



Need to Address Gender Issues in Horizon Europe

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Workshop for Marie Skłodowska-Curie Postdoctoral

Fellowships

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NETWORK OF GENDER EQUALITY COMMITTEES AT RESEARCH ORGANIZATIONS

NETWORK OF GENDER EQUALITY COMMITTEES AT RESEARCH ORGANIZATIONS IN GREECE

- **06.04.2022:** The (informal) Network is formed upon agreement of representatives from the GECs of 13 Research Organizations in Greece (11 under supervision of General Secretariat of Research and Innovation (GSRI) + 2 under Ministry of Rural Development & Food)
- Main objective is the collaboration, exchange of good practices and information, organization of common workshops and other dissemination activities and the development of working groups to investigate and collect data in subjects in the responsibility of GECs.
- The RC GEC Network is in close collaboration with GSRI, the corresponding Network of GECs at the Greek Universities (now including the GECs of all Greek Universities) & The Innovation Centre for Women #GIL4W in Greece
- Main objective of the GECs is to prepare a **Gender Equality Action Plan** for their Organizations – most were developed by 31/12/2021 upon the EC-imposed obligation to participate in EC-funded projects – and work towards its application in each Organization.
- **Major milestone:** The formation and role of University GECs in Greece has been defined by law **since 2019**.
The formation and role of RC GECs was defined by law on **Feb 9 2023**
 - ✓ law worked upon by the Network of the RC GECs in collaboration with the Vice Ministers of Development & Investment (in charge of Research & Innovation) and of Labour & Social Affairs, responsible for the Demography and Family Policy

The Research Organizations participating in the Network

Research Organization	GEC	Gender Equality Action Plan
Athena Research & Innovation Center in Information, Communication and Science Technologies	√	√
Benaki Phytopathological Institute (BPI)	√	√
Biomedical Research Foundation of the Academy of Athens (BRFAA)	√	√
Biomedical Sciences Research Center "Alexander Fleming" – BSRC Fleming	√	√
Centre for Nuclear Research, Demokritos	√	√
Centre for Research and Technology Hellas / CERTH	√	√
Hellenic Agricultural Organization (ELGO) DIMITRA	√	√
Foundation for Research and Technology - Hellas (FORTH)	√	√
Hellenic Centre for Marine Research / HCMR	√	√
Hellenic Pasteur Institute	√	√
National Hellenic Research Foundation / NHRF	√	√
National Observatory of Athens (NOA)	√	√
National Centre for Social Research (EKKE)	√	√

