



Gender – Calls for 2020



Research and
Innovation

Gender in Science with and for Society 2020

| Topic | Type of Action | M€ min/max | M€ Budget (indicative) |
|--------------------------------------------------------------------------------------------------------------------------|----------------|------------|------------------------|
| SwafS-09-2020 Support research organisations to implement gender equality plans | CSA | 2.5/3 | 9 |
| SwafS.25.2020: Gender-based violence (GBV) including sexual harassment in research organisations and universities | RIA | 3 | 3 |
| SwafS-27-2020: Innovators of the future: bridging the gender gap | CSA | 1.5 | 1.5 |

SwafS-09-2020 Support research organisations to implement gender equality plans

Background

- ✓ Gender Equality is a key priority in Member states and Associates countries within ERA
- ✓ RPOs, RFOs and universities are invited to implement Gender Equality Plans
- ✓ Council Conclusions of 1 December 2015 → need for institutional change along three objectives
 - Removing barriers to recruitment, retention and career progression of female researchers
 - Addressing gender imbalance in decision making processes
 - Integrating the gender dimension in R&I content
- ✓ The Gear Tool provides step-by-step guidance for implementing GEPs

Topic SwafS-09-2020: Supporting Research Organisations to implement Gender Equality Plans (CSA)

- ✓ **Continuation of topic SwafS-09-2018-2019**
- ✓ **Specific Challenge:** Research organisations are invited to implement institutional change through Gender Equality Plans (GEPs)
- ✓ **Scope:** GEP implementation by RPOs, including universities, and RFOs
- ✓ **Expected Impact:** Increase the number of research organisations implementing GEPs which address the 3 ERA objectives for gender equality
 - Increase in the participation of women in R&I and improvement of their careers prospects;
 - Improvement of gender balance in decision-making bodies;
 - Inclusion of the gender dimension in R&I content where relevant and increase in the quality and societal relevance of produced knowledge, technologies and innovations
- ✓ **Budget/project:** between EUR 2.5 million and EUR 3 million
(core of budget needs to go to the implementation of GEPs)
- ✓ **Project duration:** at least 48 months recommended

SwafS.25.2020: Gender-based violence (GBV) including sexual harassment in research organisations and universities

- ✓ Challenge : GBV is a cause and a consequence of gender inequalities and has detrimental effects on wellbeing & scientific careers
- ✓ Scope : Building on existing research, this **RIA action** will:
 - Collect data on forms of GBV in EU higher education systems & research organisations (staff & students) in min. 15 Member states
 - Identify the role of universities and research organisations, including research funding organisations, in preventing GBV, protecting victims, and prosecuting the perpetrators
 - Develop case studies of implemented measures at organisation-level
 - Formulate concrete recommendations and develop prevention plans, hands-on tool-kits, training material and dissemination material
 - Disseminate its outcomes and materials (also on GEAR website)
- ✓ **Budget** 3M ; **Duration** : 36 months



SwafS-27-2020: Innovators of the future: bridging the gender gap

Specific Challenge:

Making full use of female creativity and innovation potential. Breaking gender stereotypes and creating a smart, sustainable and inclusive economic system.

Scope:

Develop entrepreneurial competences, inspire the next generation of innovators. Multistakeholder consortium. Build on the work of other EU initiatives / funded projects (i.e. Scientix, Hypatia and EUCYS). Develop sustainable collaborative networks, at least 16 EU/AC countries involved.

