

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

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# 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 gender-flagged 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