Working Groups of RC_GEC Network

STANDARDIZED INDICES – GOOD PRACTICES – COMPARISON OF GENDER EQUALITY ACTION PLANS

DATA COLLECTION & ANALYSIS – QUESTIONNAIRES

PROTOCOLS – ACTIONS FOR MANAGEMENT OF SEXUAL DISCRIMINATION & HARASSMENT COMPLAINTS

PROFESSIONAL ADVANCEMENT / RECRUITMENT POLICIES– REPRESENTATION AT DECISION MAKING POSITIONS

SEX SPECIFICITY IN RESEARCH (BIOLOGY-MEDICINE – SOCIAL SCIENCES- INFORMATICS) – GENDER DIMENSION IN RESEARCH

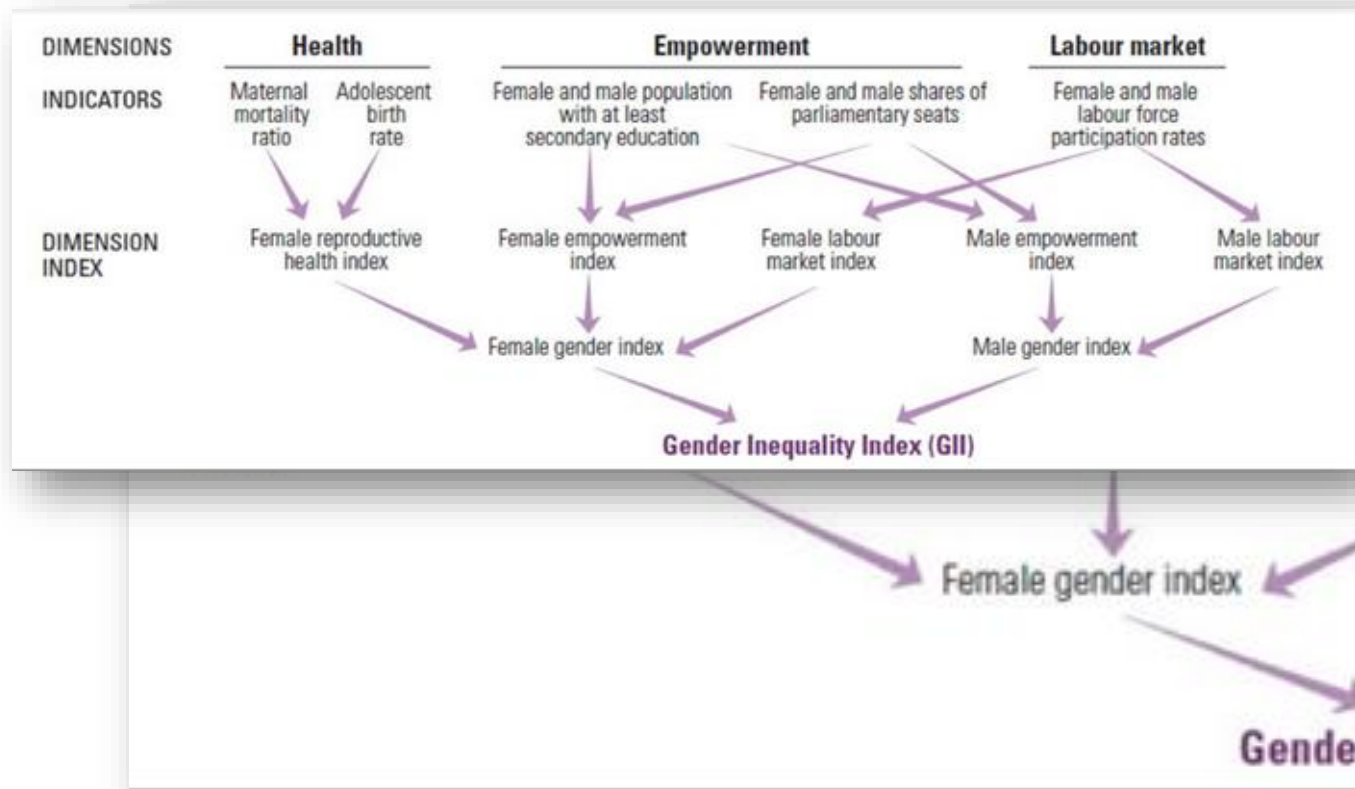
DISSEMINATION ACTIONS

WORK-LIFE BALANCE

INNOVATION – IN COLLABORATION WITH #GIL4W

HOW DO WE QUANTIFY GENDER EQUALITY?

Gender Inequality Index (GII)



