

Gender equality in science and research

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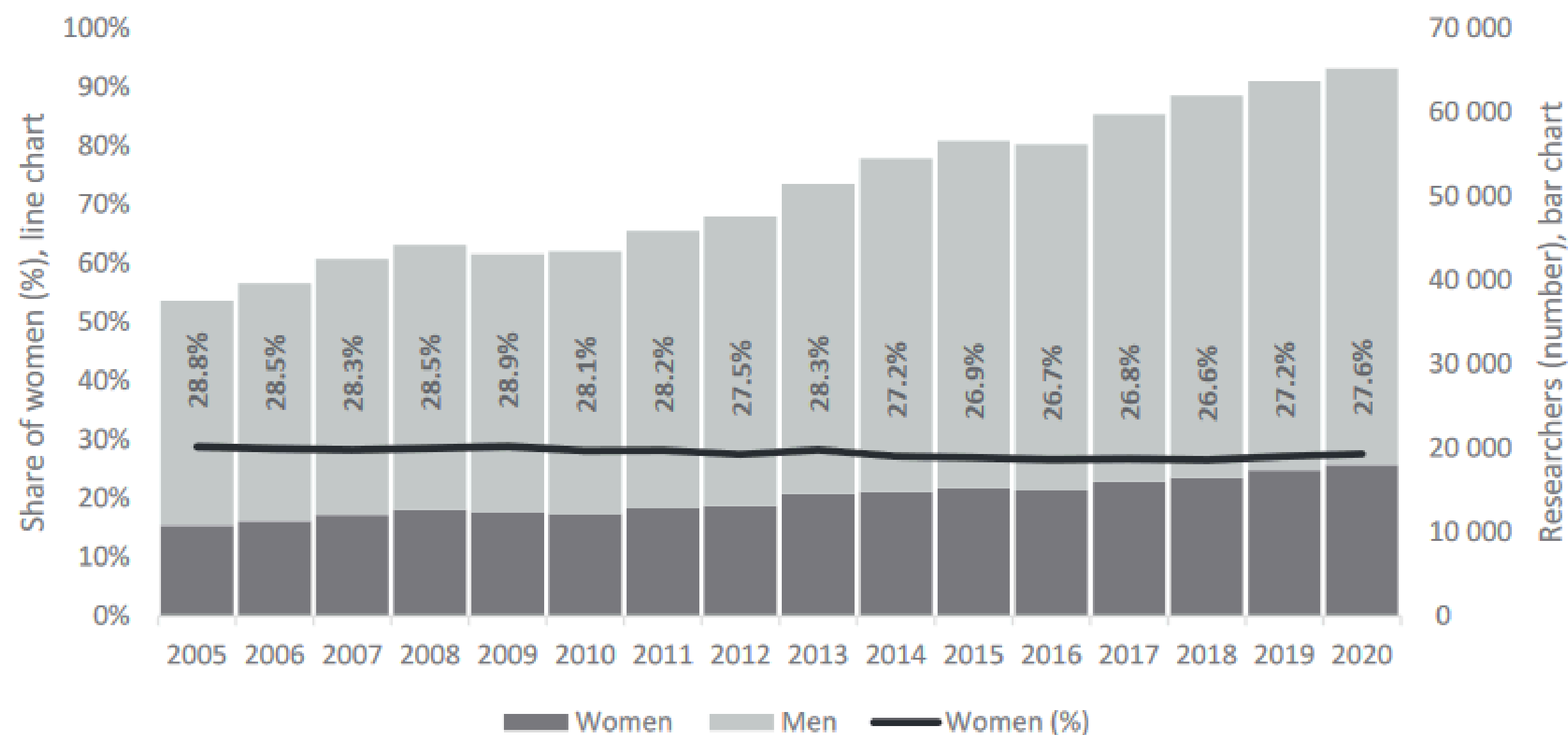
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11/09/2024 ELI Beamlines

