



Questioni di genere: le parole della scienza

**Sessione 2: Questioni di genere nelle
Istituzioni Accademiche e di Ricerca**

**Gender in Research and Innovation
ERAC Strategic Working Group**

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***Nicoletta Palazzo, CNR-Ufficio Relazioni Europee e Internazionali
delegato italiano***

Gender in Research and Innovation the Helsinki Group - background

- ✓ at EU level well-established regulatory framework on gender equality; since 1957 (Treaty of Rome) 13 EU Directives adopted; now part of EC Strategic Engagement for gender equality in all EU policies 2016-2019
- ✓ since 1999 (Treaty of Amsterdam): equality between men and women became a specific EU task and a horizontal objective
- ✓ role and participation of women scientists emerged as a major policy concern; EC Communication “Women and Science – Mobilising Women to Enrich European Research” (COM (1999) 76): commitment to advance gender equality in research
- ✓ Helsinki Group on Women in Science established in 1999 as an advisory group to the EC with representatives from all MS and AC to:
 - promote gender equality in science and research
 - provide a forum for dialogue about national policies and for sharing and comparing experiences
 - collaborate with the EC in collecting sex-disaggregated statistics and building gender sensitive indicators (SHE FIGURES) through a sub-group of national statistical correspondents (from march 2001)

Gender in Research and Innovation the Helsinki Group - background

- ✓ gender equality and gender in research content are priorities of the European Research Area (ERA), and as such of the Europe2020 Strategy
 - ➔ remove barriers to recruitment and career progression of female researchers
 - ➔ address gender imbalances in decision-making processes
 - ➔ integrate and strengthen gender dimension in research programmes
- ✓ ERA Roadmap 2015-2020: 6 priorities needing actions by MS through appropriate legal and policy environments, n. 4 «Gender equality and gender mainstreaming in research»
- ✓ 2015 Council Conclusions on Advancing Gender Equality in the ERA call for institutional changes to address gender imbalances in research institutions
- ✓ gender equality and the gender dimension are crosscutting issues in Horizon2020, highly relevant to the challenges addressed by the programme in terms of benefits to society from exploiting the full potential of skills, talents and resources available and of enriched results relevant to women and men
- ✓ as analyses, evaluations and statistics show, the need for policies and actions remain important as gender equality is advancing slowly and there are persisting differences and gaps in Europe

Gender in Research and Innovation the Helsinki Group

Original tasks:

- ✓ to promote equality between women and men in science and research
- ✓ to embed the gender dimension in science, research and innovation contents and programmes
- ✓ to strengthen the dialogue and exchange best practices on measures and policies for the promotion of women in science and research at local, regional, national and European level
- ✓ to provide advice in the preparation and implementation of gender-related cross-cutting programmes and activities within the EU Framework Programmes
- ✓ to support and advise the EC in the preparation of comparable gender equality related statistics and indicators

Gender in Research and Innovation the Helsinki Group

✓ following

- the 2000 Communication establishing the European Research Area (ERA) to realise a European internal market for knowledge and
- 2012 Communication for a Reinforced ERA Partnership
role of HG as a supportive and advisory board enhanced

✓ mandate to

- address policy challenges related to gender equality in R&I, gender balance in decision-making and the integration of gender dimension in science, research and innovation contents and programmes,
- advise the EC on the development of initiatives within the different policies and frameworks related to science, research and innovation (e.g. the Innovation Union, the Europe 2020 Strategy, the European Research Area, the Framework Programmes, international cooperation, etc.)
- advise and contribute to the elaboration of indicators to monitor and assess policies and initiatives on gender equality in R&I

Gender in Research and Innovation - the ERA Roadmap

✓ ERA Roadmap approved in 2015 to fully realise the ERA and reinforce efforts by MS; entails 6 top priority areas where concrete measures should be undertaken through national action plans:

1. Effective national research systems
2. Jointly addressing grand challenges – Optimal use of public investment in research infrastructures
3. Open labour market for researchers
- 4. Gender equality and gender mainstreaming in research**
5. Optimal circulation and transfer of scientific knowledge
6. International cooperation

ERA Roadmap-Priority 4

- ✓ address persistent gender imbalances in R&I systems and gender dimension in research content to avoid waste of talent and reinforce Europe's attractiveness to high quality researchers
- ✓ translate national equality legislation into effective action
- ✓ develop strategies and incentives to foster institutional change and concrete action by RPOs, including gender equality plans

Gender in Research and Innovation

Helsinki Group transformed

- ✓ within revised ERA Governance structure, HG became one of the 6 ERA-related groups to work more closely with ERAC, the committee responsible for monitoring the development of ERA, the Council of the EU (Ministers) and the EC
- ✓ since July 2017 «Standing Working Group Gender in Research and Innovation» (SWG-GRI)
- ✓ SWG-GRI contributing to implementation and monitoring of ERA Priority 4, of Council Conclusions on “Advancing gender equality in the ERA” of 1st December 2015 and gender equality in Horizon 2020
- ✓ concrete workprogramme 2017-2018 to effectively address the most strategic policy questions related to its mandate

SWG-Gender in Research and Innovation

other tasks and objectives

- cooperate with other ERAC SWGs in order to achieve coordination and ensure that gender is mainstreamed as relevant
- promote mutual learning and recommend good practices on gender equality and gender mainstreaming in R&I and on the implementation of the ERA National Action Plans and Strategies
- develop guidelines on a gender perspective for international cooperation in collaboration with the Strategic Forum for International S&T Cooperation (SFIC)
- continued support in the development of statistics and indicators in collaboration with statistical correspondents (She Figures 2018)
- elaborate positions and recommendations on the implementation of gender equality and gender mainstreaming in Horizon2020 and in view of next FP
- facilitate joint transnational activities, to be implemented with appropriate means
- liaise with H2020 National Contact Points (NCPs), national and European stakeholders

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identified topics for next mutual learning and best practice actions

- gender dimension in R&I: actions taken by RFOs, including evaluation of new programmes and actions
- actions taken to combat gender bias in rewards and peer review, hiring and evaluation
- structural and institutional change in organisations
- gender pay gap and salaries
- follow-up to Helsinki Group and EC Guidance to facilitate the implementation of targets to promote gender equality in research and innovation

SWG-Gender in Research and Innovation

update...

- Council today, in its conclusions “Towards the ninth Framework Programme”, is highlighting
 - important role of R&I in carrying common European values which lay the foundation of cooperation, free movement of people and ideas, and gender equality, and
 - the need to support cultural change, including mainstreaming gender equality and promoting other forms of diversity in higher education and research institutions to improve scientific excellence and attract and retain talents
- reaffirming importance of further developing ERA, with the FP as main instrument to support its objectives and implementation
- recommending stronger links and coherence between ERA and the European Higher Education Area and respective funding instruments