

# How the State Research Agency (AEI) in Spain supports the integration of sex/gender analysis into research

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Cabinet of the State Secretariat for Universities, Research, Development & Innovation  
Ministry of Science, Innovation & Universities**

**GENDERACTION Training Event for policy makers ‘Enhancing Gender Equality and the Gender Dimension in Research and Innovation’**



**GENDER  
ACTION**



Athens, June 20th 2019

## Outline

- I. Spanish legal and strategic framework for Integrating Gender Analysis into Research (IGAR)**
- II. Other drivers facilitating IGAR at the Spanish Research Agency (AEI)**
- III. Concrete IGAR actions set up by AEI through its funding schemes for RDI projects**



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# I. Spanish legal and strategic framework for IGAR

# Spain developed a pioneer legal basis for gender mainstreaming in R&I at national level

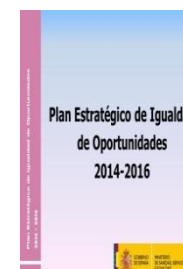
## Legal basis:

- **Organic Law for Effective Equality between Women and Men (3/2007)**
- **Science, Technology & Innovation Law (14/2011)**



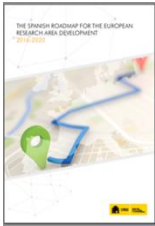
## Followed by a policy basis:

- **Spanish Strategy for Science, Technology & Innovation 2013-2020**
- **Strategic Plan for Equal Opportunities 2014-2016 (PEIO)**



## And we have further advanced that strategic policy basis at national level





## ES NAP for the ERA Roadmap 2016-2020: 2 main aims for Priority 4 at national level

### 1) Review and adaptation of procedures and criteria used **in public calls for proposals** for RDI funding...



- to avoid gender bias and achieve greater gender balance
- to improve the integration of the gender dimension into the to-be-funded proposals

### 2) Developing guidelines, promoting best practices and training...



- to improve the implementation of gender equality policies **in public research centres and RDI funding agencies**, as well as the monitoring and evaluation of such policies



## ES NAP for the ERA Roadmap 2016-2020: Some measures under objective 1 for Priority 4

- ✓ To update and include **new criteria on IGAR** in RDI grants for projects
- ✓ To improve **criteria and requirements for scientific panels composition**
- ✓ To update **female/gender experts** in (inter)national databases
- ✓ To include **selection criteria for RDI calls** such as **ranking factors to promote gender equality** in teams, institutions and in the content of proposals

## ES NAP for the ERA Roadmap 2016-2020: Indicators for the monitoring of Priority 4

### SNAPSHOT INDICATOR (EUROPEAN ROADMAP):

- Percentage of women grade A staff in academic positions

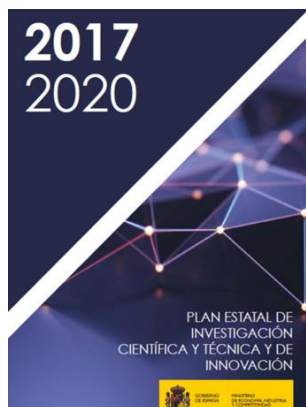
### NATIONAL INDICATORS:

- Share of women participating in R&D evaluation panels (40-60%)
- Share of universities and Public Research Organizations which have adopted Gender Equality Plans
- Percentage of funds in R&I granted projects that include the gender dimension as a cross-cutting issue



## Incorporation of the 4<sup>th</sup> ERA priority into the State Plan for Scientific and Technical Research and Innovation 2017-2020 (*inter alia*)

- One of the aims of this State Plan is:
  - To promote an Open and Responsible model of Science and Innovation [**including gender equality and gender mainstreaming**]
- In the Funding Programme for Societal Challenges:
  - The appropriate **cross-cutting integration of sex/gender analysis** into R&I content is a main objective
  - **Gender studies** is an **specific R&I field within SC-6** (*Social Sciences and Humanities and SCs*) besides the cross-cutting integration of sex/gender analysis in all the SCs.