National Contact Centre Gender and Science

- Research activities
- International expert groups, networking in the field of equal opportunities in R&I
- International projects (GENDERACTIONplus, UniSAFE, CASPER, Gender-SMART, RESISTIRE)
- Support of public research and higher education institutions to launch cultural and institutional changes for gender equality through gender equality plans
- Workshops
- Lectures
- Consultation services
- Practical advice and methodology
- E-learning course on gender equality&GEP
- Networking
- Community for Change (CoP on national level)

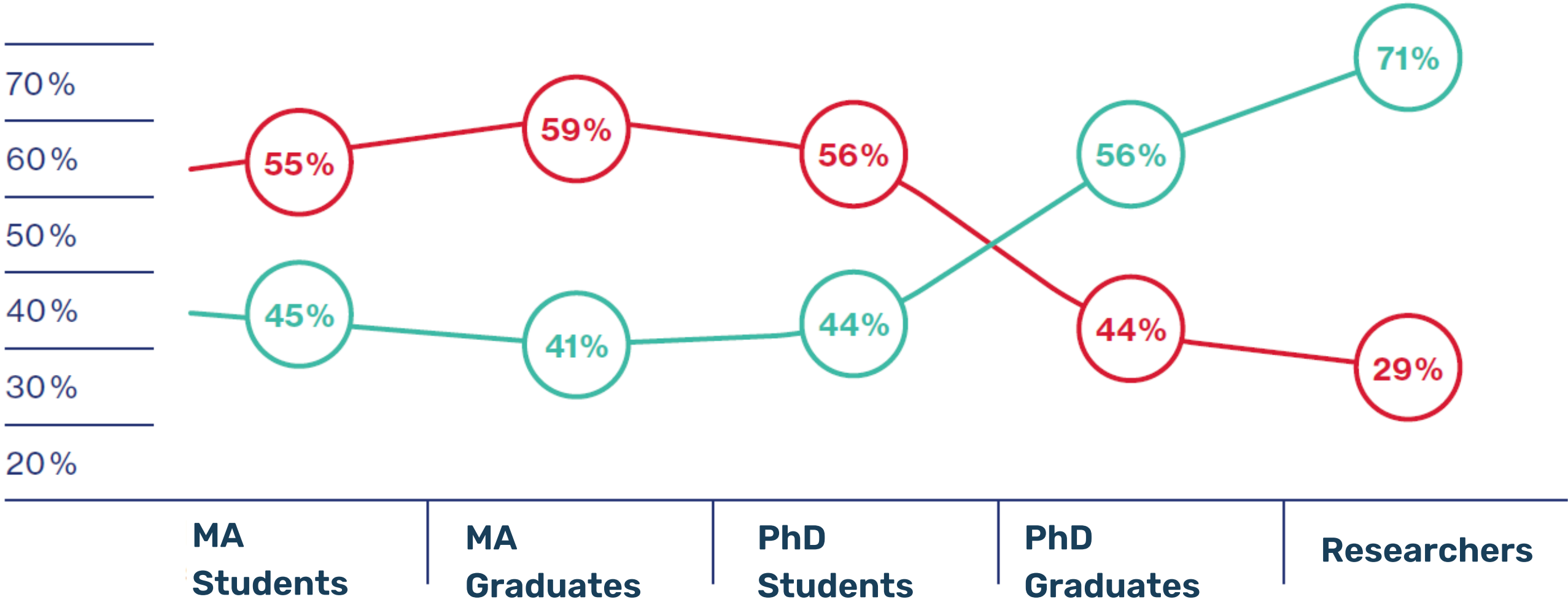
Persons in the position of researcher in the period of years 2005-2021 (HC)



