GENDER ACTION

GENDER EQUALITY IN THE ERA COMMUNITY TO INNOVATE POLICY IMPLEMENTATION

GENDER IN HORIZON EUROPE

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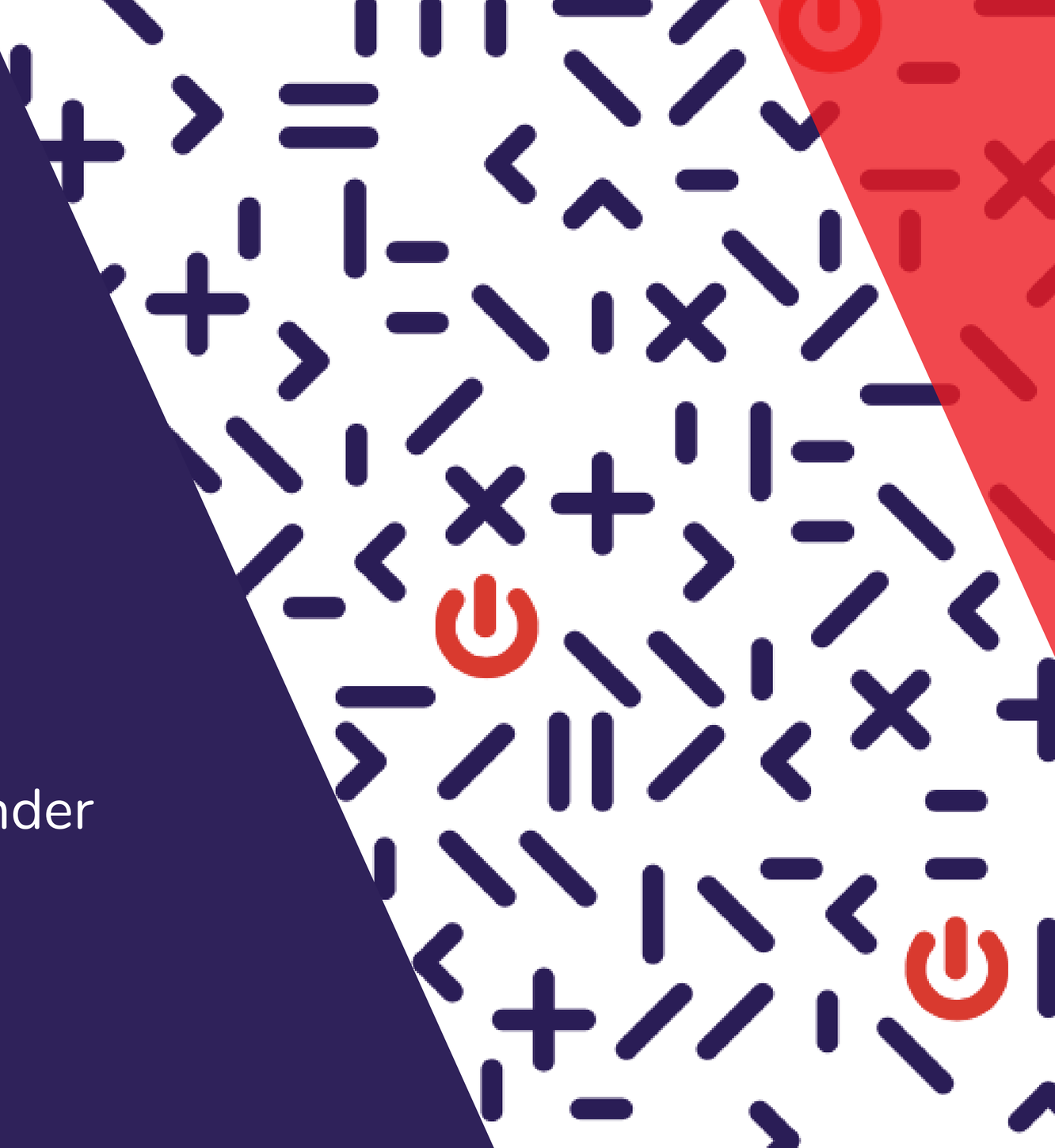
SOME PRACTICAL INFO