## Incorporation of the 4<sup>th</sup> ERA priority into the II NAP on Women, Peace and Security 2017-2023



### Measure 1.5

#### *Incorporation of the gender dimension into Spanish International Cooperation on STI*

*To promote:*

- ***Gender balance*** in the participation of women and men,
- ***as well as the integration of sex/gender analysis into the content*** of programmes, projects and measures



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## II. Other drivers facilitating IGAR at AEI

The Women & Science Unit (UMyC), set up at the State Secretary since 2006, is a supporting actor for gender mainstreaming in R&I

The UMyC mission is to promote:

- Equal participation of women and men in all areas of STI
- Integration of sex/gender analysis as a cross-cutting issue in
  - scientific research
  - technological development and innovation
- Specific research in the field of gender and women studies

## AEI is developing its own gender equality structures and policy

- The AEI Statute (2015) established **Gender Equality as a basic principle** (1 out of 8)
- In the framework of the H2020 *SUPERA* project 2018-2022:
  - ✓ **A Strategic Group on Gender Equality at AEI (GEI-AEI)** has been established with representatives of every area (2018)
  - to design a **Gender Equality Plan on AEI funding activities**

## **Observatory on Women, Science & Innovation (OMCI) for Gender Equality in the Spanish System of STI, set up **since 2019****

- **New inter-ministerial structure** improving coordination **at the highest level** (including the **Director of AEI**): monitoring, evaluation & proposal functions
- **AEI senior officers will also participate in** at least 2 of the upcoming OMCI Working Committees:
  - ✓ **Integration of the gender dimension** in accreditation agencies, in R&I funding and in R&I content.
  - ✓ **Incorporation of the gender dimension into** the new STI Strategy and into **International Cooperation on STI**

# UMyC participation in GENDER-NET ERA-Net 2013-16 (FP7)

GENDER-NET ERA-NET

This project has received funding from the European Union's Seventh Framework Programme for research, technological development and demonstration under grant agreement n° 618124



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

PROJECT OVERVIEW CONORTIUM ORGANISATION WORKPLAN NEWS & EVENTS RESOURCES CONTACT

Home page » Resources

### Deliverables

Published and Upcoming Public Deliverables

Work Package 2 - Gender Equality In Research Institutions through Structural Change

- D2.5: Analysis report on existing gender equality plans and initiatives at national/regional level (RCN)
- D2.6: Analysis report on existing gender equality plans and initiatives in selected research institutions (WBP-BERI)
- D2.7: Analysis report on existing gender equality awards and corresponding stimulatory initiatives (ECU)
- D2.8: Synthesis report on selected structural change initiatives and indicators for monitoring of state-play and progress (RCN, WBP-BERI)

Work Package 3 - Gendering Research Contents and Programmes


- D3.9: Compendium of existing national and regional initiatives on the integration of the gender dimension in research contents including country and institution facts sheets (CNRS, CIHR)
- D3.10: Comparative analysis of existing national initiatives on the integration of the gender dimension in research contents (MINECO, FNRS)
  - Online Interactive Maps: Results of the GENDER-NET "Comparative analysis of existing national initiatives on the integration of the gender dimension in research contents": [gmr-maps.gender-net.eu](http://gmr-maps.gender-net.eu)
- D3.11: Manuals with guidelines on the integration of sex and gender analysis into research contents, recommendations for curricula development and indicators (MINECO, CIHR)
  - Online IGAR Tool: Recommendations for Integrating Gender Analysis into Research: [igar-tool.gender-net.eu](http://igar-tool.gender-net.eu)
- D3.12: Elevating Promising Practice: Potential Transnational Actions for Integrating Gender Analysis into Research (HEA-IRC, RCN)

WP4: Strategic Transnational Activities and Policies

- D4.13: Manual on joint gender equality training scheme (CNRS, WBP-BERI)
- D4.14: Framework and methodology to set up a joint Award/Incentive on gender policies in research institutions (MINECO, ECU)
- D4.15: Publish first joint monitoring report on gender equality indicators (MENEBO, ECU)
- D4.16: Publish joint report on best practices on gendering research contents and programmes, comprising results from Tasks 5 & 6 (HEA-IRC, RCN)

