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PROMOTING GENDER EQUALITY IN RESEARCH INSTITUTIONS AND INTEGRATION OF THE GENDER DIMENSION IN RESEARCH CONTENTS

Gender equality and gender mainstreaming in the ERA: findings and policy recommendations from the GENDER-NET ERA-NET

KEF 4 – Mainstreaming gender at national and field level: new evidence, better measures
GS7 Europe – 7th November 2015, Berlin

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The GENDER-NET European Research Area Network (ERA-NET)

EC FP7 2013 Science-in-Society Work Programme

Activity 5.2.1: Gender and research

Area 5.2.1.1: Strengthening the role of women in scientific research
             and in scientific decision-making bodies

FP7-ERANET-2013-RTD

Call SiS–2013–2.1.1-2 (Coordination and Support Action):

ERA-NET on the promotion of gender equality in research institutions

Duration: 3 years (15 October 2013 – 14 October 2016)

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I The GENDER-NET Consortium

Coordinator: CNRS

14 Partners:

- **5** Ministries / State Secretariats (France, Spain, Slovenia, Switzerland, Israel)

- **7** National RFOs (Norway, Ireland, Belgium, Cyprus, Canada, US)

- 1 National RPO-RFO (France)

- 1 National charity organisation (UK)

10 Observers (Germany, Canada, Austria, Norway, Czech Republic, Iceland, US, NordForsk)
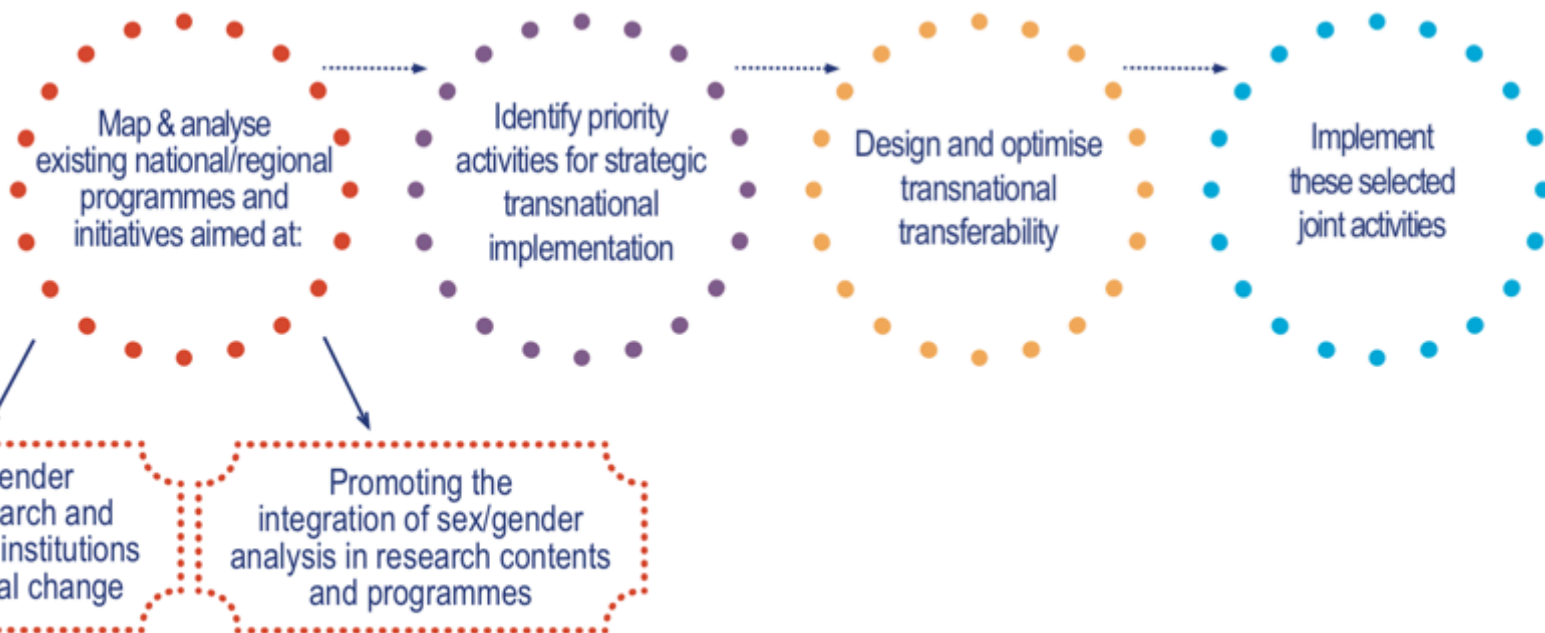
International Expert Advisory Board

