

Ready for Dialogue

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Conference Documentation

Conference on the Gender Dimension in Science and Research

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The conference documentation is available in English and German; both versions can also be accessed on the conference website at www.ready-for-dialogue.de/EN.

Essen, March 2016

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Preamble

The awareness and demand to integrate the gender dimension in science and research have reached the research policy and institutional management level – at least verbally. Together with the promotion of women in science and decision-making and the promotion of structural change in research institutions, the consideration of sex and gender analysis in research content and programming figures in the catalogues of demands and sets of recommendations of academic associations and (research) policy institutions of various kinds at national and European level.

Promoting gender equality in science and innovation also is a declared goal of the European Commission, as inter alia documented in policy and programming documents of Horizon 2020 addressing gender as a cross-cutting issue. It is furthermore one of the key areas of Responsible Research and Innovation (RRI) which aims to foster the design of inclusive and sustainable research and innovation by responding to the societal expectations, reflecting societal values and responsibly assessing potential implications with regard to research and innovation.

Yet, national and European key actors in the field witness a visible gap between “knowledge” and “action”, between awareness and cross-cutting implementation of the gender dimension at national as well as European level. Despite various research policy measures and efforts of different institutional groups, progress on the integration of the gender dimension is not appropriate in pace or disciplinary width to the dimension’s technological and economic as well as social innovation potential. This refers to their cross-cutting implementation as well as to accessible funding opportunities. Valuable scientific insights and research results remain unearthed with their innovative potential untapped. The integral contribution of the gender dimension to excellence and innovation is still insufficiently valued.

On 5 November 2015, 120 representatives of national and European associations, research institutions and research funding organisations supporting the integration of the gender dimension in science and research gathered together in Berlin to take part in the international conference “Ready for Dialogue”, which was initiated by the Essen College of Gender Research at the University of Duisburg-Essen and the European Platform of Women Scientists EPWS as European partner organisation. The aim was to discuss the proposed initiation of a new strategic dialogue of institutional key stakeholders of the research system in order to integrate the gender dimension into science and research content in a more binding way and thus, to con-

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tribute to an improved use of the knowledge and innovation potential of the gender dimension for scientific impulses for further social changes in this manner.

Central point of discussion was the proposed initiation of a more intensive strategic exchange between the knowledge and action level, implementing, strengthening and developing existing knowledge- and action-oriented approaches in both areas in a more sustainable way and to link both levels to existing synergies. In such a strategic alliance, the knowledge and findings of European gender researchers as well as their respective associations should be unified with the expertise obtained at the level of implementation. The goal is to bring institutions and organisations that are responsible for integrating the gender dimension, for example, within research funding organisations, research programmes and assessment bodies in the public, private, as well as in the not-for-profit sectors, into a dialogue with the level of knowledge.

The event opened with introductory contributions by Dr Maren A. Jochimsen, Managing Director of the Essen College of Gender Research and Head of the “Ready for Dialogue” project, by Matthias Graf von Kielmansegg, Director General Department “Strategies and Policy Issues” at the Federal Ministry of Education and Research, and by Dr Brigitte Mühlenbruch, President of the European Platform of Women Scientists EPWS. In four presentations given by speakers from renowned research and research funding institutions – Dr Ineke Klinge, Horizon 2020 Advisory Group on Gender, Dr Anne Pépin, Mission for the Place of Women at CNRS (Centre National de la Recherche Scientifique – the national centre for scientific research), Dr Dagmar Simon, WZB Berlin Social Science Center and Dr Sabine Haubenwallner, The Austrian Science Fund (FWF) – examined crucial challenges of scientific recognition concerning the integration of the gender dimension in science and research. In particular, they focused on the necessity and aims of a conceptual sharpening of the gender dimension as strategic approach, the challenges with respect to the scientific recognition of the gender dimension in science, research and innovation as well as its localisation in national and international research policy.

In a lively and dedicated discussion, the conference participants discussed the necessity of a mandatory integration of the gender dimension in research and innovation, which was based on the concept of discussion “Institutionalisation of a regular dialogue to integrate the gender dimension into research and innovation” that had been proposed for the conference in advance. As part of the conference “Ready for Dialogue”, attending institutions and organisations

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had the opportunity to present themselves and their activities in the field of integration of the gender dimension in research and science in a common poster exhibition¹.

The anniversary reception was held to mark the tenth anniversary of the European Platform of Women Scientists EPWS and served as the formal conclusion of the event. It provided an opportunity for further discussions on the issues raised at an informal level. The full conference programme is available in the annex.

This conference documentation comprises a written documentation of the key arguments and ideas presented at the event. It includes the opening words of the project manager and the welcome addresses of the Federal Ministry of Education and Research (BMBF) as the funding institution and the European Platform of Women Scientists EPWS as the European partner organisation as well as the contributions² of the substantive presentations held by the four speakers in slightly abridged form.

The documentation of the discussion on institutionalising a regular dialogue in regard to integrating the gender dimension in research and innovation is captured in a summarised text based on the concept of discussion that had been proposed for the conference in advance. It sets out the most important ideas and strategic considerations that emerged from the plenary discussion and concludes with suggestions for further cooperation, to which all interested parties are cordially invited.

We hope that reading the following pages proves as stimulating and inspiring for you as it has for us in writing them.



Dr Maren A. Jochimsen

Managing Director

Essen College of Gender Research



Dr Brigitte Mühlenbruch

President

European Platform of Women Scientists EPWS

¹ Short texts accompanying each of the submitted posters have been documented in a bilingual Book of Abstracts. The Book of Abstracts has been slightly appended and has been available for downloading on the conference website at <http://www.ready-for-dialogue.de/EN> since December 2015. Posters of the exhibition permitted for publication by the respective institutions are likewise downloadable on the website.

² The Power Point Presentations of the four speakers are available on the conference website at <http://www.ready-for-dialogue.de/EN> under the heading PROGRAMME.

WELCOME DR MAREN A. JOCHIMSEN

Dr Maren A. Jochimsen

Essen College of Gender Research | Managing Director and Director of the Project “Ready for Dialogue. Conference on the Gender Dimension in Science and Research”³

Ladies and gentlemen,

Dear Graf Kielmansegg,

Dear Ms Hadulla-Kuhlmann,

Dear speakers,

Dear colleagues,

On behalf of the Board of the Essen College of Gender Research at the University of Duisburg-Essen and myself, I should like to welcome all of you to our international expert discussion entitled “Ready for Dialogue”.

We are delighted that so many of you have taken us up on our invitation to this dialogue and wish to consider and discuss with us today possibilities for an improved implementation of the gender dimension as a defining characteristic of research and innovation.

In the German and European discussion on the promotion of equal opportunities in science and research, we can distinguish between three strategic approaches which are implemented by governments, universities, funding agencies and scientific associations to varying degrees:

1. “Fix the numbers” – this approach focuses on the numerical equality of men and women in terms of their interest and involvement in science (for example, by increasing the participation of women through individual support measures) (promotion of women in science)
2. “Fix the institutions” – this approach calls for equality of opportunity in careers through structural change at research institutions (for example, by increasing the transparency of decision-making and tendering processes, quota systems, working time arrangements and measures to reconcile family and working life) (structural change in research institutions)
3. “Fix the knowledge” – this approach aims to promote excellence in science and technology by the integration of the gender dimension and gendered innovations. Its goal is to make the results of research equally meaningful to both genders by systematically integrating the questions of biological differences and similarities as well as of the social roles of men and women and gender relations into scientific analysis.⁴

³ Translated version of the German welcome address.

⁴ For example, see: http://ec.europa.eu/research/science-society/gendered-innovations/index_en.cfm
7 July 2015.

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Hence, while the first two strategic approaches focus on questions concerning the equitable participation of men and women and the promotion of equal opportunities in research and its decision-making institutions, focussing on issues of *gender equality*, the third approach addresses the issue of formulating and creating the content and methods of scientific work itself in accordance with gender equality and in order to achieve high-quality, meaningful outcomes for both men and women, addressing the *gender dimension* of science and research.

This third strategic approach lies at the heart of today's event. On the one hand, the call for integration of the gender dimension in science and research has now also been heard at research policy and institutional management levels – at least in written and oral statements – and at national and European level. Together with the promotion of women in science and scientific decision-making positions and the call for structural change in research institutions, it forms part of a list of demands formulated by various academic associations. Yet there is an evident gap between knowledge and action, between awareness of the gender dimension in science and research, and its binding implementation at national and European level. What can be done to change this situation?

Within the remit of the “Ready for Dialogue” event, the Essen College of Gender Research at the University of Duisburg-Essen and the European Platform of Women Scientists offer a proposal which we would like to discuss with you over the next few hours. Specifically, our suggestion is to instigate a strategic dialogue, an alliance for integrating the gender dimension into research and innovation in order to promote its mandatory implementation. This, we believe, will contribute to the enhanced use of its knowledge and innovation potential in the interests of stimulating scientific progress and consequent social change.

For the opportunity which we have been given by the Federal Ministry of Education and Research to implement our initiative and promote our project entitled “Ready for Dialogue. Conference Seminar on the Gender Dimension in Science and Research”⁵, we wish to extend our cordial gratitude to you, Graf Kielmansegg and to you, Ms Hadulla-Kuhlmann. We owe a further debt of gratitude to our colleagues at the Project Management Agency in the German Aerospace Centre (DLR), especially to Dr Anush Köppert, for their constructive support.

