



# ERA Framework and Gender

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**Viviane Willis-Mazzichi**  
European Commission,  
DG Research and Innovation



## 2. Gender Strategy

### *Modernisation of research institutions*

To promote gender equality and gender dimension in research and innovation content

- Programme and project levels:

HORIZON 2020

- M.S. and research institutions level:

European Research Area

ERA communication of 17 July 2012



# Objectives towards completing ERA

## *Member States*

- Create a legal and policy environment and provide incentives to
  - *remove legal and other barriers to the recruitment, retention and career progression of female researchers in compliance with EU law on gender equality*
  - *address gender imbalances in decision making processes*
  - *strengthen the gender dimension in research programmes*
- Engage in partnerships with funding agencies, research organisations and universities to foster cultural and institutional change on gender (charters, performance agreements, awards)
- Ensure that at least 40% of the under-represented sex participate in committees involved in recruitment/career progression and in establishing and evaluating research programmes



## *Research stakeholder organisations*

- Implement institutional change relating to HR management, funding, decision-making and research programmes through Gender Equality Plans which aim to:
  - *Conduct impact assessment / audits of procedures and practices to identify gender bias*
  - *Implement innovative strategies to correct any bias*
  - *Set targets and monitor progress via indicators*



## *The Commission*

- Foster gender equality and the integration of a gender dimension in Horizon 2020 programmes and projects from inception, through implementation to evaluation, including through the use of incentives
- Propose in 2013 a Recommendation to Member States with common guidelines on institutional change to promote gender equality in universities and research institutions and dedicate specific funds to reinforce collaboration between Member States



- The Recommendation would address (eg):
  - Careers (i.e. remove barriers to recruitment, retention and advancement of women's careers, including returning schemes after career breaks, leadership development, work/ life balance, supporting dual career couples, networking opportunities and training);
  - Decision-making (i.e. ensure at least 40 % of the under-represented sex in committees involved in establishing, evaluating and monitoring research programmes);
  - Gender in research content (i.e. ensure that gender and sex analysis is used as a resource in research; support appropriate training, ensure that gender issues are included in curricula)
  - Monitor progress regularly using relevant indicators.