



Policy perspective on Gender Equality in EU R&I

**Women in Quantum
Technologies -
What are the challenges?**

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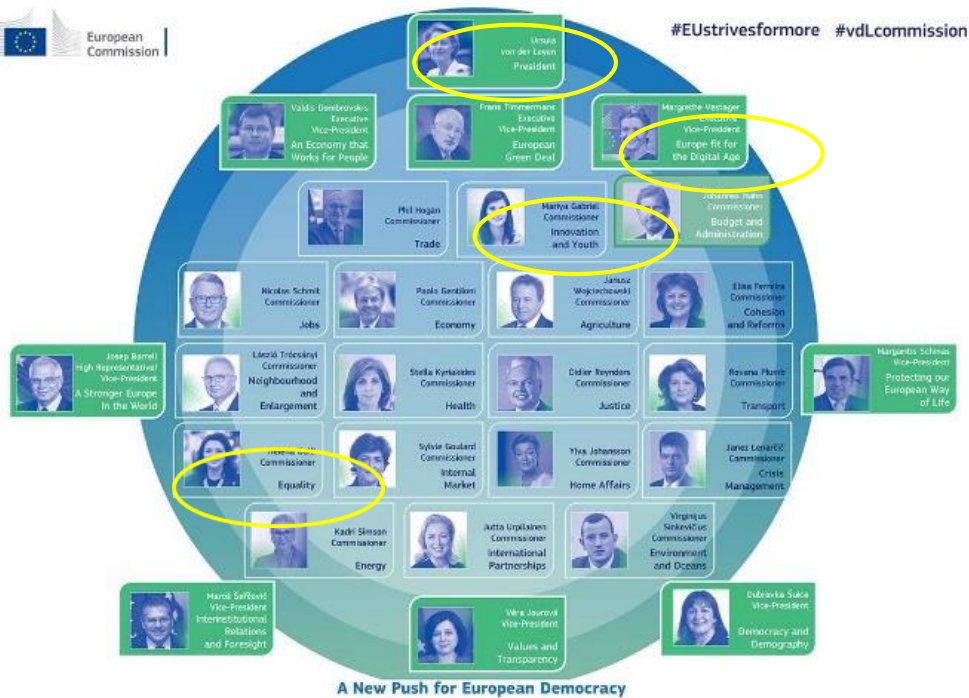


I. Gender Equality strategy in the European R&I Policy



European
Commission

Policy context



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



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***



II. Women researchers in EU



→ **She Figures 2018** **released on IWD 2019**

- Leaflet with key figures
- Full publication
- Handbook

Download **She Figures 2018**

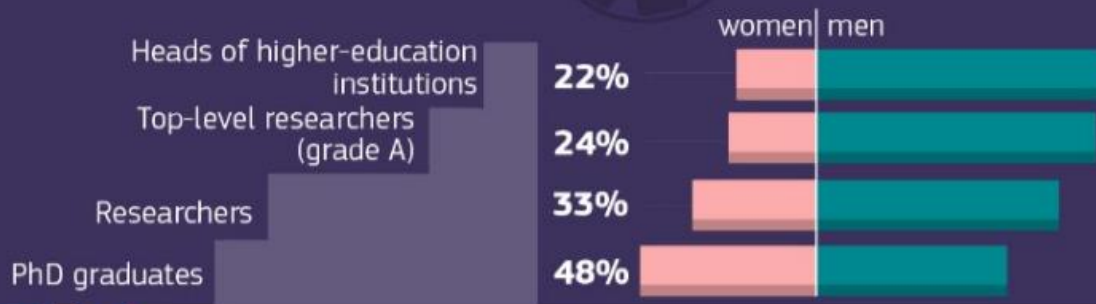
<https://publications.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1/language-en>

Download the **She Figures handbook 2018**

<https://publications.europa.eu/en/publication-detail/-/publication/09d777dc-447c-11e9-a8ed-01aa75ed71a1/language-en>