Expected impact:

Encourage sustainable collaboration among schools, science and technology museums, foundations, start-ups, etc, while bridging the gender gap in innovation; I
ncreasing the number of female innovators in EU

Estimated budget: EUR 1,5 million



(additional slides)

Resources

To remember when writing a proposal

- ✓ Include partner(s) with **gender expertise**
- ✓ Use **checklists** from the Gendered Innovations project
- ✓ The **gender dimension** should be an integral part of your research ("Where relevant, describe how sex and/or gender analysis is taken into account in the project's content", work package(s))
- ✓ **Training** on gender equality is an eligible cost
- ✓ Leaving out the gender dimension is a **lost opportunity** for innovation and weakens excellence
- ✓ Gender balance in research teams is a **ranking factor**

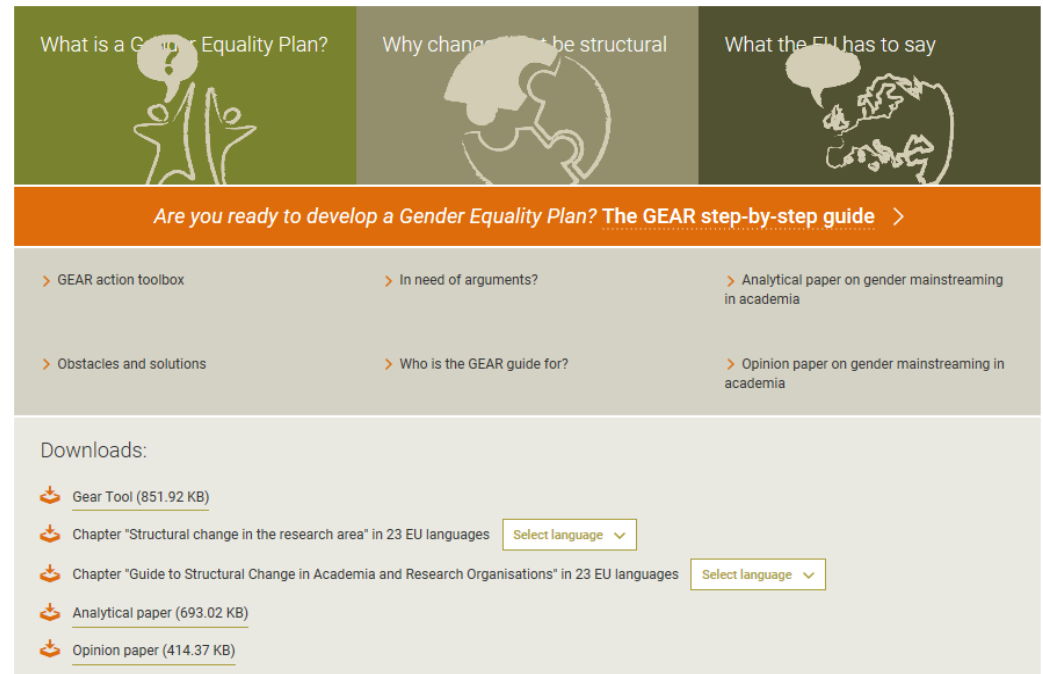
The GEAR Tool

Gender Equality in Academia and Research -
GEAR tool



- ✓ Co-produced by EIGE and DG RTD
- ✓ Step-by-step guidance for implementing GEPs in RPOs
- ✓ Action toolbox: 10 key themes to consider in a GEP
- ✓ Concrete examples of good practices, building on GEP projects funded under FP7 and H2020

Making a Gender Equality Plan



The screenshot shows the GEAR tool website interface. At the top, there are three main sections: "What is a Gender Equality Plan?", "Why change should be structural", and "What the EU has to say". Below these is a prominent orange banner that reads "Are you ready to develop a Gender Equality Plan? The GEAR step-by-step guide >". Underneath the banner, there are six links arranged in a 2x3 grid: "GEAR action toolbox", "In need of arguments?", "Analytical paper on gender mainstreaming in academia", "Obstacles and solutions", "Who is the GEAR guide for?", and "Opinion paper on gender mainstreaming in academia". At the bottom, there is a "Downloads:" section listing four items: "Gear Tool (851.92 KB)", "Chapter 'Structural change in the research area' in 23 EU languages" (with a "Select language" dropdown), "Chapter 'Guide to Structural Change in Academia and Research Organisations' in 23 EU languages" (with a "Select language" dropdown), "Analytical paper (693.02 KB)", and "Opinion paper (414.37 KB)".