The Essen College of Gender Research is a central interdisciplinary research facility at the University of Duisburg-Essen which has pursued gender research and the integration of the gender perspective into research projects at the university for more than fifteen years. The idea

⁵ FKZ 01FP1456, funding period: 1 April 2015 – 31 March 2016, programme guidelines for the promotion of measures aimed at developing innovative research cooperation and strengthening network activities in regard to the funding area “Strategies for Promoting Equality of Opportunity for Women in Education and Research”.

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for this project and its implementation arose in close coordination with the European Platform of Women Scientists as European partner organisation. We warmly thank the Platform for an excellent joint effort and particularly wish to extend our gratitude to the President of the EPWS, Dr Brigitte Mühlenbruch, for her substantive contributions and practical support over recent months.

Representatives of existing national and European institutions, organisations and various networks campaigning for equal opportunities and the integration of the gender dimension into science and innovation constitute the target group of the event and of the intended dialogue.

If you have already glanced over the list of participants, you will have noticed that many of them are here today and wish to take part in this discussion. This is really delightful. However, the response to our invitation and the interest in holding a joint discussion was so strong that we were regrettably unable to accept all interested parties. Even so, this shows how important the issue is and indicates the great willingness to engage in dialogue.

Before handing over, I wish to leave you with three remarks in regard to regarding organisational matters. First, this event has been funded by the Federal Ministry of Education and Research and will be held predominantly in German. Second, given the international dimension of the question we raise and the fact that participants from twenty countries are our guests today, the entire event will be translated simultaneously into English and German. Third, this event will be sound-recorded on CD in support of the subsequent written documentation of the meeting.

The international character of this meeting is also reflected in the accompanying poster exhibition which gives the present institutions an opportunity to present themselves and their activities in the field of integrating the gender dimension. We warmly invite you to look at the posters during the breaks and to talk with their designers. Further information about each poster is available in our bilingual Book of Abstracts which you have received together with the conference documents.

I hope you all enjoy what should be a stimulating and thought-provoking event, and I am pleased to have the privilege of handing over to Director General Graf von Kielmansegg. Thank you, Graf Kielmansegg, for being here today and for speaking to us this morning.

WELCOME MINDIR M. GRAF VON KIELMANSEGG

MinDir Matthias Graf von Kielmansegg

Federal Ministry of Education and Research | Director General Department "Strategies and Policy Issues"⁶

Dr. Jochimsen,

Dr. Mühlenbruch,

Ladies and Gentlemen,

It is a great pleasure for me to welcome you today on behalf of the Federal Minister of Education and Research, Professor Johanna Wanka. The Minister has asked me to convey her greetings. She sends her good wishes for a successful conference and is very much looking forward to hearing about the discussions and the lessons that may be learned for future activities of her Ministry.

I understand that so many people signed up for the conference that the registration list had to be closed prematurely. Of course we are very pleased to see such a good response to our funding. The great interest in the conference is a good sign and shows that science, industry and society are now engaged in even closer dialogue than ten years ago. More than ever before, the scientific community is focusing on current societal challenges and increasingly is addressing areas which other stakeholders in society also consider to be of practical relevance to their lives and work.

My Ministry, the BMBF, is funding the integration of the gender dimension in science and research not only to improve the institutions' equipment with resources, which is important, but also to achieve a structural impact. Our aim is to promote a greater awareness of the importance and relevance of gender studies in higher education and research and in the allocation of resources. However, this approach can only be successful if researchers are committed to adopting it.

Strengthening the gender dimension in academia and research involves a change of culture but also means structural change. It is a matter of changing both awareness and general conditions. These conditions include the European and the international dimension without which such an approach is not even conceivable. This is why it is so important that gender equality and gender mainstreaming in research are one of the five key priorities in realizing the European Research Area and that gender equity has been included in Horizon 2020 as a strategic goal for the first time ever. Both the Gender Summit 7 Europe 2015 beginning on 6 November and the "Ready for Dialogue" conference will contribute substantially to translating this vision into a real-life experience.

"Science with and for society" is more than the title of a section of Horizon 2020. It is an appeal to researchers in Germany and other European countries. The thematic and structural focus of this European research programme promotes exchange between the scientific community and society

⁶ This is a revised and abridged version of the address given on 5 November 2015.

in Europe and Germany. A cultural change in science and research is emerging which will be essential for Europe's future. It is drawing our attention to aspects that have so far been neglected but are indispensable for ensuring equity, innovation and competitiveness in Germany.

Gender is one such aspect. The realities and qualities of life are multifaceted and often differ between women and men. As a result, their needs are different and must be met more systematically following a gender equity approach. This is especially true for the development of technologies and products. The digital society should pursue a gendered approach from the outset. Women and men must no longer be limited by gender-specific role models in our democratic society. This is the only way to ensure gender equity in society.

Gender issues are increasingly becoming established subjects of interdisciplinary research, e.g. in the legal, economic and natural sciences. More and more scientific disciplines are entering into a dialogue with gender research and becoming receptive to its findings and approaches. This leads to innovative, gender-sensitive research topics and methods. We are convinced that we can improve the quality of research and innovation if we systematically integrate the gender dimension into research activities. Such integration produces new research findings and reveals new links and relations. At the same time, gender-sensitive research raises new questions such as: Which areas of science and industry can benefit from the knowledge of gender-specific needs of women and men when developing technologies and products? By way of example, I would like to mention the well-known project on "Gendered Innovations"⁷ which is directed by Professor Londa Schiebinger and funded by the European Union. The project has developed case studies for various disciplines and provides assistance for future research projects. It clearly shows the broad range of fields which offer interesting topics. This information itself provides sufficient food for thought and inspiration as regards further fields in which to integrate the gender dimension.

It is particularly important that gender aspects be implemented in biomedical, industrial and socio-economic key areas. Here too, dialogue is crucial – a dialogue between researchers of various scientific disciplines. This interdisciplinary approach is also a major element of numerous BMBF-funded research projects.

Integrating the gender dimension into research content also means realizing equality of opportunity in the science system. Equal participation of women and men in science and research is as important as the systematic consideration of gender aspects in research activities. Studies have revealed that teams composed of equal numbers of women and men often work more creatively. The products they develop are more often based on actual needs and therefore better suited to meet future challenges. The success of research and development lies in the heterogeneity of the work teams.

⁷ http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm?pg=home

WELCOME DR BRIGITTE MÜHLENBRUCH

Dr Brigitte Mühlenbruch

European Platform of Women Scientists EPWS | President⁸

Dear colleagues,

On behalf of the European Platform of Women Scientists EPWS it is my great pleasure to welcome you here to Berlin.

As an international association based in Brussels, it is not uncommon for us to work with national partners in the Member States of the EU or to carry out joint events with them. We are always delighted to be involved in the planning and implementation of a project right from the start, and, as a result, to be given the opportunity to effectively contribute our specific ideas, experiences and wishes.

This was the case, for example, two years ago when we helped design and implement the EU Council Presidency meeting in Lithuania on “Structural Change Promoting Gender Equality in Research Organisations – SAPGERIC”, and this has also been possible in the case of our event today. For this, we are deeply grateful to the Federal Ministry of Education and Research, the BMBF; to you, Graf Kielmansegg, and to you, Ms Hadulla-Kuhlmann. We do not take this for granted in any way and very much appreciate the trust you have placed in us. I politely ask you to convey our thanks to Federal Minister Professor Wanka.

In addition, we should also like to thank the Essen College of Gender Research at the University of Duisburg-Essen which has accepted us as partners. In particular, our gratitude goes to the Managing Director of the College, Dr Jochimsen, and her team for the excellent and productive way in which we have worked together.

And there is another cause for celebration, too, which I would not want to keep from you, for we can now start looking back on the first ten years of EPWS. Set up in 2005 as an EU project in the context of the Sixth Framework Research Programme, it was initially procured and coordinated by the Centre of Excellence Women and Science, the CEWS, which formed part of the University of Bonn at that time. The BMBF lent great support to the original application. Thus, our European platform originated in Germany. Consequently, we are deeply honoured to celebrate our tenth anniversary with you here in Berlin, Germany. Since then, EPWS has become an international association under Belgian law. EU funding has come to an end; all our members are volunteers and we cover our operating expenses through membership fees and dona-

⁸ Translated version of the German welcome address.

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tions. Our Association currently incorporates 79 organisations from all EU member states and far beyond. They represent the interests of approximately 12,000 scientists.

For ten years now, EPWS has voiced its opinions and expressed its positions on various issues in ongoing research policy discussions at European level; it has published position papers, responded to public consultations – currently and especially in regard to HORIZON 2020; it has held so-called lunch debates at the European Parliament and it has also participated in a wide range of events staged, for example, in Brussels, Vilnius, Prague, Budapest, Essen, Paris, and today in Berlin. In the process, EPWS has become a platform for scientists calling for greater equality of opportunity within the social context of Europe. For ten years, our policy work has also called for greater emphasis to be placed on addressing the gender dimension in science and research.

Remarkable success has been achieved until now both at European and national level in regard to equal opportunities in science and research. Even though the levels of equality are not always the same or even satisfactory in all Member States, such accomplishments must be recognised. In certain cases, such successes must be defended or even re-achieved on occasion. After all, they do not constitute some right of inheritance.