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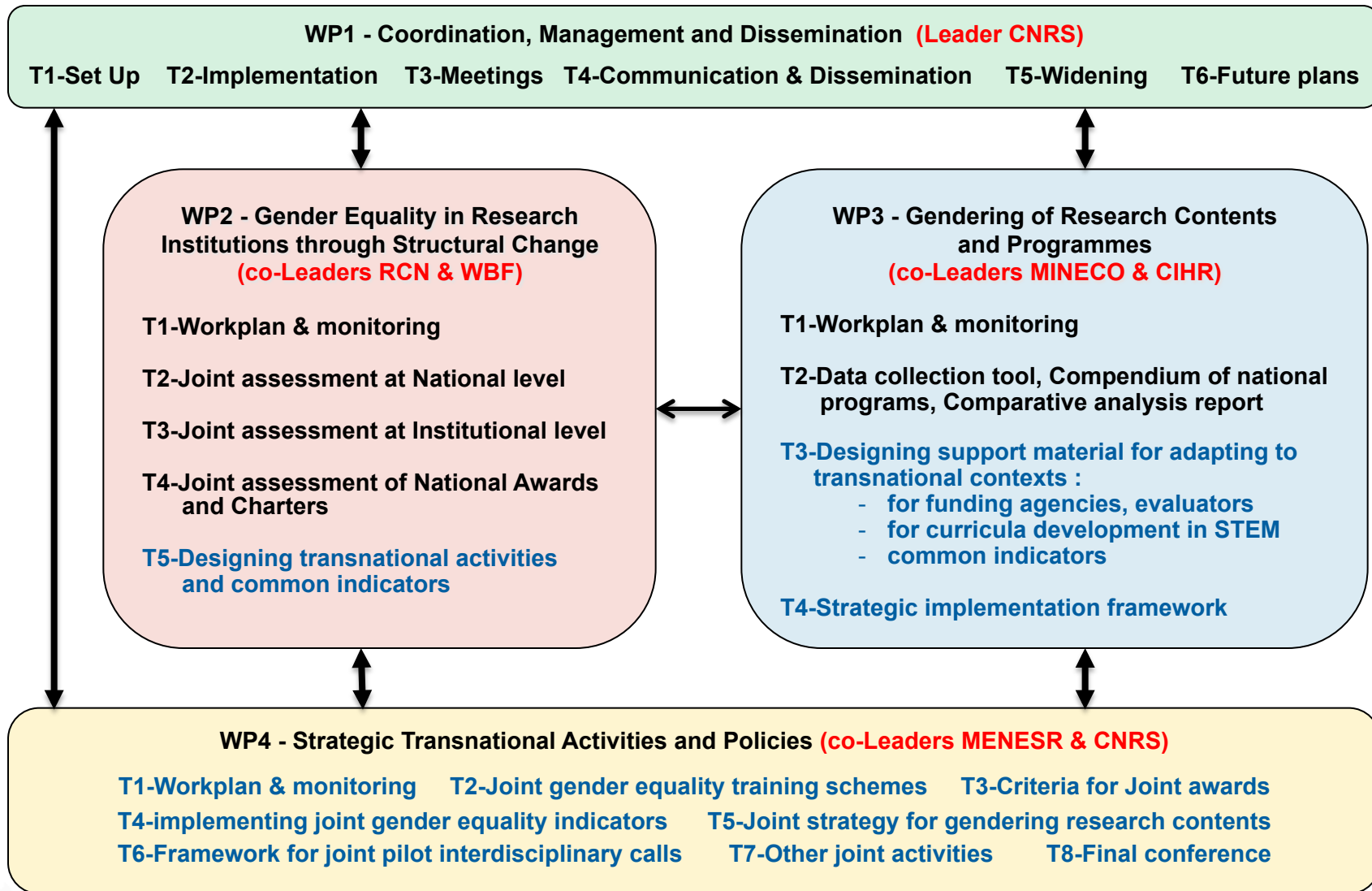
| GENDER-NET Aims

