

The European Union and Gender Equality in Science

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Astroparticles and Cosmology,
University Paris Diderot

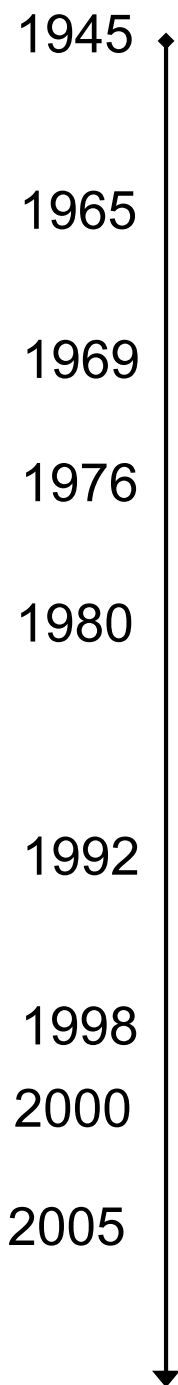
16/12 /2019

FEMMES & SCIENCES
a s s o c i a t i o n

The logo for the European Platform of Women Scientists (EPWS). It features a green curved line above the lowercase text "epws" in a bold, sans-serif font.

- My personal experience
- The European Union structures
- Initiatives on gender equality at the Directorate General Research of the European Commission
- Examples of women scientists associations' actions in France and Europe

