

Gender equality and gender mainstreaming: Recommendations for the interim evaluation of H2020 and preparation of for the future FP

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Question addressed

- How effective has Horizon 2020 been so far to promote gender equality along the objectives set for it in the ERA and in the H2020 Regulation?
- What could be done to improve the take up of these objectives in the future?

GE priorities in H2020 and ERA

- Gender balance in decision making
- Gender balance in teams
- Gender dimension in research and innovation

- Gender issues as a cross cutting issue
- Gender issues included in monitoring and evaluation

Data on main indicators

- Percentage of women **participants** in H2020 projects: **35.8% of total workforce**
- Percentage of women project **coordinators** in H2020: **43.6% (scientific + administrative)**
- Percentage of women in EC **advisory groups (51.9%), evaluation panels (36.7%), individual experts** in Expert Database **(31.1%)**
- Percentage of projects taking into account the **gender dimension in research and innovation content: 36.2% of signed grants**

Key recommendation

- HG welcomes progress made and measures adopted in H2020
- The current provisions in place to address gender issues under Horizon 2020 should be **reinforced**, with proper measures put in place to ensure their **integration by proposers, in evaluation, project review and monitoring** of Horizon 2020
- The **same** should be retained in FP9

Gender balance in research teams

- Compared to FP7, 2 **indicators are a step back**
- More nuance needed to measure progress in the scientific workforce
 - **Disaggregate research and administrative positions** for each part of H2020
 - **Disaggregate** different project management positions in order to be able to assess **scientific coordinators** as opposed to administrative coordinators
- For the remaining part of H2020, put in place a project review system to evaluate the implementation of the legal provision for gender balance in research teams
- For FP 9, HG recommends to address **work-life balance issues** more strongly, building on existing provisions
 - E.g. provide additional funding to recruit a cover post during parental leave or to extend the research period, in collaborative projects

Gender balance in decision making

- Extend existing good practice: Build on positive experience with a call for advisory boards
 - The leadership of DG RTD to take a stance toward evaluation panels where women are particularly under-represented and issue a call to enhance the registration of women in the expert database
- Decision making **indicator to be disaggregated by field**
- The Commission to perform a **specific review of fields where women are severely under-represented** (less than 25%) and compare the proportion of women in the EMM database pool and the percentage of women selected to sit on evaluation panels

Gender dimension in research and innovation

- The gender dimension has been **strengthened** – flagging up topics
- To further facilitate that GD is addressed in **flagged-up topics**:
 - Guarantee that all the call topics where the gender dimension is relevant explicitly require applicants to develop a sex and/or gender analysis
 - Ensure that the topic description mentions in concrete terms the gender-related issues to consider
 - Require that a gender expert be included in the consortium
 - Require an explanation in the event applicants do not consider sex and/or gender analysis be relevant for their proposal
- In addition to treating gender as a cross-cutting issue in flagged-up topics, **fund gender-specific research**

Awareness raising and competence building

- Commendable is the development of guiding materials
- Minimum standards and guiding principles on gender issues for NCPs should be **revised and expanded** in the next update of the *Minimum standards and Guiding principles for setting up systems of NCPs*
- NCP projects should be continued for the duration of H2020 and **financial support** should be provided by the EC for NCPs to participate in gender trainings
- EC in cooperation with MS should consider the feasibility of introducing a **gender-specific NCP** for the next FP9 given the positive experience in MS with one

Evaluation

- **Evaluation moderators**
 - Make gender trainings **obligatory**
 - Institutionalize a procedure whereby evaluation moderators are held **accountable for providing appropriate briefing** on gender issues in H2020
- **Flagged-up topics**
 - **Include gender experts** among evaluators
 - The **evaluation report template** must include a question about the integration of the gender dimension in the project
 - The **review report** must explicitly address this issue
 - Proposals that do not address the gender dimension in research and innovation should fail to receive **the threshold point awards in the Excellence section**

Monitoring

- Make better use of the monitoring system: The monitoring system should allow **detailed monitoring by sex, field of research and career stage of the scientific workforce and coordinators in each part of H2020**
- A more detailed system should be introduced to monitor the **integration of sex/gender analysis in signed grants as a function of gender-flagged topics vs non-flagged ones**
- The transformation of Part B into Description of Work should ensure that the **item addressing integration of the gender dimension is transposed in the IT system** in full either in Part A or in the DoA. This operation should not further burden the beneficiaries as they already addressed this issue at proposal stage.