



# SHE Figures and broader policy approach for gender equality in the ERA and throughout Horizon Europe

COST Academy Workshop on Gender Equality in Research and Innovation  
EC, CDMA, Brussels – 28 October 2022

A photograph of the European Union flag, which is blue with twelve gold stars arranged in a circle. The flag is being held up by two hands, and it is waving in the wind. The background is a blurred green landscape with trees.

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*Senior Policy Officer – Gender Sector  
Unit D4-Democracy and European Values  
DG Research and Innovation*

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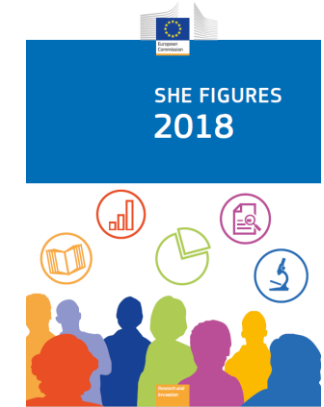
HORIZON EUROPE

# She Figures 2021



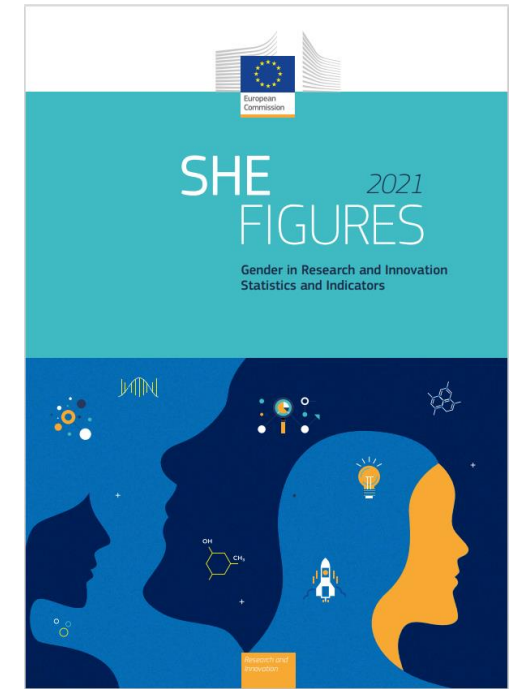
# She Figures: Monitoring Gender Equality in Research and Innovation

- Flagship publication of DG Research & Innovation, produced every 3 years since 2003
- Showcases data on the state of play of gender equality in Research and Innovation (R&I) across Europe
- Indicators explore the following **themes**:
  - presence of women graduates,
  - horizontal segregation across different occupations,
  - gender imbalance among researchers,
  - working conditions, vertical segregation in academia,
  - Research and Innovation output and gender dimension in research content



# She Figures 2021: Novelties

- **New indicators** to cover new policy priorities on gender equality; to embrace better innovation, but also intersectional aspects. New experimental indicators on gender equality plans and activities within R&I organisations.
- Data collection will **extend to 44+ countries** in total – all of the 27 EU Member States, Associated Countries, and where available, G-20 countries
- Interactive website including fiches MS country fiches
- She Figures 2021 includes **policy analysis** and contextualisation, She Figures policy briefs



# She Figures 2021: Policy Briefs

- Analysis on important policy issues (*after consultation with MS, stakeholder organisations through policy workshops to define topics and focus*):
  1. Improving the presence, participation, and progression of women in Science
  2. Institutional culture, research excellence & institutional change (including the impact of COVID-19)
  3. Policy actions to tackle gender imbalance in Europe's Research leadership
  4. Sex/Gender dimension in Research content and training
  5. Holistic view of STEM education at undergraduate level
  6. Promoting a gender perspective in Innovation
  7. Intersectionality

# She Figures 2021

EU-27



PhD women graduates 48.1 %

PhD women graduates  
Information and Communication Technologies 22.4 %

Women in grade A positions 26.2 %

Women in grade A positions  
Engineering and Technology 17.9 %

Women Heads of Higher Education institutions 23.6 %

Women board leaders 24.5 %

Women researchers 32.8 %

Women board members 31.1 %

Patent applications submitted by women 10.7%

Publications with a gender dimension in their R&I content 1.8 %



# The journey towards gender equality in R&I: Doctoral graduates

**Women** are close to reaching gender parity among doctoral graduates...



**48.1%**  
of doctoral graduates  
in EU 27 (2018, Eurostat)

	2010	2018
EU-27	47,48	48,10
EU-28	47,27	47,78

# The journey towards gender equality in R&I: Doctoral graduates, per field of study

Women PhD graduates are over-represented in the fields of:

- **Education**
- **Health and welfare**

Women PhD graduates are under-represented in the fields of:

- **Information and Communication Technologies (ICT)**
- **Engineering, manufacturing and construction**

	EU-27	EU-28
<b>Education</b>	66,64	66,66
<b>Arts and humanities</b>	55,46	54,21
<b>Social sciences, journalism and information</b>	55,96	55,03
<b>Business, administration and law</b>	44,76	44,92
<b>Natural sciences, mathematics and statistics</b>	44,93	45,56
<b>Information and Communication Technologies</b>	<b>22,37</b>	<b>22,75</b>
<b>Engineering, manufacturing and construction</b>	<b>29,43</b>	<b>28,52</b>
<b>Agriculture, forestry, fisheries and veterinary</b>	56,81	57,08
<b>Health and welfare</b>	60,26	59,87
<b>Services</b>	41,98	41,98



# The journey towards gender equality in R&I

## **Women** are under-represented at the highest level in academia...

Overall, women account for



42.3% of academic staff

Representation of women by academic grade  
(higher education sector)



(2018, DG R&I Women in Science database)

\***Grade A**: equivalent for full professorship position

\***Grade D**: researchers working in posts that do not normally require a PhD

# The journey towards gender equality in R&I



*... and in decision-making positions.*



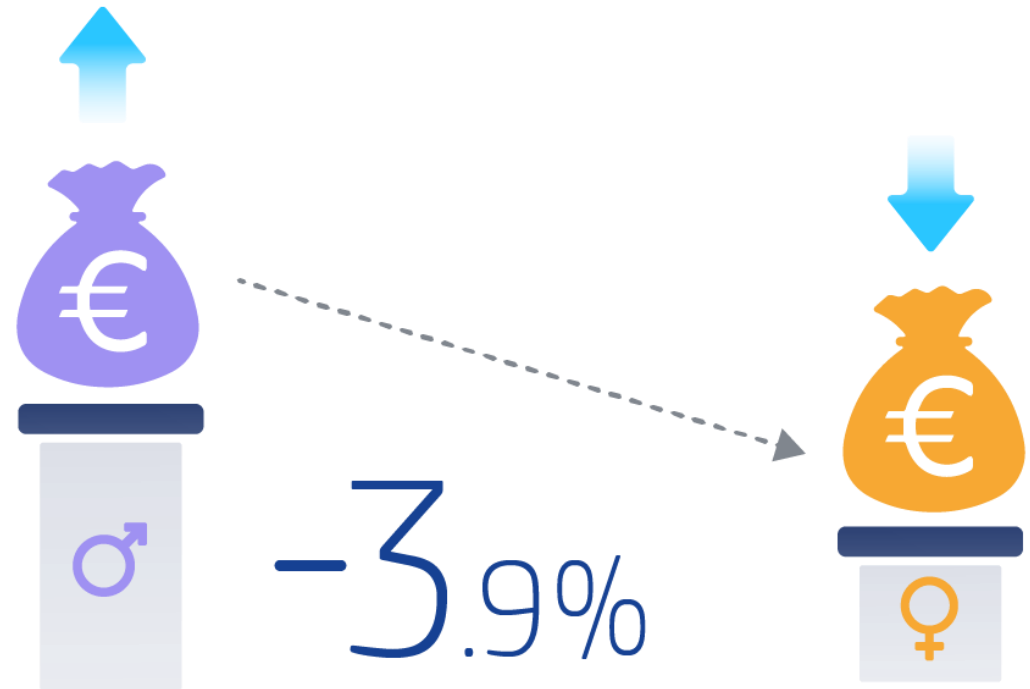
23.6%

**of heads of higher education institutions are women**

*(2019, DG R&I Women in Science database)*

# The journey towards gender equality in R&I: Access to research funding

**Women** are less successful than men in accessing research funding...



(2019, DG R&I Women in Science database)

# The journey towards gender equality in R&I: Self-employment in tech occupations

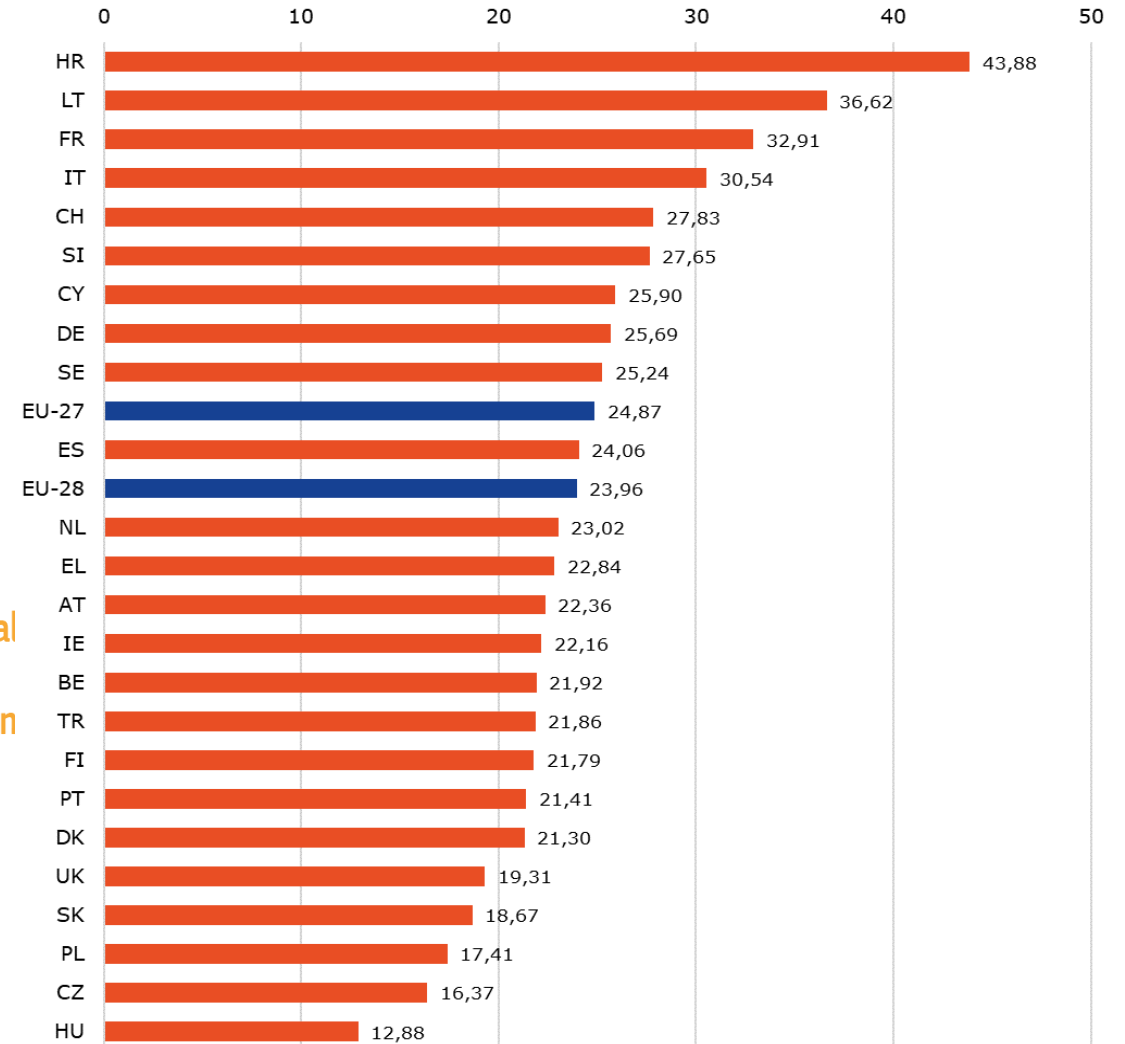
**Women** are under-represented  
in technical professions.



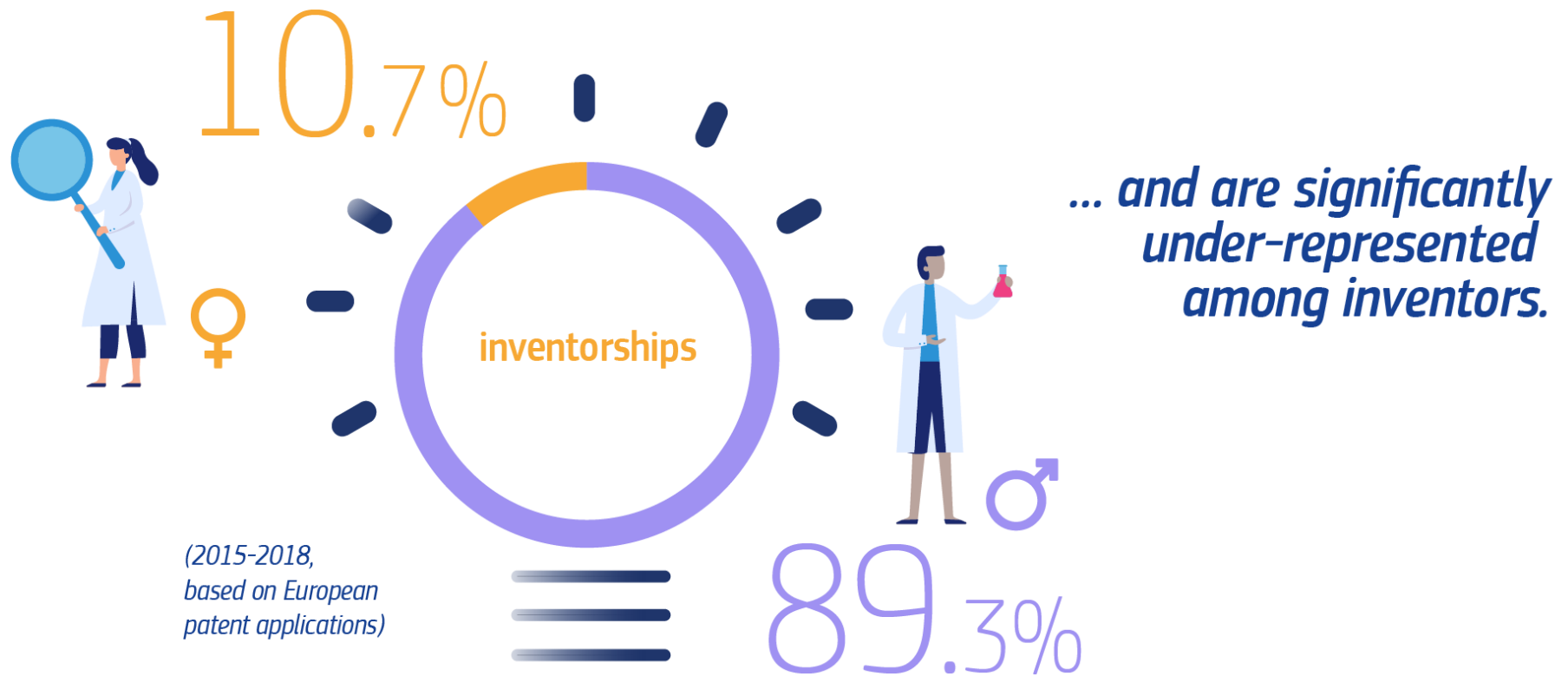
Women represent

24.9%

among self-employed professional  
in Science and Engineering (S&E)  
and Information & Communication  
Technologies (ICT) (2018, Eurostat)



# The journey towards gender equality in R&I: Patent applications

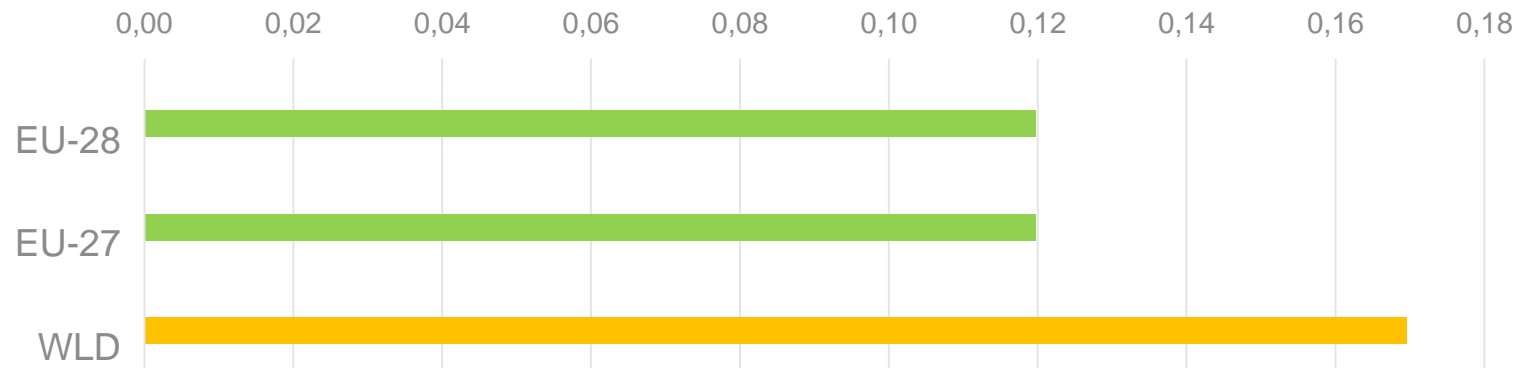


# The journey towards gender equality in R&I: Patent applications EU-27 and worldwide

***In the EU,  
for every 100 patent  
applications being  
submitted, 12 are  
submitted by women***

Country	Ratio of Women to Men inventorships	Margin of error
WLD	0,17	0,000
EU-27	0,12	0,000
EU-28	0,12	0,000

Women to men ratio of inventorships, 2015-2018



# The journey towards gender equality in R&I: Gender dimension in R&I content, EU-27 & worldwide

Country	% of a country's publications with a gender dimension
WLD	1.66
EU-27	1.80
EU-28	1.81

- **Highest %** in the **Medical and health sciences**, **3.8%** at EU-27 level, WLD: 3.6 %
- **Lowest %** in **Engineering and Technology**, **0.21%** at EU-27 level, WLD: 0.18 %

# She Figures 2021 – Links and Next Steps

- [Full Report](#)
- [Interactive website](#) including the Member States' country fiches
- [Policy briefs](#)