On the one hand, with respect to the area we shall be discussing today, excellent work is being done by projects such as *Gendered Innovations* and in expert groups, such as in the *Horizon 2020 Advisory Group on Gender*, and in many others. Yet until now, implementation and achievements in this area can hardly be described as being satisfactory. We need to work more intensively together on this. If we do not achieve rapid and substantial progress in this matter, the danger is that previous gains shall prove to be very fragile and less than sustainable, also since they lack a robust cultural foundation.

We have frequently noted that very many statements, decisions and recommendations, and yes, even reports of European Parliament committees, firstly ignore the demand to take into consideration the gender dimension in science and research. Here, the most recent example has been the widely recognised “Report on Women’s Careers in Science and Universities, and Glass Ceilings Encountered” by the Committee on Women's Rights and Gender Equality (FEMM) of the European Parliament. The initial draft referred solely to gender equality. Subsequent improvements were only achieved through massive amendments (104 altogether) which enabled us to push through the gender dimension in a satisfactory way.

We remain convinced that the importance of pursuing this issue, which affects all of us in the scientific community, in society and at national level shall continue to resonate in future.

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New findings require new partnerships. They require an equitable form of collaboration between the levels of knowledge and action along the lines of what, in fact, can hardly be described as a new vision, even though it remains one awaiting its urgent and timely implementation.

It is for this reason that we wish to initiate a new strategic dialogue together with you. Such a strategic alliance aims to form the same kind of alliance long regarded as customary in politics and business, an alliance between the levels of knowledge and action, in order to take advantage of synergies and to achieve necessary improvements, in other words an alliance for a scientific and social win-win situation.

I look forward with deep interest to our discussions and to the productive outcomes I believe they will generate.

Thank you very much to all of you.

Necessity and aims of a conceptual sharpening of the strategic approach gender dimension

The gender dimension of research and innovation content. 15 years of development in EC research policy

Prof Dr Ineke Klinge

Visiting professor at Institute of Gender in Medicine (GiM)/Charité, Universitätsmedizin Berlin
| Chair Horizon 2020 Advisory Group on Gender

Introduction

Thank you very much for the kind introduction and for inviting me to speak at this conference. Maybe I am the first to congratulate the European Platform of Women Scientists on your tenth anniversary. It is really a great pleasure to witness this event.

In my paper, I will outline the development as well as the necessity and aims of a conceptual sharpening of the strategic approach gender dimension and how we can strengthen the integration of the gender dimension in science and research – thereby setting the scene for the later discussion. In going back into history, I will highlight some interesting and supportive activities over time to reflect on the current situation also in an international context and finally share with you my thoughts on a number of current challenges, I think, which will give rise to many questions in the discussion.

The Gender Dimension – a completely European term

Where did it all start? The first remarkable thing to note is that the concept of the gender dimension is a unique European term. In later years, I encountered colleagues in the United States and in Canada and they asked me: The gender dimension, what is it? We do not have a word like this in our countries. So maybe we can be proud of the term, it is a real European invention. However: What does gender dimension mean? There has been quite a history between the launch of the concept or the term and understanding what it means. And certainly in the early years there was frequent clarification needed for all kinds of different actors.

The work and my involvement with the gender dimension started 15 years ago, after the Fifth EU Framework Programme's (1998-2002) Gender Impact Assessment studies carried out in 2000. At the time, the formula in European research policy was that gender equality equals gender balance, i.e. increased women's participation, and the gender dimension. These were kind of abstract formulas for the scientific community to pay attention to their work to implement it and to make some flesh of it. But then again, the gender dimension, what did it mean? Are people talking about sex differences, biological differences between men and women? Or are they talking about gender differences and is gender different from sex? Or are they talking about women, are they talking about women only? It was, I think, a real mess in the early years.

The early years of the Gender Dimension

The Gender Impact Assessment studies (2000-2001) in which I participated with my colleague Mineke Bosch in assessing the programme for the life sciences, comprised a large "health" part. We made recommendations which we were happy to see implemented in the Sixth EU Framework Programme (2002-2006). By then there was a very strong movement to integrate the gender dimension in research and innovation but it was also a very much top-down exercise, in a way it was imposed upon the scientific community. Researchers had to implement Gender Action Plans in the large funding instruments. But at the time, the research community lacked a proper understanding of the gender dimension. When talking to colleagues in those years, you could see a different elaboration of the gender dimension. For some thematic domains which EU research programmes target, like the Health domain, it was more obvious than for other domains like Energy or Environment. However, it was an overall requirement and all domains of the Sixth Framework Programme had to pay attention to the gender dimension in the form of Gender Action Plans. There was a bit of guidance given by the European Commission to support this new measure, the Vademecum 2003, but still tools for researchers to implement the gender dimension in their research were lacking. There was even, I think, a noticeable resistance from the research community. Participating in a group that brought together the persons who were responsible for the Gender Action Plans of their consortium was quite telling. We had several meetings to exchange experiences in the different consortia with Gender Action Plans and I remember someone from a more basic research background and consortium saying, that the instrument was not really taken seriously by the researchers and some were even ridiculing it. So, she told, you could hear over coffee time that researchers talked to each other saying: "Ah, so what is the sex of your cells today?" implying that the intention of Gender Action Plans was not a really interesting and important

thing. Also, monitoring of the Gender Action Plans was fragmentary and limited at that time. [For more information see the European Commission report “Stocktaking 10 years of “Women in Science” policy by the European Commission 1999-2009” (European Commission 2010)]. Now after 10 years, the situation has changed completely.

As time went by, as already mentioned for the Health domain, there was a little more understanding. In the middle of the Sixth EU Framework Programme, the Gender Basic Project, a Specific Support Action aimed at promoting the integration of the gender dimension in basic research in the European Research Area (ERA)/Seventh EU Framework Programme (FP7), had the objective to ensure a better integration of the gender dimension in basic life sciences research. The project pointed out that considering the gender dimension in research meant that attention must be given to both biological sex characteristics and to socially constructed gender characteristics of men and women and to the complex interaction between those characteristics. It started to create some additional tools and tried to bring the relevance of the gender dimension for biomedical health research to the fore. The project aimed to further assist the biomedical research community by bringing together the results on the methodological, the practical and ethical issues of integrating the gender dimension: e.g., the sex of cells, but also practical issues like raising female animals where laboratories were only trained in raising male animals etc. The project also provided state of the art articles on six important diseases where the relevance of sex and gender effects was outlined and these reviews were published in a special issue of the Journal of Gender Medicine. However, at the time of the Sixth Framework Programme, anchoring points for the gender dimension in technology and engineering and also other fields beyond the biomedical and health sciences were much harder to detect. The only point so far could be found in the different needs and preferences of end users.

The Gender Dimension in the Seventh EU Framework Programme

With the Seventh EU Framework Programme (2007-2013) and therewith almost at the end of my short history, there was a general lowering of requirements regarding the gender dimension. Gender Action Plans were abolished - a thing that the ‘gender’ community witnessed with regret. However, at the same time the European Commission reconsidered the needs of researchers. The Commission acknowledged that if you require the integration of the gender dimension in research as a top-down exercise you also need to provide the tools for the research community to implement the new approach.

The Expert Group "Innovation through Gender" (2011-2013)

As a consequence, the European Commission installed the Expert Group "Innovation through Gender" led by Londa Schiebinger (Stanford University) and myself. By bringing over 60 experts from Europe, the US and Canada together in 7 workshops, we created the Gendered Innovations Project (2011-2013). Aim was to provide tools for researchers in all domains of the next EU Framework Programme to come: It was a timely action to prepare the research community for Horizon 2020. During the lifetime of the project we put forward a new definition of the gender dimension to be understood as the integration of a sex analysis and a gender analysis, meaning that you should analyse by sex, i.e. pay attention to sex differences in men and women, disaggregate your data by sex but also should integrate a social-cultural gender analysis. The aim was to encourage researchers to be critical when formulating research questions and research interpretations in order to avoid unconsciously falling into stereotypical traps. The Gendered Innovations Project was funded by the European Union, building upon a start-up website at Stanford University. After and during the project, Londa Schiebinger acquired fresh money from the National Science Foundation (NSF) in the United States and that is the reason why the Gendered Innovations website is still up and running and updated regularly.⁹ Here, the European Commission really still profits today from the NSF financing, because there are much more materials now compared to when we completed the project in 2013 with a website and a publication. It was a real pleasure to work as an Expert Group as compared to ordinary projects, because we were free to select the best experts to contribute to designing our materials.

12 Methods of Sex and Gender Analysis

The general aim of the Gendered Innovations Project was to move beyond gender bias. We thought that there had been 30 years of demonstrating gender bias in science and research so that now we wanted to formulate a positive, proactive programme that inspires researchers' creativity, to immediately find new ways to conduct their research and to produce new knowledge. To this end we designed a set of tools, the 12 methods, made them visible in the case studies in all domains of the Framework Programme, showing how, by employing these methods, new knowledge could be created. That is the added value. The 12 innovative methods can be found on the website: analysis of sex, the analysis of gender, and very important among the 12 are also the interaction of sex of gender and the factors intersecting the sex and gender. Where possible, we took an intersectional approach and we always made clear that in a certain person or in a certain animal there are always the effects of both sides: from the bio-

⁹ http://ec.europa.eu/research/swafs/gendered-innovations/index_en.cfm?pg=home

logical and the social-cultural gender. Our materials are targeted to researchers as well as stakeholders such as science funding bodies, journal editors, curriculum developers etc.

