The gender issues in the European research

Which future the Scientific Women want?
17 October 2017

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European Commission
B7 – Science with and for Society

Gender Sector

✓ Develops the strategy on Gender Equality in the European Policy for Research and Innovation

✓ Coordinates and monitors its implementation along three objectives:
  - Gender Equality in careers at all levels
  - Gender balance in decision-making
  - Integration of the gender dimension in research content and programmes
B7 – Science with and for Society

Gender Sector

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RTD-GENDERINRESEARCH@EC.EUROPA.EU

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

Gender Equality in R&I

- Priority of the European Research Area
- Council Conclusions of 1 December 2015
- Cross-cutting issue in Horizon 2020
<table>
<thead>
<tr>
<th>Category</th>
<th>EU</th>
<th>Spain</th>
<th>Portugal</th>
</tr>
</thead>
<tbody>
<tr>
<td>PhD women graduates: Health and welfare</td>
<td>59%</td>
<td>56%</td>
<td>70%</td>
</tr>
<tr>
<td>PhD women graduates: Engineering, manufacturing and construction</td>
<td>28%</td>
<td>30%</td>
<td>41%</td>
</tr>
<tr>
<td>Women Researchers</td>
<td>33%</td>
<td>38.8%</td>
<td>45%</td>
</tr>
<tr>
<td>Women in grade A positions (2010-2014)</td>
<td>19.5% - 23.5%</td>
<td>18.5% - 21%</td>
<td>22.5% - 25.1%</td>
</tr>
<tr>
<td>Women head of institutions in HES(^1) (2010-2014)</td>
<td>15.5% - 20.1%</td>
<td>-</td>
<td>7.3% - 29.8%</td>
</tr>
</tbody>
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\(^1\)HES: Higher Education Sector

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**She Figures**
EU strategy: Three objectives

✓ Equal opportunities in careers

✓ Equal power in decision-making

✓ Integration of the gender dimension in the content of research and innovation
Gender Equality and the ERA

The European Commission works together with:

✓ Member States and Associated Countries
  → through National Actions Plans

✓ Stakeholders
  • Research Funding Organisations – RFOs
  • Research Performing Organisations, RPOs including universities
  → through Gender Equality Plans

Institutional changes approach
Gender Equality Plans

- Funded through the Science with and for Society work programme

- 2011-2016:
  - 113 research organisations across Europe
  - 17 projects
  - 39.1 million euros
The GEAR Tool

Good Practices Examples

✓ University of Beira Interior
✓ University of Santiago de Compostela
✓ Siauliai University
✓ etc.

Making a Gender Equality Plan

What is a Gender Equality Plan? Why change must be structural What the EU has to say

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

❯ GEAR action toolbox
❯ In need of arguments?
❯ Analytical paper on gender mainstreaming in academia
❯ Obstacles and solutions
❯ Who is the GEAR guide for?
❯ Opinion paper on gender mainstreaming in academia

Download the complete GEAR tool (851.92 KB)

http://eige.europa.eu/gender-mainstreaming/toolkits/gear
3 Objectives for Gender Equality in Horizon 2020

- Gender balance in decision-making processes
- Gender dimension in research and innovation (R&I) content
- Gender balance and equal opportunities in project teams at all levels
## Interim evaluation - Horizon 2020

<table>
<thead>
<tr>
<th></th>
<th>H2020 (2014-2016)</th>
<th>FP7</th>
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<tbody>
<tr>
<td>Women coordinators</td>
<td>31%</td>
<td>19.2%</td>
</tr>
<tr>
<td>Women members of advisory groups</td>
<td>53%</td>
<td>33%</td>
</tr>
</tbody>
</table>
EU Prize for Women Innovators

for the most innovative women entrepreneurs across all sectors

2011-2017

four contests:
- 265 applications
- 37 finalists
- 13 winners

Rising Innovator
young innovator under 30
EUR 20 000

More: www.ec.europa.eu/women-innovators

1 EUR 100 000
2 EUR 50 000
3 EUR 30 000
Thank you very much for your attention!

For any question and further information please contact:

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