**STAY TUNED FOR THE 2024 EDITION!**



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GENDER EQUALITY

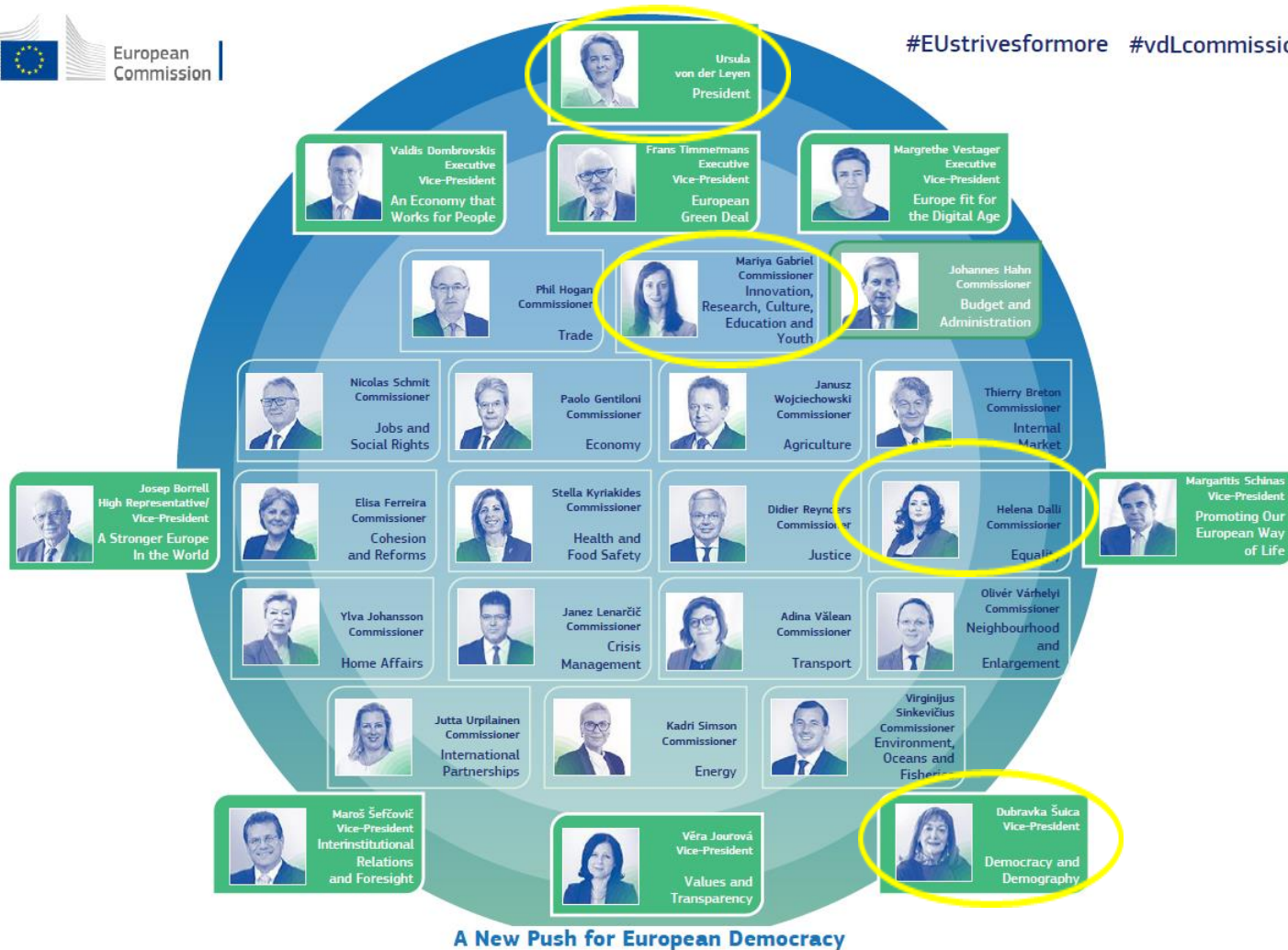
# Policy Context



# Policy Context



#EUstrivesformore #vdLcommission



- Gender equality and democracy high on the agenda of the vdL Commission
- Commissioner for Equality (Helena Dalli)  
→ Task Force on Equality
- Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth



# EC priority: Fostering a “Union of Equality”

6 Equality Strategies adopted:

- [Gender Equality Strategy 2020 – 2025 \(05/03/2020\)](#)

R&I explicitly addressed: New measures to strengthen gender equality in Horizon Europe:

- Possibility to request a **Gender equality plan** from applicants
- An initiative to **increase the number of women-led technology start-ups**
- **Funding for gender and intersectional research** also made available

- [EU Anti-racism Action Plan 2020-2025 \(18/09/2020\)](#)

- [EU Roma strategic framework for equality, inclusion and participation \(07/10/2020\)](#)

- [LGBTIQ Equality Strategy 2020-2025 \(12/11/2020\)](#)

- [Gender Action Plan III – a priority of EU external action \(25/11/2020\)](#)