- You can type questions for the trainers using the chat function on the right side of the screen; the moderator will address the questions to the trainers at the end of the session (Q&A session)
  - The webinar is being **recorded** and will be made available afterwards at the GENDERACTION website http://genderaction.eu/
    - A short document with useful background reading and references to relevant sources will be sent to participants after the session
      - A feedback form will be sent to you. We kindly ask you to fill it in – the link to be made available after the end of the webinar
        - Participants are muted, to optimize audio quality

CONTENT

- GENDERACTION project
- Key concepts in gender equality
- Gender in Horizon Europe
- Gender Equality Plans
- Gender dimension of R&D
- Examples of inclusion of the gender dimension in projects
- Q&A



GENDERACTION Project

An innovative policy community:

- bringing together representatives appointed by national authorities in Member States and Associated Countries (HG/SWG GRI members)
  - set to advance gender equality in R&I and the implementation of the gender priority in the European Research Area at national, European and international levels until 2020 and beyond
    - foster policy coordination, best practice exchange and mutual learning among more and less experienced countries to develop knowledge and build capacities, competence and know-how

PROJECT ACTIVITIES

- Map and analyse Members States' **progress towards implementation of gender equality in R&I** through national ERA action plans and strategies
- Deliver **training events** to build consistent and professional capacity in gender equality in R&I among responsible national representatives and Horizon 2020 National Contact Points
- Provide **mutual learning opportunities (through a variety of training events and other mutual learning activities)** to maximize existing experience among policy makers and other relevant stakeholders
- Prepare **policy briefs** on advancing gender equality in ERA
- **Build new collaborations** to advance gender equality **in international cooperation in science, technology and innovation**

TARGET AUDIENCE

- **National level**
  National authorities (incl. research attachés, civil servants), **Horizon 2020/ Horizon Europe NCPs**, RFOs, RPOs
  - **European level**
    SWG GRI
    European Institutions (European Commission, European Parliament, Competitiveness Council)
    - **Global level**
      Bodies for international cooperation (UN, OECD, etc.)
      - **Research community**
        EIGE, The ERA Stakeholder Plaftorm, ERA-NET-GENDERNET, Projects of cultural and institutional change

