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

Source: H2020 MR 2015
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.