- [Strategy for the Rights of Persons with Disabilities 2021 – 2030 \(03/03/2021\)](#)

- March 2021: Commission proposal for a [Directive to strengthen the application of the principle of equal pay for equal work](#)

- March 2022: Commission proposal for a [Directive on combating violence against women and domestic violence](#)

# European Research Area

An open space  
for knowledge and growth

## ERA Policy Priority since 2012 : Gender equality and gender mainstreaming in research

- 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)

### Institutional change

#### Policy translated into EU funding

- Support to the implementation of Gender Equality Plans (GEPs) in higher education institutions, research organisations and public bodies since 2011 (FP7 and Horizon 2020)
  - over 200 organisations have been supported, through 30 GEP-implementing projects, for a budget over 72 EUR Million

# New ERA Policy Framework

## Package adopted in the Competitiveness Council of 26 November 2021:

- The [Council Recommendation for a Pact for R&I in Europe](#) sets gender equality and inclusiveness as principle and value of the ERA
- [Council Conclusions on the future governance of the ERA of 26 November 2021](#)
  - [ERA Policy Agenda \(2022-2024\)](#), annexed to the Council Conclusions on the future governance of the ERA, including **Action 5. Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration**
  - **ERA Forum** to implement the ERA Policy Agenda
- + [Ljubljana Declaration on Gender Equality in Research & Innovation](#)





# Deepening the ERA: Action 5 - Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration

## Four interlinked outcome deliverables

1. Develop a **policy coordination mechanism** to support all aspects of gender equality through **inclusive Gender Equality Plans and policies**, and a dedicated EU network on their implementation

2. Strategy to **counteract gender-based violence** including sexual harassment in the European R&I system and to assure gender equality in working environments through institutional change in any research funding or performing organisation

3. A **policy approach to strengthen gender equality**, that addresses gender mainstreaming *and intersectionality* to advance the new ERA

4. Develop **principles for the integration and evaluation of the gender perspective in research and innovation content** in cooperation with national research funding organisations

# European Strategy for Universities (ES4U)

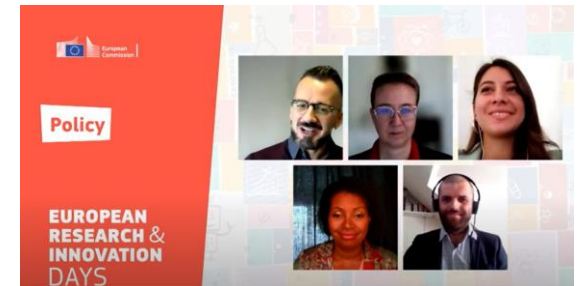
- [European Strategy for Universities](#), adopted in January 2022
- Action 4.2. “**Foster diversity, inclusiveness and gender equality**”. The Commission, in close cooperation with stakeholders and the Member States will:

*Address the underrepresentation of women in STEM fields through a roadmap that includes a **manifesto** from STE(A)M-oriented universities on gender-inclusive STE(A)M education*

\*STEAM is a multidisciplinary set of approaches to education removing traditional barriers between subjects and disciplines to connect STEM and ICT education with the arts, humanities, and social sciences.

# Roadmap of activities: women in STEM

- Roadmap of activities for addressing women's underrepresentation in STE(A)M
  - **EU Prize for Women Innovators:** not one but three prizes of EUR 50 000 each in the Rising Innovator Category awarded to the most promising **young innovators under 35**
  - CORDIS leaflet: [Bridging the gender gap in STEM](#)
  - R&I Days 2022: [Stream the STE\(A\)M – gender equality 4 studies and careers](#)
- **Manifesto for gender-inclusive STEAM education and careers**, together with secondary schools, universities, research organisations, and the private sector
- **Survey** launched on 14/10/2022 open until 18/11/2022:  
[https://ec.europa.eu/eusurvey/runner/STEAM\\_Manifesto](https://ec.europa.eu/eusurvey/runner/STEAM_Manifesto)





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# Gender Equality provisions in Horizon Europe



# Gender equality: strengthened crosscutting priority in Horizon Europe

- Article 7(6) & Recital 53 of [Framework Regulation](#) ; Articles 2(2)(e) & 6(3)(e) of the [Specific Programme](#)

## Three levels:



**Gender Equality Plan: Eligibility Criterion** for public bodies, research organisations and higher education institutions established in a Member State or Associated Country

→ Webinar: [The Gender Equality Plan eligibility criterion in Horizon Europe: Who is concerned? How to comply with it? \(23 June 2022\) \(europa.eu\)](#)



**Integration of the Gender Dimension in R&I content:** mandatory by default, unless specified otherwise in topic description. **Award Criterion** under *Excellence* (methodology)

→ Methods and case studies in [Gendered Innovations 2 Expert Report](#)

→ Additional guidance in [Horizon Europe Programme Guide](#) ('gender equality & inclusiveness')



