The European Research Landscape: the challenges for gender

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What more do we need to know?
Uncomfortable Science

• Gendered life in the European Research Area- the back story
• What’s to complain about?
• Ways forward in the landscape
Suspicious producers?
What is the European Research Area (in terms of gender?)
Efforts and beyond: Multitudes of initiatives

- Structural change initiatives (EC)
  - Meta analysis of research
  - She Figures since 2003 (3 yearly)
  - Data base on programs
  - Gender dialogue with research leaders (GenSet)
  - Funding gender action plans in organisations

http://www.gender-net.eu
Efforts and beyond: Multitudes of initiatives

2) Adding gender to research content
   - Tool development - Tool Kits
   - Gendered Innovations (Schiebinger - numbers, institutions, knowledge)
   - Gender Summits and the developing GenPort

http://www.gender-net.eu
Efforts and beyond: Multitudes of initiatives

3) European initiatives
- Memorandum of Understanding LERU, EUA and others (NordFors, Science Europe, etc.)
- Science Europe Working Group Gender and Diversity 2014
- ERA monitoring
- GenSTE COST action

http://www.gender-net.eu
Efforts and beyond: Multitudes of initiatives

4) Network Creation
Helsinki Group
European Platform of Women Scientists
Horizon 2020 Advisory Group on Gender
EIGE
Each project has advisory boards, often interlocking

http://www.gender-net.eu
• 18 countries have quota or targets for Research Council boards including Flanders-
  (but monitoring is shaky!)

Table 2: Implementation of gender parity on boards through targets and quotas, Source: EURAXESS Researchers’ Report 2013.

<table>
<thead>
<tr>
<th>Country</th>
<th>Description</th>
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<tbody>
<tr>
<td>AT</td>
<td>At least 40% of the staff of universities and members of University boards must be women. The Austrian Science Fund (FWF) has a target quota of 30% female researchers in the total number of applicants.</td>
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<td>CH</td>
<td>CRS will set targets for the nomination of female Category I professors and assistant professors in the forthcoming Federal Programme for Gender Equality/Gender Studies.</td>
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<td>DE</td>
<td>The Federal Government and the Länder as funding providers expect organisations to make active recruitment efforts and define self-imposed targets.</td>
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<td>DK</td>
<td>Company boards</td>
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<td>ES</td>
<td>The new Spanish Law on Science, Technology and Innovation and the Equality Law gender balance is foreseen in the nomination of evaluation committees, councils and bodies.</td>
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<tr>
<td>FI</td>
<td>Quotas in national and municipal bodies.</td>
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<tr>
<td>FR</td>
<td>Boards in universities and research institutions.</td>
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<tr>
<td>FYROM</td>
<td>The national Action Plan for Gender Equality (2007-2012) mentions quotas as indicators for the activities planned, however no specific targets are set.</td>
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<td>GR</td>
<td>Based on §16 of the Greek constitution, female representation in all top-level positions and decision-making bodies has to be at least 30%.</td>
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<tr>
<td>HU</td>
<td>The National Strategy for the Promotion of Gender Equality (2010-2021) foresees that the proportion of women in leadership positions in the public and private sector should increase by one third.</td>
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<tr>
<td>IE</td>
<td>Institutions have full autonomy in setting quotas; a general government commitment requires the institutions to increase female participation on state boards up to 40%.</td>
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<td>IT</td>
<td>Few universities indicate that they have quotas in the composition of their internal boards; the new Law 440/2012 calls for a representative gender balance in the 'Board of trustees' of research institutions.</td>
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<td>LU</td>
<td>Luxembourg has introduced a quota in the form of a requirement that at least one third of the board members of public research centres be of the underrepresented sex.</td>
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<tr>
<td>NO</td>
<td>40% representation on boards and committees, including in the research profession.</td>
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<tr>
<td>PL</td>
<td>At least 30% of the members of the Polish Accreditation Committee are women.</td>
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<td>SE</td>
<td>Quotas/national targets are not mandatory. However, there is an expectation that the number of members in boards and committees are gender balanced.</td>
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<tr>
<td>SI</td>
<td>The Slovenian government has set national targets on the gender composition of expert bodies, public research institutions and agencies, requiring these bodies to be composed of 1/3 of each sex.</td>
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</table>
Czech University Rectors 2014- EU 10% Female University Rectors
Science Europe: Directors of Research Councils almost all men

- Despite well-chosen photos, the 4 of 6 Scientific Advisory Committees are less than 15% women and were appointed in 2012
- 50 member associations (funding agencies), almost all headed by men
ERA to – do LIST (2014)

- Persistence of Gender Bias in careers
- Persistence of Gender imbalance in decision-making roles
- Lack of gender dimensions in research topics
Our To-Do List?

• Gender-inflected reconsideration of the nature of knowledge and knowledge production

• Persistence in challenging ideas about the nature and role of science in society and how and for what public funds should be used in a framework that promotes gender justice
What works

- With all the effort and expertise and years of experience there is concurrence that some things really work
  - Career supports and incentives
  - Quota’s and Targets

The European Research Area landscape provides a laboratory for comparing scientific and research experience and has in place enormous capacity in terms of gender evaluation expertise
Let’s continue to produce Uncomfortable Science