Gender Equality provisions in Horizon 2020

Three objectives underpin the European Commission's activities on gender equality in Horizon 2020 - firmly established in writing. They are in line with the Research and Technology for Development (RTD) strategy on gender as well as with the strategic points set in the European Research Area (ERA) Communication of July 2012:

1. Fostering gender balance in Horizon 2020 research teams, in order to address the gaps in the participation of women in the Framework Programme's projects.
2. Ensuring gender balance in decision-making, in order to reach the Commission's target of 40 percent of the under-represented sex in panels and groups (50 percent for Advisory Groups).
3. Integrating sex and gender analysis in research and innovation content, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

As you see the three objectives of Horizon 2020 are similar to the approaches listed by Londa Schiebinger: fixing the numbers, fixing the institutions and fixing the content.

The Gender Dimension in Horizon 2020 Work Programmes

In the Horizon 2020 Work Programme 2014-2015, the gender dimension is referred to and integrated in several ways:

- "the gender dimension is explicitly integrated into several topics across all the sections of the Work Programme" (...);
- "a topic is considered gender relevant when it and/or its findings affect individuals of groups of persons. In these cases, gender issues should be integrated at various stages of the action and when relevant, specific studies can be included";
- Integrating a gender dimension means paying attention to sex differences and gender effects in the content of research; different relevance for different fields of sciences.

Is this enough? To facilitate applicants to integrate the gender dimension into their research those topics in the Horizon 2020 Work Programmes, which have an explicit gender dimension were flagged. A topic is considered gender relevant when it or its findings affect individuals of

groups of persons. In these cases, attention to sex differences and gender issues and effects should be integrated at various stages of the action and when relevant specific studies can be included.¹⁰ Of course, the different relevance for different fields of science remains. Those flagged topics are marked and immediately linked to the Gendered Innovations tools and the 12 methods. In the Work Programme 2014-2015, we had over 100 flagged topics.

Doing so the Gendered Innovations Project provided the tools to meet the H2020 gender equality requirements especially with respect to the 3rd point mentioned above, namely "integrating sex and gender analysis in research and innovation", helping to improve the scientific quality and the societal relevance of the produced knowledge, technology and innovation.

The Horizon 2020 Advisory Group on Gender

Another novelty in Horizon 2020 was the instalment of the Horizon 2020 Advisory Group on Gender in March 2014. The Group's mandate is to provide advice on integrating the gender dimension in research and innovation content – mark the word "advice" in this context. The Group is composed of gender experts from all sections of the Framework Programmes. All sections have a (self-nominated) gender expert in their respective advisory groups. The idea of a separate Advisory Group on Gender is to bring all those gender experts together to exchange experiences and support each. I am chairing this group because I was the Rapporteur for Gendered Innovations; I am not connected to a regular advisory group.

In March 2015, the Group completed a note titled "For a better integration of the gender dimension in work programme 2016-2017" (11.03.2015) with ideas for more and more detailed suggestions for a better integration of the gender dimension. Even if all of us may be happy that the gender dimension is now so firmly enshrined in Horizon 2020, there is, I think, still room for improvement.

The note started with an important warning: After all these years it was the first and foremost thing to confirm that the gender dimension in research content does NOT mean gender balance among researchers. Both are objectives of gender equality but they are different concepts. This needed to be clarified again since from the early years on, when people hardly understood what the gender dimension involved, it was still sometimes interpreted as meaning

¹⁰ "[A] topic is considered gender relevant when it and/or its findings affect individuals of groups of persons. In these cases, gender issues should be integrated at various stages of the action and when relevant, specific studies can be included. These topics are flagged to ease access for applicants. This should not however prevent applicants to a non-flagged topic from including a gender dimension in their proposal if they find it relevant" (General Introduction of the 2014-2015 Work Programme).

more women and the increased participation of women in science and research. Good work has been done regarding the gender balance. Project consortia came up with figures regarding the participation of women in their projects but left out the gender dimension, because they did not understand what was meant by it. So it was important to once more point out the conceptual difference between gender balance in research and the gender dimension in research.

Horizon 2020 "Incentives"

Furthermore in Horizon 2020, for the first time applicants have the possibility to include in their proposals, as eligible costs, specific studies on gender. Providing this possibility was also accommodating a response from the research community to meet situations in which you do not find anything on the relevance of sex and gender in the existing literature when you first start a project. How can you then propose new research questions if apparently no one else worked on the relevance of sex and gender before? Would not sex and gender then be not relevant because you do not find anything on their relevance in the literature and there must be reasons for this? If this is the case concerning your current research questions, you can now include a work package especially devoted to exploring whether sex and gender effects with respect to your topic already exist in the literature. This, therefore, is a kind of what some North-American and Canadian colleagues call "seed money" to reward researchers for paying attention to the gender dimension. Another new possibility is that consortia can include a training on gender for the members of the consortium in their proposal as eligible costs.

How to include the Gender Dimension in the Work Programme 2016-2017 and its topics

In its note "For a better integration of the gender dimension in Horizon 2020 Work Programme 2016-2017", the Horizon 2020 Advisory Group on Gender put forward general as well as specific suggestions for the design of the new Work Programmes. The general recommendations addressed five main points:

- Explain why gender matters in your area: think of and present the gender dimension as providing added value in terms of creativity, excellence and return on investment, both from private and public perspectives. Gender is an emerging and important subject of research in many scientific and technological fields. It constitutes, as such, a valuable source of innovation.
- Make it explicit: indicate in the topic how exploring gender aspects is relevant and should be taken into account. If gender is not specifically mentioned in a topic, there is a risk that

the gender dimension will not be considered at all in the proposals. If gender is mentioned in a topic, the evaluators will evaluate the gender dimension alongside the other relevant aspects of the proposals.

- Foster the production of new knowledge on gender: consider what is already known in your area in terms of the gender dimension and identify what is missing. If you think that gender knowledge still needs to be generated, signal it and indicate which gender aspects should be explored.
- Gender implies a multidisciplinary approach: multidisciplinary approaches are encouraged in Horizon 2020. Reflecting on gender issues in relation to health, transport, energy, security, etc. is a great opportunity to foster the cooperation between scientists with gender expertise and others. It helps concepts to cross the borders of scientific fields and research methods to evolve.
- Include gender in the impact statement: the statement on expected impacts is an important part of the topic description, which the evaluators will assess under the impact criterion. Gender is one of the key aspects of the expected impacts. It can be expected that the funded action will have an impact for instance on boys or girls, women or men, gender relations, socio-economic positions and the status of men and women. It can also be expected that the funded actions should contribute to gender equality.

The second recommendation “Make it explicit”, I think, was the hardest part for us to have an influence on the new Work Programme in development; the cycle of writing of a (next) Work Programme goes through many bodies, and many organisations and structures influence the process. It was our vision, however, that such a “make it explicit”-sentence should be as close as possible to a particular topic. To facilitate implementation, we came up with numerous suggestions for the different sections, which you will find in the above mentioned note “For a better integration of the gender dimension in Horizon 2020 Work Programme 2016-2017” (Advisory Group on Gender in Horizon 2020, 11.03.2015, p. 4 pp.).

The last, most important, recommendation is to include gender in the impact statement. Current proposals have a large part on expected impact. Next to generating new knowledge, which you will promise to do during the project, you also should state how gender, and for that matter, sex differences matter with respect to the impact of your project – this point is most important since the impact part is especially strongly evaluated during the evaluation process.

Where are we today?

I already mentioned that there is room for improvement. The new Horizon 2020 Work Programmes 2016-2017 have just been published and, of course, the Group has been scrutinising them according to how often and where sex and gender have been included this time. In the Work Programme on Societal Challenge 1 (Health, demographic change and well-being), I counted six times “sex” and 23 times “gender” so far. But, of course, additional scrutinising is needed to more specifically find out in what context the terms are used.

In the meantime, other countries have also taken steps forward. I mention a few like the United States where the National Institutes of Health (NIH) now want to balance sex in animal studies which means that applications for NIH financing now have to include male and female animals and that the argument that doing so might be too costly is no longer an excuse. This is also a top-down decision but NIH have been organising workshops to prepare tailored tools for researchers, because at the level of cell and tissue research, there are a number of problems. In doing so they have stated that there are sometimes legitimate exceptions. On those exceptions, of course, there has been a large scientific discussion. On the initiative of the Canadian Institute for Gender and Health (IGH), all Canadian Institutes of Health Research (CIHR) have their requirements as of 2010. These requirements are valid for all thirteen Canadian Institutes of Health. Applications for funding have to answer: Are sex considerations taken into account, are gender considerations taken into account? If ‘yes’, you have to describe why and how, and if ‘no’ you have to describe why, too. It is not “ticking a box” but you have to provide arguments. They have been monitoring the research community’s response to this requirement and already found that these requirements have increased the number of proposals addressing sex and gender aspects (Johnson, Sharman, Vissandjée, Stewart 2014)

Current Challenges

The current challenges I will now outline represent my personal thoughts of what could be items for discussion:

1. The evaluation format of the Horizon 2020 proposals (under excellence)

Those of you who have been working on evaluation panels know that there is a standard form for all proposals. The present standard form is not ideal and the Advisory Group on Gender has been advocating for changing the evaluation form to include a more specific question on: Has the gender dimension been addressed? Or like questions.

