *other actors* (e.g. scientific publishers)
- Inclusion of GEP-implementing organisations from countries for which the implementation of *ERA Priority 4* (gender equality and gender mainstreaming in research) is at a slow place (based on ERA Progress Report 2018)
- It is recommended that most of the funding goes to setting-up and implementing GEPs

SwafS-09-2020: Supporting research organisations to implement Gender Equality Plans (GEPs)

➤ **Expected impact:**

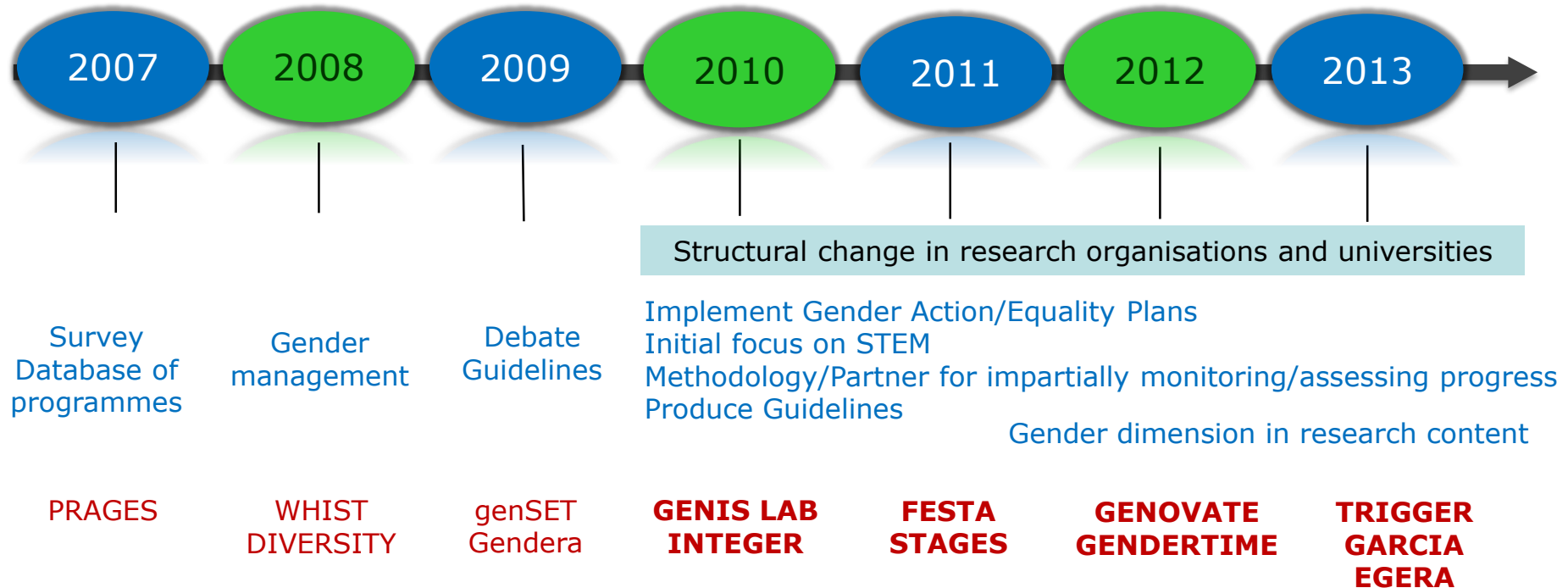
1. Increase in the participation of women in R&I, improvement of their career prospects
2. Improvement of gender balance in decision-making bodies in research organisations
3. Inclusion, where relevant, of the gender dimension in research content and increase in the quality and societal relevance of produced knowledge, technologies and innovations

➤ **Budget/project:** 2.5-3 mil. €

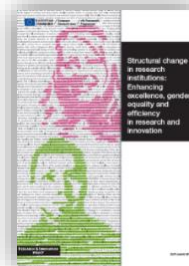
(core of budget needs to go to the implementation of GEPs)

➤ **Duration:** at least 48 months

Gender Equality Plans funded under FP7-SiS

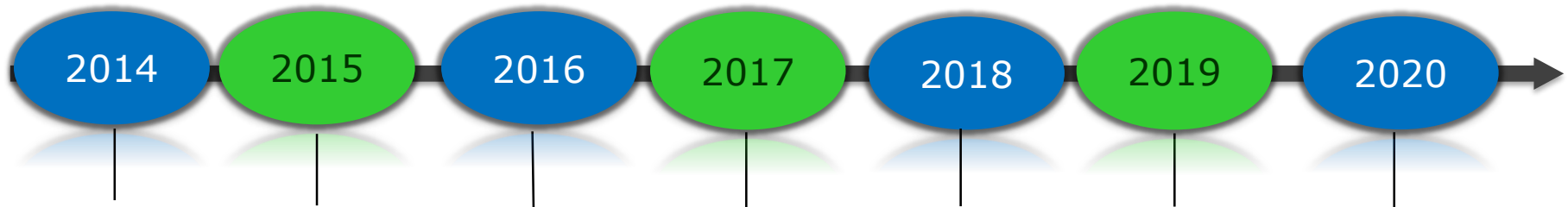


For more information on the projects,
click [here](#)



