

# Equal opportunities & inclusion: Gender Aspects



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# Why Gender equality?

“Gender equality is intrinsically linked to sustainable development and is vital to the realization of human rights for all.” (United Nations Populations Fund unfpa.org)

«The Marie Skłodowska-Curie actions pay particular attention to gender balance. In line with the Charter and Code, all MSCA proposals are encouraged to take appropriate measures to facilitate mobility and counter-act gender-related barriers to it.» (MSCA Work Programme 2016-17)

## ARTICLE 33 — GENDER EQUALITY

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#### 33.1 Obligation to aim for gender equality

The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

#### 33.2 Consequences of non-compliance

If a beneficiary breaches its obligations under this Article, the *[Commission]**[Agency]* may apply any of the measures described in Chapter 6.

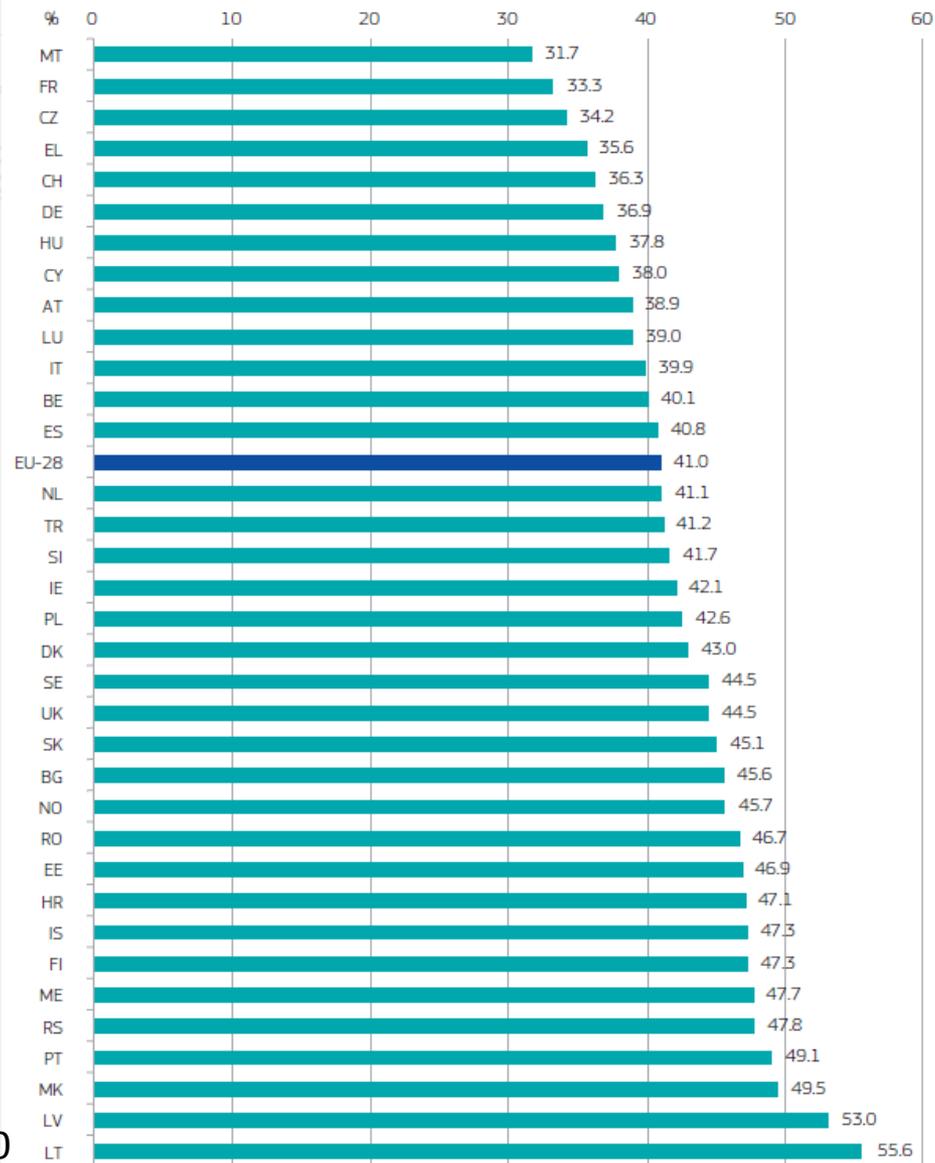
# Threefold approach

Fix the numbers	Fostering gender balance in research teams, in order to close the gaps in the participation of women.
Fix the institutions	Ensuring <b>gender balance in decision-making</b> , in order to reach the target of 40% of the under-represented sex in panels and groups and of 50% in advisory groups.
Fix the knowledge	<b>Integrating the gender dimension in research and innovation (R&amp;I)</b> content, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

# It's not about women only but...

Gender equality is still very much about women – because women are still underrepresented in most research fields and decision making bodies and fields

Figure 4.5. Proportion of women researchers in the higher education sector, 2012



# Gender and the MSCA?

(Some numbers) ★

“A total of **40.9** per cent of MSCA-supported researchers are women: 44.1% in ITN, 41.7% in IF, 34.2% in RISE and 48.2% in COFUND.”

“Around 41% of MSCA grants funded take into account the gender dimension in research and innovation, compared to 25% of all grants funded during the same period across Horizon 2020.”

“47% of MSCA grants have female coordinators, higher than the Horizon 2020 average (33%)”

It's good but there's still room for improvement!



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★ All numbers provided by the EC April 2017.

# How can we move forward? Ideas and Recommendations

## Fix the numbers

- Continue taking actions for the lesser represented group- gender mainstreaming instead of 'gender equality'.
- Adapt the family allowance.
- Options for the parental leave needs to be further explored within the MSCA.
- YOUR IDEAS?

## Fix the institutions

- EIGE (European Institute for Gender Equality) does excellent work – continue.
- Take actions for 'old and young women networks' (as opposed to the old-boys-networks).
- Give awards/labels for institutions (Athena Swan – a UK charter for Gender Equality - on an EC level?)
- YOUR IDEAS?

## Fix the knowledge

- Publish best practice examples for the integration of the gender dimension into research.
- «Gendered innovations» project and their documentation is good, continue!
- Raise awareness for gender bias and train researchers for gender aspects
- Include LGBTQ community into the discussion
- YOUR IDEAS?



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