Systematic Quantitative Gender Equality Indices

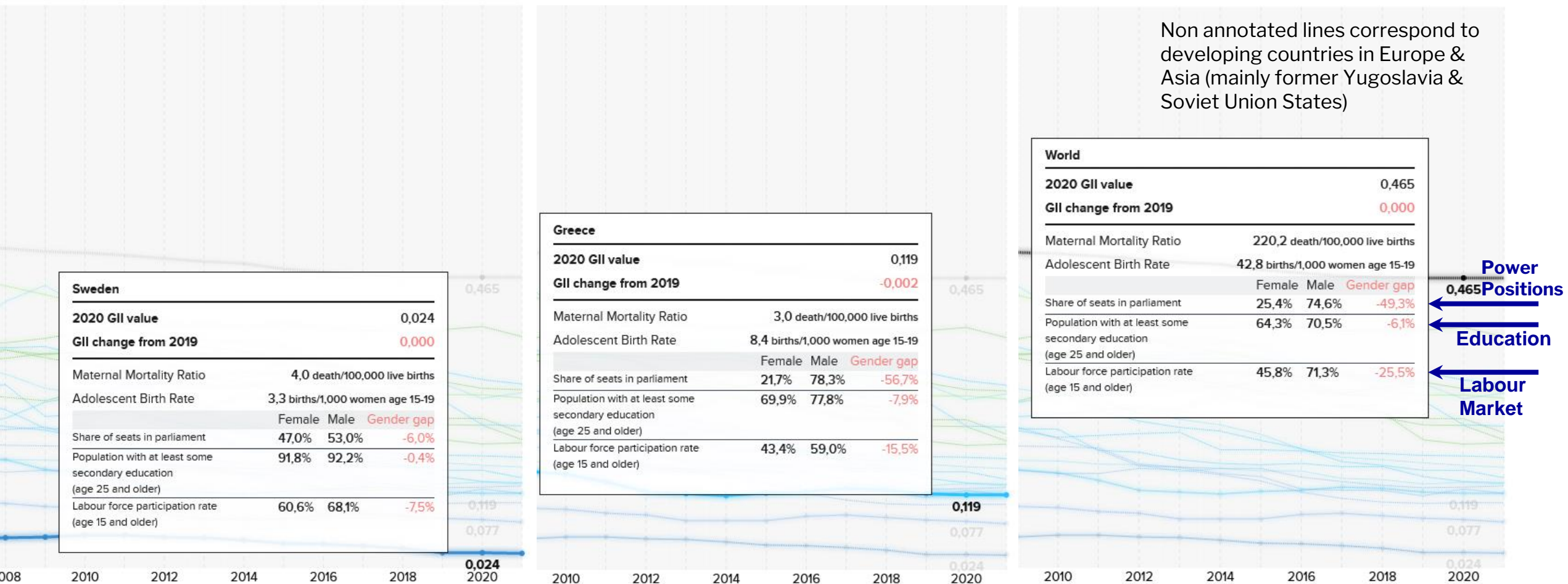