IMPACT

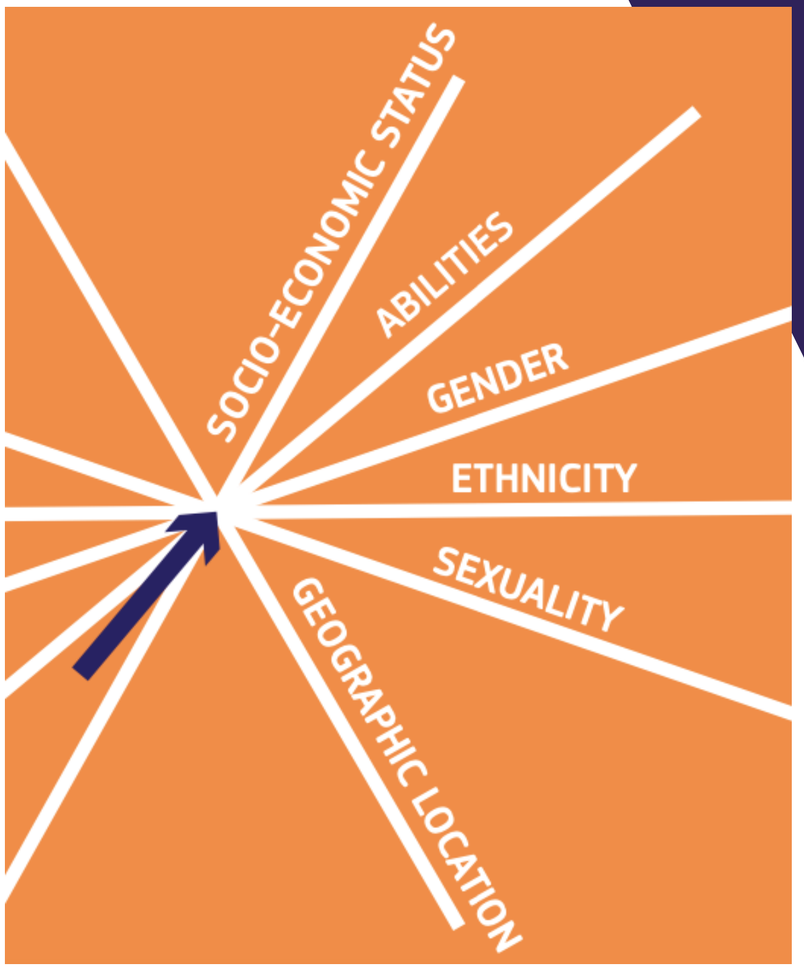
- Developing a methodology **to measure progress** in the implementation of priority 4 gender equality and gender mainstreaming
  - **Consistent and professional capacity** to implement ERA roadmap priority 4 among responsible national representatives
    - **Coordination of efforts** of Member States in priority 4
      - **Enhanced expertise** in gender equality and gender mainstreaming among key stakeholders (including NCPs and RFOs most notably), with a particular focus on the relatively inactive countries
        - **Consistency** between national gender equality strategies in research and innovation and Horizon 2020
          - **Shift in the imbalance between the proactive and relatively inactive countries** in Europe

Basic Concepts

GENDER EQUALITY IN THE ERA COMMUNITY
TO INNOVATE POLICY IMPLEMENTATION

KEY CONCEPTS IN GENDER EQUALITY

- SEX
  - GENDER
    - INTERSECTIONALITY



Gender in Horizon Europe

NOVELTIES OF HORIZON EUROPE (in comparison with Horizon 2020)

- intersectionality (broader understanding of discrimination)
- integration of **GENDER DIMENSION** into R&D: a requirement **BY DEFAULT** across the whole programme **(award criterion)**
- public bodies: **GENDER EQUALITY PLAN** (GEP) by 2022 - **eligibility criterion**
- specific funding for inclusive GEPs, gender studies and intersectional research
- European Innovation Council (EIC) - target of 40% women-led companies invited to **pitch their projects**, a target of 50% women among members of advisory structures, a prize for women innovators and a dedicated initiative to support women-led start-ups
- **GENDER BALANCE IN RESEARCH TEAMS (ranking criterion)**, evaluation panels, boards and expert groups

4 levels on which gender comes into play under HE:

- **eligibility criterion (GEP)**
  - **gender dimension by default (award criterion)**
    - **gender balance of research teams (ranking criterion)**
      - "Beneficiaries must also take all measures **to promote equal opportunities between men and women** in implementing the action and, where applicable, **in line with their gender equality plan.** They must aim to achieve, to the extent possible, a **gender balance at all levels of personnel** assigned to the action (crosscutting priority, general annexes)"

Basically...

Updates on eligibility criterion

- **transition period:** calls for proposals with deadline in 2021 (no retroactivity) - applicable for 2021 calls BUT with deadline in 2022
- **self-declaration of institutions** that GEP is implemented and it meets the minimal requirements ("building blocks") at proposal stage
- if selected for funding following evaluations, there is a **period until Grant Agreement signature to confirm a GEP is in place**
- random checks from European Comission
- if all the minimum requirements are met and the recommended areas are covered, **another strategic document can be considered as a GEP**
  - only applicable for public bodies, research organisations or higher education institutions (not for private ones, NGOs etc.)
  - **GEP does not have to be in English** (BUT if you have international pool of employees or/and students, it is recommended)

Gender equality plan (GEP)

GENDER EQUALITY PLAN (GEP)

= a holistic plan tailored by and for an institution, containing:

