INTERIM EVALUATION OF GENDER EQUALITY AS A CROSS-CUTTING ISSUE IN HORIZON 2020

Suzanne de Cheveigné (FR) Chair
Bente Knoll (AT) Rapporteur
Maria Bustelo (ES)
Eivind Engebretsen (NO)
Ulf Sandström (S)

Three Gender Policy Objectives

1   Foster equal opportunities and gender balance in teams

2   Ensure gender balance in decision-making (40% under-represented sex in expert panels, 50% in advisory groups)

3   Integrate the gender dimension in R&I content

Interim evaluation of H2020

- H2020: 2014-2020

- Interim evaluation began at the end of 2016

- Gender: December 2016 - March 2017

- 2014 and 2015 => no results yet, only DoA's and ESR's

Methodology (1)

Scope:

- All SCs, LEIT-ICT, LEIT-NMBP and SwafS

- Innovation Actions (IA) and Research and Innovation Actions (RIA)

Methodology (2)

- A quantitative analysis of 1 437 projects via the CORDA database

- Of which 263 projects under <u>gender-flagged</u> topics => in-depth analysis of 111

- Work programmes, documents, composition of expert groups

Problems with Key Performance Indicators

- KPI 1 (% women participants in projects) not yet available (sufficient data ?)
- KPI 2 (% women project coordinators) had a big "bug", since corrected, but data was missing
- KPI 3 (% women experts) seemed reliable
- KPI 4 (% projects with gender dimension in R&I content) is problematic (poorly estimated by POs)
- Gender-flagging of topics not reliable (20% error)

Main Conclusions

- Gender policy applied coherently all along the funding process – excellent

- Good advocacy!

Main Conclusions

- Obj 1, **gender balance in teams**

   - 25% women coordinators, 36% women in key staff (/111 projects)
   Better in projects with good gender content

   - **Action needed** - impact on gender balance in R&I in general

Main Conclusions (2)

- Obj 2, **gender balance in decision making**:

  - excellent in Advisory Groups (51.9% women)

  - OK among experts (36.7 % women)
      Should reach target of 40% - and target could be increased

Main Conclusions (3)

Obj 3 - **gender in R&I content**:

- Promising but just beginning (only 15% projects ranked A on an A,B,C scale)

- The concept is not yet well understood

- Quality of topic writing is essential

- Evaluation is a key issue (NB: experts + moderators)

Examples of topic formulation

- "If relevant, gender aspects (....) may be addressed."
- "Key issues such as socio-economic and democratic development, identity politics, challenges of state building, linguistic and cultural diversity, ethnic conflicts as well as gender equality and migration should be addressed."
- "Women entrepreneurship and women-led enterprises: With this prize the European Union would like to boost women entrepreneurship by bringing about solutions to overcome the obstacles for women-led enterprises and entrepreneurial activities and address the importance of women's access to support and finance."

No gender in these topics:

- WATER-4-2014/2015: Harnessing EU water research and innovation results for industry, agriculture, policy makers and citizens

- SC5-3-2014: The economics of climate change and linkages with sustainable development

- SC5-17-2015: Demonstrating the concept of 'Citizen Observatories'

- …

A few of our recommendations

- Policy: improve dissemination of gender knowledge and high-level support of GE policy in the EC and Agency

- Implementation: improve proposal evaluation

- Monitoring: improve quality of data collection

Recommendations per objective

- Obj. 1 - gender balance in teams: require a minimum % of under-repr. sex, based on pool

- Obj. 2 - gender balance in decision making:
- reach targets – not far off
- improve quality of experts (gender expertise) and quality of decision (implicit bias)

Recommendations per objective

- Obj. 3 - gender in R&I content:

- improve understanding of the notion among applicants, evaluators, EC and Agency

- improve topic formulation

- improve evaluation (quality of moderation, sufficient gender expertise, gender box(es) to tick, …)

In summary

- A coherent policy

- With a number of implementation problems, particularly for gender content in research

- Need for strong political will to push it forward