1. Engage MS into **modernising their institutions through structural change**, by implementing **gender equality plans** or equivalent initiatives, to improve the recruitment and career paths of female scientists as well as the working conditions and research productivity of both women and men

2. **Ensure scientific excellence**, stimulate new knowledge, leading to technological innovations, by **improving the integration of sex and gender analysis into all phases of basic and applied research**

3. Support a coherent monitoring and reporting of state of play and progress with **common indicators,** to assess achievements

4. **Reduce fragmentation across the ERA** by helping reach a critical mass of research organisations and universities across Europe and realise ERA Priority n°4 : gender equality and gender mainstreaming in research

I GENDER-NET: a pilot transnational research policy initiative

Joining forces to:

Map & analyse existing national/regional programmes and initiatives aimed at:

Identify priority activities for strategic transnational implementation

Design and optimise transnational transferability

Implement these selected joint activities

Promoting gender equality in research and higher education institutions through structural change

Promoting the integration of sex/gender analysis in research contents and programmes

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The GENDER-NET Workplan

WP1 - Coordination, Management and Dissemination (Leader CNRS)

T1-Set Up   T2-Implementation   T3-Meetings   T4-Communication & Dissemination   T5-Widening   T6-Future plans

WP2 - Gender Equality in Research Institutions through Structural Change (co-Leaders RCN & WBF)

T1-Workplan & monitoring

T2-Joint assessment at National level

T3-Joint assessment at Institutional level

T4-Joint assessment of National Awards and Charters

T5-Designing transnational activities and common indicators

WP3 - Gendering of Research Contents and Programmes (co-Leaders MINECO & CIHR)

T1-Workplan & monitoring

T2-Data collection tool, Compendium of national programs, Comparative analysis report

T3-Designing support material for adapting to transnational contexts :
- **for funding agencies, evaluators**
- **for curricula development in STEM**
- **common indicators**

T4-Strategic implementation framework

WP4 - Strategic Transnational Activities and Policies (co-Leaders MENESR & CNRS)

T1-Workplan & monitoring   T2-Joint gender equality training schemes   T3-Criteria for Joint awards
T4-implementing joint gender equality indicators   T5-Joint strategy for gendering research contents
T6-Framework for joint pilot interdisciplinary calls   T7-Other joint activities   T8-Final conference

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WP2
Gender Equality in Research Institutions through Structural Change

(WP2 co-leaders RCN, WBF-SERI)

Key Findings from the mapping and analysis and Recommendations

(RCN, WBF, ECU)

Structural (institutional) change

A systemic approach:

- Making decision-making practices more transparent
- Removing unconscious gender bias from institutional practices
- Promoting excellence through diversity
- Modernising HR management and the working environment

"Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation" (European Commission 2011)

| Scope of the WP2 mapping and analysis

- **National/Regional level** → GENDER-NET partner & observer countries

- **Institutional level** → academic institutions selected by GENDER-NET participants from countries with existing national initiatives (50 institutions)

- **Awards** → national, pan-European (8 schemes)

Thematic areas

- **Decision-making structures** and procedures at regional and national levels
- Anchoring gender equality issues at **leadership level**
- **Recruitment, retention and advancement** of women researchers
- Improving work environment, **work-life balance** and dual careers
- Facilitating in-/outgoing researcher **mobility** for women researchers

| Key Findings on National Initiatives

- **National laws, policies, programmes (in particular linked to funding) and awards are drivers at the institutional level** for the implementation of GEPs, and so are transnational initiatives

