



Gender Equality Plans in EU research & Innovation

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Content

- 1. Gender equality in EU Research & Innovation policy*
- 2. The structural / institutional change topics*
- 3. The Gender Equality Plans projects*
- 4. next steps and resources*



I - Gender Equality in EU Research & Innovation Policy



Three objectives

- Equality in scientific careers
- Gender balance in decision-making bodies and positions
- Gender dimension in research & innovation content

Through institutional change as main instrument



Three levels and different instruments

- Member States and Associated Countries
 - **EU Roadmap 2015-2020**
 - **Council conclusions 1-12-2015** –Advance gender equality in the ERA (targets for professorship and in decision-making bodies)
 - **National Action Plans** – 2016

- Research organisations, including universities
 - **Gender Equality Plans**

- EU – European Commission
 - **ERA Progress Report 2016, 2018**
 - **Financial support** to setting up Gender Equality Plans
 - Gender equality as **cross-cutting issue in Horizon 2020**



Universities and Research organisations

Implementing institutional changes through **Gender Equality Plans** includes:

- Auditing procedures/practices to identify gender biases
- Implementing appropriate actions
- Setting targets and monitoring progress (indicators)

Commission Communication A Reinforced European Research Area
Partnership for Excellence and Growth 17-07-2012



II - The Structural / institutional change topics

European Research Area

An open space
for knowledge and growth



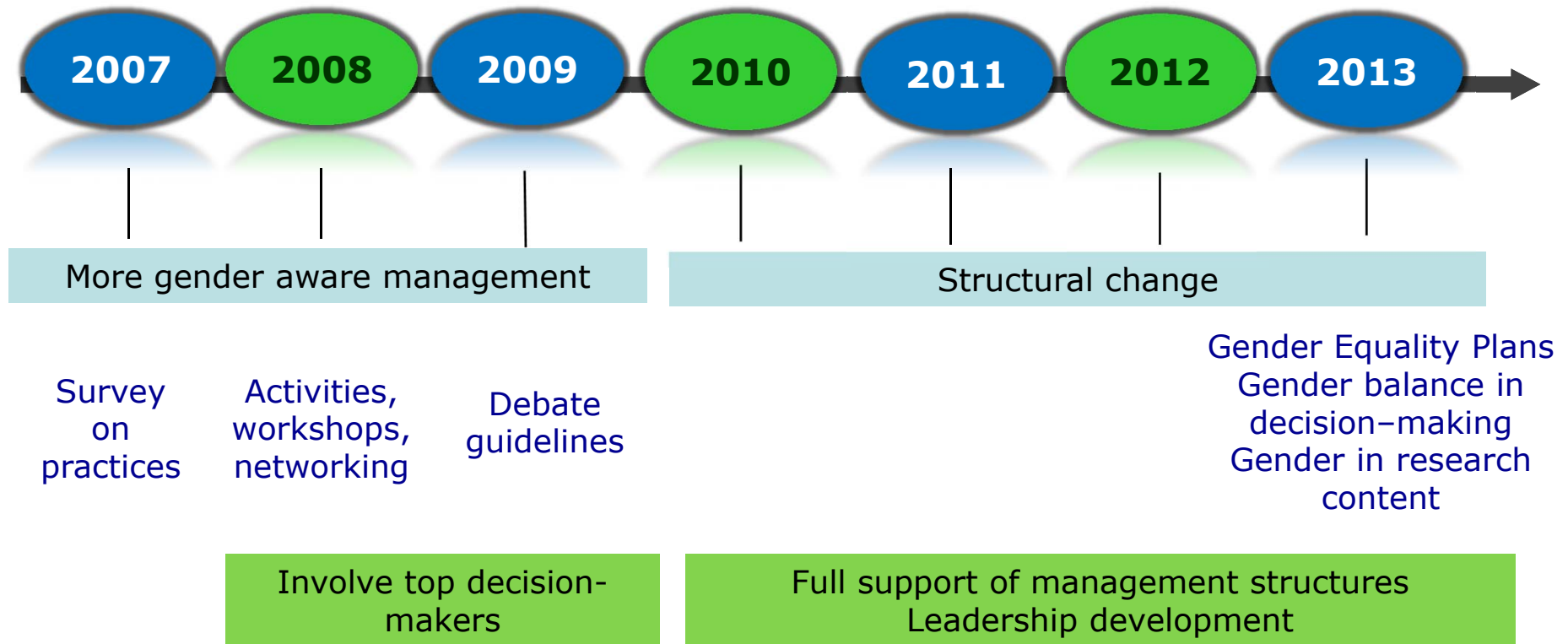
The structural change move in EU Framework Programmes

