

11.02.19 - Regards croisés sur les carrières au féminin dans les STIM

Bruxelles

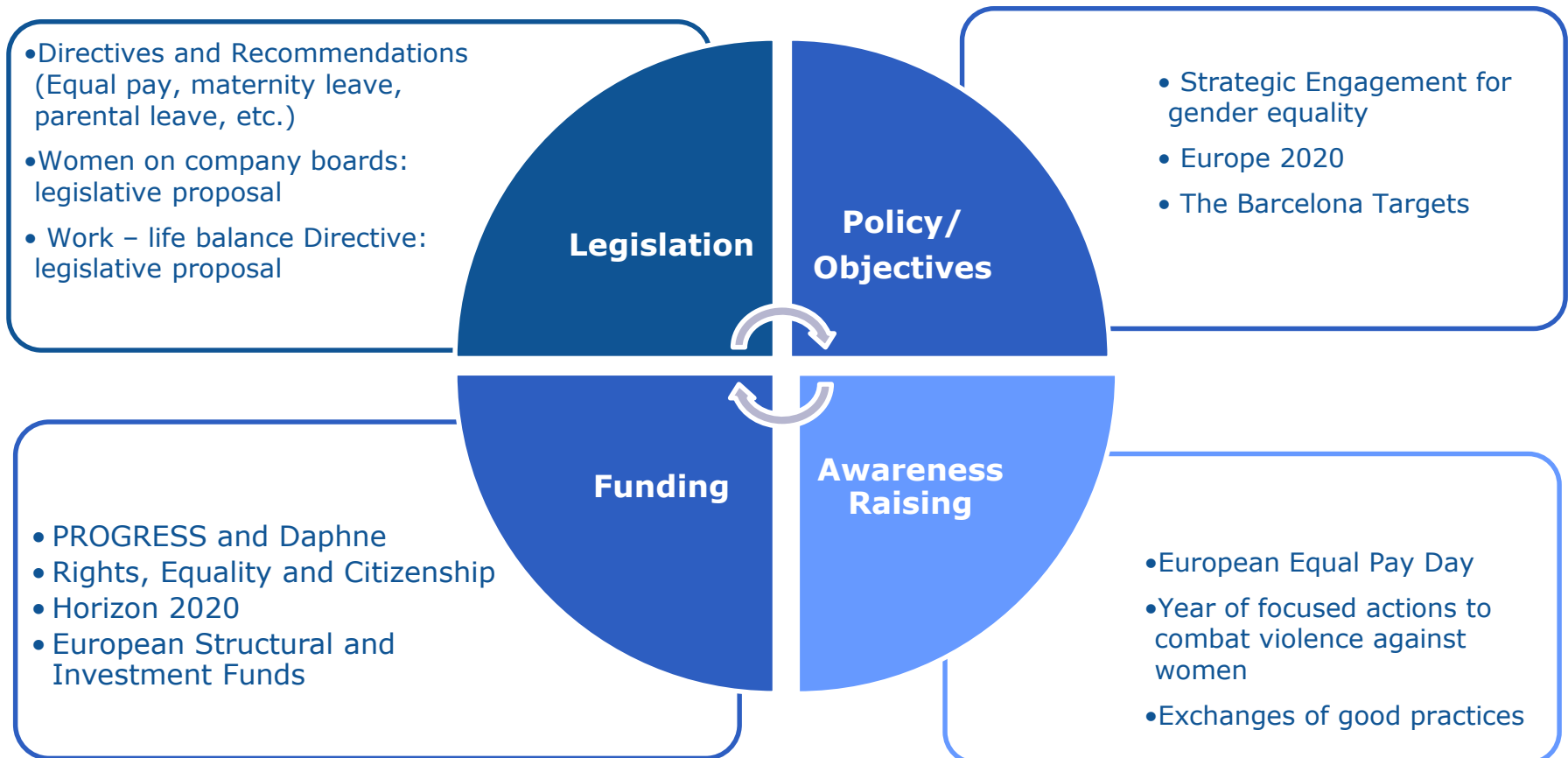


Roberta Pattono
Gender Sector
B6 – Inclusive Societies
DG Research & Innovation

The importance of measuring

- Why?
- What?
- How?