**Gender Balance in research teams: Ranking Criterion** for *ex aequo* proposals

+ Researchers can declare their gender along three categories: **woman, man, non-binary**

# Mandatory GEP process requirements



## Public document

- Formal document
- Signed by top management
- Published on the institution's website
- Disseminated through institution



## Dedicated resources

- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality



## Data collection and monitoring

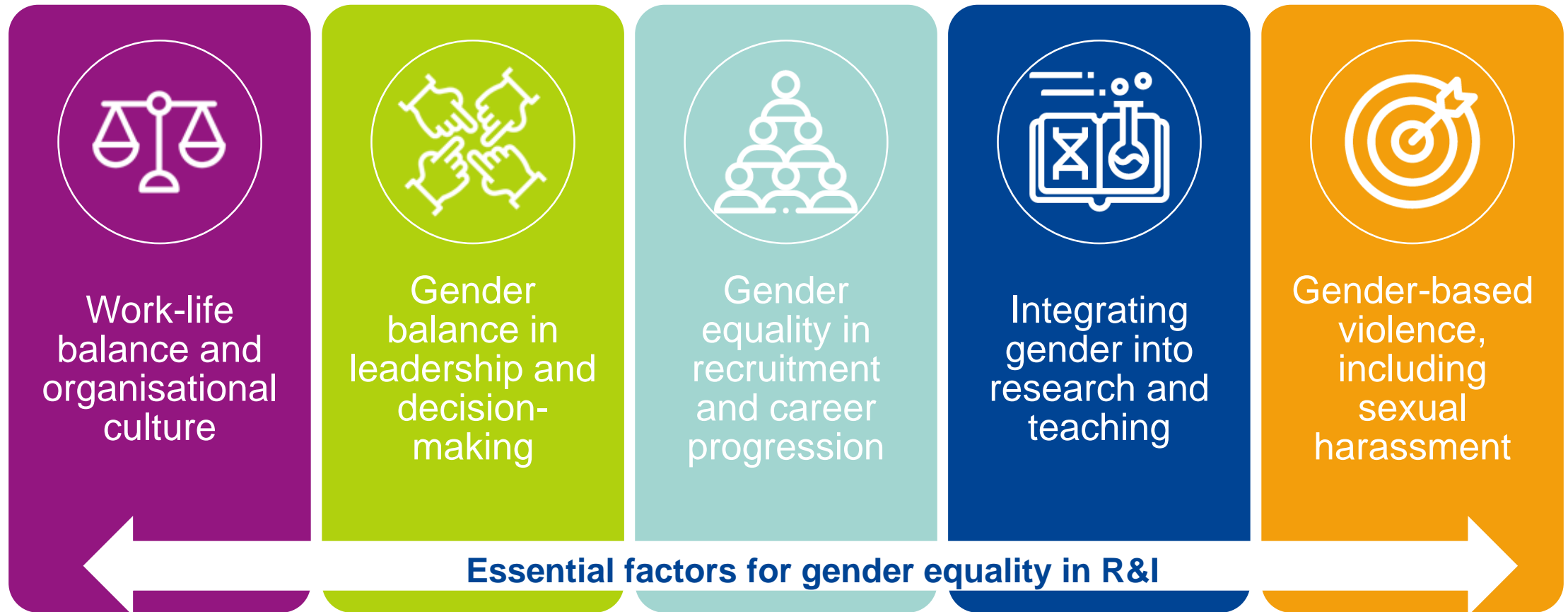
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes



## Training and capacity building

- For decision-makers and staff
- Tackle unconscious gender biases of people and decisions

# Recommended GEP content areas



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# Useful Resources



# Gender Equality in R&I policy webpage

SCAN ME!



## Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

### PAGE CONTENTS

The Commission's gender equality strategy

Gender equality in Horizon Europe

Gender Equality Plans as an eligibility criterion in Horizon Europe

Gender equality in the European Research Area (ERA)

Gender equality and coronavirus

She Figures monitoring report

Networks

Publications

Latest

Related links

## The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which apply widely across the labour market including the research sector.



**Horizon Europe Gender Equality Strategy**

**Towards inclusive gender equality in Research and Innovation**

**The EU's commitment to gender equality and inclusiveness in R&I**

Equality is a fundamental principle of the European Union, enshrined in the Treaties. To promote diversity in R&I and open its gender policy to intersections with other social categories, such as ethnicity, disability and sexual orientation, the European Commission supports the development of inclusive gender equality plans (GEPs) and policies, in line with the 2020 [Communication on the new European Research Area \(ERA\)](#) and Action 5 of the [ERA Policy Agenda 2022-2024](#). The latter takes note of the 2021 [Ludwig Declaration on Gender Equality in Research and Innovation](#), which first priority is to ensure fair, open, inclusive and gender-equal career paths in research, and consider intersectional perspectives on gender inequalities.