My personal experience

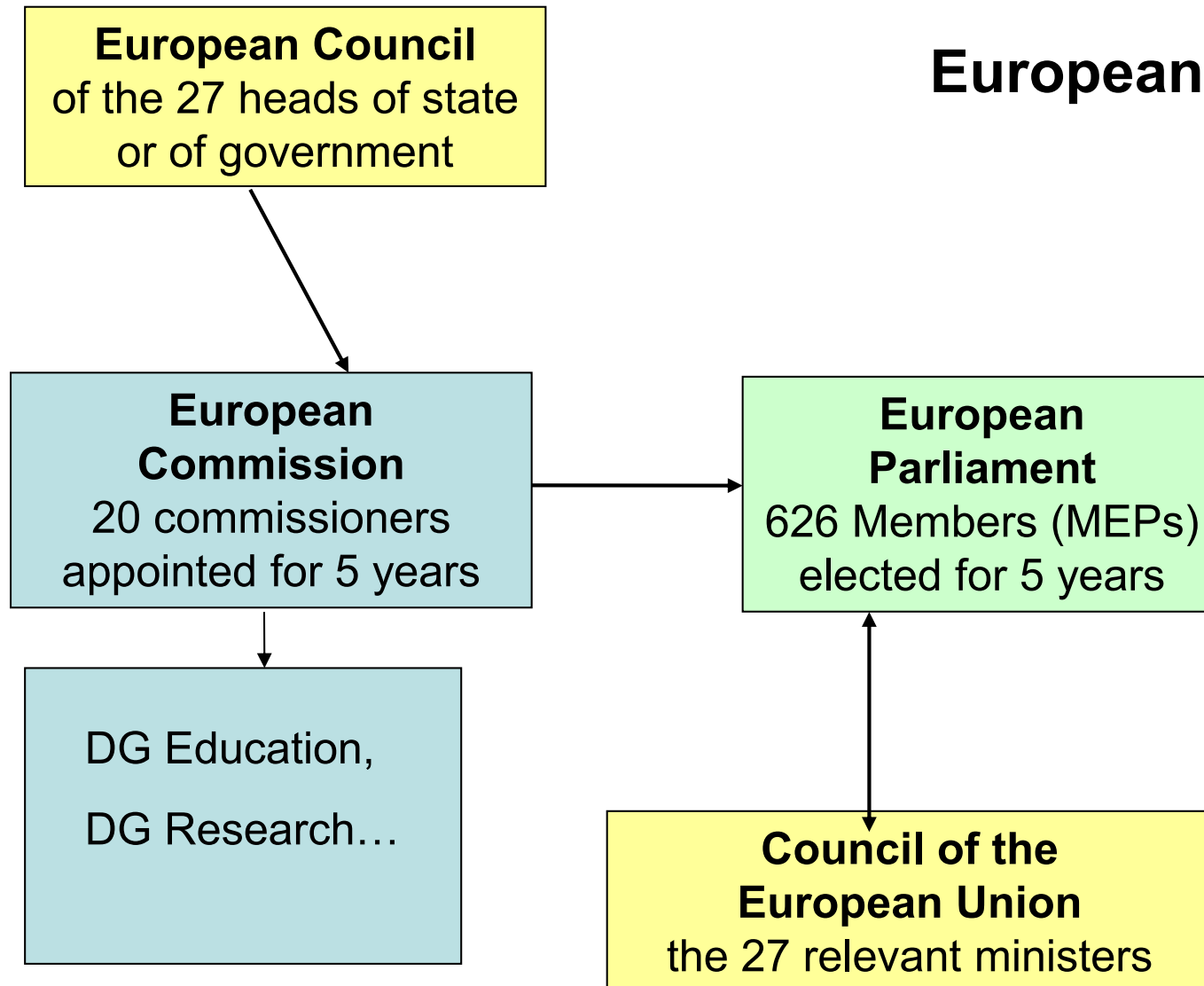


C.Hermann, professional

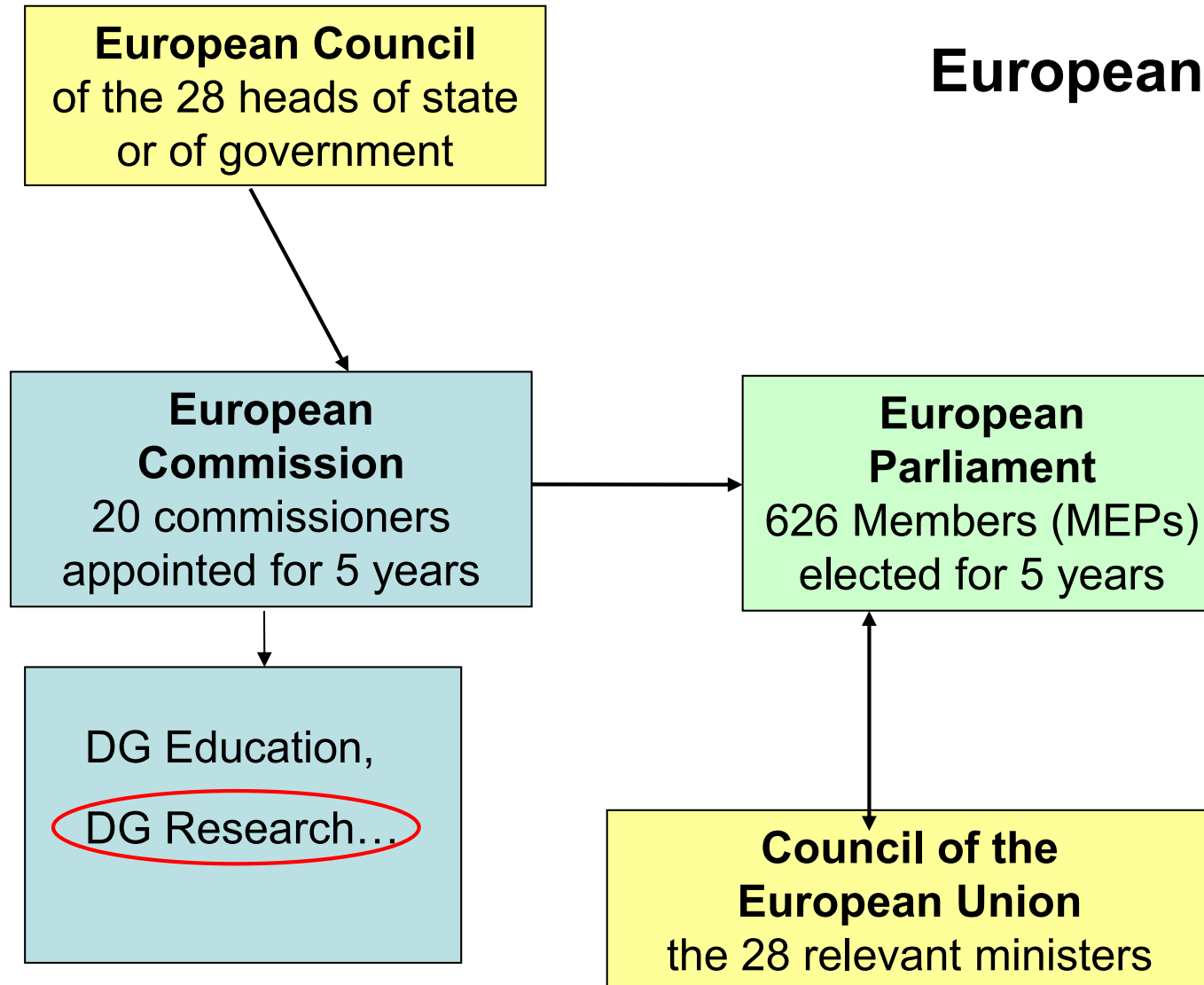
- bac - CPGE
- ENS de Jeunes Filles
- lecturer at ENS
- PhD
- USA
- assistant professor at École Polytechnique
- professor at École Polytechnique
- retired

The European Union (EU) structures

European structures



European structures



Initiatives on gender equality at Directorate General Research of EU

Initiatives on gender equality at Directorate General Research of EU

- The European Union (EU) and women scientists
- The Women and Science issue at DG Research
- Some EU data
- Women and/in Science or gender equality policies (1999-2019)
- Examples of structural changes projects on gender equality

The European Union (EU) and women scientists

- Equality between women and men:
one of EU main « pillars » according to Amsterdam Treaty (1997)
 - Need of scientific workforce:
Lisbon and Barcelona objectives for 2010
 - Europe 2020 : competitiveness based on Research and Innovation
- => Declarations and activities on Women and Science

The Women and Science issue at DG Research

- **A devoted unit:** « Women and Science » (1998-2006),
« Scientific Culture and Gender Issues» (2006-2010),
« Ethics and Gender » (2011-), Gender sector inside B6 Unit
- A group of national civil servants: the Helsinki Group
(**lobbying at institutional level**), now included in another DG
Research structure
- **Activities:**
 - * **Statistics *She Figures*** issued every third year
 - * **Reports on** « Women and Science » (public and private)
 - * EU projects calls and « Gender Watch System »
 - * European Platform of Women Scientists - **EPWS**
(**lobbying at associations and networks levels**)

Some European data (all disciplines) (*She Figures 2018*)

- « Hit parade » of women professors
- « Scissors diagramme »
- Gender-disaggregated statistics for academia

Figure 6.1 Proportion (%) of men and women in a typical academic career, students and academic staff, EU-28, 2013-2016

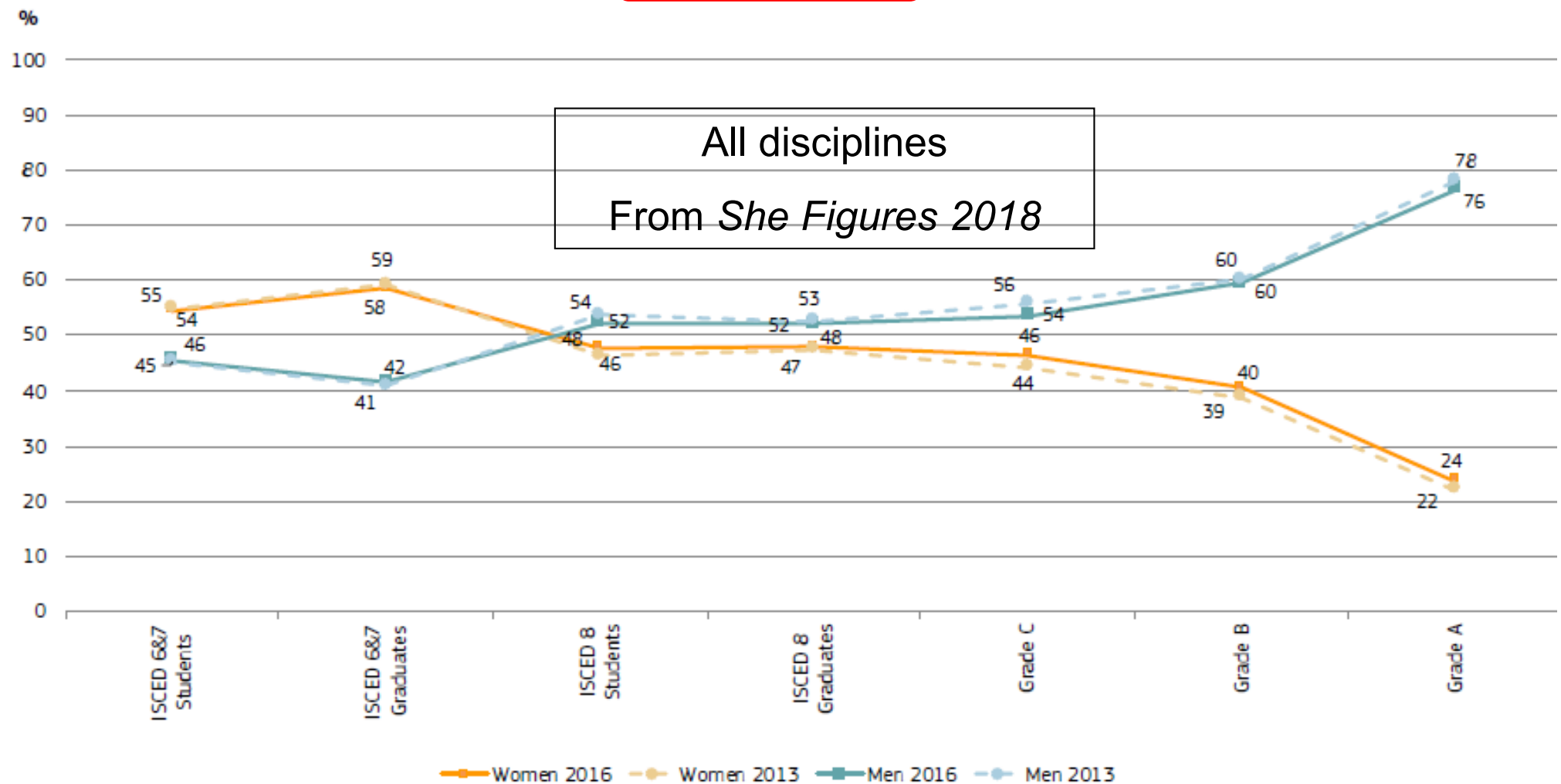
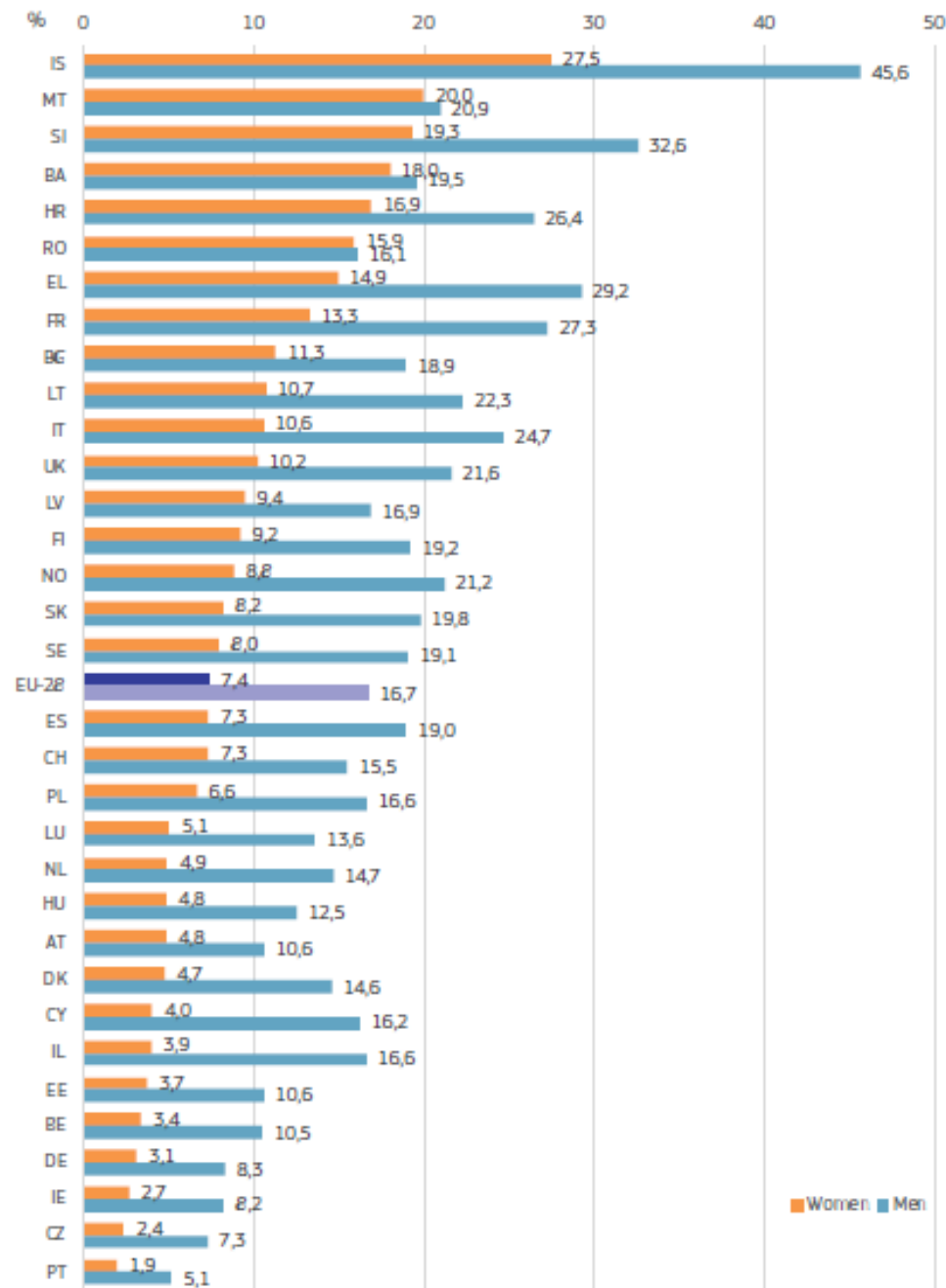


Figure 6.4 Proportion (%) of grade A staff among all academic staff, by sex, 2016



She Figures 2018

Which actions ?

- *equality of treatment
- *positive discrimination
- *gender mainstreaming

Fair selection ?



ETAN Report 2000

« Women and/in Science » policies (1999-2019)

Successive policies

- Sensitise science community to women issues
 - Change women
 - Change institutions
- (« Structural Changes »)

Currently 3 objectives

- Women participation
- Women/men balance in decision positions
- Gender dimension in research



9 December 2013

Fact sheet: Gender Equality in Horizon 2020

A renewed commitment

The promotion of gender equality in research and innovation is a commitment of the. It is enshrined in the core documents establishing Horizon 2020, with the following objectives:

- *Gender balance in research teams*
- *Gender balance in decision-making*
- *Integrating gender/sex analysis in R&I content.*

These three objectives are in line with the Commission's strategy on gender equality as well as with the goals set out in the July 2012 Communication on completing the European Research Area (ERA). They are integrated at each stage of the Research and Innovation cycle.

Gender balance in decision-making

The aim is to reach the Commission's target of 40% of the under-represented sex in each group (for example expert groups) and panels (for example evaluation panels).

For Advisory Groups, the target was raised to 50%, given the high response rate from women to the Commission's call for interest launched in February 2013. Also, each group includes at least one expert with gender expertise; all gender experts in the groups meet regularly.

As the pool of female scientists in Europe and beyond is constantly growing, Horizon 2020 wants to guarantee both a high level of expertise and the respect of gender balance. This will also help engage newcomers in EU research activities.

Gender balance in research teams at all levels

Horizon 2020 encourages a balanced participation between women and men in research activities at different stages of the cycle.

To reinforce applicants' engagement at proposal level, gender balance in the research team has been included among the ranking factors to prioritise proposals with the same scores.

In particular, by signing the grant agreement, beneficiaries will commit to promote equal opportunities between men and women in the implementation of their action. They will also commit to aim, as far as possible, for gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

Gender dimension in research and innovation content

Research and
Innovation

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An example of a gender-equality structural change project

INTEGER (coordinated by CNRS)

<http://www.integer-tools-for-action.eu/en/resources>

PLAN-DO-CHECK-ACT

With How-To Guides and Templates for every stage of the process

The GEAR (Gender Equality in Academia and Research) tool of EIGE (European Institute for Gender Equality)

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

^ The GEAR Step-by-Step Guide

Step 1: Getting started

Step 2: Analysing and assessing the state-of-play in the institution

Step 3: Setting up a Gender Equality Plan

Step 4: Implementing a Gender Equality Plan

Step 5: Monitoring progress and evaluating a Gender Equality Plan

Step 6: What comes after the Gender Equality Plan?

GEAR action toolbox

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Having a clear overview of the gender mainstreaming cycle will help you understand, in general terms, the steps to develop a Gender Equality Plan, how to put it in motion and how to live up to it. EIGE's [Gender Mainstreaming Cycle](#) can be adapted to the specific context of research organisations and higher education institutions. Each phase corresponds to a step to develop a Gender Equality Plan:

Define = How to analyse and assess the state-of-play in the institution

Plan = How to set up a Gender Equality Plan

Act = How to implement a Gender Equality Plan

Check = How to monitor progress and evaluate a Gender Equality Plan

Click below to continue to the next step and learn how to analyse and assess the gender equality state-of-play in your institution.





<https://www.act-on-gender.eu/>

#ACTonGender

Community of Practice “**STRATEGIES:** Sustainable Gender Equality”

ACT is a Horizon 2020 project that seeks to advance gender equality at universities, research centres and research funding organisations by **facilitating collaboration between experienced institutions in the implementation of gender equality plans with less experienced ones**. It aims at addressing common needs and improving assessment on gender equality in HE & R&I regarding three fields: gender balance in career progression, gender balance in decision-making positions, and integrating the gender dimension into research content and teaching.

The ACT project will set-up and support an **international network of Communities of Practice (CoPs) as agents to develop gender equality actions at research performing and research funding organizations in the European Research Area**.

Examples of women scientists associations' actions in France and Europe

The French association Femmes & Sciences (Women and Science)

Mission statement:

- to improve the **position of women** in science, both in public and private sectors,
- to promote a positive image of **science** among women and of **women in science**,
- to encourage **more girls and boys** entering science.

Femmes & Sciences mentoring activities

- For female PhD students and postdocs
- Began in Montpellier in 2015
- Now in Montpellier, Toulouse, Paris-Saclay
- One year programme with mentor/ mentee meetings and also other collective activities



- *A Belgian non-profit international association (AISBL)*
- *Members: networks (+ individuals), from public and private sectors, all disciplines, over Europe*
- *Mission and Goals*
- www.epws.org

The European Platform of Women Scientists



Main Goals

- *Provide genuine EU added value by ensuring that women scientists' concerns, needs, interest and aspirations are taken into consideration when setting the European research agenda*
- *Promote the understanding and the inclusion of the gender issue in science and research policy*

Main Areas of Activity

- *Networking*
- *Research Policy Making*
- *Public Relations and Information*
- *Electronic Platform*

Research-policy activities



European Platform of Women Scientists

Courageous Revolution speeds up Evolution

First Memorandum
on the European Commission's Proposal for the next
EU Research & Innovation Programme (2021-2027)
Horizon Europe¹

14 October 2018

"Gender equality is not just about fairness and justice in Europe – it is also a necessity to achieve sustainable peace, security, development, economic prosperity and growth around the world."
(Joint statement of the European Commission on the occasion of
International Women's Day 2018, Brussels, 6 March 2018)

Considering the perspectives of both men and women in research and innovation means its outcomes are relevant to the whole population — not just half of it! Teams and decision-making bodies should thus have balanced gender representations. Additionally, gender needs to be considered as part of the R&I process and content itself to provide results that are useful for all citizens.
(A Practical Guide to responsible Research and Innovation, Key Lessons from RRI Tools, 01.12.2016, p.11)

Introduction

The European Platform of Women Scientists EPWS welcomes the European Commission's proposal for Horizon Europe, the 9th EU Framework Programme for Research and Innovation (2021-2027).² EPWS appreciates that, as in the years since 2000, also the new Framework Programme includes measures on gender equality and the gender dimension in research and innovation, which had a strong impact in EU Member states in the past. Indeed Article 6 „Implementation and forms of EU funding“, paragraph 9 of the proposal specifies: „The Programme shall ensure the effective promotion of gender equality and the gender dimension in research and innovation content. Particular attention shall be paid to ensuring gender balance, subject to the situation in the field of research and innovation concerned, in evaluation panels and in bodies such as expert groups.“

The present Memorandum is an initial reaction from EPWS to the proposal as well as a call for action for an even more consequent integration of gender equality and the gender dimension in Horizon Europe. It is the vision of the European Platform of Women Scientists EPWS that the new

¹ "Over the past few years, the name "Horizon 2020" has sent a clear message across the globe: excellence. We have built a global reputation as a world leader in research and innovation programming, and it is for this reason that we believe the successor to Horizon 2020 should capitalise on this strong brand name. With Horizon Europe, we are enacting an evolution not a revolution. Building on the success of the past is putting our best foot forward for the future." Commissioner Moedas, Blog entry 2 May 2018
https://ec.europa.eu/commission/commissioners/2014-2019/moedas/blog/horizon-2020-horizon-europe_en
(14.10.2018).

² Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL establishing Horizon Europe – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination. Brussels, 7.6.2018, COM(2018) 435 final 2018/0224 (COD) and ANNEXES to the Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL establishing Horizon Europe – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination. Brussels, 7.6.2018, COM(2018) 435 final, ANNEXES 1 to 5.



Lunchtime debate at the European Parliament, Brussels, 6/9/2017

Networking

EPWS Full members interviews booklet



EPWS Updates every second month

Young EPWS Facebook Group

Yearly *brainstorming* meeting of the EPWS French members



Conclusion

- Progress in gender equality but more actions are needed
- Essential impetus of the European Union
- Political and associative approaches are mutually complementary
- The female and male scientists are actors of this issue!