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**GENDER
ACTION**

The GENDERACTION Project: Gender Equality in the ERA Community

Enhancing Gender Equality & the Gender Dimension
in Research & Innovation,
GENDERACTION Training Event

20 / 06 / 2019



WHY WE NEED GENDERACTION

**GENDER
ACTION**

**GENDER EQUALITY IN THE ERA COMMUNITY
TO INNOVATE POLICY IMPLEMENTATION**



Gender Equality in the EU

*“There is **progress** but it is still slow. And we still have a long way to go to achieve full gender equality. ...what we need is a complete **cultural change**, which requires systematic and **coordinated actions**, education and strong **political commitment** by all actors involved....Gender equality is not only a matter of concern for women; it must matter to all of us.”*

Carlos Moedas, SHE Figures 2018.

Equality between women and men is a fundamental principle of EU treaties.
We all benefit when...

- Women** scientists and innovators can contribute to R&I with their skills and knowledge
- research includes sex and gender analysis (**gender dimension**)
- results and innovations Are relevant to **both men and women**

The infographic features a teal background with white clouds. It includes icons for a magnifying glass, a bar chart with gender symbols, and a target. An illustration of a man and a woman running is also present.

 European Commission

Gender Equality in the European Research Area (ERA)

- ✓ Gender Equality & Gender Mainstreaming= core principles of ERA (ERA priority 4)
- ✓ Horizon 2020: Gender Equality is a “cross-cutting issue” & a topic within the Work Programme “Science with and for Society” (SwafS)

Key Findings on Gender Equality in the EU

- The proportion of women among doctoral graduates ranged from 40% to 60%, yet significant difference between fields still exist (women are under-represented ICT, engineering, manufacturing and construction)
- Labor market: gender pay gap in scientific R&D occupations (women in R&D earned on average 17% less than their male colleagues in EU-28 (2014))
- Glass ceiling: diminishing representation of women as standard academic career progresses
- Women are still under-represented in scientific authorship (yet, the women to men ratio in scientific authorship is rising) – the impact of scientific publications in male and female authorship seems to be equal)
- Women are strongly under-represented as patent inventors (+strong gender gap in composition of inventors' teams)
- The funding success rate was higher for men than women by 3.0 percentage points

Source: SHE Figures 2018

GENDERACTION

GENDERACTION is an innovative policy community

- bringing together representatives appointed by **national authorities** in Member States and Associated Countries (HG/SWG GRI members)
- set to advance gender equality in R&I and the implementation of **the gender priority in the European Research Area** at national, European and international levels until 2020 and beyond
- and **foster policy coordination, best practice exchange and mutual learning** among more and less experienced countries to develop knowledge and build capacities, competence and know-how

PROJECT ACTIVITIES

- Map and analyse Members States' **progress towards implementation of gender equality in R&I** through national ERA action plans and strategies
- Deliver **training** events to build consistent and professional capacity in gender equality in R&I among responsible national representatives and Horizon 2020 National Contact Points
- Provide **mutual learning opportunities (through a variety of training events and other mutual learning activities)** to maximize existing experience among policy makers and other relevant stakeholders
- Prepare **policy briefs** on advancing gender equality in the ERA
- **Build new collaborations** to advance gender equality in **international cooperation in science, technology and innovation**

Target Audience

- **National level**

National authorities (incl. research attachés, civil servants)

Horizon 2020 NCPs

RFOs, RPOs

- **European level**

SWG GRI

European Institutions (European Commission, European Parliament, Competitiveness Council)

- **Global level**

Bodies for international cooperation (UN, OECD, etc.)

- **Research community**

EIGE

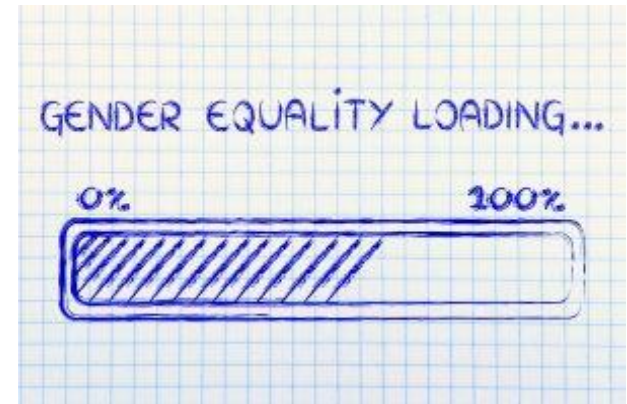
The ERA Stakeholder Platform

ERA-NET-GENDERNET

Projects of cultural and institutional change

Impact

- Developing a methodology **to measure progress** in the implementation of priority 4 gender equality and gender mainstreaming
- **Consistent and professional capacity** to implement ERA roadmap priority 4 among responsible national representatives
- **Coordination of efforts** of Member States in priority 4
- **Enhanced expertise** in gender equality and gender mainstreaming among key stakeholders (including NCPs and RFOs most notably), with a particular focus on the relatively inactive countries
- **Consistency** between national gender equality strategies in research and innovation and Horizon 2020
- **Shift in the imbalance between the proactive and relatively inactive countries** in Europe



What we've done thus far

- **3 Mutual Learning Workshops** (developing criteria for good practices, monitoring & evaluation of policies, exchange of best practices & approaches to gender equality and among EU funded projects on structural change)
- A series of **Trainings & Webinars**
- **Policy Brief Series** (special focus on gender dimension in Horizon Europe)



THE FUTURE OF GENDER EQUALITY IN EUROPEAN RESEARCH AND INNOVATION

9 April 2019 | 10:00 - 17:00

Brussels | NH Collection Brussels Centre | Boulevard Adolphe Max 7

Welcome by:

Jean-David Malo, Director, Directorate B Open Innovation and Open Science, DG RTG, EC

Video message by **Vera Jourova**, Commissioner, DG JUST, EC

Keynote presentation by:

Mieke Verloo, Radboud University, the Netherlands

Expert panels:

Research funders and gender social responsibility

Structural change for gender equality

Innovation and gender: digitalization, AI and ethics

Round table:

Gendering the future of R&I



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hashtag:

#Future4Gender



Thank you for your attention!

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