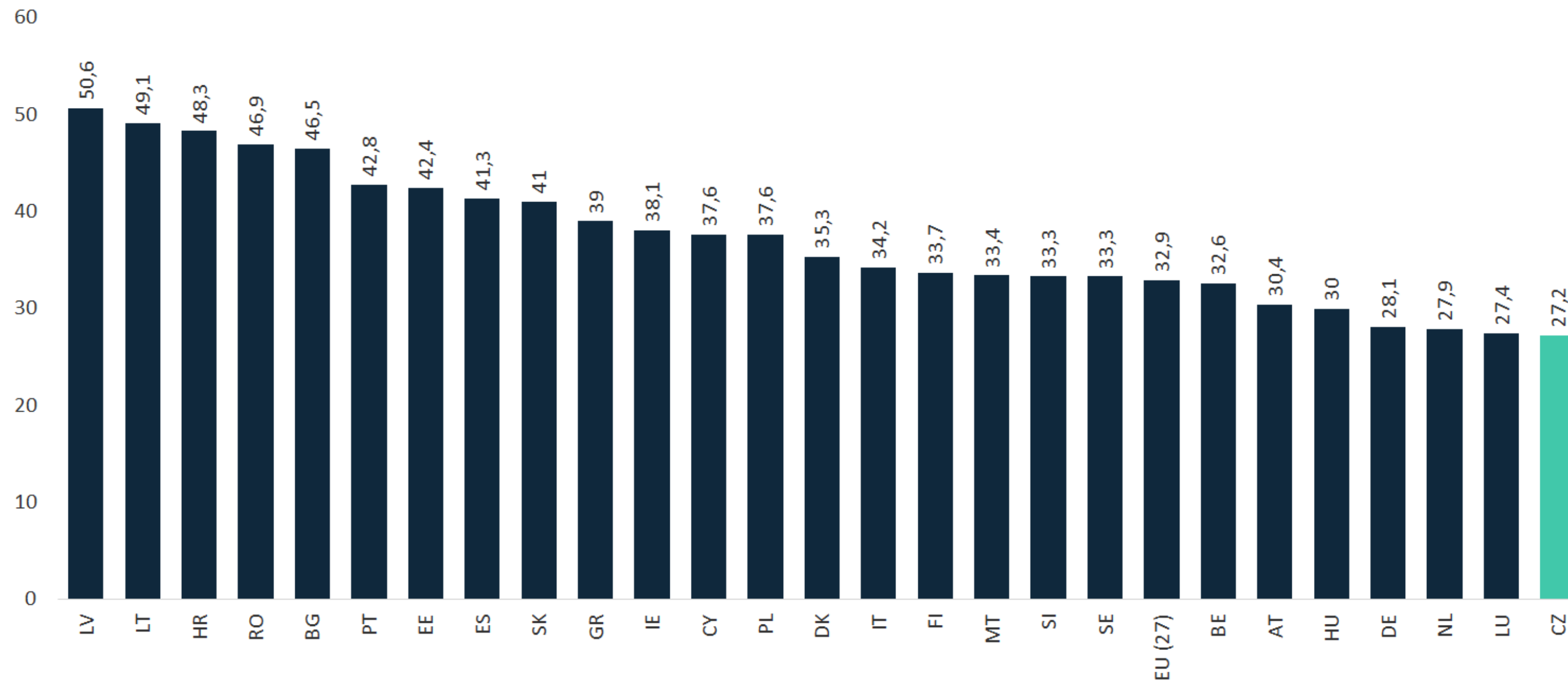
Source: CZSO – Research and Development Indicators.

Career in science: leaky pipeline

A typical path from study to profession



Pool of women researchers in European comparison (2019, HC, %)



Gender equality in european research

- since 2012: the cultural and institutional change approach as a dominant tool for solutions in the European Research Area
 - from "fixing women" to "fixing institutions" and "fixing knowledge"
- from 2022: inclusive / intersectional approach
- 4 intertwined levels
 - **cultural / symbolic** (representation, vision and mission, language)
 - **institutional** (rules, regulations)
 - **interpersonal** (interpersonal behaviour and communication)
 - **individual** (competences, attitudes)