GenPORT





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 recommended

Support from the highest
management level

Explain role of middle
management

Make use of the GEAR Tool
(I2016)

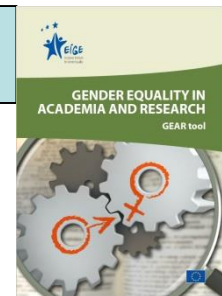
**GENERA
LIBRA
PLOTINA**

**SAGE
EQUAL-IST
Baltic Gender**

**TARGET
GEECCO**

**CHANGE
SUPERA
R-I PEERS**

**GEARING-ROLES
SPEAR
Gender-SMART**



GEDII

EFFORTI

**GENDER
ACTION**



GE ACADEMY

GRANTeD



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

REA-RTD GEP
Cluster event
(Feb 2018)

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SwafS-25-2020: Gender-based violence including sexual harassment in research organisations and universities

➤ **Challenge:**

- GBV is a cause and a consequence of gender inequalities and has detrimental effects on wellbeing & scientific careers

➤ **Scope :**

- Collect data on forms of GBV in EU higher education systems & research organisations (staff & students) in min. 15 Member States
- Identify the role of universities and research organisations, including research funding organisations, in preventing GBV, protecting victims, and prosecuting the perpetrators
- Develop case studies of implemented measures at organisation-level
- Formulate concrete recommendations and develop prevention plans, hands-on tool-kits, training material and dissemination material
- Disseminate its outcomes and materials (also on GEAR website)

SwafS-25-2020: Gender-based violence including sexual harassment in research organisations and universities

➤ **Expected impact:**

- Better understanding of GBV in European universities and research organisations
- Effective policies and measures implemented at universities and research organisations
- Increased capacity of staff and students to address GBV
- Reduction of GBV in academic environments and research workplaces in Europe

➤ **Budget:** 3 mil. €

➤ **Duration:** 36 months

Gender in Science with and for Society 2020

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SwafS-26-2020: Innovators of the future: bridging the gender gap	CSA	1.5	1.5

SwafS-26-2020: Innovators of the future: bridging the gender gap

➤ **Challenges:**

- Making full use of female creativity and innovation potential
- Breaking gender stereotypes and creating a smart, sustainable and inclusive economic system

➤ **Scope:**

- Develop entrepreneurial competences, inspire the next generation of innovators (hands-on activities, seminars, gender-inclusive innovative tools etc.)
- Build on the work of other EU initiatives / funded projects (i.e. Scientix, Hypatia, and EUCYS – European Union Contest for Young Scientists, EU prize for Women Innovators).
- Develop sustainable collaborative networks, at least 16 EU/associated countries involved

SwafS-26-2020: Innovators of the future: bridging the gender gap

- **Expected impact:**
 - Encourage sustainable collaboration among schools, science and technology museums, foundations, start-ups, etc., while bridging the gender gap in innovation
 - Increasing the number of female innovators in EU
 - Contributing to wider EU objectives by better matching skills to jobs
- **Budget:** 1.5 mil. €

To remember when writing a proposal

- Include partner(s) with **gender expertise**
- Use **checklists** from the Gendered Innovations project
- The **gender dimension** should be an integral part of your research ("Where relevant, describe how sex and/or gender analysis is taken into account in the project's content", work package(s))
- **Training** on gender equality is an eligible cost
- Leaving out the gender dimension is a lost opportunity for innovation and weakens excellence
- Gender balance in research teams is a **ranking factor**