How does the EU work on gender equality?





Policy context

- ✓ Core value of the European Union (Art. 2 & 3 Treaty, 8 TFEU)
- ✓ Directives on Gender Equality on the labour market
- ✓ EC Strategic Engagement for Gender Equality 2016-2019
- ✓ UN Sustainable Development Goals
- ✓ Priority of the European Research Area (ERA)
- ✓ Council Conclusions of 1 December 2015 on Advancing Gender Equality in the ERA
- ✓ Horizon 2020: Cross-cutting issue + dedicated funding (SwafS)



European
Commission

Equality between women and men
is a fundamental principle of the EU treaties.

We all benefit when...



women scientists and innovators can contribute to R&I with their skills and knowledge



research includes sex and gender analysis
(gender dimension)



results and innovations are relevant to **both men and women**



HORIZON 2020

Closing **gender** gaps in
Research and Innovation



European
Commission



European Research Area

An open space
for knowledge and growth

One priority (4): Gender equality and gender mainstreaming in research

Three objectives

- 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)

Three levels

- Member States and Associated Countries
- Stakeholders
 - Research Performing Organisations – RPOs including universities
 - Research Funding Organisations – RFOs
- European Commission



Coherence Policy/Funding

European Research Area

Horizon 2020

ERA Roadmap
Council Conclusions Dec.2015

STRATEGY

H2020 regulation
EC rules



Member States
National Action Plans
(Helsinki G → ERAC SWG GRI)

IMPLEMENTATION

European Commission
Work Programmes
Dual approach / SWAFS
(inter-service GiRI group)



Research organisations
Gender Equality Plans

ERA Progress Report
She Figures

ASSESSMENT
MONITORING

H2020 monitoring/ KPIs
H2020 interim evaluation





European Commission

Research teams



gender balance is a ranking factor when evaluating research proposals that received the same score



training on gender knowledge is an eligible cost

Women's participation



Evaluation panels and advisory groups



Targets set for

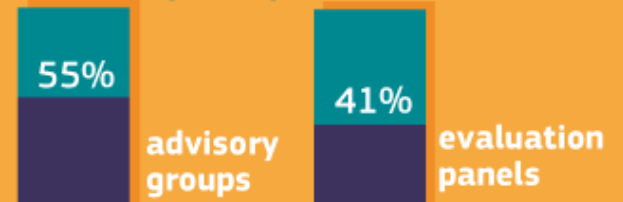


expert groups and evaluation panels
40% of the under-represented sex



advisory groups
50% of the under-represented sex

Women's participation



HORIZON 2020

Closing gender gaps in Research and Innovation



European Commission

Gender dimension in research and innovation content

Take care of the needs/interests of both men and women when you prepare research and innovation projects.

2018-2019 work programme:

110_{/473} **topics** for call for proposals
have an explicit gender dimension

in health, transport, food, secure societies, industrial leadership...



HORIZON 2020

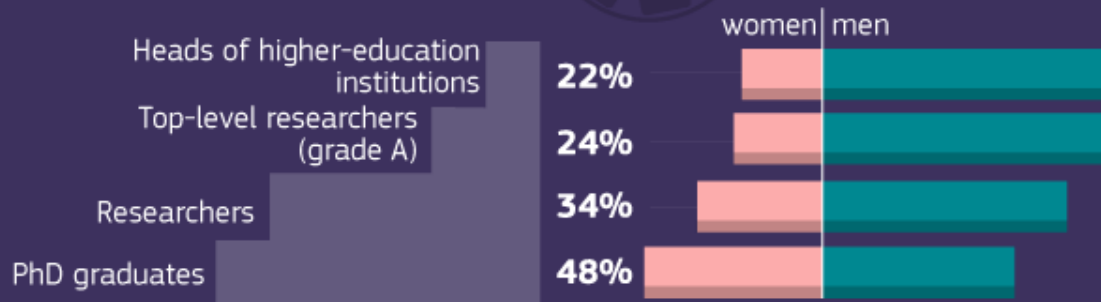
Closing **gender** gaps in
Research and Innovation