**What is inclusive gender equality in R&I?**

- This approach acknowledges that other characteristics such as racial and ethnic origin, disability, socio-economic background or sexual orientation interact and can reinforce **intersectional and specific forms of discrimination** that may limit the impact of measures focused only on one characteristic.
- Inclusive approaches to gender equality aim to **understand and address** the different patterns and trajectories of discrimination and inequality that can be found in R&I and in wider society.
- Inclusive approaches to gender equality plans and policies enable **systemic action** to address different patterns of inequality and marginalisation.

**Why inclusive gender equality in R&I?**

- To ensure **fairness, inclusion, and equality of opportunity** in employment and education.
- To **attract, diversify and retain research talent** in a global research system.
- To **increase competitiveness and societal relevance of R&I** through diverse research teams and R&I content, which reflects the perspectives, behaviours and needs of diverse groups in society.

**What action is needed?**

- Building inclusiveness requires **long-term coordinated action** by national authorities, research funding organisations, and research performing organisations. Measures may include actions to address entry to and equal progress in research careers, R&I cultures, the research funding process and organisational policies that may disadvantage certain groups.

**GENDER EQUALITY PLANS (GEPs)**  
Frequently Asked Questions

**GENDER EQUALITY IN RESEARCH AND INNOVATION**

**EUROPEAN UNION**

**HORIZON EUROPE**

**#HorizonEU**

February 2021

*I am determined to step up our efforts on gender equality and support more talented women in research and innovation. I am committed to ensuring that the gender dimension is fully integrated into research and innovation supported by Horizon Europe, and that it is fully acknowledged in the European Research Area.*

Maryna Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth

**GENDER EQUALITY IN RESEARCH AND INNOVATION**

**EUROPEAN COMMISSION**

**EUROPE**

**challenge?**

Chieved on gender equality in research and innovation under the [Horizon 2020](#) research programme, we still need better implementation of EU gender equality objectives by research organisations across the EU, notably:

- participating in research and innovation programmes
- in the gender dimension in the context of research and innovation projects
- in EU widening countries in actions dedicated to gender equality in research and innovation

Gender equality policies in research and innovation to intersections with other potential dimensions of inequality such as ethnicity, disability and sexual orientation

taking concrete steps to address these challenges through [Horizon Europe](#), in line with the [New ERA for Research and Innovation](#) and the new [Gender Equality Strategy 2020-2025](#).

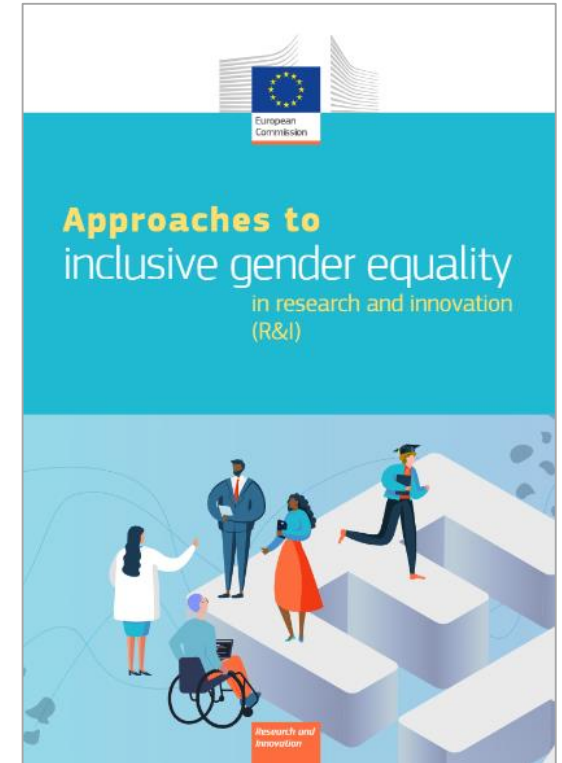
**How we will tackle it and for whom**

- Horizon Europe sets gender equality as a crosscutting principle and aims to **eliminate gender inequality and intersecting socio-economic inequalities** throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers.

[https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en)

# DG RTD-led ongoing initiatives

- **New** report out now: [Inclusive Approaches to Gender Equality in Research and Innovation](#) following the factsheet published in May 2022: [Towards inclusive gender equality in research and innovation](#)
- Undergoing study on the impact of EU and national GEP-related policies on gender equality in the ERA
- Commission Expert Group on the [COVID-19 impact on gender equality in R&I](#)







# Thank you!

For questions and further information on gender equality provisions, please contact:  
[RTD-GENDERINRESEARCH@ec.europa.eu](mailto:RTD-GENDERINRESEARCH@ec.europa.eu)

For specific guidance on the Gender Equality Plan eligibility criterion in Horizon Europe, contact  
[RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu](mailto:RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu)

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<http://ec.europa.eu/horizon-europe>



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