



# WOMEN IN SCIENCE

Europe has made remarkable progress towards gender equality in the past decades, but women remain under-represented in science, technology, engineering and mathematics. This is a challenge in terms of social inclusion and cohesion, as well as economic growth, sustainability and competitiveness.

As the European Union prepares Horizon Europe, the future framework programme for research & innovation, policymakers need to continue and deepen its investment in the promotion of science by, with and for women. In doing so, Europe will have a more prosperous and inclusive society.

## RECOMMENDATIONS TO IMPROVE HORIZON EUROPE THROUGH A GENDER PERSPECTIVE:

### 1/ TO INTEGRATE GENDER EQUALITY AS A CROSS-CUTTING PRIORITY

- To include gender as a cross-cutting priority to be integrated in all the instruments
- To establish equal pay as an implementation principle
- To take gender into account at all stages of the research cycle and, in particular, to require gender impact assessments in project proposals and funded projects

### 2/ TO EMBED GENDER EQUALITY IN THE PROGRAMME STRUCTURE

- To integrate analysis methods and the participation of gender experts across the *missions* cycle
- To include a specific research area on gender in the *Inclusive societies cluster*

### 3/ TO SECURE GENDER BALANCE IN RESEARCH TEAMS AT ALL LEVELS

- To foster gender balance in research teams upon quantitative objectives
- To promote women as principal investigators and projects coordinators with concrete measures, such as using it as a tiebreaker criterion at the evaluation stage

### 4/ TO FOSTER GENDER BALANCE IN THE DECISION-MAKING BODIES

- To ensure gender balance in decision-making bodies in order to reach the target of 40% of the under-represented sex in panels and groups, and 50% in advisory groups
- To include a mandatory criteria for 40% women representation in Horizon Europe pool of reviewers

The Women in Science Recommendations are an output of the European Parliament “Women in Science” event held on 25 September 2018 upon initiative of MEP Soledad Cabezon Ruiz (S&D, ES) with the collaboration of the European Society of Cardiology.



Group of the Progressive Alliance of  
**Socialists & Democrats**  
in the European Parliament

With the collaboration of:



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## 5/ TO INTEGRATE THE GENDER DIMENSION IN THE CONTENT OF RESEARCH AND INNOVATION

- To address both women's and men's realities, and to consider gender-specific research to fill knowledge gaps
- To tackle the male default in research and innovation caused by the lack of women as subject of research studies (i.e. no female crash dummies, medical research usually carried out on male subjects)

## 6/ TO IMPROVE GENDER KNOWLEDGE

- To carry on the collection of *She Figures* to investigate the level of progress made towards gender equality in research and innovation in Europe
- To develop more relevant indicators to monitor the implementation of gender equality policy in different parts of Horizon Europe
- To require EU funded studies to present analysis by gender, and justify why if such data is not reported
- To disseminate gender knowledge and sensitivity throughout the Commission services and agencies

## 7/ TO STRENGTHEN GENDER EQUALITY IN ACADEMIA

- To introduce quotas for academic appointments and to provide training on unconscious bias to recruitment board members
- To highlight role models in academia for encouragement and motivation
- To monitor and pursue equal pay and length of appointments in academic positions
- To develop effective training programs against unconscious bias
- To promote the panel parity in conferences and scientific events
- To take a strong position with regard to zero tolerance for sexual harassment, bullying, belittling and discrimination (including in proper power utilization such as withholding information)

## 8/ TO FACILITATE WORK AND LIFE FAMILY CONCILIATION

- To create flexible working conditions and culture that allow men and women to have equally fulfilling careers
- To measure performance taking into account childbearing and other caring commitment in women (and men taking on such responsibilities) for career promotion and research funding
- To enable re-entry programmes for female researchers after a maternity leave
- To promote legislation that supports maternal and paternal leave
- To provide quality childcare services

## 9/ TO INSPIRE FUTURE FEMALE SCIENTISTS

- To build on existing programmes and initiatives and stepping up campaigns to finish with negative gender stereotypes
- To strengthen initiatives and programmes encouraging girls and young women to enrol scientific and academic careers, such as coaching and networking programmes
- To promote positive female role models and emphasising the historical and contemporary achievements of women in STEM, including the creation of awards
- To offer leadership training for future female leaders

## 10/ TO STIMULATE INSTITUTIONAL CHANGES

- To encourage research institutions to ensure gender balance in recruitment committees, flexible career trajectories, work-life balance measures and support for leadership development
- To inspire relevant stakeholders to undertake positive actions on gender equality
- To recommend common guidelines on institutional change to Member States to promote gender equality in universities and research institutions