**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**

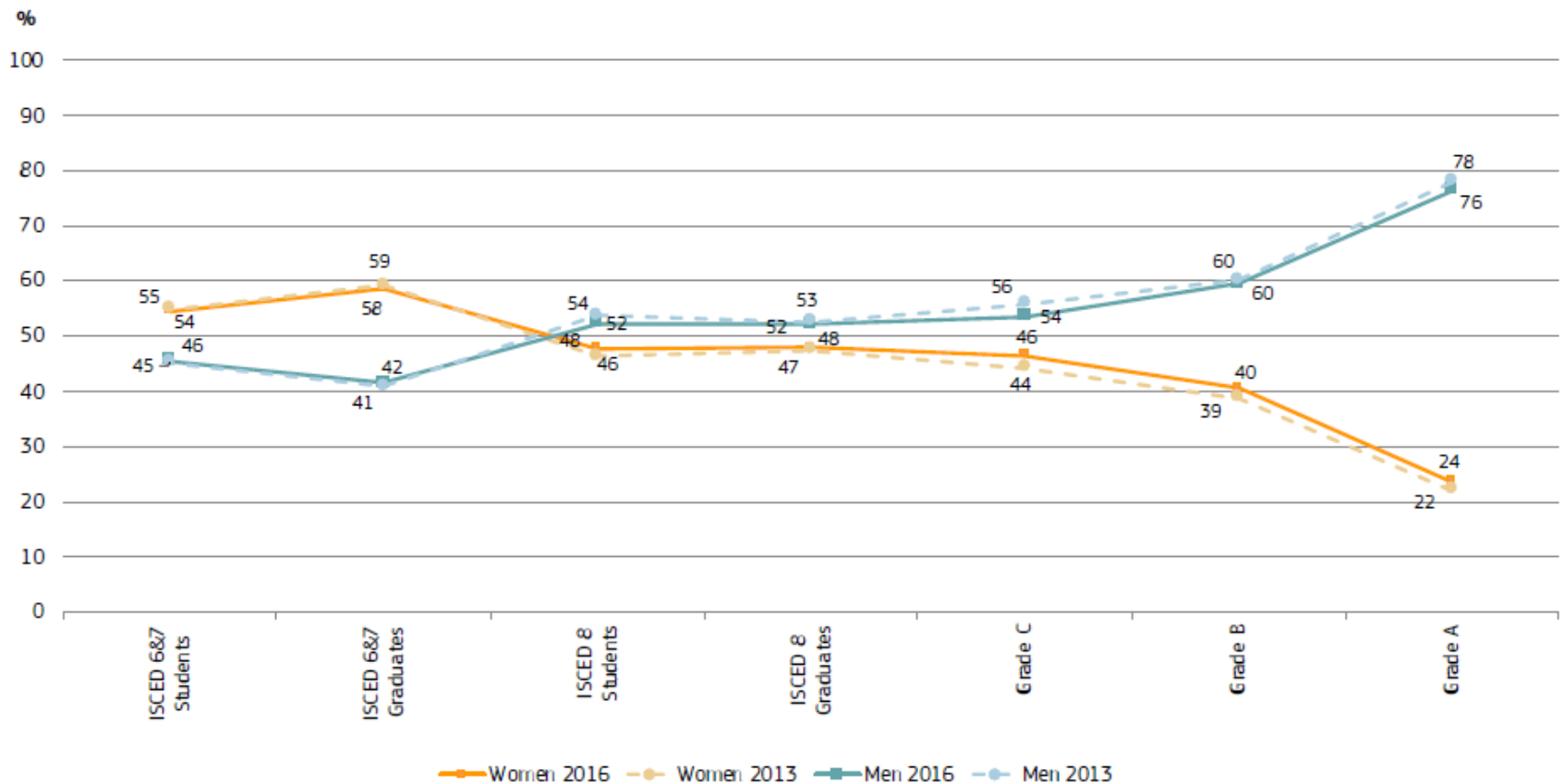


#EU4Women

#WomeninScience

HORIZON 2020
Closing **gender** gaps in
Research and Innovation

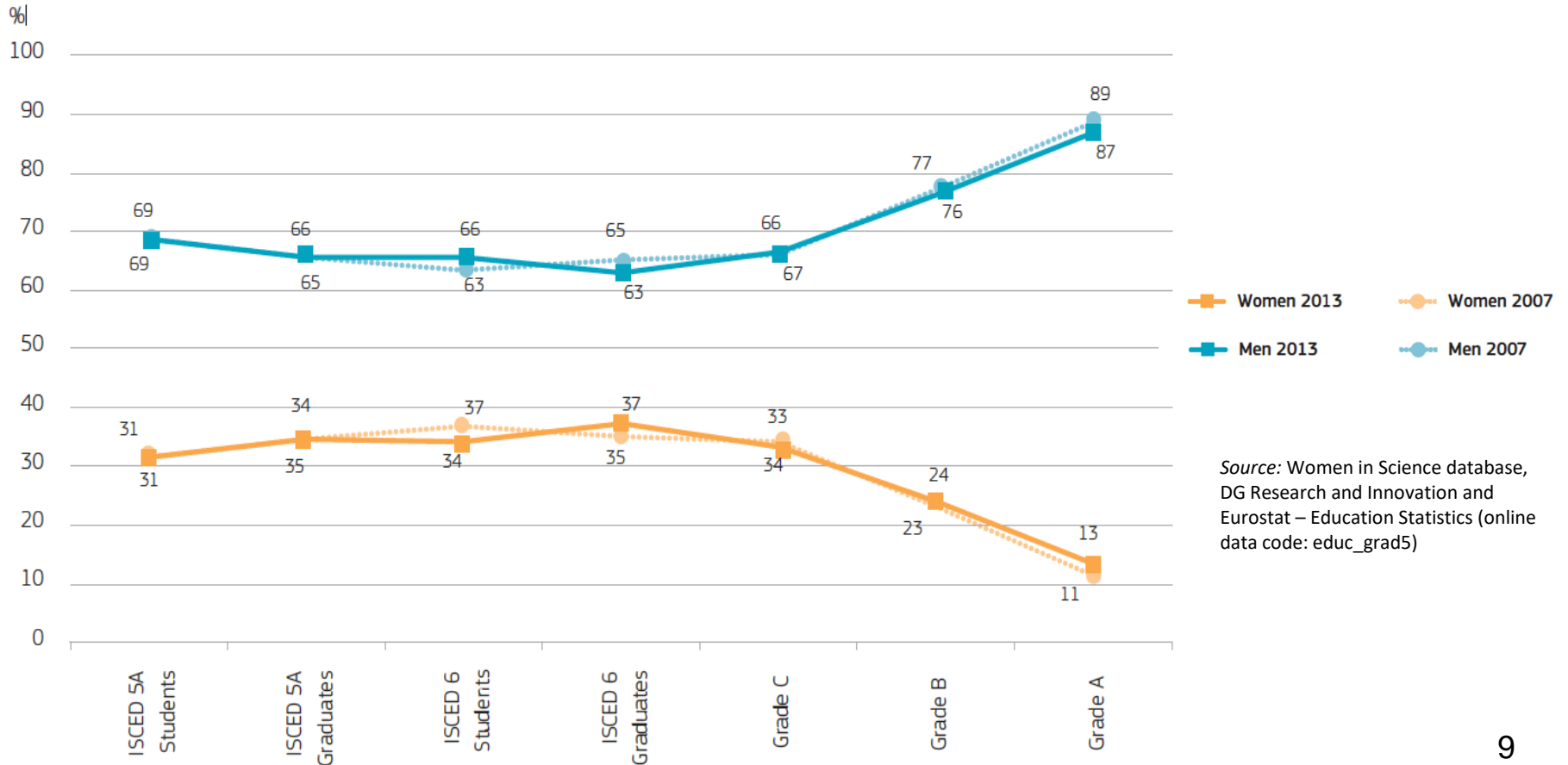
Figure 6.1 Proportion (%) of men and women in a typical academic career, students and academic staff, EU-28, 2013-2016



Source: She Figures 2018

Career advancement in science & engineering

Figure 6.2. Proportions of women and men in a typical academic career in science and engineering, students and academic staff, EU-28, 2007–2013