2. The recruitment of gender experts on evaluation panels

The European Commission faces the problem that it is hard to find gender experts. They have to select the gender experts from their database of independent experts for European research and innovation but in the expert data base there are many researchers and potential evaluators who have not indicated their gender expertise. To do so, however, was difficult in the years before, because the database is organised according to disciplinary levels. Therefore another action of the Advisory Group on Gender has been to try to mend this situation. The technical ‘barrier’ has now been solved and a guide has been developed to signal your gender expertise in an easy way (Signalling gender expertise in Horizon 2020).

3. Monitoring the effects

Although monitoring is done at the level of the European Commission there is room for improvement – also in terms of the supporting information and communication technology – to monitor the requirements to integrate the gender dimension; first comparisons are made between flagged topics and non-flagged topics.

4. Analysing sex and gender

As mentioned, there is broad support and elaboration in the United States with regard to analysing sex – new guidelines, workshops, legitimate exceptions. But according to me, analysing gender often remains in the awareness raising phase. That means that you understand how gender works, that you detect examples of doing gender by men and women and that you can emphasize that certain gender behaviours are, for instance, not good for your own health, or that gendered behaviours are changeable. Concerning analysing gender, emphasizing the potential of change is important. But people might want to have more refined instruments next to an analytical lens or an awareness-raising tool, so the discussion is going in the direction of the possibility of measuring gender variables. This, of course, will be a very difficult exercise but may be not impossible.

5. Criteria for gender expertise

Next to help people register as gender experts the Advisory Group on Gender proposed specific criteria for gender expertise in connection with the evaluation of the gender dimension in specific sections to enable a targeted search for evaluators. Before the Advisory Group on Gender was established, people would self-nominate themselves as gender experts including, of course, expertise in the gender dimension but also in gender equality or another realm. More information is available in the document “Guidance for the selection of evaluators with gender expertise for proposals submitted under H2020 calls” [RTD-B7 2015-06-09].

6. Training in gender expertise tailored to integrate the gender dimension in proposals and to evaluate proposals

Existing training in expertise to integrate the gender dimension in proposals and to evaluate proposals is not enough and the need for more training is widely existing. Recently e.g. the Institute for Gender and Health in Canada has provided an online training for the Health domain. The training covers basic and animal research, clinical research and population health research and can be done online in a very user-friendly way. The contents are highly scientific and very well developed. Substantial financial resources went into developing this tool and a sound pedagogic approach is behind it, far better than current existing examples in Europe.

7. Conceptual distinction between 'sex' and 'gender' is necessary, acknowledging their interaction

The conceptual distinction between sex and gender is necessary. Often you find the wording "sex/gender" in proposals or in the literature. Personally, I do not find the slash "/" useful, even if it acknowledged that sex and gender interact. What does the slash mean - also in other countries? Is it "and/or", or is it "and" or is it "or" or is it giving way to using the terms interchangeably? Influential bodies like the National Institutes of Health (NIH) and the Institute of Gender and Health (IGH) in Canada have adopted the conceptual difference of both terms and I fully agree with that.

8. Using 'gender' (without further definition) as cross cutting element of Responsible Research and Innovation creates confusion and misunderstandings

Using the term 'gender' without a further definition as a cross-cutting element of Responsible Research and Innovation (RRI) and putting it forward as one of the six keys of the RRI framework, is another context where I think that there is room for improvement. Not defining 'gender' creates confusion and misunderstandings and, 'gender' in this case, again, tends to be understood as 'increasing the participation of women' rather than referring to the gender dimension.

9. More investment needed in elaboration of an intersectional approach

There is more investment needed in an elaboration of an intersectional approach for many of the domains. We need the biomedical, the technical, and social sciences to work together but also to recognise that sex and gender are two aspects which are important but that other aspects like age, ethnicity, sexual orientation, and socio-economic status might at times be more determining than sex and gender differences.

10. Better collaboration between 'theory developers' and those who apply gender theories

I would also be in favour of a better collaboration between the developers of gender theory and those who apply gender theories. In developing the Gendered Innovations Project where we tried to incorporate as much as possible of gender theories being developed in the Social Sciences to make them work for e.g. Engineering, Health Science or Energy, we were incidentally accused by some gender researchers of making an instrumental use of gender theory. This reproach revealed that obviously there was a kind of claim, some self-understanding of gender researchers in the Social Sciences and Humanities as being the owners and the inventors of gender theory and that other disciplines may be only applying it or applying it in a problematic way. I think that is an unfruitful situation, because if you want e.g. biomedical scientists to do something new, you have to make it work for them. I like the idea of travelling concepts in this context. A concept may have been developed in a certain discipline, then it travels to another discipline and then it travels back. So something learned in the application area feeds back into theory and to the discipline where the theory came from. That is - I think - an interesting idea, at least for me. It would be an intellectual challenge, a two way learning system.

11. Concerted action of all stakeholders needed

In the Netherlands, the Gendered Innovations Project was recognised by the Royal Dutch Academy of Sciences (KNAW). I presented the project together with Viviane Willis-Mazzichi, Head of Sector Gender, Directorate General Research & Innovation of the European Commission at a round table involving all important stakeholders in the Netherlands: the Netherlands Organisation for Scientific Research (NWO), the Ministry of Science, Education and Culture (OCW) and the science funding body ZonMW (the Netherlands Organisation for Health Research and Development). It really was an achievement to have attracted their interest. Now, The Netherlands Organisation for Scientific Research (NWO) has, at least feels compelled to do something with the information provided.

New to the Netherlands is the Alliance of Gender and Health, founded 2013. This Alliance is a multi-stakeholder assembly working bottom-up and has achieved impressive results. The different stakeholders produced a Knowledge Agenda Gender and Health, summarizing the evidence of what is known, of what is needed and what are the priorities. Fortunately, the Dutch Minister of Health valued the approach and will fund a research programme beginning of 2016.

I will leave this for the discussion.

Thank you for your attention.

CONTRIBUTION PROF DR INEKE KLINGE

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Profile Prof Dr Ineke Klinge

Ineke Klinge is associate professor of Gender Medicine at Maastricht University and currently Visiting professor at the Institute of Gender in Medicine (GiM)/Charité, Universitätsmedizin, Berlin and Chair of the Horizon 2020 Advisory Group on Gender. Ineke Klinge combined her training in biomedical sciences (specialization Immunology) with gender research. During the last ten years her research has focused on gender and diversity issues in biomedical and health research. Successive grants were obtained from ZonMw and from the European Commission. Since 2000 she has concentrated on EU grants for establishing sex and gender sensitive research throughout Europe. Ineke Klinge taught (inter)national courses on gender and science and has organized national and international workshops on the climacteric, predictive medicine and sex and gender sensitive research. At Maastricht she is responsible for integrating gender and diversity issues in various courses at bachelor level and involved in the development

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of a European Master in Gender Medicine. 2008-2009 she was appointed as Maria-Goeppert-Mayer guest professor in Gender Medicine at the Georg-August-University in Göttingen, Germany. At the European Science Open Forum (ESOF) in 2010 she organized the session: The Promises of Gender Medicine: are sex and gender the key to a better health care? She was responsible for the topic report (2011) Mainstreaming sex and gender in research of the EU Meta-Analysis of Gender and Science Research project. She is member of the scientific steering committee of EUGiM (European Curriculum in Gender Medicine) and associate partner of EN-GENDER (Inventory of good practices in Europe for promoting gender equity in health). She has been co-director of the Gendered Innovations project (2011-2012) financed by the European Commission, that aimed to develop methods of sex and gender analysis for basic and applied research.

Challenges with respect to the scientific recognition of the gender dimension in science, research and innovation

Identifying and meeting challenges with respect to the scientific recognition of the gender dimension in science, research and innovation

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Introduction

Thank you very much for the invitation to speak at the conference “Ready for Dialogue”. A lot of what I planned to discuss in my contribution has already been alluded to by Prof Dr Ineke Klinge. Indeed, I was invited today to present my reflections on existing challenges regarding the scientific recognition of the gender dimension in science, research and innovation, and Ineke Klinge already mentioned a few key ones. It was actually a bit of a challenge for me to come up with part of the contents of this talk. I also hope it will be a challenge for you, because I think we have all gathered here with the aim of a better integration of sex and gender analysis into research contents and programmes, but do we share the same understanding? We have already seen that not everybody has the same appreciation of the terms sex and gender. We do not have the same agendas, and sometimes we do not mean the same thing when we advocate for that. I will try to address those things complementary to what Prof Dr Ineke Klinge has already presented. Sometimes there will be some overlap, but I will try to have as little as possible.

Current key efforts in the integration of the gender dimension in research & innovation contents

Where do we currently stand in our efforts with respect to the integration of the gender dimension in research and innovation contents? The European Commission has set a strategy for equality between women and men for the period 2010-2015. It is a comprehensive framework committing the European Commission to promote gender equality into all its policies. Since

2012, “Gender Equality and Gender Mainstreaming in Research” is one of five – now six – key priorities of a “Reinforced European Research Area Partnership for Excellence and Growth” (ERA). But what is actually covered by gender mainstreaming? We have already pointed out that it is not that obvious. Furthermore, there is also an Advisory Group to the European Commission and related to the European Research Area Committee, which is the Helsinki Group on Gender in Research and Innovation that tackles that subject as part of its mission.

Within Horizon 2020 we also already know that gender is a cross-cutting issue, as Prof Ineke Klinge has already mentioned. “Integrating gender and sex analysis in R&I content” is one of the three objectives of the promotion of gender equality in research and innovation, and in Horizon 2020 projects and programmes, and this is implemented through several means. The gender dimension is integrated into several topics across all the sections of the Horizon 2020 Work Programme and there are flagged topics in some Work Programme Calls. The Horizon 2020 proposal template includes a standard question for applicants, asking them to describe how sex and/or gender analysis is taken into account in their project contents. When applicants said gender is relevant, then experts will check how sex and/or gender analysis is taken into account as requested in the proposal template and assess it under the excellence criterion. It should be part of the project’s Description of Work. In addition, there is an Ad-hoc Advisory Group to the European Commission on Gender, whose members are – self-reported – gender experts from the different Horizon 2020 work programmes, joining together with the chair – Ineke Klinge until now – who is not on those work programme advisory groups. And there is also the possibility to do trainings as part of your projects, and those will be counted as eligible costs.

In addition, the European Commission has been promoting the concept of Responsible Research and Innovation (RRI). We have already pointed out that it is still not obvious how gender is integrated there. Not everybody understands that integration of sex and gender analysis is part of it. I have recently been invited to join the SPARKS project, a Horizon 2020-funded project on the integration of RRI concepts in science exhibitions across 29 European countries (EU members plus Switzerland). They asked me to become their advisor on gender issues, and I accepted. In their understanding, however, gender was very much about gender equality in education and careers, so in an initial workshop, I brought up the topic of sex and gender analysis and suggested it to be integrated in the contents of the research they were going to showcase in their exhibition. For many people it was like an eye-opener, and actually it is very linked to their subject, which is technology shifts in health and medicine, including assistive care through robots. Gender issues there are clearly at the centre of the field, yet not everybody was very aware of this.

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There are also tools which help to implement Horizon 2020 strategies. The Vademecum prepared by the European Commission, for example, which Prof Dr Ineke Klinge has already mentioned, the network of National Contact Points (NCPs) in each country, which provide guidance, practical information and assistance on all aspects of participation in Horizon 2020. Before the Gendered Innovations Project and website, jointly funded by the European Union and the US National Science Foundation, there was the Yellow Window Toolkit to assist the integration of the gender dimension in projects of the Seventh EU Framework Programme. There is also the COST genderSTE initiative that has a good website and some activity related to disseminating Gendered Innovations as well. And then there is the GENDER-NET ERA-NET, within which we are preparing some manuals and guidelines. I will come back to this later.

There are also other European and international initiatives: The Science Europe Working Group on Gender and Diversity, which was set up in August 2014 and brings together experts from Science Europe Member Organisations to reflect on and discuss challenges related to gender and diversity issues in science and academia, but Dr Sabine Haubenwallner will talk about that later. Recently the League of European Research Universities (LERU) released an advice paper on gendered research and innovation [Gendered research and innovation: integrating sex and gender analysis into the research process (September 2015); main authors Simone Buitendijk and Katrien Maes]. We now also have the Gender Summits, which strongly focus on integrating the gender dimension in research and innovation. Some other conferences, like the series of European Conferences on Gender Equality in Higher Education, also cover the topic. The International Congress for Gender Medicine that recently met here in Berlin, which Prof Dr Ineke Klinge has mentioned before, as well as the European Platform of Women Scientists EPWS are also tackling the integration of sex and gender analysis into research contents.

There are also a number of national level initiatives and some institutional level programmes, both in research at university or research organisation level, and in the curricula development. We did not talk too much about that yet, but if you want to have researchers taking gender into account, they have to learn about it at university. Also many of the scientific journals are asking and requesting that researchers take this topic into account. And in science communication there are also several tools that have been developed. For example WAX Science, which is the French association that won the video contest organised in the context of the second European Gender Summit, entitled "Science It's your thing". And worth mentioning is also the L'Oréal-UNESCO Discov'Her website, linked to their For Women in Science programme, which is also represented at the conference today.

Preliminary assessment of the gender dimension by the European Commission

In February 2015, the European Commission presented a preliminary assessment of the integration of the gender dimension in Horizon 2020 within the framework of one of our GENDER-NET projects, which Prof Dr Ineke Klinge has mentioned as well. The European Commission had not yet analysed all the Horizon 2020 calls, but had looked at 151 proposals, among which were 100 flagged topics and 51 non-flagged topics, and they analysed how well the level of integration was. 41 percent of the flagged-topics proposals had gender mentioned in their evaluation of the summary reports of the European Commission. Their conclusion at that stage was that flagging topics did lead to a more frequent inclusion of the gender dimension. But what they found out also was that there were too few evaluators with gender expertise. What needs to be improved? Prof Dr Ineke Klinge has already pointed out that there is still confusion between gender and sex analyses in contents and gender balance and gender equality in the research teams involved. In many proposals it is still the case. In addition, there is not enough involvement of partners with gender expertise in the proposed projects. Also, as already mentioned, there is a need for more evaluators with gender expertise to evaluate the proposals submitted to flagged topics, as well as a need for specific gender-related performance indicators to monitor Horizon 2020. There are also open questions concerning the Ad-hoc Advisory Group on Gender in Horizon 2020. Are all (self-reported) experts of this Advisory Group qualified enough with respect to the integration of the gender dimension in science and research? And if so, are they being listened to enough by their respective Programme Advisory Groups when they bring up the topic when deciding the work programme? Hopefully they contribute, but it is a long process, and the scheme could be improved, I believe.

Assessment of national policies and programmes

There have also been assessments of national policies and programmes: The European Research Area (ERA) Progress Report 2014 underlined that there was a persistence of gender bias and careers, in decision-making, and a lack of a gender dimension in research programmes, and that there was a need for more joint efforts and systemic strategy, so this is another challenge. Although the inclusion of the gender dimension in research content and programmes is mentioned by more countries than in 2013, it is still insufficiently supported. According to this 2014 ERA progress report, ten member states (Austria, Germany, Denmark, Spain, France, Ireland, Italy, Netherlands, Sweden, and Slovakia) did declare that they included the gender dimension in research contents and programmes. But do they have the right understanding of what this entails? It is not always obvious when you look at those countries because they are

not exactly the same countries that we have identified within the GENDER-NET ERA-NET – not that we have identified all, but there is some overlap. Funders in only a few countries did support the inclusion of the gender dimension, with respondent funders from eight countries claiming that the gender dimension was frequently integrated in research contents. And on average 44 percent of the respondent research performing organisations (including universities) that were ERA compliant did include the gender dimension in the content but it varied a lot among member states. So is the state of play according to the ERA 2014 survey.

GENDER-NET ERA-NET

What is GENDER-NET? GENDER-NET is a pilot transnational research policy initiative funded by the European Commission under the Science in Society work programme of the Seventh Framework Programme (FP7), designed to address the common challenges still facing European research institutions in achieving gender equality in research and innovation. GENDER-NET is the first European Research Area Network (ERA-NET) to be dedicated to the promotion of gender equality through structural change in research institutions and the integration of the gender dimension in research contents and programmes. An ERA-NET is a collaboration between national – or regional – level players that are research programme owners or managers, typically ministries, research funding agencies, councils and national level or regional level research organisations and other types of national types of organisations. GENDER-NET has a duration of 36 months (15.10.2013 to 14.10.2016) and consists of four Work Packages.

As part of Work Package 3 “Gendering Research Contents and Programmes” led by the Ministry of Economy and Competitiveness in Spain (MINECO) and the Canadian Institutes of Health Research (CIHR), we conducted an online survey, to which 40 national organisations responded. Our survey took into account different categories of initiatives that could potentially be tailored within transnational contexts and implemented across countries. It was also designed to identify gaps for which the GENDER-NET project could provide support. The five main categories/areas covered by the survey were: policies and strategies aimed at integrating sex/gender analysis in research; research-funding programmes aimed at integrating sex/gender analysis in research; guidelines and training materials for applicants; guidelines/training for grant proposal reviewers; recommendations and/or models for university curricula development in scientific and technological fields (other than humanities and social sciences). We also looked at transnational activities. The aim of this survey was to provide a compendium, to be released shortly – and later, a detailed comparative analysis – of existing national/regional initiatives addressing the integration of the gender dimension in research

and innovation, in these 40 organisations from member states and associated countries participating in GENDER-NET, from countries that have expressed an interest in joining the consortium, and from other relevant countries.¹¹

Key findings of the online survey

I will only briefly refer to the results of the online survey. One of the key findings was that the gender dimension in research contents is much less developed than measures to promote gender balance/gender equality and that there is often confusion between the two. An existing legal framework seems to help but is not necessary. Our data also showed that the level of implementation of the gender dimension follows a descending trend from the adoption of policies/strategies by organisations (40% of the sample), to the integration in research funding programmes (28%), and the development of guidelines/trainings for applicants (28%), and of guidelines/trainings for reviewers (15%) to recommendations for curricula development (2.5%). Among the participants of GENDER-NET ERA-NET, nine organisations qualified as “proactive” organisations, because they cover at least three of the five above-mentioned main categories. Nine organisations are “relatively active”, because they have at least one of the five categories covered, and 22 organisations are “relatively inactive”, as they have none of the five categories covered (but can be involved in transnational activities). So a majority of partners is still relatively inactive. However, most of the respondents state that they want to learn more and are really interested in the training materials for applicants and reviewers, and 9 organisations which do not yet have a dedicated policy/strategy have declared that they were already planning to adopt one.

