



MINISTÈRE
DE L'ENSEIGNEMENT
SUPÉRIEUR,
DE LA RECHERCHE
ET DE L'INNOVATION

*Liberté
Égalité
Fraternité*



Lancement d'Horizon Europe





BIENVENUE !
L'atelier débute à 10h00

La dimension du genre dans Horizon Europe

Organisé par la DAEI & le PCN juridique & financier



Avertissement

Le contenu de la présente présentation ainsi que les éléments de toute nature l'accompagnant sont réalisés et fournis pour information uniquement, à la date indiquée ci-dessous.

Leurs auteurs et présentateurs ne sauraient être tenus responsables de l'utilisation susceptible d'en être faite par des tiers.

En aucun cas ce contenu et/ou éléments l'accompagnant ne sauraient remplacer les dispositions juridiques applicables.



Bonjour & bienvenue à tous !

Atelier dédié à la dimension du genre

Merci de veiller :

- à couper votre micro
- à désactiver votre caméra
- à n'utiliser le tchat que si nécessaire



Session de questions/réponses prévues à l'issue des présentations

- poser vos questions via [Slido.com](https://www.slido.com) (code #433 619)
ou via app.sli.do avec votre téléphone



Introduction



4 webinaires sur les aspects juridiques et financiers

1. aspects juridiques généraux – ([A revoir](#))
2. aspects financiers d'Horizon Europe – ([A revoir](#))
3. éléments clés de la préparation d'une proposition de projet – ([A revoir](#))
4. aspects juridiques spécifiques PI, valorisation, EIC –([A revoir](#))

2 webinaires transversaux

5. **La science ouverte, une opportunité - 1^{er} juin à 15h**
6. **La dimension du genre dans Horizon Europe - 3 juin à 10h**



Vos intervenants

ORGANISATION

DAEI et PCN juridique & financier (MESRI) :

- Anne-Sophie GALLOU, chargée de mission Espace européen de la recherche
- Fanny SCHULTZ, coordinatrice du PCN juridique & financier
- Lucie VAUCEL
- Ingrid LY-KY
- Marion BONLIEU

INVITÉ.E.S VEDETTE

- ***Commission européenne:*** Anne Pépin
DG Research & Innovation, Direction A, Unit D4-Democracy & European Values – Gender Sector
- ***Maxime Forest, SciencesPo***

Contact : [formulaire de contact](#)

Site : [page dédiée du portail national](#)



webinaire transversal la dimension du genre dans Horizon Europe

éléments clés:

- intégration de la dimension genre dans R&I (critères projets RIA, IA)
- critère d'éligibilité Gender Equality Plan & pour départager les ex aequo
- appels du programme Elargissement de la participation (*Widening*) et Espace européen de la recherche (*ERA*)

Intervenants: **Anne Pépin** (Commission européenne, unité Genre), **Maxime Forest** (SciencesPo)

webinaire transversal: la dimension du genre dans Horizon Europe

09h50 – connexion

10h00 – Bienvenue

10h10 – intervention d'Anne Pépin (40 minutes)

10h45 – temps de questions/réponses

11h10 – intervention de Maxime Forest (20 minutes)

11h30 – temps de questions/réponses final



SONDAGES Participez !

via Slido.com code #433 619
ou via le téléphone app.sli.do
à défaut par le tchat @PCN





Qui êtes-vous (profession) ?

Répondez *via* votre navigateur :

- directement *via* l'URL suivante :

<https://app.sli.do/event/jgvaccvb>

- site slido.com et entrez le code # 433619

Ou en scannant le **QR code** ci-contre :



Intervention de la Commission européenne



HORIZON EUROPE

#HorizonEU

THE EU
RESEARCH & INNOVATION
PROGRAMME

2021 – 2027

ANNE PÉPIN

Senior Policy Officer, Gender Sector
D4 – Democracy & European Values
DG Research & Innovation



WEBINAIRE MESRI: LA DIMENSION
GENRE DANS HORIZON EUROPE

3 juin 2021

HORIZON EUROPE

Policy and legal context



von der Leyen priority: Fostering a “Union of Equality”

- **Gender-balanced College of Commissioners**
- Target of **50% women managers** at all levels by 2024
- **Commissioner for Equality (Helena Dalli) + Task Force for Equality: equality mainstream**
- **Communication on ‘A Union of Equality: Gender Equality Strategy 2020-2025’** (05/03/2020)

R&I and Horizon Europe are explicitly addressed, with new measures announced, including:

- The possibility to **require a gender equality plan** from applicants
- Initiatives to **increase the number of women-led technology start-ups (EIC)**
- **Funding for gender and intersectional research** will also be made available

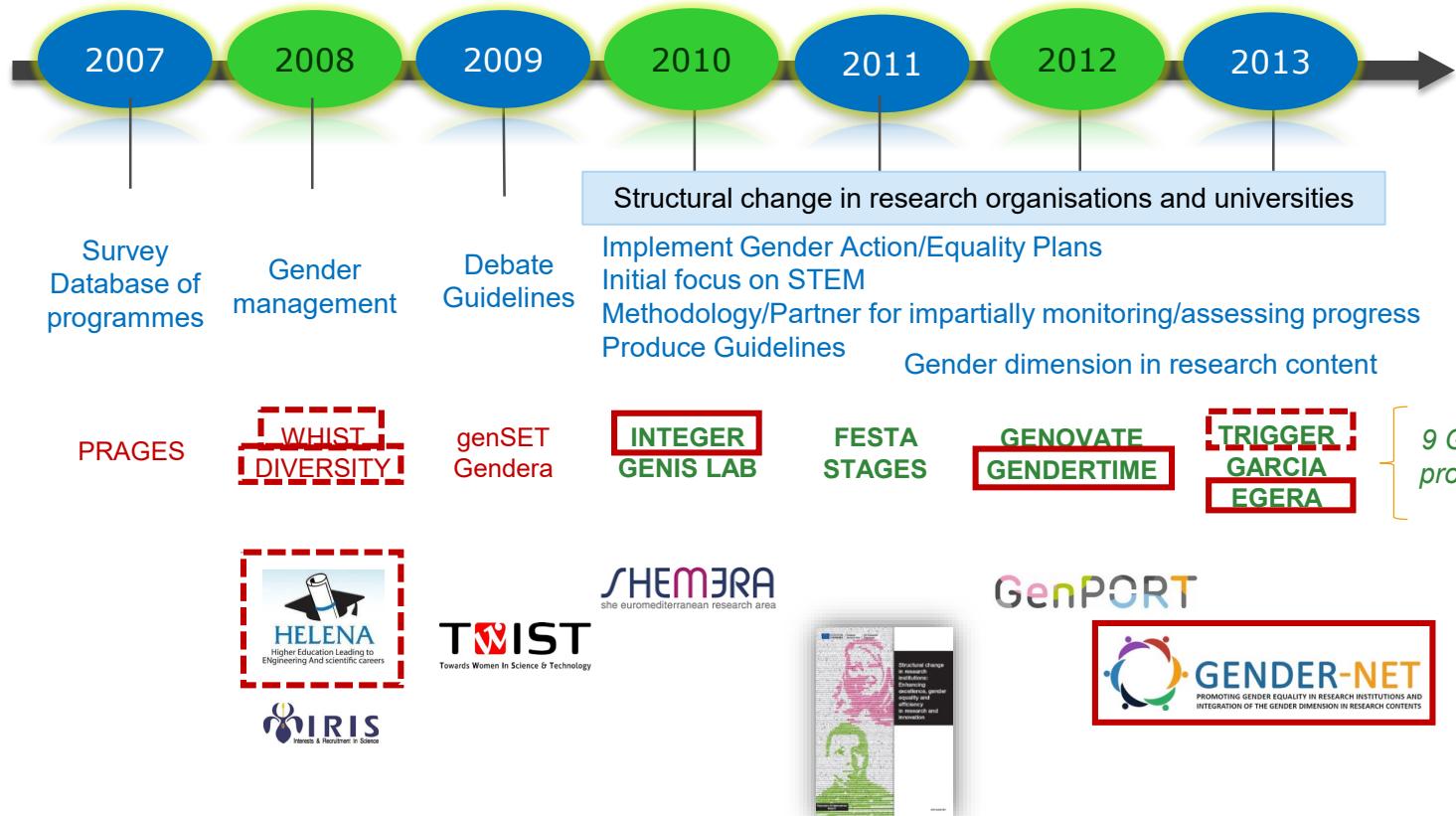
- 5 more strategies adopted:
 - **EU Anti-racism Action Plan 2020-2025** (18/09/2020)
 - **EU Roma strategic framework for equality, inclusion and participation** (07/10/2020)
 - **LGBTIQ Equality Strategy 2020-2025** (12/11/2020)
 - **Gender Action Plan III – a priority of EU external action** (25/11/2020)
 - **Strategy for the Rights of Persons with Disabilities 2021-2030** (03/03/2021)
- **Upcoming:** Legislative initiative on **gender based violence**

Policy and funding context

- **Gender equality through institutional change: a priority of the European Research Area, and the Framework Programmes**

Support to the implementation of Gender Equality Plans (GEPs) in research organisations, higher education establishments and public bodies for over a decade: through FP7 and Horizon 2020, over 200 organisations supported through 30 GEP-implementing projects, plus additional initiatives including guidance, trainings and communities of practice on GEPs

FP7-Science-in-Society Gender Projects



Building on Horizon 2020-SwafS Gender Projects

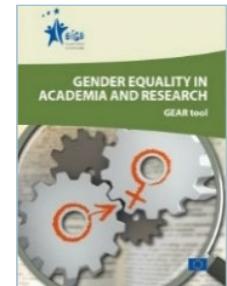
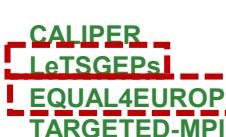


Support from the highest management level

Explain role of middle management

Make use of the GEAR Tool (2016)

21
GEP
projec
ts



The [GEAR tool](#) with step-by-step guidance on setting up and implementing GEPs is currently being updated



EC
GEP Cluster event
(28 Feb 2018)

EC
GEP Workshop
(4 March 2020)

FR participation in H2020 SwafS gender projects

Project acronym	FR partner
GENERAL	CNRS
LIBRA	Institut Curie
SAGE	Sciences Po Bordeaux
TARGET	Réseau Méditerranéen des Ecoles d'Ingénieurs
SUPERA	Fondation Nationale des Sciences Politiques
Gender-SMART	CIRAD ANR
LeTSGEPs	CY Cergy Paris Université
EQUAL4 EUROPE	INSEAD
RESET	Université de Bordeaux Fondation Nationale des Sciences Politiques

Project acronym	FR partner
HYPATIA	Universcience L'Oréal SA
ACT	CNRS
GENDER-NET Plus	CNRS ANR
GE Academy	CNRS
Gender-STI	CNRS
CASPER	ESF
shemakes.eu	CEDECS-TCBL MAKESENSE
EQUALS-EU	Missions Publiques
UniSAFE	ESF

A new ERA for Research & Innovation : Gender Equality to strengthen the European R&I potential

- Persisting gender inequalities in European R&I systems hinder the ERA's potential: under-representation of women in STEM, only 24% in top academic positions, under 10% among patent holders, gender-based violence, and low level of integration of sex/gender analysis in R&I content
- Need to address inclusiveness: with intersecting social categories (e.g. ethnicity, sexual orientation, disability), private/innovation sector, geographical inclusiveness

The Commission will:

12. Propose as of 2021, in line with the Horizon Europe programme objectives, the development of **inclusive gender equality plans** with Member States and stakeholders in order to promote EU gender equality in R&I

Council Conclusions on the new ERA

- Council Conclusions on the New European Research Area (adopted on 1 December 2020)

CALLS on the Commission and Member States to agree on priority actions as part of an ERA policy agenda in 2021, including on actions in the following domains:

ii. Gender Equality:

RECALLS with great concern that there continues to be a major gender imbalance preventing Europe from using the full potential of its R&I system aiming for excellence,

*and CALLS on the Commission and Member States for a **renewed focus on gender equality and mainstreaming, including through the instrument of gender equality plans and the integration of the gender dimension into R&I content.***

*INVITES Member States and research funding organisations to **advance measures to ensure that allocation of research funding is not affected by gender bias.***

HORIZON EUROPE

Gender Equality



Gender equality: a strengthened crosscutting priority in Horizon Europe

- Article 7(6) and Recital 53 of [Framework Regulation](#)
- Articles 2(2)(e) and 6(3)(e) of the [Specific Programme](#)



Gender Equality Plan: **Eligibility Criterion**



Integration of the gender dimension: **Award Criterion**



Gender balance: **Ranking Criterion**

HORIZON EUROPE ELIGIBILITY CRITERION

Gender Equality Plans





Eligibility Criterion

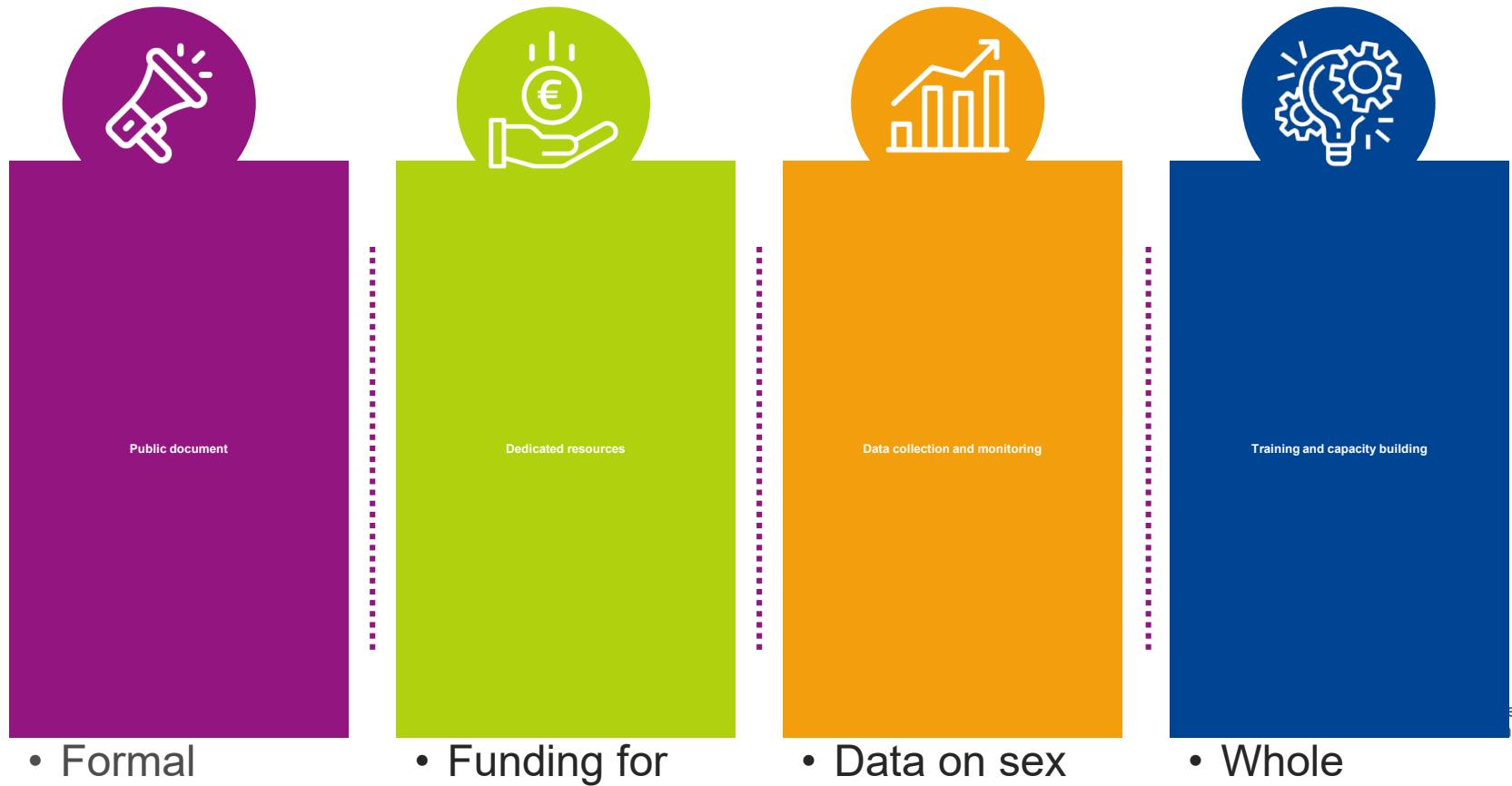
Gender Equality Plan (applicable from 2022 onwards)

Participants that are **public bodies, research organisations or higher education institutions*** established in a Member State or Associated Country **must have a gender equality plan** in place, fulfilling **mandatory process-related requirements**

- A self-declaration will be requested at proposal stage (for all categories of participants)
- Included in the entity validation process (based on self-declaration)

* Private-for-profit entities (incl. SMEs), NGOs, CSOs, as well any type of organisations from non-associated third countries, are exempted for the criterion
See legal categories definitions in the Funding & Tenders Portal [here](#)

Mandatory GEP process requirements



Recommended GEP content areas



Work-life
balance and
organisational
culture



Gender balance
in leadership
and decision-
making



Gender equality
in recruitment
and career
progression



Integrating the
gender
dimension into
research and
teaching content



Measures
against gender-
based violence,
including sexual
harassment

Essential factors for gender equality in R&I

Co-design session:

Get ready: a new ERA for Equality is calling (22/09/2020)

Video Recording on [YouTube](#)



Self-declaration
by Horizon Europe applicants through GEP eligibility criterion questionnaire*

ent strategy documents may meet the GEP eligibility criterion

Random eligibility compliance checks on beneficiaries during Horizon Europe



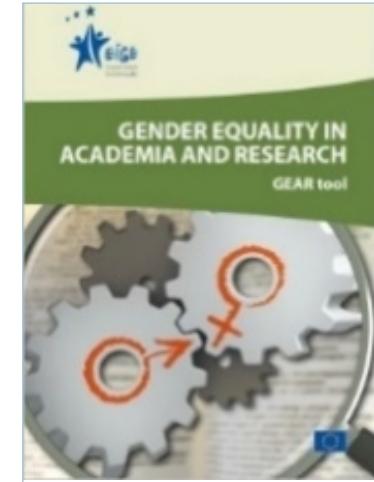
The GEP must be in place for the signature of the Grant Agreement (for calls with

Grant Agreement (Art.14) commits beneficiaries to taking measures to promote gender equality in implementation

Supporting GEP practice

Extensive knowledge and support on GEPs already available

- The GEAR tool ('Gender Equality in Academia and Research'): a step-by-step online guidance co-developed by DG RTD and EIGE for implementing GEPs, including e.g.:
 - Action toolbox: key themes to consider in a GEP
 - Concrete examples of good practices, building on GEP projects funded under FP7 and Horizon 2020
 - Who is involved in GEPs
 - Legislative and policy backgrounds in each Member State



Additional guidance and support on GEPs upcoming, including through a *Pilot knowledge and support facility on institutional change through GEPs*

→ trainings, mutual learning workshops, national GEP contact points

HORIZON EUROPE AWARD CRITERIA

Integration of the gender dimension in R&I content





Integration of the gender dimension in R&I content

Gender dimension

Addressing the gender dimension in research and innovation entails taking into account sex and gender in the whole research & innovation process.

Under Horizon Europe the **integration of the gender dimension into R&I content is mandatory unless the topic description explicitly includes a sentence such as the following:**

“In this topic the integration of the gender dimension (sex and gender analysis) in research and innovation content is not a mandatory requirement.”

Why is the gender dimension important?

- Every cell is sexed and every person is gendered
- Brings added value of research in terms of excellence, rigor, reproducibility, creativity and business opportunities
- Brings an in-depth understanding of **all people's needs, behaviours and attitudes**
- Goods and services better suited to the needs of all citizens
- Enhanced societal relevance of research and innovation

Sex and Gender

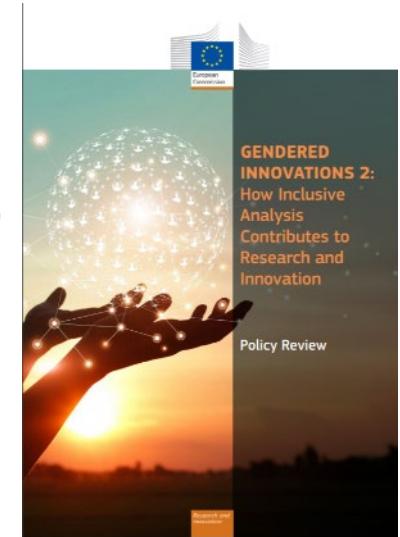
SEX refers to the **biological attributes** (functions deriving from chromosomal complement, reproductive organs, or specific hormones or environmental factors that affect the expression of phenotypic traits in sexually reproducing organisms) that distinguish male, female, and intersex (in humans) or hermaphrodite (non-human animals). In **engineering and product design research**, sex includes anatomical and physiological characteristics that may affect the design of products, systems and processes.

GENDER refers to **socio-cultural norms, identities and relations** that, together, shape and sanction “feminine” and “masculine” behaviours, structure societies and organisations, and also affect products, technologies, environments, and knowledges. Gender is complex and changes in time and place.

INTERSECTIONAL FACTORS, such as racial or ethnic origin, age, socioeconomic status, sexual orientation, or disability, combine with sex and gender to shape a person’s/group’s experience and social opportunities, thereby influencing the form of discrimination and inequality they encounter.

Gendered Innovations : How inclusive analysis contributes to research and innovation

- 15 new **case studies** in health, AI & robotics, climate change, energy, transport, urban planning, waste management, agriculture, taxation, venture funding) building on Horizon 2020 funded projects
 - **Refined methodologies** on the integration of sex/gender based analysis, and intersectional analysis, in R&I content
 - **Evidence-based policy recommendations** for Horizon Europe
 - **Awareness raising** material including factsheets
- Full [Policy Review Report](#) and [Factsheet](#) released on 25 November 2020
- [Case study on the impact of sex & gender in the COVID-19 pandemic](#)
 - [Factsheet on gender and intersectional bias in AI](#)
 - [Interview of Commissioner Gabriel in KILDEN News \(25/11/2020\)](#)
 - [Nature editorial \(09/12/2020\)](#)



ERC online workshop on the sex and gender dimension in frontier research (16/11/2020)

09:00 – 10:15 Opening address by **Mariya GABRIEL**, Commissioner for Innovation, Research, Culture, Education and Youth (pre-recorded audio)



Introduction by **Barbara ROMANOWICZ**, Member of the ERC Scientific Council, and **Isabelle VERNOS**, Center for Genomic Regulation (ES)

Keynote: **Sabine OERTELT-PRIGIONE**, Radboud University (NL) - Presentation

Q&A

WATCH THE OPENING ADDRESS



<https://erc.europa.eu/event/sex-and-gender-dimension-frontier-research>

<https://cordis.europa.eu/article/id/422455-how-frontier-research-advances-innovative-ideas-and-perspectives-on-gender>

HORIZON EUROPE PROPOSAL RANKING CRITERIA

Gender balance in research teams





Ranking Criteria for ex aequo proposals

- **Method to establish the priority order**

For each group of proposals with the same score, starting with the group achieving the highest score and continuing in descending order:

1. Aspects of the call that have not otherwise been covered by more highly ranked proposals
 2. Scores on ‘Excellence’ then on ‘Impact’ (for IAs, scores on ‘Impact’ then ‘Excellence’)
 3. **Gender balance among personnel named in the proposal who will be primarily responsible for carrying out the research and/or innovation activities, and who are included in the researchers table in the proposal**
 4. Geographical diversity
 5. Other factors set by the panel
- **Three gender identity categories: woman, man, non-binary**

HORIZON EUROPE

WP ‘Widening participation and Strengthening the ERA’



Destination 3: Reforming and enhancing the European Research & Innovation system

2. Improving access to excellence

- Networking & training for research managers



3. Translating R&I results into economic value

- Standardisation booster, Innowide Bridging, IP mgmt
- ERA Hubs, future resilience
- Innovation scoreboard, industrial technology roadmaps

1. Prioritising investments & reforms

- Policy Support Facility, ERA NETs, ERA Scoreboard, academic freedom
- Support SI presidency

4. Deepening the ERA

- Open Science
- Acceleration services for HEI
- Strengthening R&I talents/careers
- Citizen Science
- Science education
- **Gender equality**
- Ethics and integrity

Deepening the ERA: Gender Equality

WP Year	Topic theme	Type
2021	Centre of excellence / think tank on inclusive gender equality in R&I	RIA
2021	National level policy coordination to advance inclusive GEPs in the new ERA	CSA
2022	Living Lab to develop gender-responsive innovation	RIA
2022	Support to the implementation of inclusive GEPs	CSA

HORIZON EUROPE

Useful Resources



Factsheet on key Gender Equality provisions under Horizon Europe



GENDER EQUALITY
A STRENGTHENED COMMITMENT
IN HORIZON EUROPE

What is the challenge?

Despite progress achieved on gender equality in research and innovation under the [Horizon 2020](#) research and innovation programme, we still need better implementation of EU gender equality objectives by research and innovation organisations across the EU, notably:

- More women participating in research and innovation programmes
- Better integration of the gender dimension in the content of research and innovation projects
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation

The Commission is taking concrete steps to address these challenges through [Horizon Europe](#), in line with the Communication [A New ERA for Research and Innovation](#) and the new [Gender Equality Strategy 2020-2025](#).

How we will tackle it and for whom

- Horizon Europe sets gender equality as a crosscutting principle and aims to eliminate gender inequality and intersecting socio-economic inequalities throughout research and innovation systems, including by addressing unconscious bias and systemic structural barriers.

<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1>

Gender Equality in R&I policy page

Gender equality in research and innovation

Achieving gender equality in research, how it relates to the European Research Area, networks and news.

PAGE CONTENTS

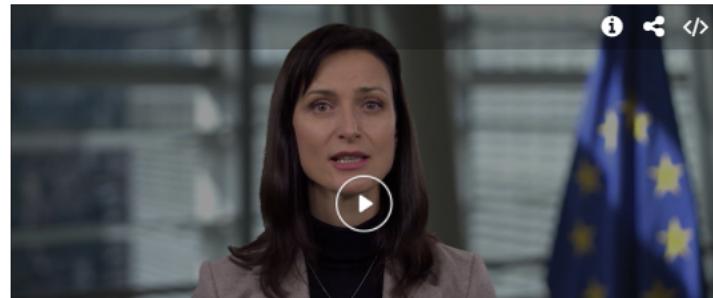
- [The Commission's gender equality strategy](#)
- [Gender Equality Plans as an eligibility criterion in Horizon Europe](#)
- [Gender equality in the European Research Area \(ERA\)](#)
- [Gender equality and coronavirus](#)
- [She Figures monitoring report](#)
- [Networks](#)
- [Publications](#)
- [Latest](#)
- [Related links](#)

The Commission's gender equality strategy

The European Commission is committed to promoting gender equality in research and innovation.

It is part of the European Commission [Gender Equality Strategy](#) for 2020-2025, which sets out the Commission's broader commitment to equality across all EU policies.

In addition, the EU has a well-established regulatory framework on gender equality, including binding directives, which apply widely across the labour market including the research sector.



SCAN ME!



The image shows a screenshot of a webpage titled "HORIZON EUROPE GENDER EQUALITY PLANS (GEPs) Frequently Asked Questions". The page features the European Union logo and the "#HorizonEU" hashtag. It includes a large graphic of the "HORIZON EUROPE" logo with stylized figures. At the bottom, there is a "May 2021" date.

https://ec.europa.eu/info/files/gender-equality-plans-frequently-asked-questions_en

https://ec.europa.eu/info/research-and-innovation/strategy/gender-equality-research-and-innovation_en

Webinar(s) on how to prepare a successful proposal for Horizon Europe

Webinar: A successful proposal for Horizon Europe: Scientific-technical excellence is key, but don't forget the other aspects (21 April 2021)

PAGE CONTENTS

[General info & documents](#)

[YouTube recording](#)

[Next events](#)

[Previous webinar](#)

[Help](#)

21
APRIL
2021

10.00 - 12.30 CEST (BRUSSELS TIME)

[Webinar: A successful proposal for Horizon Europe: Scientific-technical excellence is key, but don't forget the other aspects](#)

Documents:

[Agenda](#)

[Presentation: New approach to impact following the Key Impact Pathways](#)

[Presentation: Dissemination, Exploitation and Communication](#)

[Presentation: Open Science](#)

[Presentation: Gender dimension](#)

[Presentation: "Do no significant harm" principle](#)

[Standard application form \(RIA/IA\)](#)

[General Model Grant Agreement](#)

[Gender Equality in Academia and Research - GEAR tool](#)

YouTube recording



Part 1 (general + MGA): 24 March

<https://ec.europa.eu/research/participants/docs/h2020-funding-guide/other/event210324.htm>

Part 2 (horizontal aspects): 21 April

<https://ec.europa.eu/research/participants/docs/h2020-funding-guide/other/event210421.htm>

Funding & Tenders Portal

The screenshot shows the European Commission's Funding & Tenders Portal. At the top, there is a navigation bar with links for "SEARCH FUNDING & TENDERS", "HOW TO PARTICIPATE" (which is highlighted in yellow), "PROJECTS & RESULTS", "WORK AS AN EXPERT", and "SUPPORT". On the right side of the header, there are "Register" and "Login" buttons. Below the header, a blue banner displays "Horizon Europe (HORIZON)". On the left, a sidebar titled "Programming period" shows "2021-2027" and a "Clear filter" button. The main content area is titled "Reference Documents" and includes sections for "Grants" and "Procurement". The "Grants" section states: "This page includes reference documents of the programmes managed on the EU Funding & Tenders portal starting with legal documents and the Commission work programmes up to model grant agreements and guides for specific actions. Please select the programme to see the reference documents." The "Procurement" section states: "Reference Documents related to tendering opportunities are published on TED eTendering in the calls for tenders." At the bottom, there is a list of categories with plus signs: "Legislation", "Work programme & call documents", "Grant agreements and contracts", "Guidance", "Templates & forms", and "Funding & Tenders Portal".

<https://ec.europa.eu/info/funding-tenders/opportunities/portal/screen/how-to-participate/reference-documents>

European R&I Days 2021



<https://ec.europa.eu/research-and-innovation/en/events/upcoming-events/research-innovation-days>

24 June 2021	Equality in R&I: from data to action
10:15-11:00	

Horizon Village: 15 thematic “Houses” on the different WPs & key aspects of Horizon Europe, to find useful information and material, interact with a specific chat-box, and book meetings with EU representatives – including:

- House on ‘Widening participation and strengthening the ERA’
- House on ‘Cluster 2 – Culture, Creativity & Inclusive Society’
- House on ‘A-Z of a successful participation’



Thank you!

For questions specific to the GEP eligibility criterion, please contact:
RTD-HORIZON-EU-GENDER-EQUALITY-PLAN@ec.europa.eu

For other questions and further information on gender equality provisions, please contact:
RTD-GENDERINRESEARCH@ec.europa.eu

#HorizonEU

<http://ec.europa.eu/horizon-europe>



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QUESTIONS / REPONSES

poser vos questions via [Slido.com](https://www.slido.com)

code # **433619**

à défaut par le tchat **@PCN**





Intervention de Maxime Forest

INTEGRER LE GENRE DANS HORIZON EUROPE

MAXIME FOREST (SCIENCES PO PRESAGE)
PROJETS H2020 SUPERA ET RESET

03/06/2021

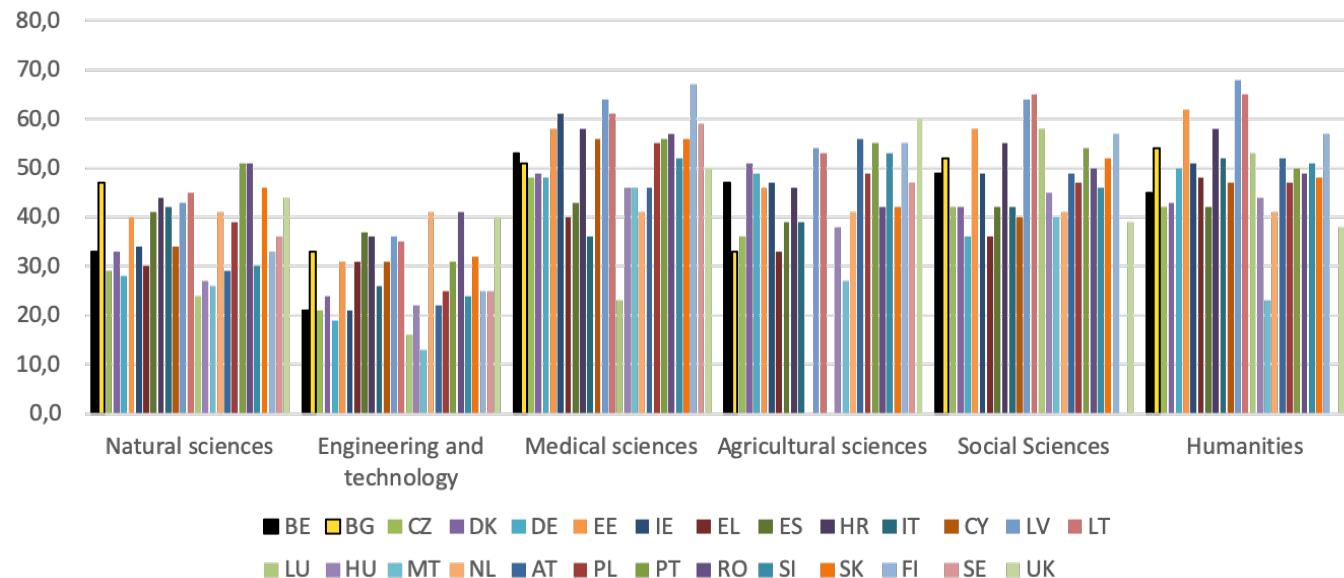
AU COMMENCEMENT ÉTAIT LE GENRE...

Si nous sommes réuni-e-s aujourd’hui, c'est parce que les carrières et la production des savoirs scientifiques sont affectées de biais de genre.

- Ségrégation horizontale, par domaines scientifiques
- Ségrégation verticale (accès inégal aux postes à responsabilités)
- Inégal accès à la mobilité internationale, aux financements, ainsi qu'à la reconnaissance des pairs
- Prise en compte insuffisante des aspects liés au sexe et/ou au genre dans le design de projets de recherche et leur valorisation**

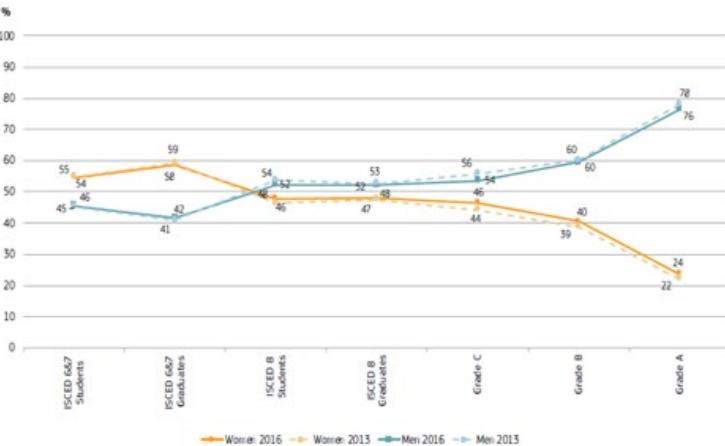
SÉGRÉGATION HORIZONTALE

Percentage of female researchers in the higher education sector in the EU28
by scientific field, 2012 (adapted from 'She Figures 2015')



SÉGRÉGATION VERTICALE

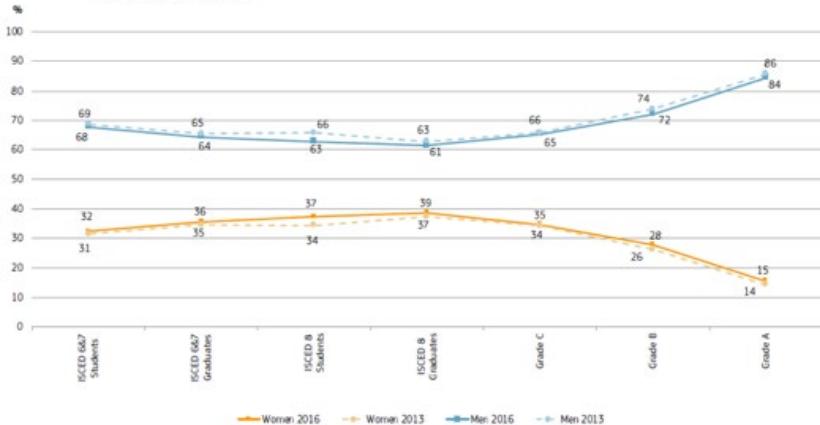
Figure 6.1 Proportion (%) of men and women in a typical academic career, students and academic staff, EU-28, 2013-2016



Notes: Reference years for Eurostat data: 2012-2016. Exceptions to the reference year for WIS data: C2 (Grade A), EE (Grade A) 2014-2015, FR 2012-2015, HR 2014-2017, LU 2015-2016, RO 2014-2016; IE, CY, HU, AT, SI, SE 2015-2015, BG 2013-2017; MT (Malta College for Arts, Science and Technology) 2017; Eurostat data unavailable for NL (ISCED 8 graduates); 2016; WIS data unavailable for LT (2013); MT (2013); IE (Grade D); Eurostat data for 2015 ISCED 6&7 corresponds to ISCED SA of ISCED-97; ISCED 8 corresponds to ISCED 6 of ISCED-97. Others: Data are in headcounts (HC). Break in time series DE (Grades B - C) 2016; ES 2015; UK 2014. Data rounded to nearest multiple of 5; UK: The same person may be counted in several grades; BE (French speaking community); SE: Data do not include persons of unknown sex; PL: Private colleges and other smaller institutions are not included; IE: Grade C data include some persons with M.Sc. only; LT, SK: Eurostat data for 2013. ISCED 6&7 corresponds to ISCED SA of ISCED-97; ISCED 8 corresponds to ISCED 6 of ISCED-97. The base reference population of WIS data is that of 'Researchers' as defined in the Frascati Manual (OECD, 2015), with the exception of the following countries which used 'Academic staff' based on the UOE Manual (UNESCO/OECD/Eurostat, 2017) BG, DE, IE, EL, IT, LV, LT, NL, SI, SK, SE.

Source: Women in Science database, DG Research and Innovation; Eurostat – Education Statistics (online data codes: educ_enr05, educ_grad05, educ_use_enr03, educ_use_grad02).

Figure 6.2 Proportion (%) of men and women in a typical academic career in science and engineering, students and academic staff, EU-28, 2013-2016

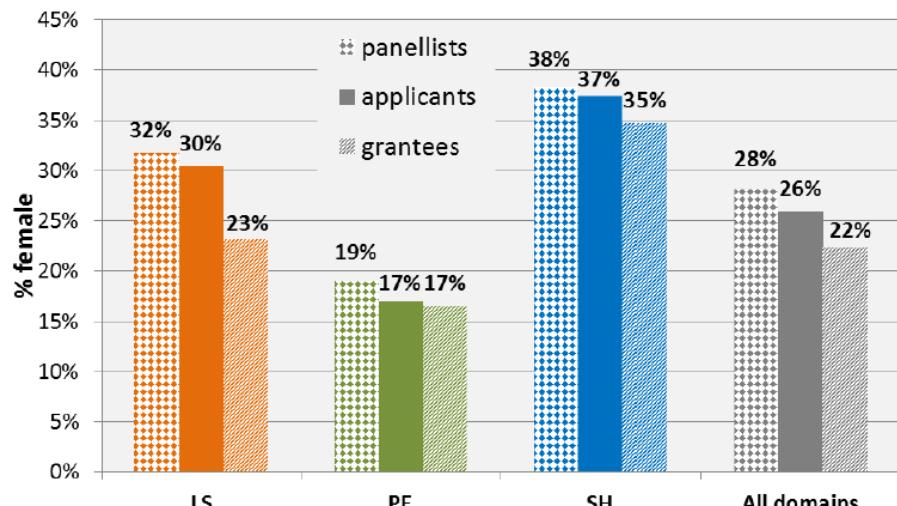
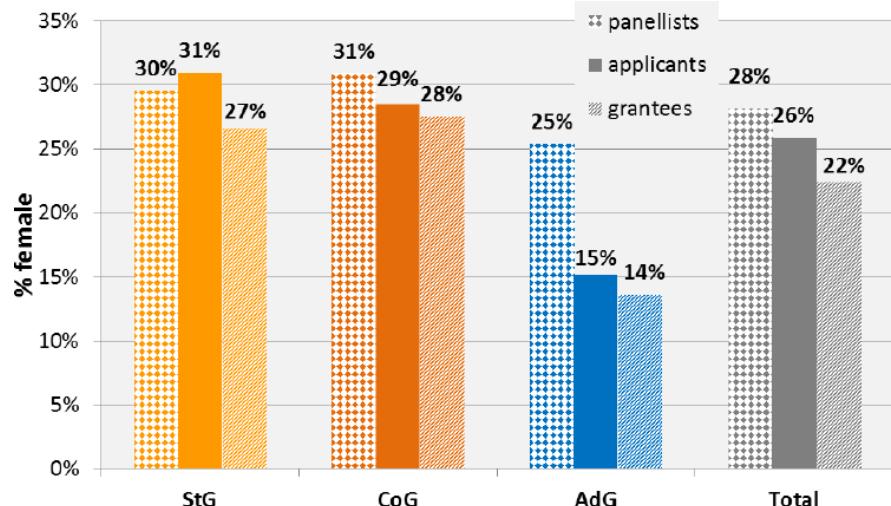


Notes: Reference years for Eurostat data: 2012-2016. Exceptions to the reference year for WIS data: HR 2014-2017; LU 2015-2016; UK 2014-2016; CY, AT, SI, SE 2013-2015; MT (Malta College for Arts, Science and Technology) 2017; Eurostat data unavailable for PL (ISCED 8 graduates); 2012; MT (Women: ISCED 8 graduates); 2012; NL (ISCED 8 students and graduates); 2016; WIS data unavailable for BG, CZ, EE, IE, FR, LT (2013); LV, HU, MT (2013); RO, 2016; WIS data unavailable for BG, CZ, EE, IE, FR, LT (2013); LV, HU, MT (2013); RO, 2016; Others: Data are in headcounts (HC). Break in time series DE (Grades B - C) 2016; ES 2015; UK 2014. Data rounded to nearest multiple of 5; UK: The same person may be counted in several grades; BE (French speaking community); SE: Data do not include persons of unknown sex; PL: Grade C data include some persons with M.Sc. only; LT, SK: Eurostat data for 2013. ISCED 6&7 corresponds to ISCED SA of ISCED-97; ISCED 8 corresponds to ISCED 6 of ISCED-97. The base reference population of WIS data is that of 'Researchers' as defined in the Frascati Manual (OECD, 2015), with the exception of the following countries which used 'Academic staff' based on the UOE Manual (UNESCO/OECD/Eurostat, 2017) BG, DE, IE, EL, IT, LV, LT, NL, SI, SK, SE.

Source: Women in Science database, DG Research and Innovation; Eurostat – Education Statistics (online data codes: educ_enr05, educ_grad05, educ_use_enr03, educ_use_grad02).

INÉGAL ACCÈS AUX FINANCEMENTS

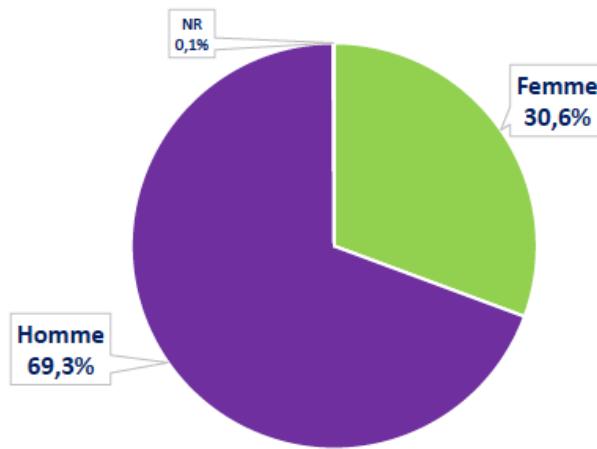
Part des femmes dans les différents appels ERC
(2007-2016)



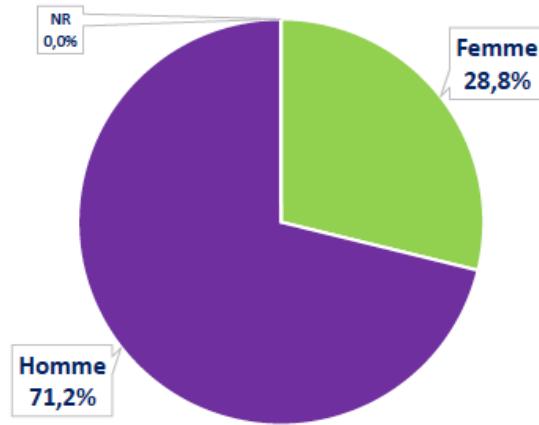
INÉGAL ACCÈS AUX FINANCEMENTS

ANR : analyse AAPG (2015-2018)

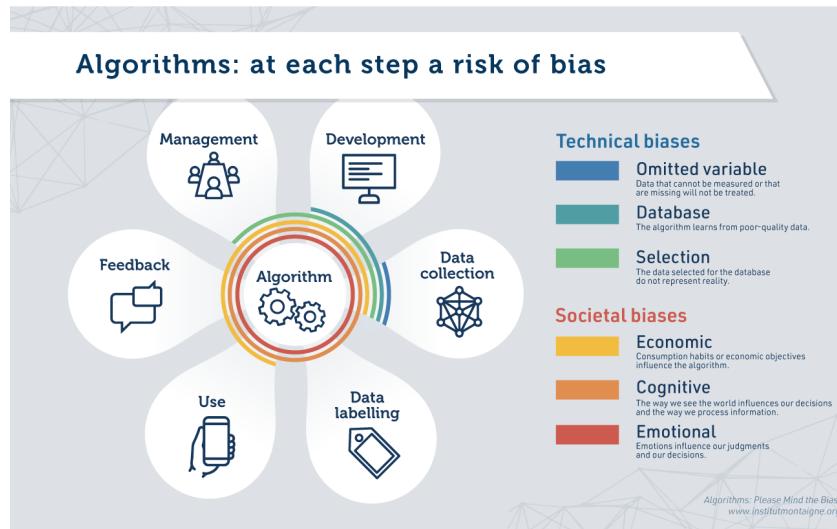
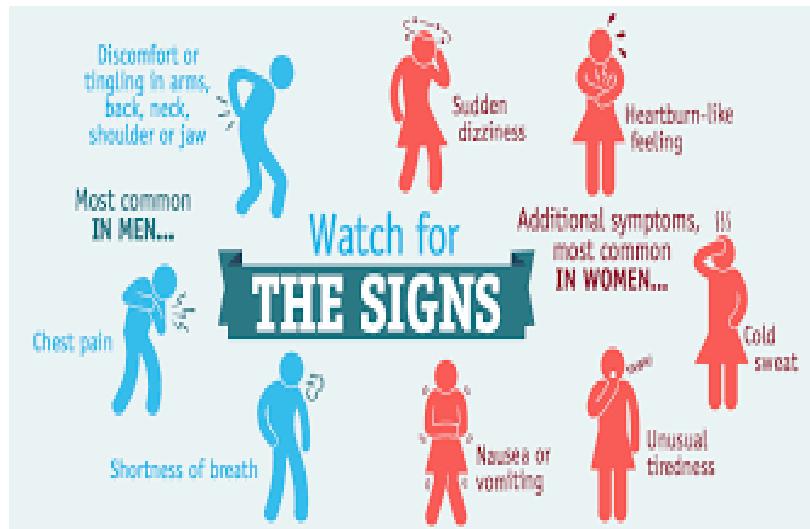
% Des projets portés par
une femme ou un homme
(phase 1, 2015-2018)



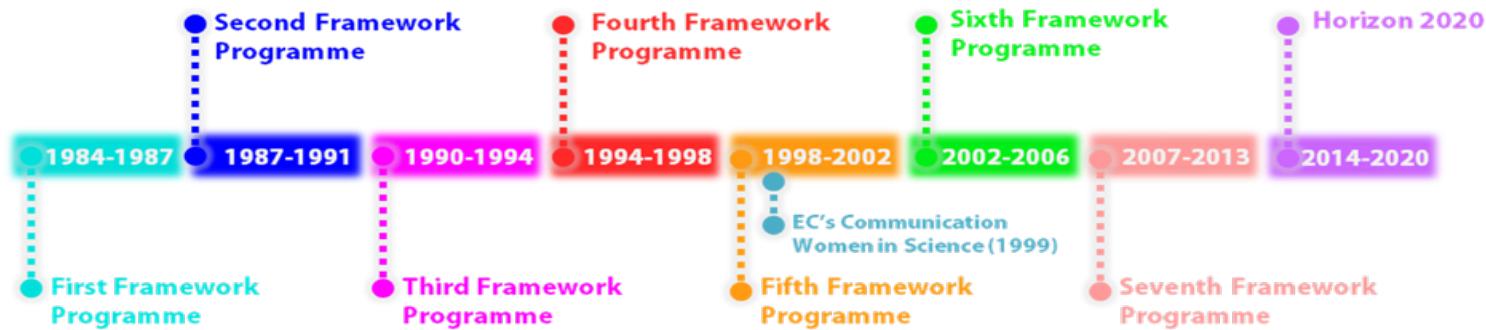
% des projets portés
par une femme ou un homme
(projets financés, 2015-2018)



LES BIAIS DE GENRE DANS LA PRODUCTION SCIENTIFIQUE



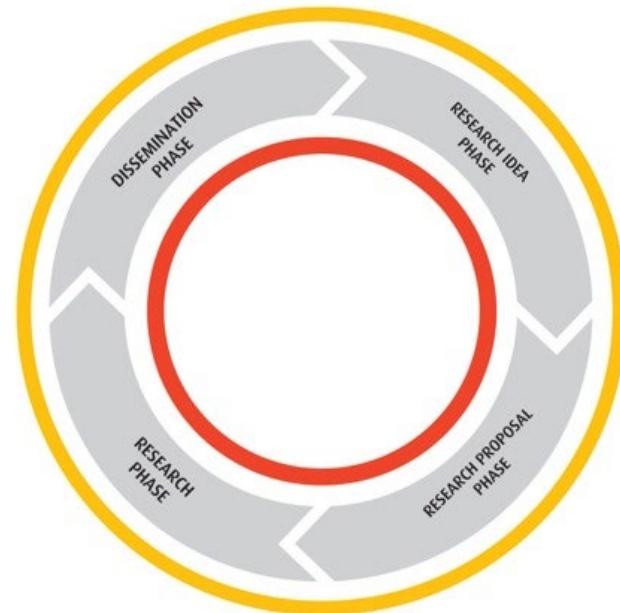
DE L'APPROCHE PAR LES INDIVIDUS A CELLE PAR LES ORGANISATIONS



En matière d'intégration du genre, trois priorités ont été fixées pour l'EER:

- L'égalité femmes-hommes dans les carrières scientifiques
- L'accès à la prise de décisions
- L'intégration de la dimension du genre dans les contenus de la recherche**

QUI, QUOI ET COMMENT ? UNE APPROCHE DUALE



PRENDRE EN COMPTE LES DIMENSIONS DU SEXE ET DU GENRE

Dès la phase d'idéation :

- Interroger les conditions de production des idées
- Interroger la pertinence des dimensions du sexe et du genre
- Elargir le cercle des initié-e-s

Lors du montage du projet :

- Assurer la diversité de l'équipe projet à tous les échelons ainsi que dans l'allocation des rôles aux membres de l'équipe
- Intégrer les aspects de sexe/genre à l'état de l'art
- Faire appel si besoin à des compétences sur le genre

PRENDRE EN COMPTE LES DIMENSIONS DU SEXE ET DU GENRE

Lors de la conduite du projet :

- Collecter des données relatives aux aspects liés au sexe et au genre
- Analyser ces données
- Assurer une division des rôles non stéréotypées et des conditions de travail inclusives pour tous les membres de l'équipe

Lors de la phase de dissémination des résultats :

- Promouvoir la contribution de tous.tes à la valorisation du projet
- Partager les données et/ou innovations liées à l'intégration du genre
- Elargir les publics et les canaux de valorisation

PRENDRE EN COMPTE LES DIMENSIONS DU SEXE ET DU GENRE

Intégrer les dimensions du sexe et/ou du genre dans un projet de recherche ne relève pas seulement d'un critère de sélection ou d'un avantage compétitif : chausser ses lunettes de genre, c'est **renouer avec une démarche épistémologique et critique**, et se donner l'opportunité d'intégrer d'autres variables.

C'est également celle d'accentuer la **pluridisciplinarité** d'une équipe, de promouvoir un **fonctionnement plus transparent** et d'améliorer **la qualité et l'applicabilité des résultats**.

S'INSPIRER DES RESSOURCES EXISTANTES

De nombreux projets sur financement UE concourent à définir un nouveau standard en matière d'intégration du genre, via des plans d'égalité traitant :

- De la conciliation vie professionnelle/vie privée
- Des recrutements, de la promotion et de l'évaluation
- De l'accès à la prise de décisions
- De la lutte contre le harcèlement sexuel et les violences
- De la prise en compte du sexe et du genre dans la recherche**

S'INSPIRER DES RESSOURCES EXISTANTES

Ces approches fondées sur la notion de **changement structurel** s'appuient sur des audits ambitieux, complétés d'outils pour intégrer le genre :

- Formations sur les biais inconscients
- Check-lists
- Benchmark entre institutions
- Renforcement des travaux sur le sexe/le genre
- Valorisation des résultats en interne/externe

ET EN FRANCE ?

En France, une première génération de projets (INTEGER, GenderTime, Trigger, EGERA) impliquant de grands établissements a ouvert la voie à d'autres universités et organismes de recherche (ANR, CIRAD, Université de Bordeaux, IEP de Bordeaux...).

S'ils offrent les ressources nécessaires pour transformer la manière de produire et transférer les savoirs et lutter contre les biais de genre, ces projets ne peuvent produire de résultats durable sans **un engagement de long terme des communautés académiques.**

UNE RESSOURCE UTILE : LA BOÎTE A OUTILS GEAR

<http://eige.europa.eu/gender-mainstreaming/toolkits/gear/action-toolbox>

The screenshot shows the EIGE website's navigation bar and a dropdown menu for 'Gender mainstreaming'. The dropdown menu includes options like 'Gender-based violence', 'Gender Equality Index', 'Gender Statistics Database', and 'Beijing Platform for Action'. Below the menu, a breadcrumb trail shows the path: Home / Gender mainstreaming / Toolkits / Gender Equality in Academia and Research.

Gender Equality in Academia and Research



[Back to toolkit page](#)

What is a Gender Equality Plan?

EU objectives for gender equality in research

GEAR action toolbox

In working towards institutional change in research organisations and higher education institutions, different areas and themes can be addressed in the Gender Equality Plan through specific initiatives. Depending on the needs of the organisation, it makes sense to focus on a **combination of areas**.

For each thematic area, a range of activities and instruments can be mobilised. Reference is made to existing examples and resources whenever possible for each thematic area. In choosing for certain

DES FORMATIONS DEDIEES : GENDER EQUALITY ACADEMY



Select the format

Different training methods and formats will be implemented. The list of topics varies. Find the format and training which suits you best and register!

In-person trainings

Workshops

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QUESTIONS / REPONSES

poser vos questions via [Slido.com](https://www.slido.com)
code # **433619**

à défaut par le tchat **@PCN**





Dernière question !



MERCI DE VOTRE ATTENTION

A BIENTÔT !