Gender Equality Index (GEI)



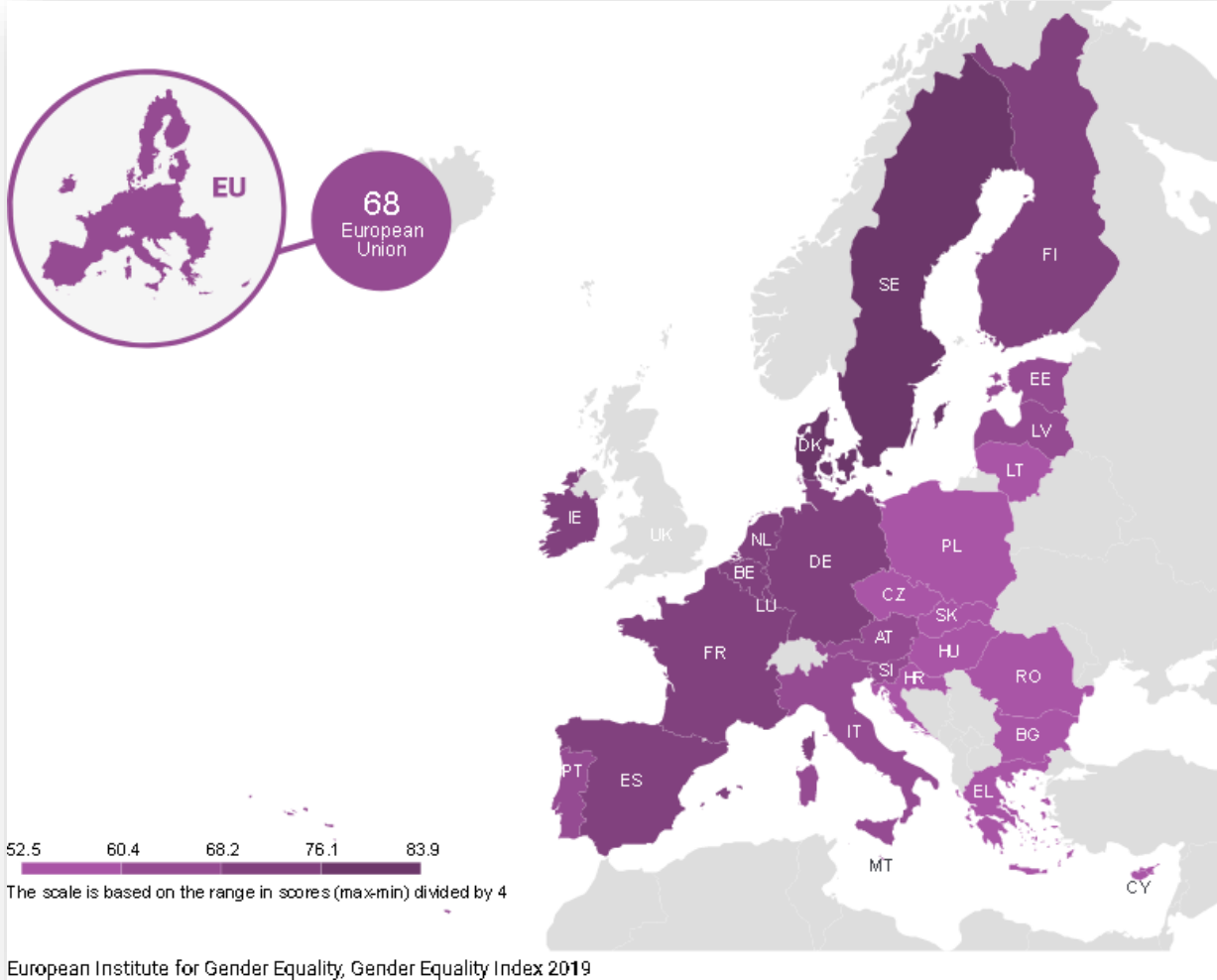
6 main domains - 14 sub-domains - 31 indicators

WHERE DO WE STAND / WORLD MEAN / EUROPE / GREECE?

Gender Inequality Index (GII)



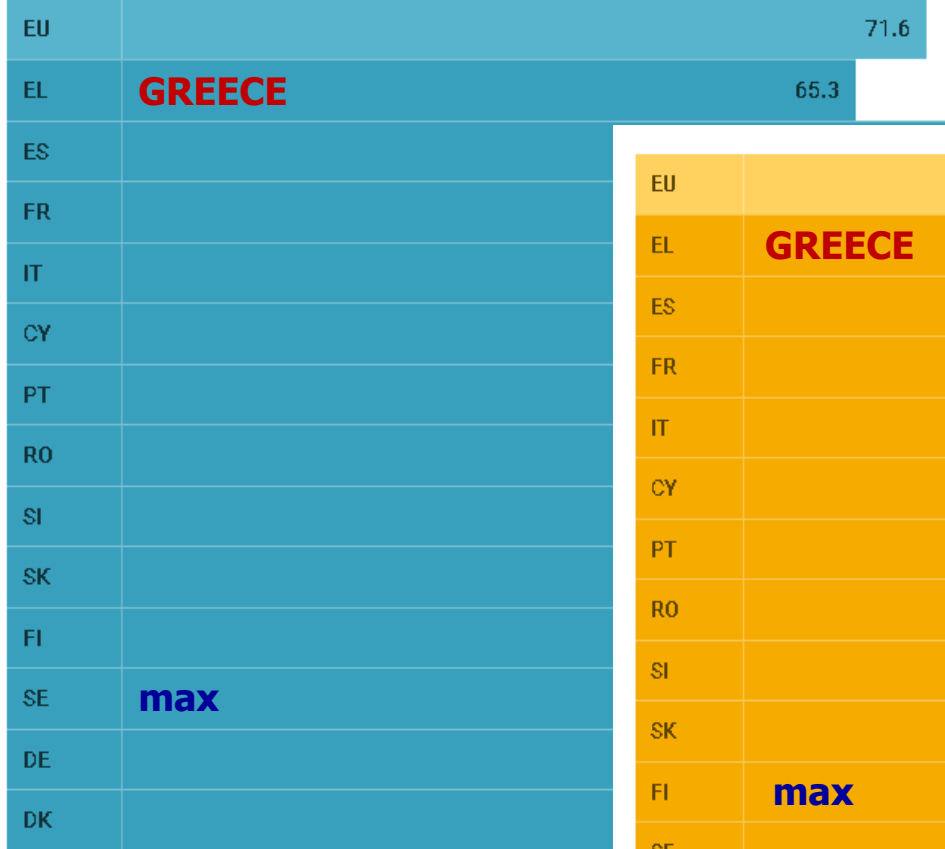
GENDER EQUALITY INDEX (GEI) 2019/2021



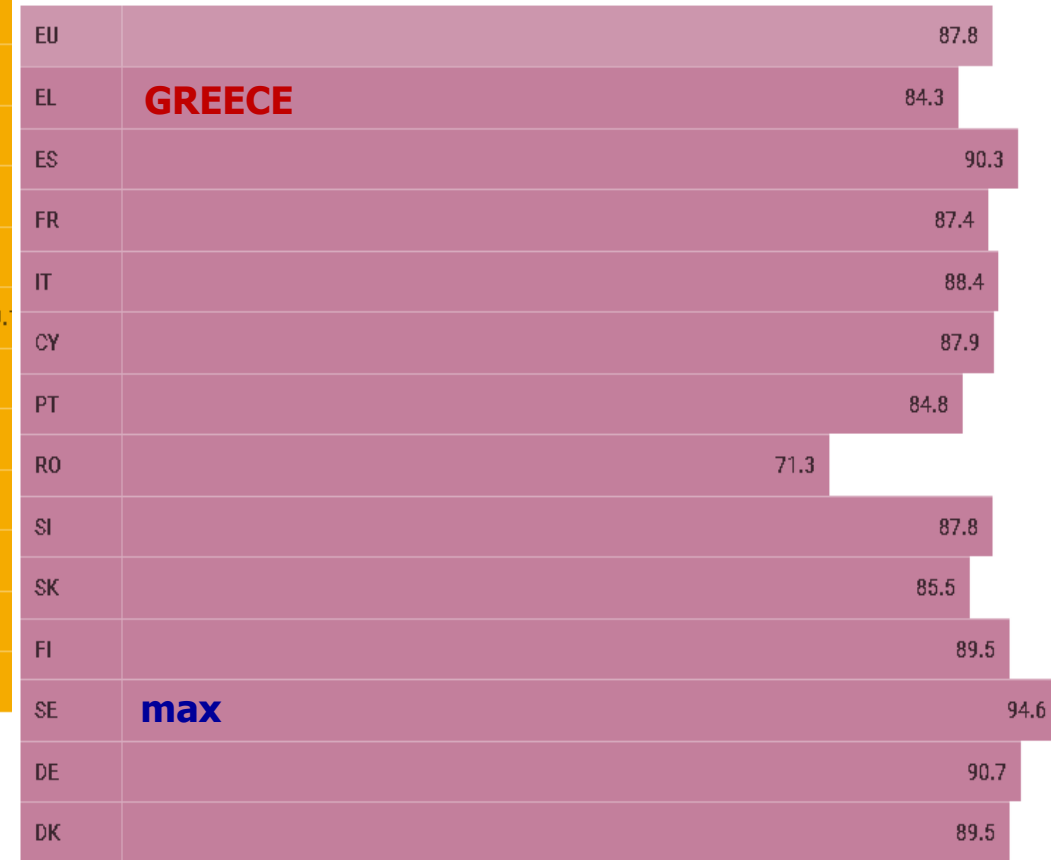
EU	68
EL	52.5 ← GREECE
ES	73.7
FR	75.5
IT	63.8
CY	57
PT	62.2
RO	54.5
SI	67.6
SK	56
FI	75.3
SE	83.9 ← max
DE	68.6
DK	77.8

