

These slides accompany the explanation of the acquis to Albania and North Macedonia and can only be used for that purpose. Their content is subject to further development of the acquis and interpretation by the Court of Justice of the European Union.

Gender Equality in EU Research and Innovation



**Explanatory Meeting on the
Acquis
11.03.2019**

DG Research & Innovation

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 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
- A common approach: *institutional change***

Gender Equality in the ERA: Member States

Member States are invited to:

- Create the appropriate legal and policy environment and provide incentives
- Engage in partnerships with funding agencies, research organisations and universities to foster institutional change
- Ensure 40% under-represented sex in committees (recruitment, career progression, research programmes)

Coordination by the ERAC Standing Working Group on Gender in R&I
(former Helsinki Group)

Composed of representatives of Member States and Associated countries



European Research Area

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for knowledge and growth**

Council Conclusions of 1 December 2015 on Advancing Gender Equality in the ERA



Council of the
European Union

Brussels, 1 December 2015
(OR. en)

14846/15

RECH 295
COMPET 551
SOC 703

OUTCOME OF PROCEEDINGS

From:	General Secretariat of the Council
To:	Delegations
No. prev. doc.:	14414/15 RECH 282 COMPET 531 SOC 684 + COR 1
Subject:	Advancing gender equality in the European Research Area - Council conclusions (adopted on 01/12/2015)

Delegations will find in the annex the Council conclusions on advancing gender equality in the European Research Area, adopted by the Council at its 3431st meeting held on 1 December 2015.[¶]

<http://data.consilium.europa.eu/doc/document/ST-14846-2015-INIT/en/pdf>



European Research Area

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Council Conclusions of 1 December 2015 on Advancing Gender Equality in the ERA

- Call for cultural and institutional changes to address gender imbalances in research institutions and in decision making-bodies
- Member States are invited to set up guiding targets for full professors and for decision-making bodies, including scientific and administrative boards, recruitment and promotion committees as well as evaluation panels

http://ec.europa.eu/research/swafs/pdf/pub_gender_equality/KI-07-17-199-EN-N.pdf

- The Council also highlights the importance of a better integration of the gender dimension in research content

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 Gr. → ERAC SWG GRI)

IMPLEMENTATION

European Commission
Work Programmes
SWAFS + Cross-cutting
(inter-service GiRI group)



Research organisations
Gender Equality Plans

ERA Progress Report 2018
(She Figures 2018)

**ASSESSMENT
MONITORING**

H2020 monitoring (KPIs)
H2020 interim evaluation

Gender equality as a cross-cutting issue in Horizon 2020

The **promotion of gender equality**, including the integration of the gender dimension in research and innovation content, is enshrined in the three core **documents** of **Horizon 2020**:

- ✓ Horizon 2020 Regulation (Articles 14 & 16, [link](#))
- ✓ Rules for participation ([link](#))
- ✓ Specific Programme implementing Horizon 2020 ([link](#))

Horizon 2020 Framework Regulation

Article 16

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.

Gender Equality in Horizon Europe

- Remains a high priority: **Art. 6.9** of the Framework Regulation **sets legal basis**
- **Gender mainstreaming** across the Programme, as per Article 6.9 and Recital 28
- **Dedicated funding for gender equality in R&I policy initiatives** under 'Strengthening the ERA'/'Reforming and enhancing the European R&I system'
 - + Broad line: *'Supporting **gender equality** in scientific careers and in decision making, as well as the integration of the **gender dimension** in research and innovation content'*
 - + in Broad line: *'(...) supporting the modernisation of universities and other research and innovation organisations, through **gender equality plans** and comprehensive approaches to **institutional changes**.(...)'*

→ *Negotiations (trilogues) with Council & Parliament on-going*



Thank you!