GENDER-NET Report

Manuals with guidelines on the integration of sex and gender analysis into research contents, recommendations for curricula development and indicators



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

IGAR TOOL  
Recommendations for Integrating Gender Analysis into Research



GENDER-NET IGAR Video



GENDER-NET Report

Framework and methodology to set up a joint Award/ Incentive on gender policies in research institutions



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# UMyC and/or AEI participation in H2020 gender projects

*Policy Brief Series*

**GENDER ACTION**

**The role of Funding Agencies in the promotion of Gender Equality in R&I**



**supera**  
 Supporting the Promotion of Equality in Research and Academia

**GENDER DIAGNOSIS**

ON THE


**STATE RESEARCH AGENCY**

**FUNDING ACTIVITIES**


AGENCIA ESTATAL DE INVESTIGACIÓN

supera H2020 Project | Baseline assessment | February 2020


 This project has received funding from the European Union's Horizon 2020 research and innovation programme under Grant Agreement No. 101019154


**13 transnational projects**  
**Selected**  
**Involving 51 partners**  
**Across 13 countries**

**GENDER-NET Plus**  
 Promoting gender equality in H2020 and the ERA


 This project has received funding from the European Union's Horizon 2020 research and innovation programme





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# III. Concrete IGAR actions set up by AEI through its funding schemes for RDI projects

## Promoting gender-specific and gender cross-cutting projects

**FEM field** (*Feminist, women and gender studies*, thematic subarea in AEI funding schemes for RDI projects **since 2009**)

**Gender Impact cross-cutting question**, mandatory in the online application forms:

- **Earlier version (2013):** *If your project investigates human beings, do you think the gender (men/women) of the subjects analyzed can impact the research results? YES/NO*
- **Updated in 2019:** *Does the project design take into account possible biological/socio-cultural differences/similarities between women and men, either because the research directly involves human beings or because the project applications will be used by people? YES/NO [Explain why] [If YES, explain how sex/gender analysis is integrated into the phases of this research]*

# Promoting IGAR in scientific evaluation panels beyond including more gender experts in the AEI database

## Information note to facilitate the evaluation of IGAR (UMyC, 2016 & 2017)

2016



This screenshot shows the UMyC website interface from 2016. The main content area features a title: "Nota informativa elaborada por la UMyC para facilitar la evaluación de la Integración del Análisis de Género en la Investigación (IAGI)". Below the title, there is a detailed text block explaining the purpose of the note and its structure. A sidebar on the left contains navigation menus for "Organización", "Sistema español de Ciencia, Tecnología e Innovación", and "Organismos Públicos de Investigación (OPIs)". A "Documentos" section on the right lists related documents, including "DTCHS Nota para Evaluación IAGI en Humanidades y Ciencias Sociales" and "DTNA Nota para Evaluación IAGI en Medio Ambiente".



This screenshot shows the UMyC website interface from 2017. The main content area features a title: "Nota informativa elaborada por la UMyC para facilitar la evaluación de la Integración del Análisis de Género en la Investigación (IAGI)". Below the title, there is a detailed text block explaining the purpose of the note and its structure. A sidebar on the left contains navigation menus for "Ciencia", "Noticias", "Sistema español de Ciencia, Tecnología e Innovación", and "Infraestructuras Científicas y Técnicas Singulares (ICTS)". A "Documentos" section on the right lists related documents, including "Nota informativa evaluación IAGI (pdf 327,008 KB)".

2017

## Incorporating specific evaluation criteria on IGAR through new legal basis for calls for proposals since 2019

- ❑ An **IGAR sub-criterion** included within **the social and economic impact** of the project proposal.
- ❑ A **criterion** in the funding scheme for Strengthening Research Performing Organizations (RPOs), aimed at providing **incentives to applicant institutions (RPOs) that have adopted institutional measures to promote IGAR** where appropriate.
- ❑ The upcoming legal basis for 2019 calls for pre- and post-doctoral grants have a new criterion to assess **Gender Equality in the applicant RPO**, including (*inter alia*) a sub-criterion on **institutional measures to promote IGAR** where appropriate.