<http://eige.europa.eu/gender-mainstreaming/toolkits/gear>



Resources and expertise on gender issues

GenPORT

On-line community of practionners
for sharing knowledge and inspire collaboration

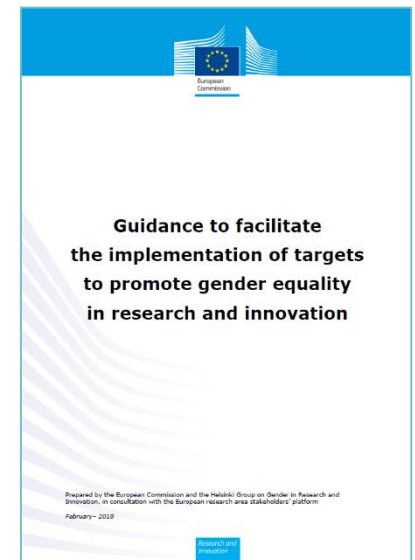
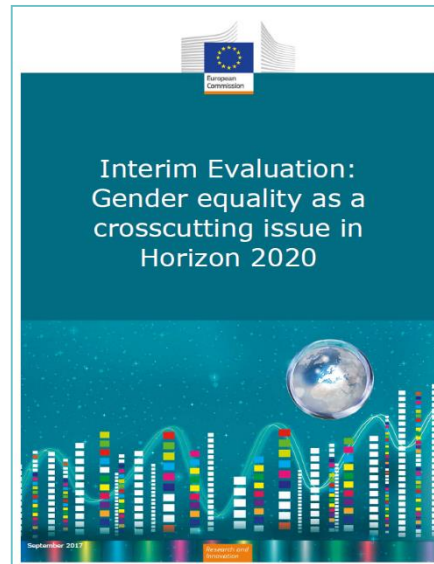
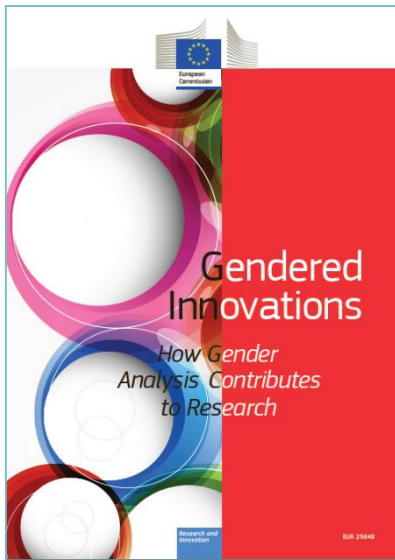
www.genderportal.eu

Gender Toolkit

<http://www.yellowwindow.be/genderinresearch/>

European Institute for Gender equality

<http://eige.europa.eu/>



https://ec.europa.eu/research/swafs/index.cfm?pg=library&lib=gender_equality

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

SwafS - Gender Equality policy page

European Commission > Research and Innovation > Research by area >

Science With And For Society (Swafs)

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Gender Equality

[\[NEW\] Guidance to facilitate the implementation of targets to promote gender equality in research and innovation](#)

[\[NEW\] Interim Evaluation: Gender equality as a crosscutting issue in Horizon 2020](#)

[\[NEW\] Report from the workshop on Implicit Gender Biases during Evaluations: How to Raise Awareness and Change Attitudes?](#)

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

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 Responsible Research and Innovation](#) (📎 1.1 MB) : Report from the Expert Group.
- [Responsible Research and Innovation: European ability to respond to societal challenges](#) (📎 507 KB) : this leaflet is an introduction to RRI
- [Special Eurobarometer Responsible Research and Innovation \(RRI\), Science and Technology](#) - More on public opinion [here](#).
- Concurrent Design Foresight. [Report to the European Commission of the Expert Group on Foresight Modelling](#).

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



Thank you very much for your attention!

For any question contact:

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