Gender equality in Horizon Europe programme

1. Gender equality plan as an eligibility criterion

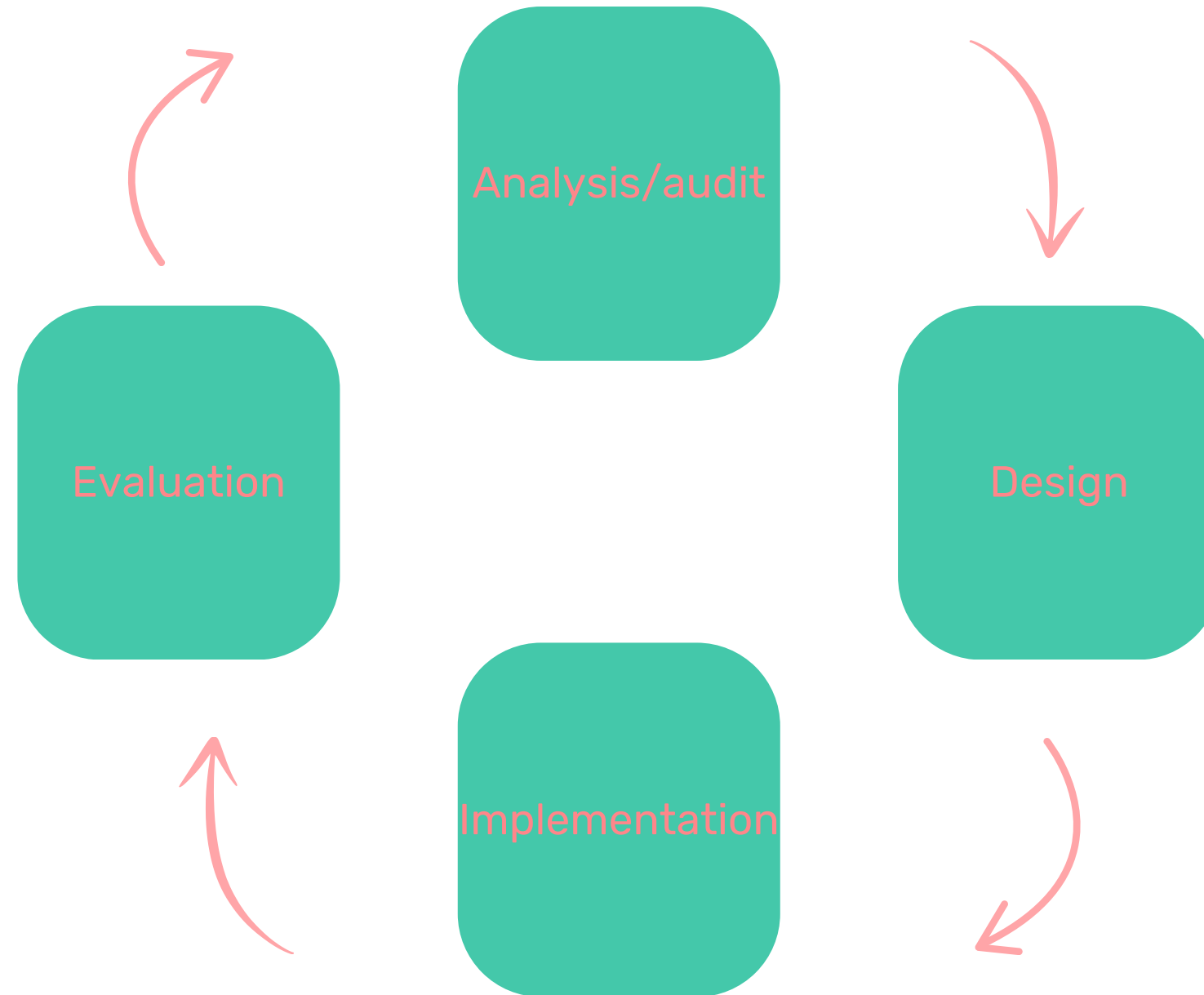
- Beginning in, 2022, only those organisations that have implemented a Gender Equality Plan (GEP) will be considered eligible to participate in the HE programme

2. The gender dimension of research, development and innovation content as an default requirement of the programme (award criterion)

3. Gender balance in research teams (ranking criterion)



Gender Equality Plan cycle



Define

Plan

Act

Check

Gender equality plan

- 4 process requirements
 - public
 - allocation of human and financial resources
 - collection of gender-segregated data
 - training plan
- 5 thematic areas
 - reconciling professional and personal life
 - balance in the composition of scientific teams
 - balance in leadership and decision-making positions
 - gender dimension in research content
 - measures to combat sexual harassment



Thank you!

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