On the basis of our preliminary analysis of the data, we came up with the following key recommendations:

- Funding programmes: require applicants to indicate whether sex and/or gender is relevant to their proposed research. If so, outline how sex/gender analysis will be integrated in the design, implementation, evaluation, interpretation and dissemination of the results. If not, explain why not
- Including measures aimed at integrating the gender dimension into all programmes (cross-cutting) not only in specific programmes

¹¹ For more information on the GENDER-NET ERA-NET consortium, partners, project aims and strategies, the work packages as well as detailed information on the survey and the outcomes please refer to the GENDER-NET project website www.gender-net.eu/ and the “Compendium of national initiatives on the integration of the gender dimension in research contents”.

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- Training: develop and deliver training on sex and gender analysis for agency staff, evaluators, applicants
- Enforcement: develop evaluation/scoring criteria, review monitor funded proposals.
- Supplemental/eligible funding (seed grants) for:
 - exploring how sex/gender analysis can be added to current or proposed research
 - providing training for research team
- Developing sound and systematic monitoring and evaluation system with measurable and appropriate indicators to measure implementation success

Conducting the survey also revealed a number of challenges encountered during the survey process:

- Lack of awareness and competence of issues among Member States, Research-Funding Organisations and Research-Performing Organisations regarding sex/gender analysis in research and innovation contents¹²
- Lack of high-level support in some countries/organisations
- Defining common indicators
- Sustainability and widening of GENDER-NET initiatives

It became apparent that the GENDER-NET ERA-NET provided a set of opportunities to meet these challenges:

- GENDER-NET as a catalyst and multiplier
- Increasing community of committed national and regional level players

¹² As mentioned in Ineke Klinge's contribution, there is not only confusion of the gender dimension with gender equality/gender balance policies and a lack of understanding of integrating the gender dimension, or integrating sex/gender analysis in research contents and programmes. But there is also confusion between sex and gender and different understandings about the respective underlying concepts of sex (e.g., chromosomes, gonads, phenotype, hormones, non-binary) and gender (e.g., identity, role, norms, behaviour, relations, hierarchy) as well as possible lines of conflicts as to 1) the possible interaction of sex and gender and the way their relation should be considered in scientific studies (Nature (sex as the defining variable) vs. Nurture (gender as the defining variable)); 2) the risk of reinforcing sexism by stressing sex or gender differences; 3) the question whether it still is rigorous research to analyse only sex or only gender in scientific studies; 4) the question whether sex as a variable can be analysed first, and possible social/cultural effects be taken into account afterwards, etc. All those challenges are there and, of course, sometimes sex and gender mix in the scientific topic, and it is not always easy to distinguish which is which and what understanding and knowledge the authors of the study have.

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- Exchange of experience and identified best practices

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And finally our analysis so far led to the identification of actions to intensify our efforts within the frame of the project:

- Implement GENDER-NET work plan to help reach European Research Area (ERA) priorities on gender
- Liaise with and involve more policy-makers, research stakeholders' associations from the ERA Platform ("do-ers") and other stakeholders such as Journals/Publishers

Background and overall strategy for gender research at CNRS

The French National Center for Scientific Research (CNRS) has been supporting feminist studies, women studies, and gender studies for over 40 years, and, until recently, mainly in the Social Sciences and Humanities (SSH). A national inventory of the gender researchers in France was initiated by the Mission for the Place of Women at CNRS which revealed a community of over 2000 people in 2010. We launched that same year a first programme (RTP Etudes Genre) looking at what the integration of the gender dimension could mean in disciplines beyond the social sciences and humanities. And in 2012 we created a large interdisciplinary institute bringing together all fields, basically in the social sciences, that work on gender, with now some other fields, mainly in biology, starting to contribute. In addition, the "Défi Genre" (Gender Challenge Programme) at the CNRS Mission for Interdisciplinarity was launched in 2012. Supporting gender research, furthermore, is a key feature of the CNRS Gender Action Plan. Without confusing them, we link gender equality policy and the gender dimension in research with the conviction that you cannot have a good gender equality policy without having good gender research.

The "Défi Genre" (Gender Challenge) Programme at CNRS

The aim of the Gender Challenge Programme at CNRS was to develop a gender perspective in disciplines beyond the Social Sciences and Humanities (SSH), by funding targeted and innovative research projects proposed by interdisciplinary teams involving researchers from both inside and outside SSH. The idea was that this research would develop and that proposals

could then be submitted to other national or in European level schemes. Starting in 2012 we have funded 14 one-year projects with €10.000 per project until 2014. We then realised that doing so was not enough, because it was the same kind of the community that was answering the calls, still mostly from the social sciences. We then changed the strategy in order to get our different CNRS divisions (called Institutes) more involved. We asked the Institutes if they could recommend research teams which are developing good work to be additionally funded by the programme. The Institutes were much more motivated. In a way, this was a bit more of a top-down action. In 2015 nine projects were supported with €40.000 per project. In parallel, we also started mainstreaming gender in the other actions supported by the Mission for Interdisciplinarity, e.g. innovative therapies for mental health or assistive technologies. In addition, we also organise annual workshops and offer some trainings. The topics yet covered include: gender and environment, gender and health, gender and cognition as well as gender and new technologies.

What did we achieve with the Gender Challenge Programme? Overall, CNRS has funded 27 interdisciplinary SSH and non-SSH projects integrating gender through the Mission for Interdisciplinarity. Sex and gender analysis as a scientific priority gained institutional recognition, and we managed to involve the different disciplinary divisions at CNRS. Furthermore, the Gender Challenge Programme promoted knowledge and network building. The Programme also reinforced the national recognition of sex and gender analysis, e.g. it was highlighted in the report on strategic orientations for gender studies by the Ministry of Higher Education and Research and recognised by the Ministry of Women's Rights. Having gender as one our 10 major interdisciplinary challenges for CNRS in the coming years is a very strong recognition for the community. Yet, the Gender Challenge did benefit from a smaller budget than other Challenges, even if after the top-down approach was added the financial possibilities increased significantly. There is still a persisting lack of awareness on gender of researchers outside the social sciences, but it is changing. And there also has been resistance to gender research, which remains an undervalued academic field in France, with an additional intellectualized prejudice grounded in the French "universalism" and the alleged equality by law between French citizens, which does not acknowledge that it is in fact a "malestream" universalism. In 2013-2014 we also had to face a heated national debate led by conservative political activists on the menace that "THE gender theory" constituted, which attacked all publicly funded programmes promoting gender studies.

The integration of the gender dimension in research content also has to deal with existing general challenges regarding gender studies. These include:

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- The lack of recognition of the scientific quality of gender studies and of the potential contribution of gendered approaches to research and innovation (other than “pinking and shrinking”)
- The tendency to undervalue the object of investigation of gender studies, i.e. women and/or gender inequalities
- The fact that some researchers from other fields feel that including sex/gender is artificial, not relevant, too complicated or costly
- The fact that some gender scholars in SSH feel that their field and concepts are being simplified, not understood, betrayed even
- The fact that some gender scholars in SSH are resenting feeling instrumentalised by researchers from other fields to receive EU funding
- Some tension between gender scholars being recognized within their discipline, or having multidisciplinary gender institutes and mainstreaming within disciplines (and opening to fields outside SSH)
- The interplay between gender and diversity, intersectionality issues

Types of Challenges

The challenges with the integration of the gender dimension in science and research are many. They are conceptual, cultural, political/ideological, educational, practical/experimental, financial, organisational/collaborative and related to interdisciplinarity to name the most important ones. My task has not been to give you answers and it is now up to the rest of the discussion today to see how we can reach a common understanding. It will not be easy but how else can we advance on this topic?

How to tackle these challenges?

To close my contribution, I do have a few suggestions: Within the GENDER-NET ERA-NET, we will be coming up with recommendations and propose a strategic implementation framework on gendering research contents and programmes, including a few common indicators, and maybe an award/incentive scheme. We also know that there is a call for an extension of the work done by GENDER-NET in a possible ERA-NET Cofund scheme in Horizon 2020. We have identified quite a few inspiring practices and programmes set-off by proactive organisations. And so my last sentence is a quote from the discussion paper of the Ready for Dialogue con-

ference: Yes, we are ready for this new dialogue to strengthen existing efforts and enforce their binding implementation by integrating their potential into a common strategic approach and discussion.

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Profile Dr Anne Pépin

Since 2012 Dr. Anne Pépin is the Director of the Mission for the Place of Women at the French National Centre for Scientific Research (Mission pour la place des femmes au CNRS), which is responsible for designing, coordinating the implementation, and assessing all actions aimed at promoting gender equality within the organisation. In addition, Anne Pépin co-leads the Gender Challenge Programme Défi Genre launched by the CNRS Mission for Interdisciplinary in 2012 for the purpose of developing a gender perspective in scientific fields outside social science and humanities, together with health research. She is a CNRS senior researcher, specialised in nanotechnology, and holds a B.Sc. in Physics from the Université de Montréal, Canada, an Engineering Degree from the Ecole Supérieure d’Electricité, France, and a PhD in Electronics from the Université Paris 6, France.

In 1996 Anne Pépin has been recruited by CNRS. Before, she was a postdoctoral fellow at MIT, USA. She was awarded the CNRS Bronze Medal for junior researchers in 2003. In 2006, she became a Scientific Advisor for the Mission pour la place des femmes au CNRS, where she initiated key partnerships with e.g. Canada, USA, and within Europe.

