Gender Equality Horizon 2020

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Legal NCP meeting
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Gender equality

Horizon 2020 shall ensure the effective promotion of gender equality and the gender dimension in research and innovation content. Particular attention shall be paid to ensuring gender balance, subject to the situation in the field of research and innovation concerned, in evaluation panels and in bodies such as advisory groups and expert groups.

The gender dimension shall be adequately integrated in research and innovation content in strategies, programmes and projects and followed through at all stages of the research cycle.
H2020 Work Programme 2016-2017

Gender as a cross-cutting issues is also described in the General Introduction of the H2020 Work Programme:

1.4 Cross-cutting and other key features

(...) All applicants are invited to explore whether and how the gender dimension in research content is relevant to their research, including where appropriate specific studies and training.

In addition, gender equality is promoted in all parts of Horizon 2020 including gender balance at all levels of personnel involved in projects. Gender equality issues linked to careers are also reinforced in the Excellent Science parts of the Horizon 2020 Work Programme dedicated to the ERC and MSCA.

Gender balance in decision making processes

Gender dimension in research and innovation (R&I) content

Gender balance in research teams at all levels
Four indicators to monitor Gender equality as a cross-cutting issue:

1. Percentage of women participants in Horizon 2020 projects
2. Percentage of women project coordinators in Horizon 2020
3. Percentage of women in EC advisory groups, expert groups, evaluation panels, individual experts, etc.
4. Percentage of projects taking into account the gender dimension in research and innovation content.
Gender balanced participation in H2020 (indicators n. 1 & 2)

- W/ M participation: in the next AMR (based on project reporting)
- W/M researchers: coming soon!
- W/M project coordinators: in the next AMR

Gender balance in decision-making (indicator n.3)

- H2020 expert groups/ evaluation panels: 19 336 experts registered in the database, among which 35.56% W. Proportion of contracts signed with W: 36.27% (higher than % of W in the pool!)
- H2020 Advisory Groups: 52%

Gender dimension in R&I content (indicator n.4)

- Assessed by the PO at grant signature, preliminary data will be released in the next AMR
- ERC: plan to apply text mining, are about to start setting up the IT tool
Art. 33 MGA - beneficiaries should provide info on efforts undertaken to ensure a balanced participation of W/ M in their team or explain the reasons why it could not be achieved, despite active efforts

- At 1st periodic report
- At the end of the project
- Art. 33.2 never applied so far

*Ex aequo proposals ranked higher thanks to a better gender balance in teams*: it is not an indicator for gender as a cross-cutting issue in the EC H2020 document on indicators. However, we are exploring ways/ solutions to track this.

*More in the upcoming H2020 AMR 2015 – to be published by end of 2016!*
Gender balance in research teams
Gender-mixed teams perform better

"Promoting diversity not only promotes representation and fairness but may lead to higher quality science."
Campbell et al. (2013) *

"High-performing collaborative research teams are created and maintained when team diversity (broadly defined) is effectively fostered and interpersonal skills are taught and practiced."
Cheruvelil et al. (2014) *

"(...) the key levers and drivers for innovative processes are positively influenced by having a 50:50 proportions of men and women in teams. This clearly shows that equal gender representation can help to unlock the innovative potential of teams."
The Lehman Brothers Centre for Women in Business. (2007) **

* Refers to gender-mixed/diverse teams in research  
** Refers to gender-mixed/diverse teams in companies
H2020 WP: balanced participation in research teams/management structures

Proposal
indicate the gender of the persons primarily responsible for carrying out the project's activities

Evaluation
If same scores, gender balance in teams is a ranking factor

Grant Agreement
Equal opportunities and gender balance at all levels

Reporting
of the workforce in periodic reports
ARTICLE 33 - GENDER EQUALITY

33.1 Obligation to aim for gender equality

The beneficiary must take all measures to promote equal opportunities between men and women in the implementation of the action. It must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

Source: H2020 General Model Grant Agreement — Mono
Gender dimension in the content of R&I
What does gender dimension mean?

Integrating the gender dimension in research content means taking into account

- the biological characteristics of both women and men (sex)
- the social and cultural features of women and men, girls and boys (gender)
Why is it important to take the gender dimension into account?

- Being blind to potential differences of sex and gender may result with certain groups of people being left out from the research, poorly accommodated etc.

- Designing to stereotypes may result in unpopular products and missed opportunities.

Stereotypical “Blue” and “Pink” Games
Mortal Kombat vs. Barbie Jet, Set, and Style
H2020 WP: Some topics require a specific sex/gender analysis

Application form
"Where relevant describe how sex and/or gender analysis is taken into account in the project 's content"

Evaluation
Experts assess the inclusion of the gender dimension under the excellence criterion.

