Consideration of gender aspects in the European Research Framework Programmes

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Ottawa 28 September 2006
Content

- Background – Why?
- Examples of Gender Aspects in the Framework Programme
- Gender mainstreaming
- Future activities
Gender Equality Policy

**Why?**

**EC Treaty**

- **Art. 2 and 3:** to promote ... equality between men and women ... in all activities, including research and technological development”

- **Art. 13:**...combat discrimination based on sex...

- **Art. 137:** ...equality between men and women with regard to labour market opportunities...

- **Art. 141:** “...equal pay for male and female workers...”
Gender Equality in Research

Why?
- Improving scientific excellence
- Increasing the number of women in Science & Engineering

How?
- Ensuring that the gender dimension is properly addressed in EU-funded research content (Gender Action Plans)
- Promoting the participation of women scientists in Framework Programme activities
- Reaching out to schools to combat early stage gender stereotypes
Women & Science actions at European level

Policy Fora Helsinki group, EPWS, Expert groups

Monitoring of targets (40%, 25%)

Research (scientific excellence, benefits)

Framework for policy action
Council resolutions, recommendations, ...

Gender Equality in scientific research
Policy support

• Commission Communication (17 Feb 1999)
  ✓ Women & Science Action Plan (Policy Forum and Gender Watch System)
  ✓ Women & Science sector 40%

• FP6 (Gender Action Plans, mainstreaming)

• Commission Staff Working Paper (W & S), 11 March 2005

• Council Conclusions of April 18, 2005 25%
Invites Member States to

- Encourage the production of sex-disaggregated statistics, including the production of yearly recruitment statistics
- Formulate ambitious targets concerning the participation of women in research in all areas where they are underrepresented and in particular concerning women in decision making positions, where as a first step a European average of 25% should be achieved in the public sector
- Continue to improve conditions for reconciling private and professional life, in particular emphasis should be put on appropriate measures for parental leave
- Develop gender research
Reaching the 40% target?

% Women on FP4, FP5 and FP6 Groups, Panels and Committees
Fig. 1: Relative share of women & men in a typical academic career for EU-25, headcount, 1999 and 2003

Definition of grades: A-The single highest grade/post at which research is normally conducted within the institutional or corporate system, B -Researchers working in positions not as senior as top position (A) but more senior than the newly qualified PhD holders, C-The first grade/post into which a newly qualified PhD (ISCED6) graduate would normally be recruited within the institutional or corporate system.
Relative share of women & men in a typical academic career
EU-25, headcount, nat. science and eng. fields, 1999 & 2003

Definitions:
Grade A - The single highest grade/post at which research is normally conducted,
Grade B - Researchers working in positions not as senior as top position (A) but more senior than the newly qualified PhD holders,
Grade C - The first grade/post into which a newly qualified PhD (ISCED6) graduate would normally be recruited
ISCED 6 – Advanced higher education programmes (PhD)
ISCED 5A – Basic higher education programmes (Bachelors and Masters) leading to access to advanced university studies (PhD)
How can change happen at a faster pace, what measures are effective and ineffective and how can we measure the impact on reputation, image, culture and results of the company?
Companies involved

- Airbus
- Air Liquide
- BP
- Cisco
- EADS
- ENI
- ESA
- (France Telecom)
- FhG
- Gaz de France
- EDF
- GlaxoSmithKline
- HP
- Infineon
- IBM
- Intel
- (Michelin)
- Schlumberger
- Shell
- (Siemens)
- Total
- Volvo
- Xerox
Do Women in Top Management Affect Firm Performance? A Panel Study of 2500 Danish Firms

Nina Smith
Valdemar Smith
Mette Verner

August 2005
Gender mainstreaming - Gender Action Plans

- To allow a **better understanding** of the gender dimension in research
- To raise **gender awareness** among different categories of actors.
- To increase **women’s participation** at all levels of the research workforce.
- To **highlight the responsibilities** of all these actors in pursuing gender equality and implementing gender mainstreaming policies.
Gender Action Plans

Recommendations

- take into account the relevant project's individual circumstances (such as the field concerned, the number and type of partner institutions concerned, etc.)

- GAP measures should be integrated within the scientific discussion and never be separated from the research focus, in order to foster acceptance for gender-equality measures among scientists

- Gender mainstreaming should not be implemented and managed as special support for women. Men should be included in the gender-equality discussion and in planned and implemented measures
Future

• 25 September 2006: First meeting of WIST II: 2nd group working more with universities, schools, science musea,…

• 14 November 2006: New expert group on women in decision making: what measures do exist in Europe to increase the share of women in research decision making and which of these measures do work?

• Annual work programmes
**Ideas – Frontier Research**

**ERC – European Research Council**

**Commission**

- Approval of work programme, as defined by the Scientific Council
- Approval of annual implementation report
- Information to programme committee

**Scientific Council***

- Preparation of work programme
- Set up of peer review: pool of reviewers, nomination of review panels, evaluation guidelines
- Oversight of the evaluation procedure
- Annual scientific report

**Externalised tasks**

- Information and support to applicants
- Reception / eligibility of proposals
- Organisation and execution of evaluation
- Selection decision
- Scientific and financial follow-up of contracts
- Annual implementation report

* Created by Commission decision
** Under the responsibility of the Commission
Future

• New Framework Programme
  – ERC
  – New possibilities for international cooperation

• New organisation of DG RTD leads to:
  – New Directorate Science, Economy and Society
  – New Unit « Scientific Culture (Literacy) and Gender »
Science in Society

- A more dynamic governance of the science and society relationship
  - Relationship between science, democracy and law
  - Science and culture
  - The role and image of scientists (self-image)

- Strengthening potential, broadening horizons
  - Gender and research (women participation, gender dimension of research, mainstreaming)
  - Young people and science (perception, science education boys and girls)

- Science and Society communicate
  - Communication actions
  - Communication research
  - Gender awareness in communication
Web-sites

• For general information on Women & Science

• For documents: