

## **Norwegian position paper on gender - the EU Framework Program for Research and Innovation (FP9)**

With this position paper we wish to underline the importance of retaining and expanding the role of gender equality and the gender dimension in the EU Framework Program for Research and Innovation (FP9).

### **Main recommendations:**

- **Make gender equality a priority in FP9**
- **Retain and reinforce the three objectives of H2020 to promote gender equality and the gender dimension in R&I**
- **Integrate gender equality and the gender dimension in the new FP9 structure, and include it in all Missions**

### **Make gender equality a priority in FP9**

Gender equality should be made a priority in FP 9, continuing and strengthening the measures of Horizon 2020. Gender equality and gender mainstreaming is also a key priority in establishing the European Research Area (ERA). Despite some progress, gender inequality still persists in the European research and innovation system, as documented by research and statistics, such as the She Figures.

Making gender equality a priority in FP9 is a key to obtaining research and innovation (R&I) excellence, and is crucial in stimulating the quality, relevance and societal impact of R&I. In order to meet the ambition of ERA, it is imperative not to lose momentum.

### **Retain and reinforce in FP9 the three objectives of H2020 to promote gender equality and the gender dimension in R&I**

- **Gender balance in research teams:** Foster gender balance in Horizon 2020 research teams, in order to address the gaps in the participation of women.
- **Gender balance in decision making positions:** Ensure gender balance in decision-making, in order to reach the Commission's target of 40% of the under-represented sex in panels and groups (50% for Advisory Groups)
- **Gender dimension in research and innovation content:** Integrate gender/sex analysis in research and innovation (R&I) content, which helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

### Recommendations for reinforcement:

Together with LERU<sup>1</sup>, we urge the EC to continue its push for gender equality and gender mainstreaming in line with the three H2020 objectives listed above. The overall impact of FP9 should be evaluated against these objectives.

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<sup>1</sup> <https://www.leru.org/files/LERUs-Views-on-the-9th-Framework-Programme-for-Research-and-Innovation.pdf>, chapter 11. Responsible Research and Innovation

The lack of gender disaggregated data and monitoring in H2020 has been a major obstacle for assessing progress in the three set objectives during H2020. In order to strengthen the work for gender equality and gender mainstreaming in FP9 systematic long-term monitoring is crucial in order to be able to assess progress, to identify and solve problems and to eliminate barriers.

The quantitative set targets in H2020 goals regarding decision making bodies should be continued in FP9.

The present wording in the Horizon 2020 Rules for Participation, Article 13, paragraph 4, is as follows: "4. Where relevant and specified in the work programme or the work plan, proposals shall explain how and to what extent gender analysis is relevant to the content of the intended project." The wording in the FP9 Rules for Participation should make it clear that all proposals to FP9 will be obligated to take gender into account.

The wording in the paragraph could be amended as follows: "*4. Proposals shall explain how and to what extent gender analysis is relevant to the content of the intended project.*" By removing the reference to relevance and specification in each work programme or work plan, this will make it obligatory to address the issue of gender in all proposals. In consequence it will simplify work programme drafting, as it will make it unnecessary to specifically include this requirement in the work programme or plan each time a new work programme or work plan is drafted.

FP9 should go beyond the objectives of H2020 to promote gender equality and the gender dimension in R&I. There is a need for developing systematic implementation and monitoring procedures, not only in the member states and associated states at the level of institutions, but also within the framework programme itself. The development of work programs, topic selections, calls and evaluation processes should systematically include gender. In addition to this, FP9 should continue to support and fund structural change initiatives at institutional level.

A multidimensional understanding of gender equality needs to be introduced for more comprehensive and lasting results; including factors such as sexual orientation, ethnic origin, age, class, disability and faith. This will make research more relevant, robust and prepared for meeting societal challenges brought about by globalisation, migration, demographic changes and social stratification.

**Integrate gender equality and the gender dimension in the new FP9 structure, and include it in all Missions**

In making gender equality and the gender dimension a priority in FP9, this priority must be integrated and reflected in the FP9 structure and setup. Gender equality and the gender dimension should be integrated into all strategic planning, and in the drafting and implementation of all FP9 activities, including possible Missions.