FP6 2002-2006
Gender action
plans in projects

H2020 2014-2020
ERA Roadmap
National Action Plans
Gender equality plans

FP7 2007-2013
Structural change
ERA Communication
2012
Gender equality plans
2013

Content of FP7 topics

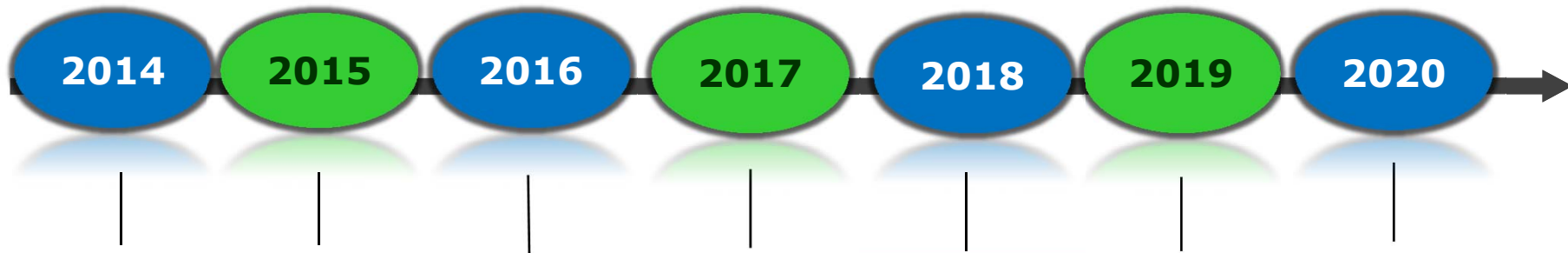




Common features in Horizon 2020

- ✓ *Universities and research organisations as partners in projects*
- ✓ *Changing practices to remove gender biases and discriminations **within** partners organisations*
- ✓ *Gender Action plans with a combination of actions adapted to each partner*

Content of Horizon 2020 topics



three objectives of gender equality as ERA priority through gender equality plans

Partners at a starting stage - professional associations recommended

Partner for impartially monitoring and assessing progress (indicators)

Support from the highest management level

Role of middle management

GEAR TOOL - RTD/EIGE

How topics evolved

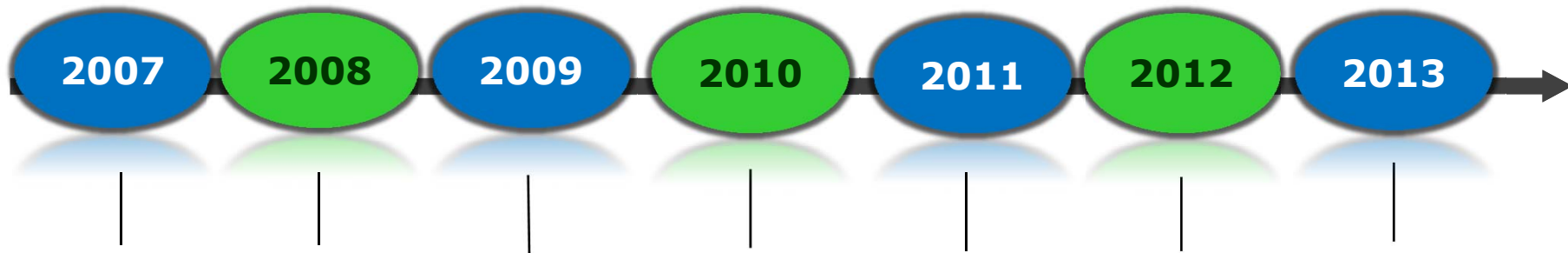
- *Move from conceptualisation and debate to actions within partner universities and research organisations*
- *Support to new comers (starting stage)*
- *Growing importance given to :*
 - *assessing current situations in the light of national context*
 - *monitoring of progress with targets and indicators*
 - *active role of middle management*
 - *sustainability – period of projects extended to 48 months*