- **Gender equality units**, and **networks of practitioners** (at national, institutional, international levels), play a crucial role regarding the implementation of GEPs

- **Leadership involvement** is vital, but few measures specifically target leaders

- **Working environment and work-life balance**: **some measures** specific to research careers (e.g. grant extension/relief from teaching after parental leave, dual-career)

- Although **researcher mobility** is crucial for the ERA, yet **very few national initiatives** exist that take gendered challenges into consideration

- **Gender equality monitoring**, through appropriate quantitative and qualitative indicators is an important instrument in ensuring the long-term, sustainable and effective institutionalisation of gender equality at an institutional level

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Key Recommendations: Transnational Actions

- Recommended strategies: linking **funding** to gender equality requirements, targeting **leadership**, addressing gender issues in **mobility** schemes

- Establish **ERA platform on gender equality** to stimulate transnational learning on how to interlink measures that implement structural change

- Develop **joint indicators** on structural/cultural change impacting gender equality, in consultation with institutions

- Develop a **structural change toolkit** which should contain capacity-building materials, training and recommendations for decision-makers in institutions and the wider community

- Consider creating a **transnational award/incentive scheme**

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WP3
Gendering of Research Contents and Programmes

(WP3 co-leaders MINECO, CIHR)

Key Findings of the online survey and Recommendations

(CNRS, MINECO, CIHR, FNRS)

I Gendering of research and innovation contents

- **Integration of the gender dimension in research contents**: concept regrouping the various elements concerning biological characteristics and social/cultural factors of both women and men into the development of research policies, programmes and projects

- **Sex/Gender Analysis**: umbrella term for the entire research cycle that includes the integration of sex and/or gender issues from the setting of research priorities through developing methodologies, gathering and analysing data, to evaluating and reporting results, and transferring them to markets

EU-US Gendered Innovations Project
European Commission Guidance/Vademecum on Gender Equality in H2020

❙ Compendium of existing national-level initiatives: fact sheets per organisation in these survey categories

- General Information on respondents

- **Policies and strategies** aimed at integrating sex/gender analysis in research

- **Research funding programmes** fostering the integration of sex/gender analysis in research

- **Guidelines and training** materials for **applicants**

- **Guidelines/training for** grant proposal **reviewers**

- **Recommendations and/or models for university curricula development** in scientific and technological fields (other than humanities & social sciences)

- **Transnational** activities

- Additional information

Brief Overview of the Survey Outcomes

- 40 **national** organisations answered the survey (from 22 countries)

- Categories: 8 Ministries, 23 RFO, 2 RFO/RPO, 4 RPO, 3 others

- **18** of the 40 were members of the **GENDER-NET** extended Consortium

- **11** responding organisations are RFO/RPO currently involved in the **Science Europe** Working Group on Gender & Diversity

- **7** responding organisations have declared being represented on the ERA-related **Helsinki Group** on Gender in Research and Innovation advisory group

- Only **1** of the **TAFTIE** members (funding agencies for applied research and innovation in Europe) responded the survey