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

27%

32%

Women board
members in research
organisations

Women authorship of
scientific publications

9%

Patent applications with
women registered as
inventors

31%

Women
entrepreneurs



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#EU4Women

#WomeninScience

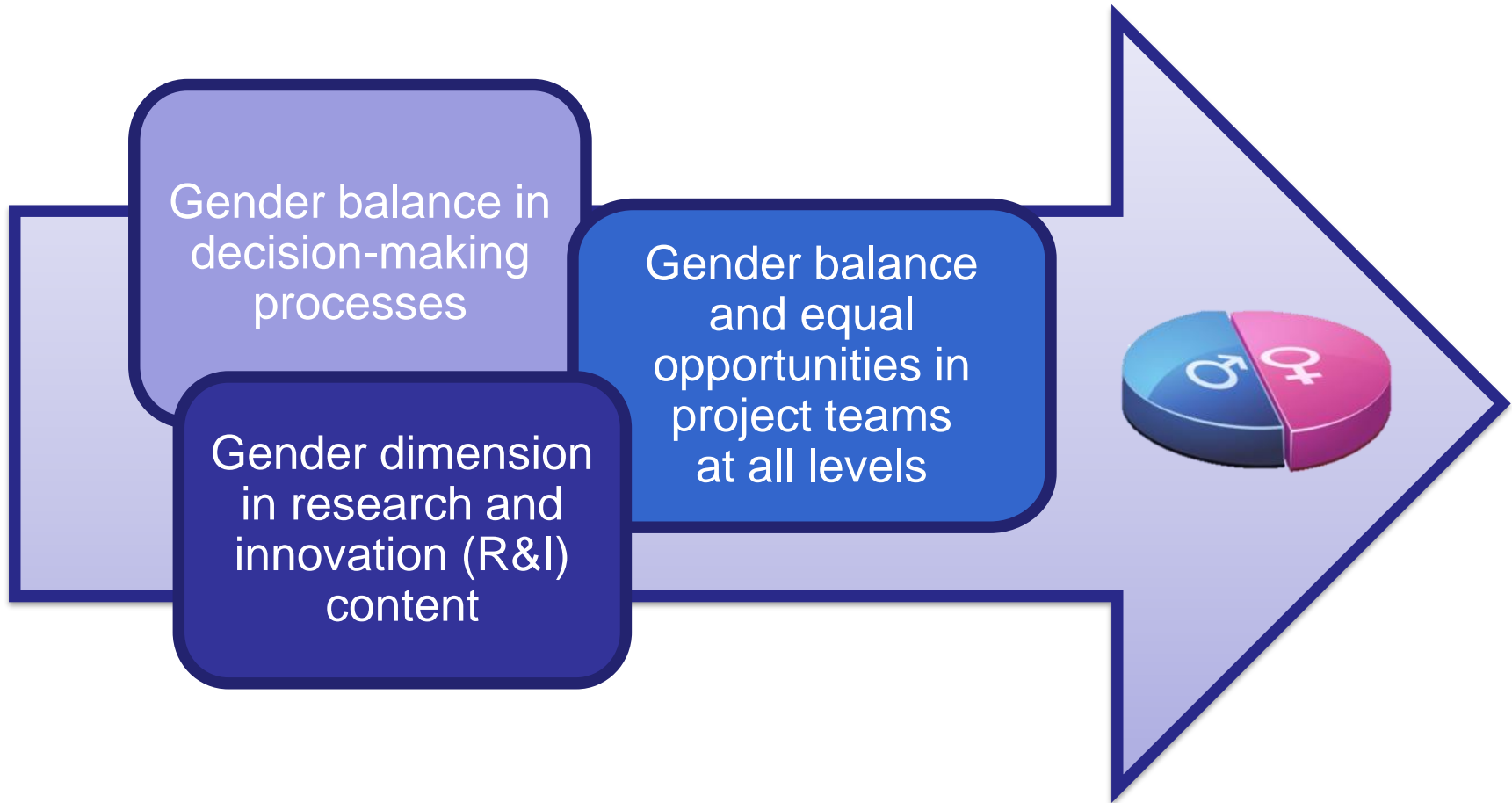


European
Commission



III. Gender Equality in Horizon 2020

3 Objectives for Gender Equality in Horizon 2020





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

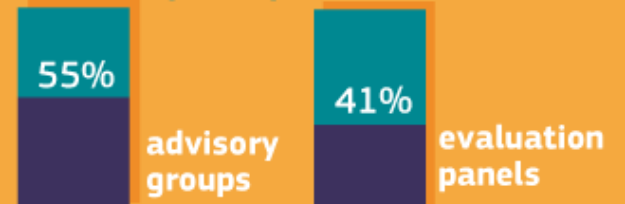


expert groups and evaluation panels
40% of the under-represented sex



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...