III - The Structural / institutional change projects

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Structural change

PRAGES

WHIST
DIVERSTY

GenSET
GENDERA

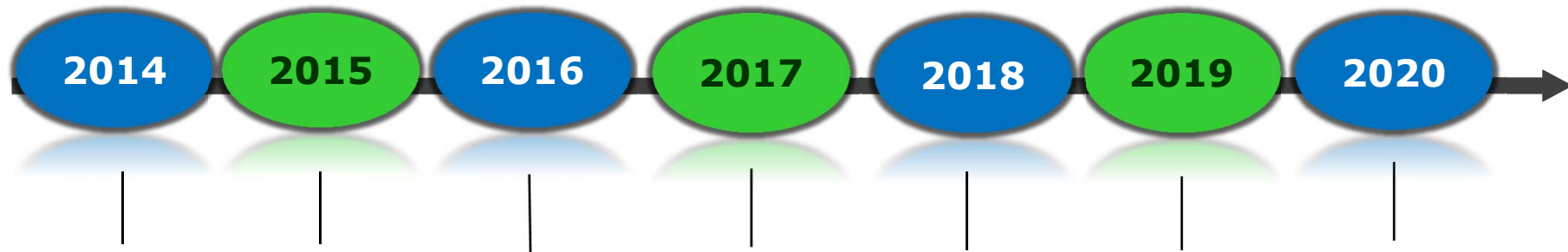
**GENISLAB
INTEGER**

**FESTA
STAGES**

**GENOVATE
GENDERTIM
E**

**TRIGGER
GARCIA
EGERA**

Horizon 2020



**GENERA
LIBRA
PLOTINA**

**SAGE
EQUAL-IST
Baltic
gender**

**TARGET
GEECO**

How gender equality plan projects evolved

- **Coverage of the objectives among the 17 FP7 and H2020 projects**
 - Careers – all
 - Gender balance in decision-making
 - Gender dimension in R&I content : more recent

- **Estimated average requested grant per GEP**
 - FP7 : 419 000 € H2020 : 305 000 €

- **Leadership role**
 - Leadership development
 - Leadership commitment
 - More ?



IV - next steps and resources

European Research Area

An open space
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Call for proposals Science with and for Society 2016-2017

Topic	Funding scheme	€ min/max	€ Budget
SWAFS.3.2017- Support to research organisations to implement gender equality plans	CSA	1.5/2.0	6.1
SWAFS.8.2017- European Community of practices to support institutional change	CSA	3.0	3.0

Making a Gender Equality Plan

For Research Organisations and Higher Education Institutions

What is a Gender
Equality?



What the EU has to say



Why change must be
structural



Are you ready to develop a Gender Equality Plan? **The step-by-step guide** →

Action toolbox

Obstacles and solutions

In need of arguments?

Who is this guide for?

Learn more:

- > [Relevant Insights](#)
- > [Examples of actions](#)
- > [Key resources](#)
- > [Legislative and policy backgrounds](#)
- > [EIGE's Tool for Institutional Transformation](#)
- > [More on EIGE's work on gender in research for policy-makers](#)
- > [Sitemap](#)



GenPORT

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of practitioners for sharing knowledge
and inspire collaboration.

www.genderportal.eu



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

For further information please contact:

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