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

RTD-GENDERINRESEARCH@EC.EUROPA.EU

Additional Resources

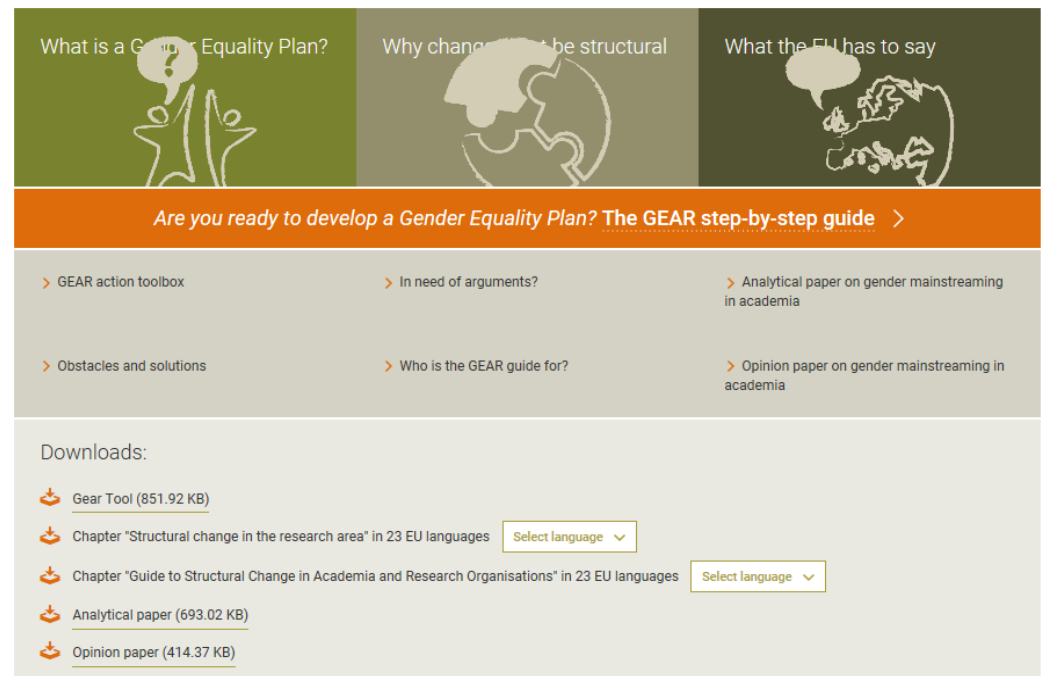
The GEAR Tool

Gender Equality in Academia and Research -
GEAR tool



- ✓ Co-produced by **EIGE** and **DG RTD**
- ✓ Step-by-step guidance for implementing GEPs in RPOs
- ✓ Action toolbox: 10 key themes to consider in a GEP
- ✓ Concrete examples of good practices, building on GEP projects funded under FP7 and H2020