2020 work programme:
119/337 total topics gender-flagged (35.3%)



Closing **gender** gaps in
Research and Innovation

Support to Gender Equality Plans

- ✓ Target universities and research organisations
- ✓ Aim at changing practices to remove gender inequalities (discrimination and biases)
- ✓ Systemic approach supporting a combination of actions
- ✓ Aim at lasting effects (evaluation & monitoring)

EU Prize for Women Innovators

Celebrating the outstanding achievements of inspiring female entrepreneurs

- From across the EU and countries associated to Horizon 2020
- Who have founded a successful company and brought innovation to market
- Under 35s can apply for the €50,000 Rising Innovator prize
- Winners are selected by an independent jury of experts
- Apply by 21 April 2020 – check website for details

www.ec.europa.eu/women-innovators

Women Innovators

3 prizes

€100 000 each

Rising Innovator

1 prize

€50 000



IV. Horizon Europe

Horizon Europe: structure

Pillar 1

Excellent Science

European Research Council

Marie Skłodowska-Curie
Actions

Research Infrastructures

Pillar 2

Global Challenges and
European Industrial
Competitiveness

Clusters

1. Health
2. Culture, Creativity and Inclusive Society
3. Civil Security for Society
4. Digital, Industry and Space
5. Climate, Energy and Mobility
6. Food, Bioeconomy, Natural Resources, Agriculture and Environment

Joint Research Centre

Pillar 3

Innovative Europe

European Innovation Council

European innovation
ecosystems

European Institute of
Innovation
and Technology

Widening Participation and Strengthening the European Research Area

Widening participation and spreading excellence

Reforming and Enhancing the European R&I system

Gender Equality in Horizon Europe

- Remains a high priority: **Art. 6a.5** of the Framework Regulation **sets legal basis**
- **Gender is a cross-cutting priority as per Art. 2 of Specific Programme**
- Line of activity under **Pillar II, Cluster 2 on gender equality** in all social, political, economic and cultural domains, also addressing intersections between gender and other social categories, such as disability, sexual orientation and ethnicity.
- **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**.(...)’*



V. Upcoming activities & useful resources

Gender topics in SwafS WP 2020

Opening: 10 December 2019

Deadline: 15 April 2020

Topics	Type of Action	M€ max	M€ Budget (indicative)
SwafS-09-2020 Support research organisations to implement gender equality plans	CSA	3	9
SwafS-25-2020: Gender-based violence including sexual harassment in research organisations and universities	RIA	3	3
SwafS-26-2020: Innovators of the future: bridging the gender gap	CSA	1.5	1.5

SwafS - Gender Equality policy page

Commission and its priorities

Policies, information and services



English 

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Science With And For Society (Swafs)

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Gender Equality

The European Commission is committed to promoting gender equality in research and innovation (R&I). It is part of the Commission's [Strategic engagement for gender equality](#) in all EU policies for the period 2016-2019. 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.



Though gender inequalities in R&I persist the latest "She Figures" publication shows that

Publications

- She figures 2018: [Study](#) | [Handbook](#)
- [Guidance to facilitate the implementation of targets to promote gender equality in research and innovation](#) (📎 582 KB)
- [Interim Evaluation: Gender equality as a crosscutting issue in Horizon 2020](#) (📎 829 KB)
- [Report from the workshop on Implicit Gender Biases during Evaluations: How to Raise Awareness and Change Attitudes](#) (📎 1.2 MB)

More Info

- ["Science Education for Responsible Citizenship"](#) - New report on Science Education
- [Eurobarometer Qualitative Study: Qualitative survey about Public Opinion on Future Innovations, Science and Technology](#)
- [Indicators for promoting and monitoring](#)

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



**Thank you very much
for your attention**

For any other question and further information please contact:

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