- Objectives
- Measures/activities
- Indicators (impact)
- Targets groups
- Timeline
- Division of responsibilities
- Budget

Unique: type of institution, size, social, legal and historical context, new/renewed document, intersectionality

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Minimum process-related requirements (building blocks)

- **Publication**: formal document published on the institution's website and signed by the top management
- **Dedicated resources**: commitment of resources and expertise in gender equality to implement the plan
- **Data collection and monitoring**: sex/gender disaggregated data on personnel and students,annual reporting based on indicators
- **Trainings**: awareness raising/training on gender equality and unconscious gender biases for staff and decision-makers

THEMATIC AREAS OF WORK

- WORK-LIFE BALANCE & ORGANISATIONAL CULTURE
- GENDER BALANCE IN LEADERSHIP & DECISION-MAKING
- GENDER EQUALITY IN RECRUITMENT & CAREER PROGRESSION
- INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH & TEACHING CONTENT
- MEASURES AGAINST GENDER-BASED VIOLENCE INCLUDING SEXUAL HARASSMENT

ANALYSIS (AUDIT)
DESIGN & PLANNING
IMPLEME-NTATION
EVALUATION & MONITORING
Cycle

Communication

- crucial part of substantial and successful plan
- consider how you will present the topic/activities/project at your institution
- include as many people from different positions as possible
- participatory or co-creational approach

TIPS

- clear visual style & custom bookmark on the organization's website
- continuously analyse which strategies were effective and had an impact, what obstacles you encountered and what will need to be changed considering the communication style

EXAMPLES OF THE PLAN

- SUPERA PROJECT
- GEARING ROLES
- **Examples provided and collected by EIGE** in GEAR TOOL
- EQUAL-IST

Challenge 1: Low share of young women among Information Systems Bachelor students.	**Objective 1:** Increase the share of young women among Information Systems Bachelor students.	Action 1 Action 2 Action 3 Action 4 Action 5	Institutional communication
Challenge 2: Lack of awareness about the topic of gender equality and interest in it.	**Objective 2**: Raise awareness about the topic of gender equality and interest in it.	Action 6 Action 7	Institutional communication
Challenge 3: Lack of seeing value in gender-sensitive language.	**Objective 3:** Raise awareness about the value of gender-sensitive language.	Action 6 Action 7	Institutional communication
Challenge 4: Negative attitude (of both men and women) towards existing actions promoting women.	**Objective 4:** Raise awareness about the goals and content of existing actions promoting women.	Action 7	HR and management practices
	Objective 5: Critically analyse existing actions promoting women and propose suggestions for their improvement.	Action 8	
Challenge 5: Perceived exclusion of international students.	**Objective 6:** Enhance inclusion of international students.	Action 9	Teaching and services for (potential) students
Challenge 6: Difficulties in balancing work and family life.	**Objective 7:** Improve work-family balance of academic staff members.	Action 10 Action 11	HR and management practices
Challenge 7: Vertical gender	**Objective 8:** Improve gender balance at higher	Action 12	HR and management

Work-life balance & organizational culture

For parents and people with caring responsibilities:

University of Warwick, UK

- fund to support staff who care for children or others to attend conferences

Universität Konstanz (University of Konstanz), Germany

- child care services
- kindergartens & playroom (short-term babysitting)
- babysitting for staff and students partially funded by university
- babysitting at events organised by the university

University of Southern Denmark

- on parental leave - continuous academic updates
- returning from parental leave - offered a teaching-free period

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Gender balance in decision making & leadership

- one of the priorities of European Commission for European Research Area
  - specific trainings for women (who are under represented) to support leadership skills mentoring, coaching
    - specific funding for women allowing them to be freed from teaching and to focus intensively on research and publication
      - setting targets or quotas for the proportion of women in leadership (or decision-making) positions

Organizational culture & symbolic order

- compulsory awareness raising and gender sensitivity trainings, removing stereotypes through capacity building, gender-sensitive communication
  - emphasis on gender-sensitive language and balance in visual representation
    - explicit support from the management of the institution for gender equality
      - creation of a position or unit with specific responsibility regarding gender equality problematics