Grant Agreement
Gender dimension is part of the Description of Action (DOA)

Reporting
If relevant as part of the deliverables and of periodic reports.
"Where relevant, describe how sex and/or gender analysis is taken into account in the project’s content.

Sex and gender refer to biological characteristics and social/cultural factors respectively. For guidance on methods of sex / gender analysis and the issues to be taken into account, please refer to http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm?pg=home"
Gender dimension in proposals

NCPs should encourage applicants to:

- Involve partners / researchers with gender expertise
- Secure uptake of established gender knowledge from previous research / projects

A novelty of Horizon 2020 is **the inclusion of gender training among the eligible costs of an action**. The aim is to help researchers to further develop and share gender expertise in relation to the funded project.
Further information on the gender dimension in R&I content

For further information, you can consult the website of Gendered Innovations, a peer-reviewed project supported by the European Commission: [http://ec.europa.eu/research/gendered-innovations/](http://ec.europa.eu/research/gendered-innovations/)

On this website, you can also find a short videos on various aspects of "Gendered Innovations: Harnessing the Creative Power of Gender Analysis for Discovery and Design" [http://genderedinnovations.stanford.edu/video_landing.html](http://genderedinnovations.stanford.edu/video_landing.html)
The Participant Portal

http://ec.europa.eu/research/participants/portal/desktop/en/opportunities
The Participant Portal: Funding opportunities

Topics with gender dimension in R&I content that are currently funded through Horizon 2020, can be found on the Participant Portal by clicking on

→ "Funding Opportunities" then on → "Search topics" (on the top left) and then on → "Gender" (on the bottom left)  

(see next slide)

The Participant Portal: Gender as a cross-cutting issue

... is part of the "H2020 Online Manual" on the Participant Portal

The section on "Gender equality" offers definitions and explanations as well as links to further information.

Thank you very much for your attention!

For any question and further information please contact:

RTD-GENDERINRESEARCH@EC.EUROPA.EU
Useful reading and additional resources
This Vademecum provides all the actors involved in the implementation of Horizon 2020 with practical guidance on the effective application of the new Gender Equality provisions.

If you want to order our publications:

RTD-GENDERINRESEARCH@EC.EUROPA.EU

http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender
Further reading / Useful links

The Horizon 2020 Regulation:

The Rules for participation:

The Specific Programme implementing Horizon 2020:

Reference Documents on the Participant Portal:

H2020 Online Manual:

FAQ on Participant Portal:

NCPs on Participant Portal:
http://ec.europa.eu/research/participants/portal/desktop/en/support/national_contact_points.html
GenPort is the online community of practitioners for sharing knowledge and inspire collaboration.

www.genderportal.eu
Gender Toolkit

The toolkit and training packages give the research community practical tools to integrate gender aspects into FP7 research, including equal opportunities for women and men AND the gender dimension of research, thereby contributing to excellence in research.

http://www.yellowwindow.be/genderinresearch/

Cost Action genderSTE

genderSTE is a new COST initiative intended to advance the state of the art in knowledge and policy implementation on gender, science, technology and environment through creating a network of policy-makers and experts on gender, science and technology.

http://www.genderste.eu
If you want to order our publications:

RTD-GENDERINRESEARCH@EC.EUROPA.EU

http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender
Guidance for the selection of experts with gender expertise

For the purpose of evaluating the gender dimension of H2020 proposals, experts should demonstrate an understanding of sex and gender issues in the relevant scientific disciplines (e.g. biomedicine, engineering, social sciences and humanities). The following conditions are useful indicators in this regard:

- Higher Education Degree in a particular scientific field, including specific work / thesis on gender issues related to this field;
- Professional qualification in gender in a particular scientific field, as demonstrated through a certification by an established body (e.g. professional societies);
- Higher Education Degree in gender studies or women’s studies;
- Publication record on theories of gender, their historical development and their impact on scientific fields;
- Publication record on sex and gender related issues, in the specific scientific fields and disciplines covered by the H2020 topics to be evaluated;
- Gender expertise in innovation/technological development;
- Membership of relevant boards related to gender issues, e.g. scientific review boards, editorial boards of journals and gender related scientific societies, public or university boards focusing on gender issues;
- Participation as principal investigator or coordinator in publicly funded research projects which have gender in their title and/or in the title of a work package;
- Academic, consultancy or practice-based teaching and/or training experience on women/gender studies and/or gender in specific scientific disciplines related to the H2020 topics to be evaluated.

Source: Guidance for the selection of evaluators with gender expertise for proposals submitted under H2020 calls – established by the Advisory Group on Gender – 03-07-2014
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Gender-mixed teams perform better (Sources)