Summary of existing National Initiatives

- **16 national organisations with policies/strategies**

  & **9 more** already planning to do so

- **9 Proactive organisations**
  2 Min, 5 RFO, 2 RFO/RPO

- **9 Relatively Active**
  2 Min, 3 RFO, 2 RPO
  & 2 Other

- **22 Relatively Inactive**
  4 Min, 15 RFO, 2 RPO
  & 1 Other

Country	Organisation	Policies and strategies	Research-funding programmes*	Guidelines and trainings for applicants	Guidelines and trainings for reviewers	Recommen-dations/ models for university curricula	Trans-national activities	Other activities
AT	BMWFW	x	x	x	x		x	
AT	FWF	x	x	x	x		x	x
AT	FFG	x	x	x	x		x	
BE	FNRS						x	
CA	CIHR	x	x	x	x		x	x
CA	NSERC						x	x
CH	SERI	x	x				x	
CH	CRUS						x	x
CH	SNF	x					x	
CY	RPF						x	
CY	SGL							
CZ	MSMT						x	
DE	DFG						x	
DE	GESIS			x			x	
DK	DFF						x	x
DK	DNRF						x	
ES	MINECO	x	x	x	x		x	
ES	CSIC	x					x	x
FI	AKA							x
FR	CNRS	x	x	x			x	
FR	MENESR						x	x
FR	ANR						x	
HU	OTKA							
IE	IRC	x	x	x	x		x	
IE	HEA						x	x
IE	SFI						x	
IE	HRB			x				
LV	LSC							
LT	SMM						x	
NL	MOCW	x					x	
NL	NWO						x	
NL	ZonMw	x	x	x			x	x
NO	RCN	x	x				x	x
NO	KILDEN	x					x	x
SE	SRC						x	
SI	MESS						x	
SK	SU-SAV						x	
UK	RCUK						x	x
US	NAS	x				x	x	x
US	NIH	x	x	x			x	x

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Two main trends regarding research-funding programmes aimed at integrating sex/gender analysis in research

- **Integrated in some specific programmes**

e.g. CNRS (*Défi Genre*-Gender Challenge programme), BMWFW (Sparkling Science), FWF (2 pilot programs), FFG (FEMTech Research Projects), WBF-SERI (small budget to fund research projects taking into consideration sex/gender in research contents)

- **Integrated in all programmes as a cross-cutting issue**

e.g. CIHR, MINECO, IRC, NIH (policy requiring applicants seeking funding to specify whether they are considering sex and/or gender in their research designs)

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| Key Findings

- Gender dimension in research contents is less developed than gender balance/ gender equality and there's often **confusion** between the two

- Legal framework helps but is not necessary

- Level of implementation follows a **descending trend** from policies/strategies (40% of the sample), integration in research funding programmes (28%), guidelines/trainings for applicants (28%), guidelines/trainings for reviewers (15%) to recommendations for curricula development (2.5%)

- **22.5%** of the 40 organisations are **proactive organisations**, another 22.5% are relatively proactive, and 55% are relatively inactive ones

- **22.5%** of the sample, without a policy, plan to adopt one (ANR, MENESR, CSIC, DFG, swissuniversities, MSMT, RPF, SMM, and NSERC)

- **35 our of 40** of respondent organisations declare undertaking activities in a transnational context

- And a **large majority** of respondents express an interest for obtaining **more information on the topic**

I Key Recommendations

- Funding programmes: require applicants to **indicate whether sex and/or gender is relevant to their proposed research**. If so, outline how sex/gender analysis will be integrated in the design, implementation, evaluation, interpretation and dissemination of the results. If not, explain why not.

- Including measures aimed at integrating the gender dimension into all programs (**cross-cutting**) not only in specific programs.

- **Training**: develop and deliver training on sex and gender analysis for agency staff, evaluators, applicants

- **Enforcement**: develop evaluation/scoring criteria, review monitor funded proposals

- **Supplemental/Eligible Funding** (Seed Grants) for:
  - exploring how sex/gender analysis can be added to current or proposed research
  - providing training for research team

- Developing sound and systematic monitoring and evaluation system with measurable and **appropriate indicators** to measure implementation success

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| Key Challenges, Opportunities and Actions

- **Challenges**
  - Lack of awareness and competence of issues among MS, RFOs and RPOs regarding sex/gender analysis in research and innovation contents
  - Lack of high-level support in some countries/organisations
  - Defining common indicators
  - Sustainability and widening of GENDER-NET initiatives

- **Opportunities**
  - GENDER-NET as a catalyst and multiplier
  - Increasing community of committed national-level players
  - Exchange of experience and identified best practices

- **Actions**
  - Implement GENDER-NET workplan designed to help reach ERA priorities on gender
  - Liaise with and involve more policy-makers, research stakeholders' associations from the ERA Platform ("do-ers") and other stakeholders such Journals/Publishers

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Thank you for your attention!

Please visit our website: www.gender-net.eu

Contact: anne.pepin@cnrs-dir.fr

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