Gender equality in recruitment & career progression

- open position advertising
- gender sensitive language describing the position (possibly even the formula 'women are welcome' when underrepresented)
- actively finding and reaching out to possible female candidates (or men if underrepresented)
- possible gender balance among candidates selected for interviews

Hungarian Academy of Sciences: the extension of age limits for the researchers who have children under the age of 10 if there is a limit applicable for grants or awards

Integration of the gender dimension into research & teaching content

- first to be educated in gender problematics - trainings and workshops
- integration of gender dimension into research content is mandatory for Horizon Europe projects

Vives University Network: Guidelines for mainstreaming gender in university teaching.

University of Santiago de Compostela (Spain): The prize for the best integration of the gender perspective into research and teaching

Measures against gender-based violence including sexual harassment

- comprehensively and explicitly explained
- official
- everybody needs to become familiar with the provisions and to become sensitive to potential forms of gender based violence

    - tailor-made compulsory trainings and workshops
    - official policy with a clear explanation of reporting

For inspiration visit:

- Guidelines of SciencePo (France)
- Oxford University (UK)
- University of Lund (SE)
- William & Mary University (USA)

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break

Gender dimension of R&D

Award Criteria: Integration of the gender dimension

Excellence criterion for RIAs/IAs

- Clarity and pertinence of the **project's objectives**, and the extent to which the proposed work is ambitious, and goes beyond the state-of-the-art.
- **Soundness of the proposed methodology**, including the underlying concepts, models, assumptions, inter-disciplinary approaches, **appropriate consideration of the gender dimension in research and innovation content**, and the quality of open science practices including sharing and management of research outputs and engagement of citizens, civil society and end users where appropriate.

Why do we need to integrate the gender dimension into R&I content?

- Every cell is sexed and every person is gendered
- Brings added value of research in terms of excellence, rigor, reproducibility, creativity and business opportunities
- Brings an in-depth understanding of all people's needs, behaviours and attitudes
- Goods and services better suited to the needs of all citizens
- Enhanced societal relevance of research and innovation

Integration of the gender dimension in R&I content

GENDER DIMENSION - addressing the gender dimension in research and innovation content entails taking into account sex and gender in the whole research & innovation process

- The integration of the gender dimension into R&I content is mandatory, unless it is explicitly mentioned in the topic description
  - Gendered innovations 2 - How inclusive analysis contributes to research and innovation: policy review
    - Gendered innovations Factsheet
      - European Commissioner for Innovation, Research, Culture, Education and Youth
        - Nature editorial