## IGAR monitoring indicators have been progressively incorporated, such as:

- ❑ Number and percentage of **gender-specific funded projects**
- ❑ **Success rate of gender specific calls** compared to all calls for project proposals
- ❑ Number and **success rate of project proposals which include sex/gender analysis**
- ❑ Amount and percentage of **funding dedicated to gender specific calls**
- ❑ Amount and percentage of **funding dedicated to projects which include sex/gender analysis**



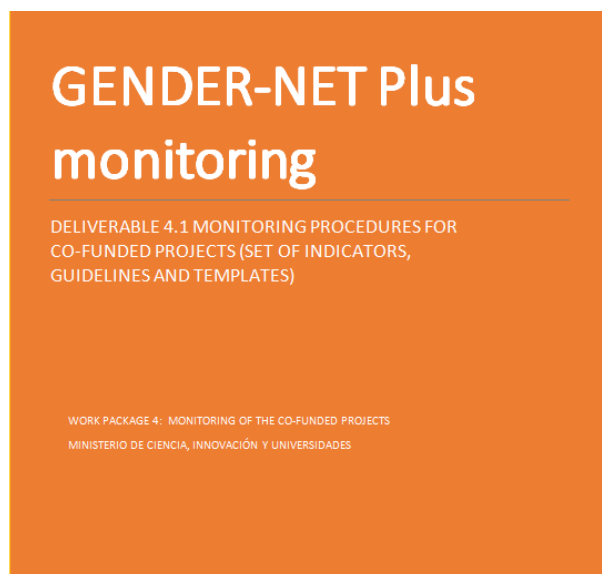
4 co-funded projects directly involving AEI funds  
out of the 13 projects co-funded by the  
ERA-Net Cofund GENDER-NET Plus 2017-2022...



<http://gender-net-plus.eu/joint-call/funded-projects/>

Acronym	GENDER-NET Plus Project title	University / Role	Topic/SDG	Countries involved
<a href="#"><u>MASCAGE</u></a>	<i>Gendering Age: Representations of Masculinities and Ageing in Contemporary European Literatures and Cinemas.</i>	University of Castilla-La Mancha  <b><u>Coordinator</u></b> (Man PI)	<b>SDG5 + SDG3- Good Health and Wellbeing</b>  Humanities and Social Sciences - Focus on masculinities and ageing	Austria, Estonia, Ireland, Israel, Spain, Sweden
<a href="#"><u>GENPATH</u></a>	<i>A life course perspective on the GENDERed PATHways of exclusion from social relations in later life, and its consequences for health and wellbeing.</i>	University of Barcelona  <b>Partner</b> (Man PI)	<b>SDG5 + SDG3- Good Health and Wellbeing</b>  Social Sciences – Ageing, gender and social exclusion	Austria, Czech Rep., Ireland, Israel, Norway, Spain, Sweden
<a href="#"><u>POSITIVMASC</u></a>	<i>Masculinities and violence against women among young people: Identifying discourses and developing strategies for change using a mixed method approach.</i>	University of Alicante  <b>Partner</b> (Woman PI)	<b>SDG5 + SDG3- Good Health and Wellbeing</b>  Social Sciences – Masculinities, youth, and Gender-based violence	Ireland, Israel, Spain, Sweden
<a href="#"><u>SEQUAL</u></a>	<i>Social-ecological relations and gender equality: Dynamics and processes for transformational change across scales.</i>	University of Vic  <b>Partner</b> (Woman PI)	<b>SDG5 + SDG 13 Climate Action</b>  Ecology and Social Sciences – Gender and natural resources management	Norway, Spain, Sweden

# IGAR monitoring indicators to follow-up co-funded projects have been developed through GENDER-NET Plus WP4:



- **Gender experts in the research team** (no./% w/m/other)
- **Members of the research team who have received training on IGAR** (no./% w/m/other)
- **Data collection tools capture information relevant to sex/gender**
- **The selected variables highlight the relationship between the SDG issue studied and gender factors**
- **The project brings out differences/inequalities between women and men in the field** (if any and/or shows there are none)





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# Thank you very much for your attention!

For further information:

<http://www.ciencia.gob.es/portal/site/MICINN/UMyC>

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