Work

GENDER EQUALITY INDEX (GEI) 2019/2021 - DOMAINS



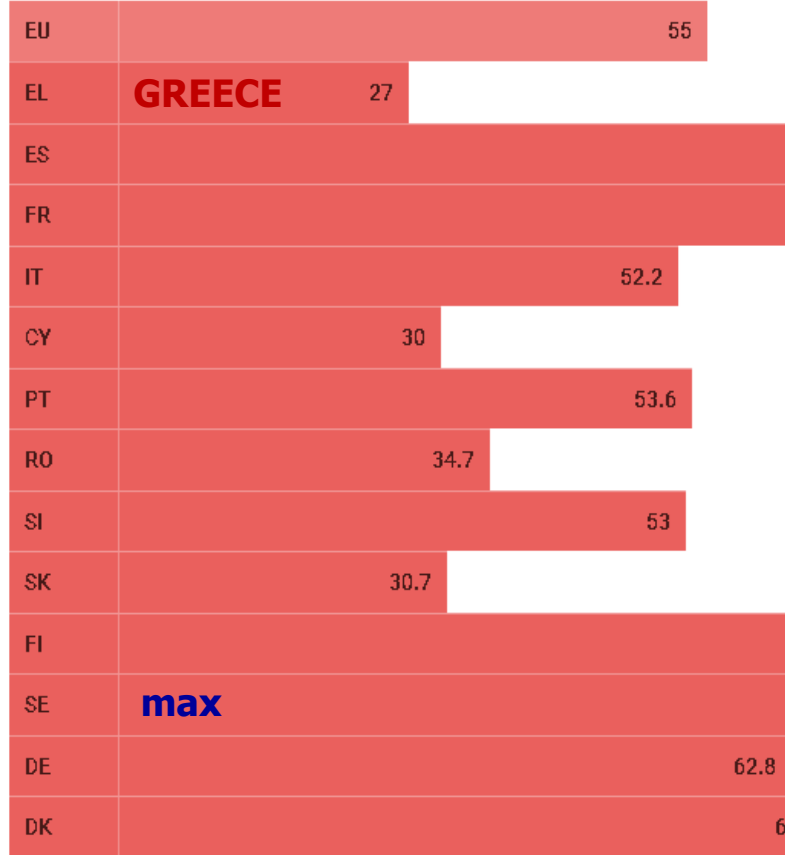
Money



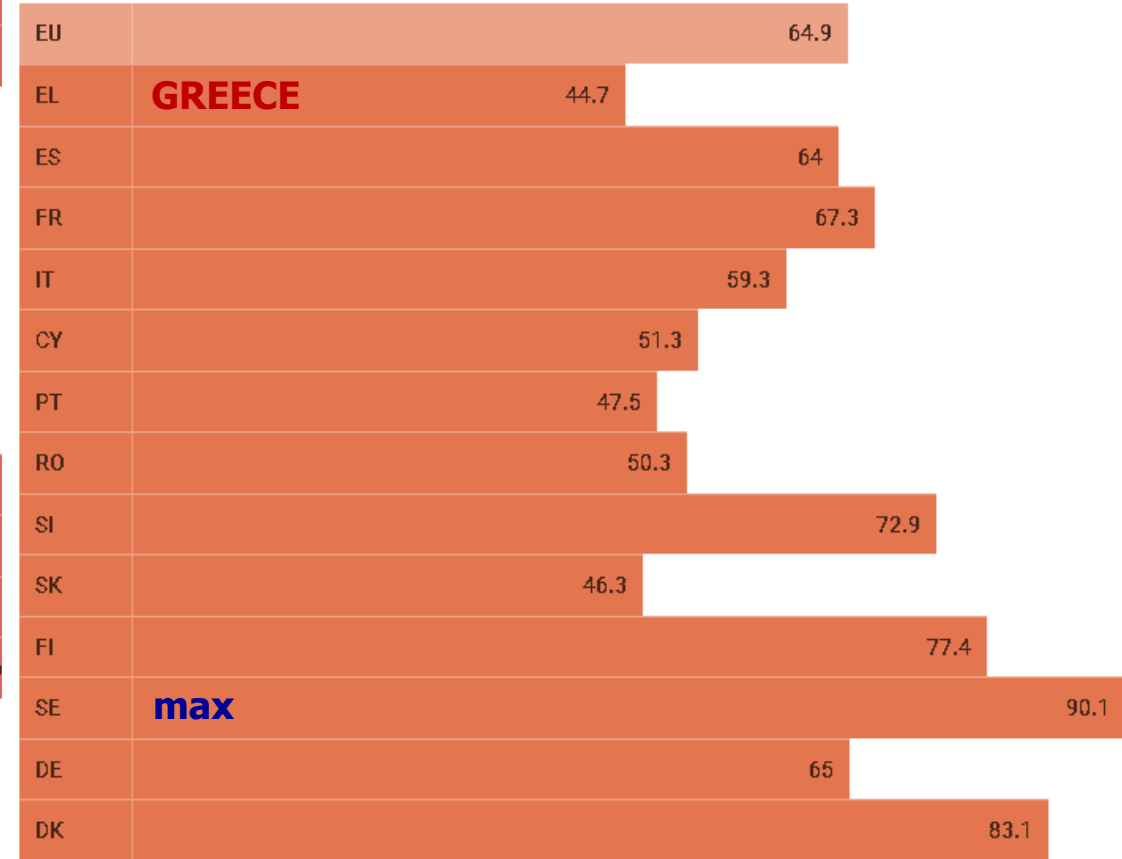
Health

GENDER EQUALITY INDEX (GEI) 2019/2021 - DOMAINS

Knowledge (Segregation – STEM)



Power (Political / Economic)



Time (Care Activities + Social Activities)

What is the situation at the Greek Research Organizations today?



<https://eige.europa.eu/gender-equality-index/about>

- ✓ We do not have a systematic Quantitative Gender Equality Index
- ✓ We are working towards the collection of data inside and across Research Organizations and various disciplines - The Gender Equality Index could be adapted to Research Organizations – this requires specialized research on this subject

- **Glass Ceiling Effect**

Strong imbalance between the percentage of women up to post-doctoral positions and that in Researchers A, B and C positions and Lab Heads – this phenomenon is common across disciplines, RCs and Universities; enhanced situation over the last decade, but still strong imbalances at the A position.

- Most of the Research Centers never had a woman President – very few women in Institute Director position.
- Work-life imbalances in the research environment do not favor motherhood (parenthood in general) – especially during PhD thesis and post-doctoral research - and women in general as the main care-givers of children and older relatives.
- There is still a discriminatory culture – more prominent in some physical sciences and engineering disciplines – towards women and minorities in research

Where could Horizon Europe contribute? - 1

- Calls to promote collaboration between EC countries + research organizations + regional and municipal authorities to collaborate towards the implementation of the Gender Equality Plans
 - transfer of knowledge and experience from the most advanced in this area countries is important
- Calls promoting the investigation of sex/gender differences in research and practice in biology & medicine, in social sciences, in informatics, in use of language
- Calls helping organizations towards the development of adapted **standardized gender equality indices** for different environments and types of organizations and the systematic collection of the relevant data
- Calls for the design & implementation of standardized workflows to address gender-based and other discrimination & harassment complaints inside state and private organizations across Europe
- Calls for the analysis of the effect of the recent and ongoing crises (COVID19, war, energy crisis, forced displacement) on women & minorities in various fields
- Calls to promote dissemination actions inside the organizations and to the general public