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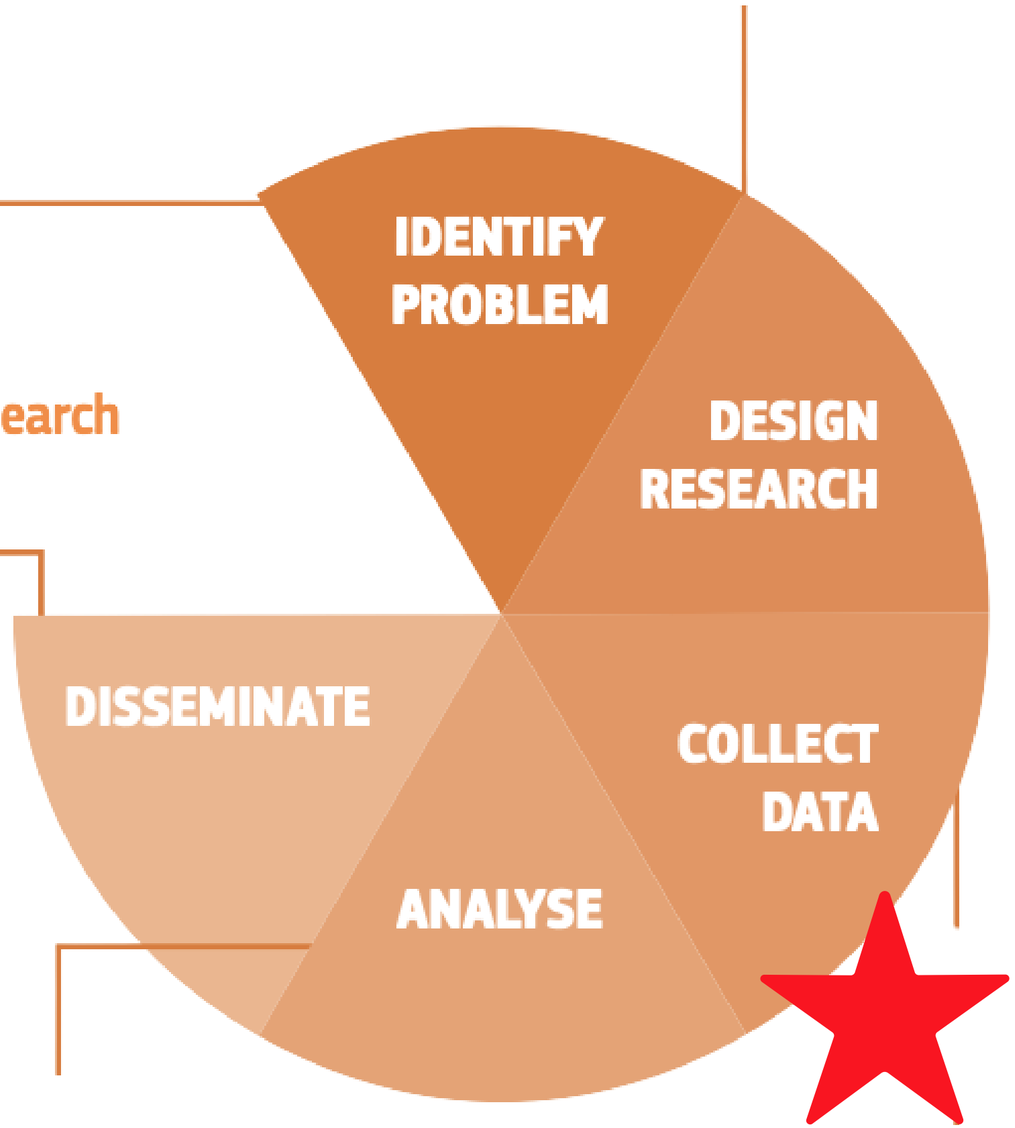
How to integrate systematically the gender dimension into R&I project?