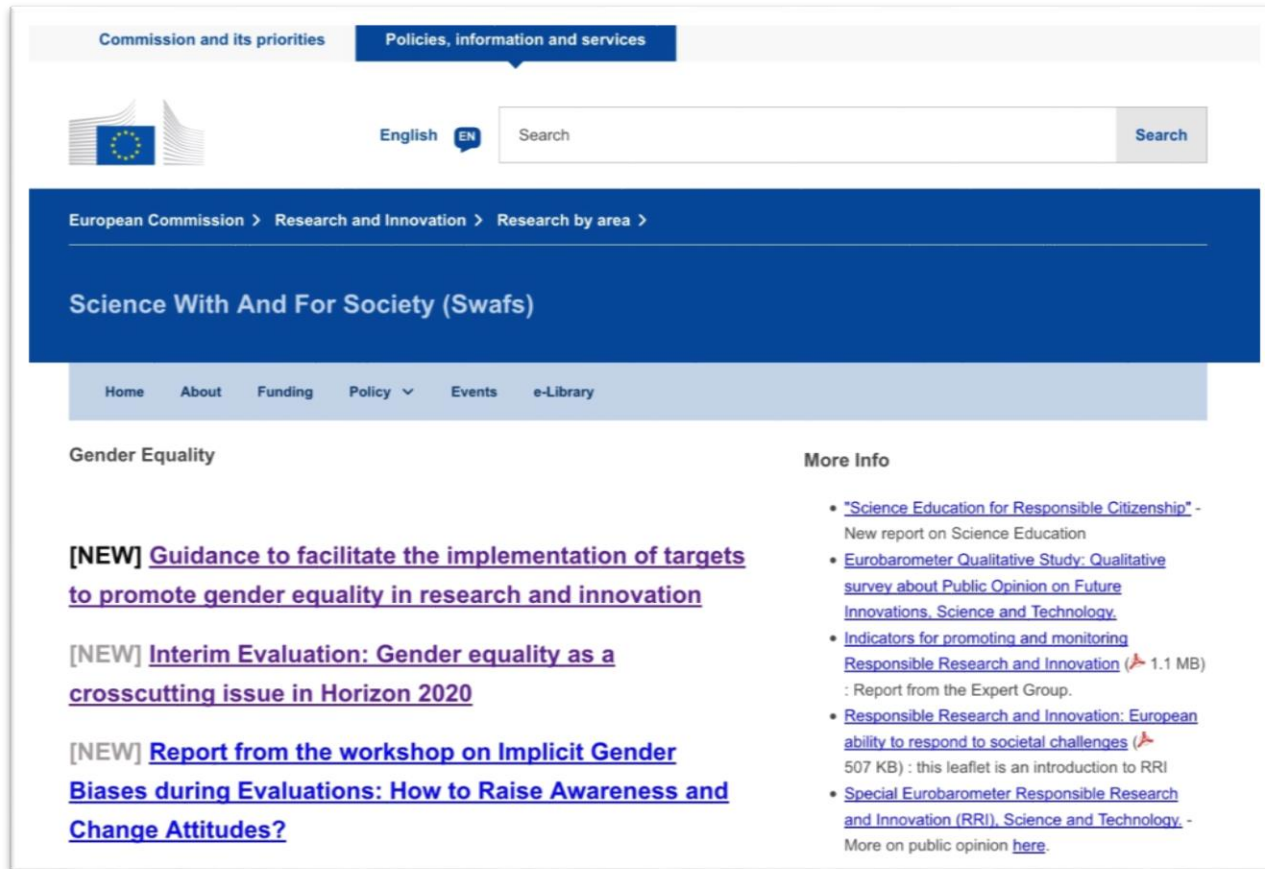
Making a Gender Equality Plan



The screenshot shows the GEAR tool website. At the top, there are three panels: 'What is a Gender Equality Plan?' with a question mark icon, 'Why change should be structural' with a puzzle piece icon, and 'What the EU has to say' with a map icon. Below these is an orange banner that reads 'Are you ready to develop a Gender Equality Plan? The GEAR step-by-step guide >'. Under the banner is a grid of links: 'GEAR action toolbox', 'In need of arguments?', 'Analytical paper on gender mainstreaming in academia', 'Obstacles and solutions', 'Who is the GEAR guide for?', and 'Opinion paper on gender mainstreaming in academia'. At the bottom, there is a 'Downloads:' section with links to 'Gear Tool (851.92 KB)', 'Chapter "Structural change in the research area" in 23 EU languages' (with a language selector), 'Chapter "Guide to Structural Change in Academia and Research Organisations" in 23 EU languages' (with a language selector), 'Analytical paper (693.02 KB)', and 'Opinion paper (414.37 KB)'.

<http://eige.europa.eu/gender-mainstreaming/toolkits/gear>

SwafS - Gender Equality policy page



The screenshot shows the European Commission's website for the Science With And For Society (SwafS) project, specifically the Gender Equality policy page. The page has a blue header with the European Commission logo and navigation tabs for 'Commission and its priorities' and 'Policies, information and services'. Below the header is a search bar and a language selector set to 'English'. The main content area is titled 'Science With And For Society (SwafS)' and includes a breadcrumb trail: 'European Commission > Research and Innovation > Research by area >'. A navigation bar below the title contains links for 'Home', 'About', 'Funding', 'Policy', 'Events', and 'e-Library'. The 'Gender Equality' section features three new publications: 'Guidance to facilitate the implementation of targets to promote gender equality in research and innovation', 'Interim Evaluation: Gender equality as a crosscutting issue in Horizon 2020', and 'Report from the workshop on Implicit Gender Biases during Evaluations: How to Raise Awareness and Change Attitudes?'. A 'More Info' section on the right lists additional resources, including a report on Science Education, a Eurobarometer study on public opinion on future innovations, indicators for promoting and monitoring Responsible Research and Innovation, a report from the Expert Group, a leaflet on societal challenges, and a special Eurobarometer on Responsible Research and Innovation (RRI).

Commission and its priorities Policies, information and services

English EN Search Search

European Commission > Research and Innovation > Research by area >

Science With And For Society (SwafS)

Home About Funding Policy Events e-Library

Gender Equality

[NEW] [Guidance to facilitate the implementation of targets to promote gender equality in research and innovation](#)

[NEW] [Interim Evaluation: Gender equality as a crosscutting issue in Horizon 2020](#)

[NEW] [Report from the workshop on Implicit Gender Biases during Evaluations: How to Raise Awareness and Change Attitudes?](#)

More Info

- ["Science Education for Responsible Citizenship"](#) - New report on Science Education
- [Eurobarometer Qualitative Study: Qualitative survey about Public Opinion on Future Innovations, Science and Technology](#)
- [Indicators for promoting and monitoring Responsible Research and Innovation](#) (1.1 MB) : Report from the Expert Group.
- [Responsible Research and Innovation: European ability to respond to societal challenges](#) (507 KB) : this leaflet is an introduction to RRI
- [Special Eurobarometer Responsible Research and Innovation \(RRI\), Science and Technology](#) - More on public opinion [here](#).

<http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender>