



GENDER-NET Plus

Promoting gender equality in H2020 and the ERA

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Report on national & regional plans & initiatives promoting gender equality & structural change

A study of 13 European countries, Israel and Canada



Gender equality has been a cross-cutting issue in Horizon 2020 with three objectives:

- gender balance in decision-making
- gender balance and equal opportunities in project teams at all levels
- gender dimension in research and innovation content

The report focuses on the first two objectives, while another report in GENDER-NET Plus (D6.2) focuses on the gender dimension in the content of research



About the report/Executive summary

- Focus: national and regional initiatives promoting gender equality in research institutions through structural change
- Written by The Research Council of Norway
- Presents an updated compendium on best practice examples from partners involved
- Offers new insights and new examples
- Identifies pro-active and innovative initiatives for inspiration



What is meant by structural change?

- According to the 2011 European Commission report entitled *Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation* (European Commission 2011), structural change is defined as a change in institutions in terms of the representation and retention of women at all levels of their research careers

Structural change means:

- rendering decision-making practices more transparent
- removing unconscious bias from institutional practices
- promoting excellence through diversity
- improving research by integrating a gender perspective, and
- modernising human resources management and the work environment



About the report

- The research was undertaken as part of the GENDER-NET Plus ERA-NET Cofund project (2017–2022). The report summarises national and regional initiatives undertaken in project participants' countries to stimulate gender equality in the research ecosystem and to enact structural change towards gender equality in research institutions.
- The report is an update of a previous report produced by the GENDER-NET ERA-NET project in 2015. The Cofund partners differ somewhat from the partners and observers whose initiatives formed the basis of the 2015 report. The aim of the 2019-report is therefore to summarise national and regional initiatives reported by the partners who did not participate in the previous assessment and to provide relevant updates from the other partners.
- The report is based on a survey of national/regional initiatives that can be described as best practice.



Decision-making structures and procedures at national level

Legislation on gender equality:

Spain , *The Royal Decree-Law 3/2019 on urgent measures for research, technology, innovation and universities*

Norway, *The Gender Equality Act and the Anti-Discrimination Act were consolidated into one single act, the Equality and Anti-Discrimination Act (2018)*

France, *Memorandum of understanding on professional equality between women and men in the public service (2018)*

Italy, *The National Code of Equal Opportunities between Women and Men (2010)*

Austria, *Universities Act (contains laws to promote gender equality in universities)*



Dedicated national units

- **Swedish** Gender Equality Agency
- **Canada** Research Coordinating Committee
- **Czech Republic**; Centre for Gender & Science
- **Norway**; Committee for Gender Balance in Research (Kif-committee)
- **Spain**; Women and Science Unit
- **French community of Belgium**; The Women and Sciences Committee
- **Global Research Council**; Gender Working Group



Gender equality units/officers and networks

National legislation in some countries requires research institutions to have gender equality units or gender equality officers. Examples:

- **France,**
- **Germany**
- **Spain**
- **Italy**
- **Austria**
- **Belgium**
- **Israel**



National gender equality plans

Austrian Science Fund – Strategy and action plan for gender equality and diversity

The French National Research Agency – Policy aimed to reduce inequalities between women and men

Canada – Tri-agency Equity, Diversity and Inclusion (EDI) Action Plan

Cyprus Research Promotion Foundation – Gender action plan

Estonian Research Council – in the process of creating a gender equality plan

The Irish Research Council – Gender strategy and action plan

Research Council of Norway – Policy for gender balance and gender perspectives in research and innovation

Czech Republic – Governmental strategy for Equality between Women and Men in the Czech Republic



Further findings & some conclusions

- A shift from «fixing the women» to «fixing the system», few measures are targeted at individual women
- An increasing awareness among RFOs regarding examining and adjusting their procedures
- An increased awareness of sexual harassment within academia
- Stakeholders learn from, and are inspired by others' experiences
- Good practices and lessons learned seem to be spreading



Thank you for your attention!

- You can find the report on the GENDER-NET Plus website: [Reports – GENDER-NET Plus \(gender-net-plus.eu\)](https://gender-net-plus.eu/reports)