ANALYSING GENDER / ANALYSING SEX

enhances all phases of research



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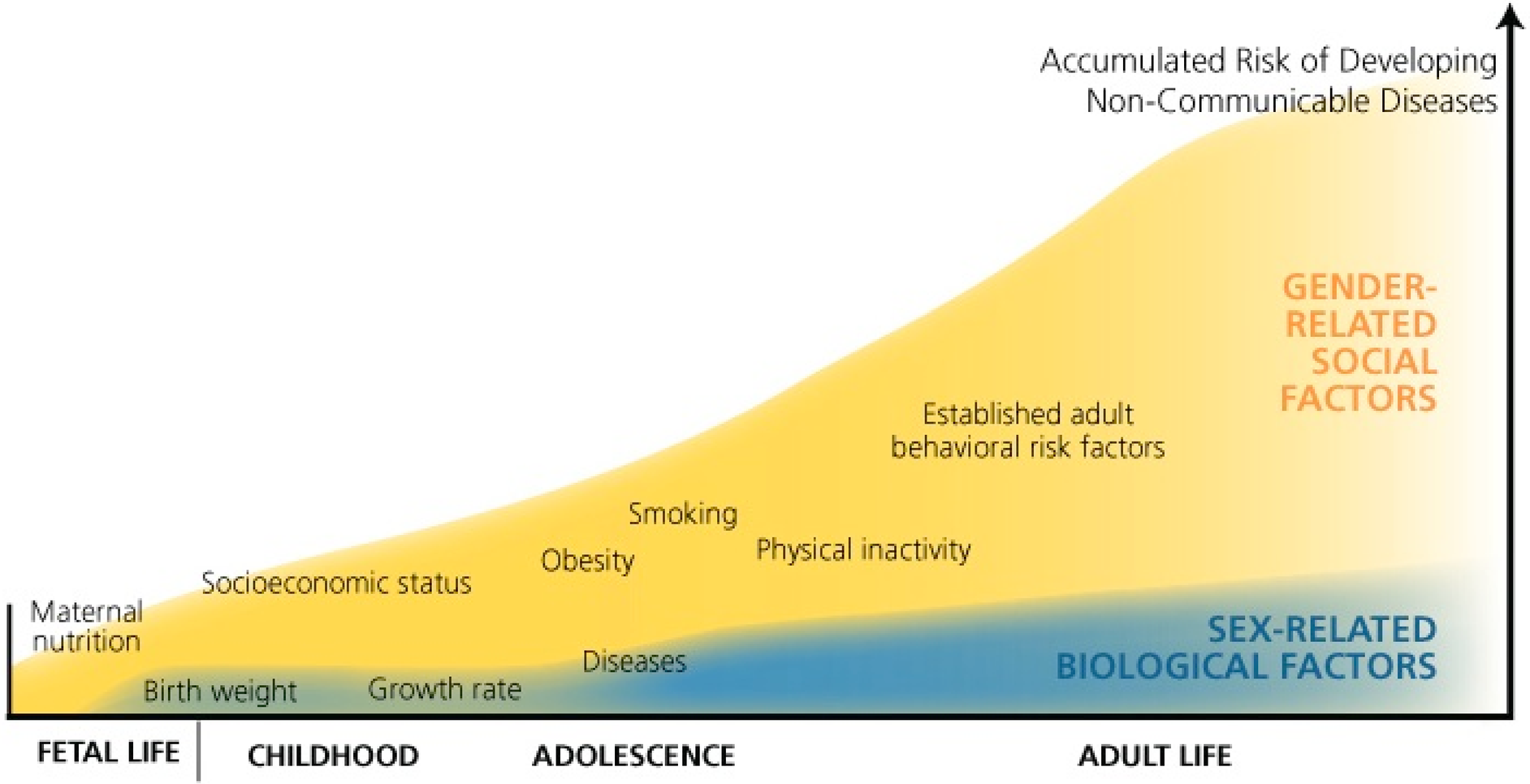
Example 4: How Sex, Gender, and other Factors Interact in Nutrigenomics

Cumulative Life Course Risk Factors for Non-Communicable Disease (NCD)
Highlighting the influence of sex and gender-related factors



Adapted from Darton-Hill et al., 2004

MOST COMMON MISTAKES & RISKS

- using gender stereotypes
- sex/gender taken as BINARY categories
- not considering other categories of possible influence- INTERSECTIONALITY
- assigning differences automatically to sex (taking sex for gender)
- overaccentuation of sex and/or gender differences without having proof of their role in the researched topic
- overlooking proofs of minimal or no differences (sex and/or gender)

ICT & Robotics

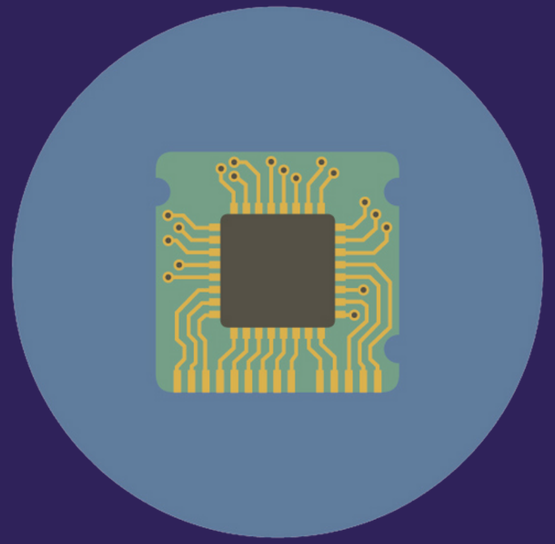
- Access to internet
- Ethical issues in AI
- Voice and face recognition
- Cyberviolence/bullying

Medical sciences

- Differences in symptoms
- Pain
- Clinical studies
- Medication
- Availability of products and services

Environmental sciences

- Climate change(s) and extreme droughts
- Natural disasters
- Resilience and attitudes to nature protection
- Societal norms and nature



Technology

- Safety of vehicles and machinery
- Usage of smart devices
- Virtual reality
- Low diversity in R&D teams

Transport & Urban planning

- Use of transport
- Safety of public spaces
- Accessibility in urban context
- Availability of services

Social sciences & Humanities

- Gender dimension ALWAYS relevant
- High importance of intersectional approach
- From archeology, over sociology of work, linguistics, to economics...

Agriculture

- Mechanical and technological innovations
- Land ownership
- Loss of biodiversity and traditional farming practices
- Roles of women and men in agriculture

- Gendered Innovations - publication
- Gendered Innovations - website
- Invisible Women (gender data gap) - book

1. Report genetic sex of cells
2. Compare male & female cells
3. Record age of donor
4. Document growth conditions & passage number of cells
5. Determine effects of sex hormones
1. Report age & sex
2. Include both sexes
3. Include pregnant animals
4. Analyse results separately
5. Independently assess effect of sex & age
6. Consider sex hormones across age span
7. Pay attention to animal caging
IN VITRO
ANIMALS
AGE, SEX & DRUG TRIALS IN WOMEN
HUMAN DRUG TRIALS Phase 1 & 2
1. Include 50% women
2. Include adults over 75
3. Collect hormone status data
4. Use sex-specific thresholds for biomarkers
5. Investigate pharmacogenomic mechanisms
6. Stratify sampres by age & sex
7. Disaggregate & report results by age & sex
HUMAN DRUG TRIALS Phase 3
POST-MARKETING
1. Promote data sharing
2. Disaggregate results by sex
3. Stratify by age
4. Analyse sex and age interactions
5. Consider dose adjustment
6. Reverse translate observations into basic science mechanisms
1. Calculate sample size to detect age or sex differences
2. Recruit and retain women & older adults
3. Include pregnant women & adults with dementia
4. Collect hormone status data
5. Consider adaptive clinical trial designs to determine age- & sex-based dosing
6. Disaggregate and report raw data by age and sex

RESOURCES

- GENDERED INNOVATIONS
- GENDER EQUALITY IN HORIZON EUROPE
- GENDERACTION: HORIZON EUROPE
- EIGE: GENDER EQUALITY PLAN
- ATHENA SWAN CHARTER
- LERU: IMPLICIT BIAS IN ACADEMIA
- GENDER EQUALITY TRAINING
- EUROPEAN INSTITUTE FOR GENDER EQUALITY
- GENDER EQUALITY IN ACADEMIA AND RESEARCH
- WHAT IS THE GENDER DIMENSION IN RESEARCH?

- EIGE GEAR TOOL
- RRI TOOLS – GENDER EQUALITY
- TOWARDS RAISING ORGANIZATIONAL AWARENESS
- ACHIEVING GENDER BALANCE AT THE TOP OF SCIENTIFIC RESEARCH
- PRACTICAL GUIDE TO IMPROVING GENDER EQUALITY IN RESEARCH ORGANISATIONS
- GENDER-NET – „PLANS AND INITIATIVES IN SELECTED RESEARCH INSTITUTIONS AIMING TO STIMULATE GENDER EQUALITY AND ENACT STRUCTURAL CHANGE“
- PROJECT GENOVATE
- FESTA – RESISTANCES

Q&A

Thank you

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