Where could Horizon Europe contribute? - 2

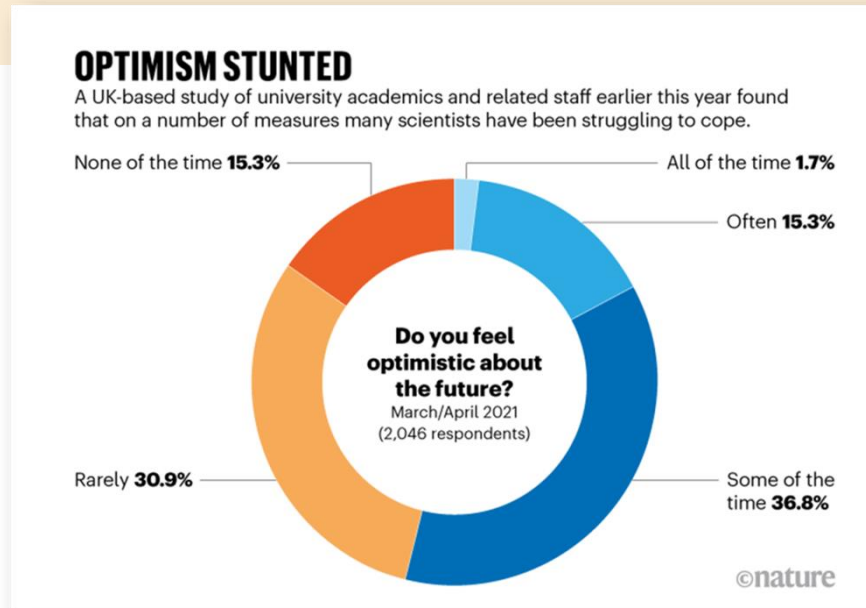
- Support the inclusion of pregnant women and mothers (parents in general) in research projects – possibility of extension of work packages, possibility of hiring additional researchers in parallel with expansion of the budget without excluding the pregnant women or mothers
- **What can we learn from recent/ongoing crises? How can we incorporate this knowledge in the research environment and our life**

○ Data from the effect of COVID19 on Researchers

Higher psychological pressure to choose between family and work, both with respect to the load and place of work.
Decreased productivity in researchers with kids and/or main care-givers of relatives at higher risk

<https://www.nature.com/articles/d41586-021-03045-w>

March-April 2021



- Lack of women in health committees made policy responses to Covid-19 gender blind
- Investment in gender disaggregated data collection and the inclusion of experts from domains that are not male dominated will make policies more gender sensitive
- The post-crisis policies in the EU (such as Next Gen EU funds) should take into account the gender aspect

Kakepaki M, Women in Governance, ProGender project Report

Wray, S. & Kinman, G. *Supporting Staff Wellbeing in Higher Education* (Education Support, 2021).

https://progender.panteion.gr/wp-content/uploads/2022/10/Report_Women-in-Governance.pdf

ROLE OF WOMEN IN ENERGY SUSTAINABILITY

- ✓ Be inclusive in decision making bodies and committees – need for a perspective change
- ✓ Educate women and minorities as professionals in this field (STEM)
- ✓ Educate women and minorities in general public on issues in energy sustainability as they tend to be most affected by energy crisis
- ✓ Take into consideration women's opinions and suggestions on matters of energy consumption in everyday life as they are the main care givers and organizers of home activities

There is a window of opportunity for the cris(es) to change the way we address imbalances and inequalities if we want our societies to become more resilient and cohesive in the future.

Suggestions:

- Invest in gender disaggregated data collection and the inclusion of experts from domains that are not male dominated will make policies more gender-sensitive
- The post-crisis policies in the EU (such as Next Gen EU funds) should take into account the gender aspect

Where could HORIZON 2020 contribute?

- Introduce gender sensitive metrics for the evaluation of academic performance that consider gender inequalities and work-life balance issues during COVID-19 in order to prevent the long-term impacts that long periods of low productivity because of extra hours spend on care may have on academic careers ([Maas et al., 2022](#)).
- Acknowledge the additional care burden that female researchers experience, especially in their early career stages regarding work-life balance ([Malisch et al 2021](#)).
- Factor sex and gender into certain grant requirements to multiply the positive outcomes for gender equality, including higher percentages of female candidates and grant recipients and more successful proposals with a gender and sex component ([Witteman et al, 2021](#)). (some information from [Kakepaki 2022](#) and [Kambouri 2022](#)).

Slide provided by Kakepaki M., GEC Chair, National Centre for Social Research (EKKE)

ProGender Project: A Digital Hub on Gender, COVID19 Crisis & its AfterMath *funded by the European Economic Area (EEA) Financial Mechanism 2014-2021*
<https://progender.panteion.gr/about/>

- Centre for Gender Studies, Panteion University of Social and Political Sciences- Athens, Greece (M. Stratigaki)
- Project GENDRHED : Fighting Against the Gender Inequalities in Research and Higher Education in Greece (N. Anagnostou)



Thank you!

Please send any questions to mklapa@iceht.forth.gr