European
Commission

**Gender gaps are diminishing in R&I,
but a lot more remains to be done
to achieve gender equality.**

Women in R&I



**Average unadjusted pay gap in
research & development**



HORIZON 2020

**Closing gender gaps in
Research and Innovation**



European
Commission



European
Commission

**Gender gaps are diminishing in R&I,
but a lot more remains to be done
to achieve gender equality.**



Women in R&I

Inventors

Women entrepreneurs



Women board members in research organisations



Women authorship of scientific publications



Patent applications with a woman registered as **inventor**



Women entrepreneurs

HORIZON 2020

Closing **gender** gaps in
Research and Innovation



European
Commission

EU Prize for Women Innovators

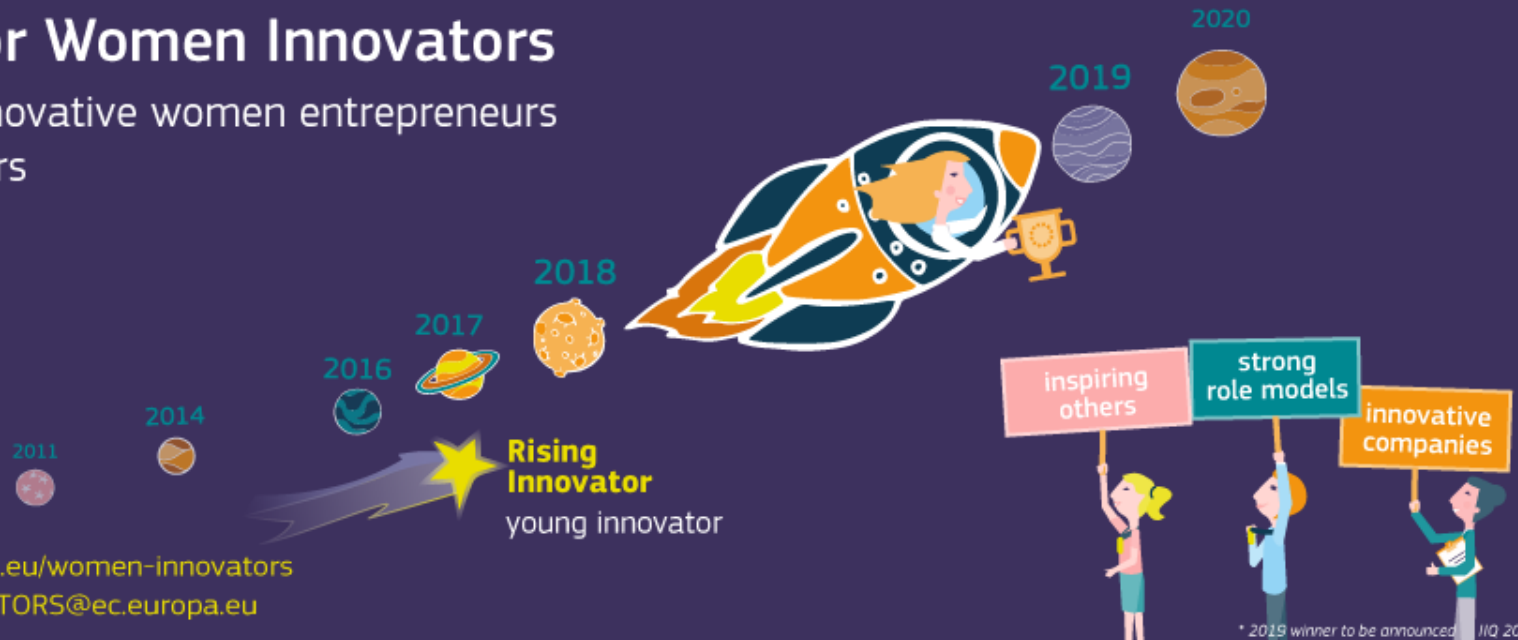
for the most innovative women entrepreneurs
across all sectors

2011-2019

six contests:

541 applications
55 finalists
21 winners*

More: www.ec.europa.eu/women-innovators
RTD-WOMEN-INNOVATORS@ec.europa.eu



HORIZON 2020

Closing **gender** gaps in
Research and Innovation



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

For any other question and further information please contact:

RTD-GENDERINRESEARCH@EC.EUROPA.EU