As the coordinator for two EU FP7-Science-in-Society-funded projects she is busy at present with: the INTEGER project (INstitutional Transformation for Effecting Gender Equality in Re-

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search) on the implementation of structural change in universities and research organisations for better gender equality, and the GENDER-NET ERA-NET (Promoting gender equality in research institutions and the integration of the gender dimension in research contents), a 3-year pilot transnational research policy initiative launched in October 2013. Anne Pépin also represents CNRS within the Working Group on Gender and Diversity at Science Europe.

Positioning of the strategic approach gender dimension in national and international research policies

Gender studies and gender policies – two sides of the same coin?

Dr Dagmar Simon

Head of the Research Group Science Policy Studies at the WZB Berlin Social Science Center¹³

Thank you very much for your invitation. My presentation will first address the question of the current status of equal opportunities policy within the German scientific community. In particular, I wish to focus on the opportunities which arise when Excellence Programmes and the organisation of institutes of higher education or their management structures are directly addressed and made accountable. In a second step, I shall describe the relationship between gender equality policies and gender studies. Personally, for me at least, the term ‘gender studies’ stands for ‘gender research’ or other terms which are not exclusively related to policies of equality but also of gender. Furthermore, I believe we should investigate the extent to which current notions of the “new public management” or the “new entrepreneurial university” actually open up increased opportunities for gender policies as a result of the university and higher education reforms which have taken place in recent years. In conclusion, I wish to outline a new strategic alliance between science and gender equality policies as well as gender studies.

Gender studies and gender policy – transnational and national strategies/policies

The course of history clearly indicates the initial close connection between gender research and gender policy. Women’s policy-making was tied closely to women’s studies. A decade later, we start to observe a professionalisation of gender studies at universities and non-university research institutions – especially in the 1980s when greater integration occurred across different disciplines and subjects as well as in research and teaching.

¹³ Translated version of the German contribution “Gender Studies und Gender Policies – zwei Seiten einer Medaille?”.

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But where do we stand at present with our structures, programmes and debates? What is the state of key developments in equal opportunities policy in the field of science? According to Dr Karin Zimmermann, visiting scholar of the research group investigating science policy at the WZB Berlin Social Science Center, three phases of the equal opportunities policy in science can be distinguished in the European context:

- Phase 1: identification of inequalities and support for scientists (1980s)
- Phase 2: introduction of gender mainstreaming (late 1990s)
- Phase 3: development of a narrative of inclusive excellence

In phase 1, inequalities were identified with the implementation of women's representatives and equal opportunity plans chiefly at universities though also at non-university research institutions, and the institutionalisation of equality of opportunity as a goal assigned to university programmes in particular. To this end, a systematic approach to data collection in regard to the status of women scientists was first introduced to create a database for equality of opportunity plans and programmes.

Phase 2 in the 1990s witnessed the development of structural equality measures, at national and in particular at EU level, in an integrative policy of gender dimensions in procedures and instruments of higher education policy. In addition, the STEM disciplines (Science, Technology, Engineering, and Mathematics) were addressed with special measures and programmes as key problem areas with respect to the under-representation of professors.

In phase 3, which in part also characterises the current situation, EU-initiated activities such as gender mainstreaming and gender can be designated as 'hot topic'. So can the addressing of scientific institutions as responsible actors for gender in EU funded research initiatives. A paradigm shift of discourse lines can also be observed at the same time: gender and excellence in terms of integrative approaches and not as oppositions – this has long been the subject of debate – as well as the semantics of equality, justice in addition to efficiency, competitiveness, employability and human capital resources, which runs the risk of instrumentalising ultimately normative values for other social objectives. With regard to the current EU research framework programme Horizon 2020, we note that gender should be implemented together with gender expertise as a continuous structure in the programmes and that great importance is attached to monitoring and evaluation of effects. This is already clearly set out in the contributions of Prof Ineke Klinge and Dr Anne Pépin.

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Taking stock of equal opportunities policy in German science

In recent years, various programmes have played a central role in relation to the political acceptance of gender politics in science. I would like to touch on the most important:

The Research and Innovation Pact (2006-2015, extended until 2020) which the Joint Science Conference of the Federal Government and the Länder Governments (GWK) have signed with the German Research Foundation, the Fraunhofer-Gesellschaft, the Max Planck Society, the centres of the Helmholtz Association and the research facilities of the Leibniz Association, including its annual monitoring. As agreed in this Pact, an essential aspect of harnessing existing potential in order to boost competitive excellence is the appropriate participation of women in demanding positions within science. Simply by itself, the discussion on the introduction, development and binding establishment of target quotas based on the cascade model, according to which the proportion of women at the level of a qualification has to be at least as high as the proportion at the lower level, has led to progress in research organisations which would not have emerged without this basic guideline, even though it still represents a voluntary commitment.

The major funding programmes in German science such as the research-oriented equal opportunities standards of the German Research Foundation (DFG) or the Professors' Programme funded by the Federal Ministry of Education and Research (BMBF) focus on the responsibility of the organisation (universities) for equality. In the course of the Professors' Programme of the Federal Ministry of Education and Research several hundred women professors have been appointed; intelligent equal opportunity plans on the part of the universities were detectable prerequisites for applications to these additional posts. The sustainability of the programme cannot really be gauged at the current time, but we know from various investigations precisely in regard to gender studies that the number of women professors alone has already made a difference – even though the air for female professors still remains thin in some subject areas.

A further trend that can be observed is integration into "Excellence Programmes" that at least stand for a break-up of the simultaneity of devaluation and feminisation and for approaches to achieving a form of "culture change" since supposedly private circumstances – meaning the balance between career and family – are taken into account in these structures. The Excellence Initiative is a highly respected programme which at the very least has shaken up the German scientific landscape a little in regard to gender equality in science. Even though currently we still know very little about its impact and sustainability, the integration of issues of gender equality into an Excellence Programme for German science alone provided an important impetus and step forward towards a more democratic system of science.

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Moreover, the assumption of responsibility for gender equality through a funding organisation with as high a reputation as the DFG has produced tangible results, at least on the side of activity (infra)structure, though less in regard to a discernible increase in the proportion of women at the highest level of the hierarchy – in other words, that of female professors.

The “new” institution of higher education and gender policies

New responsibilities have emerged in relation to gender policy resulting from changes occurring within the science system, in particular with regard to the reform of the system of higher education through the introduction of new public management and the entrepreneurial university. Here, and above all there is a new responsibility on the part of university management boards, non-university research institutions as well as research funding organisations such as the German Research Foundation in relation to equal opportunities policy. The fundamental task can no longer be left solely to dedicated gender equality officers or gender researchers as the ones “who’ll sort it all out”. It is a little mosaic stone on the path to taking gender issues and equal opportunities policy to the very heart of science. In this regard, the entrepreneurial university is not to be confused with or is the equivalent of the economisation of science and the growing pressure for quantification.

With regard to the new entrepreneurial university, we always focus on the overall organisation which always has to position itself among the competition and serves as a beacon. But when we refer to the university as an overall organisation, as an independent actor, we should always note that scientific decisions continue to be taken at the level of the disciplines and therefore faculties. Even though they may be quite willing, the actual power of university presidents is still limited. What does this development mean for the differentiation of the disciplines or for policy-making within the faculties in relation to gender policy? We cannot ignore this level when we talk about the new entrepreneurial university. In the meantime, even initial proponents are no longer convinced that the introduction of “new public management” has had any major impact in regard to the nature of scientific work. Of course we observe impacts as a result of the powerful influence of third-party funding and similar effects, but they are limited. (Bogumil et al. 2015) In reality, an internal monitoring process should also be set up to establish the effects, and perhaps also the side effects, of this programme. This is still pending at the time of presenting this report.

Consequently, a number of aspects should continue to be taken into consideration in addressing the universities and their managerial boards. First, there is the fact that although universities have shifted over the past three decades – the era of “new public management” – from a

“garbage can model” or a “loosely coupled system” in distinct favour of comprehending an overall organisation, it is still characterised by different orientation patterns, norms and quality standards pertaining to the organisation and profession of science and the disciplines. In this respect, faculties/disciplines remain a decisive factor in enforcing a highly effective equal opportunities policy.

Equal opportunities policy at the “new” institution of higher education

The question as to how these opportunities of stronger management in universities should best be evaluated, especially from the perspective of gender studies, can be answered in different ways. The roles of actors in the field of gender policy have been drastically transformed by these developments, which on the one hand can be interpreted as further scope for integrating gender equality into the core business of the universities, but on the other discusses the professionalisation of gender politics as a tool of new public management and hence as a loss of the ability to exercise criticism.

Hence we have many new equal opportunities policy actors and stakeholders – in the governing bodies, in the University Council, in newly acquired staff units and head-of-department positions, etc. The proportion of women in the latter is frequently high – even so, this should not solely be regarded as a positive development since it (can) hide too many interrupted careers in science. The changing role of gender equality and women's representatives reinforce integration into internal decision-making processes. We have depicted the voluntary commitments of the universities and also the non-university research institutions, as well as the integration in these otherwise not particularly popular models of ranking and rating in the university rankings according to gender equality aspects devised by the Centre of Excellence for Women in Science and Research CEWS.

Research-oriented gender equality standards of the German Research Foundation that apply at a structural and staff level are directed consistently, transparently, competitively, innovatively and competently. They were subject to be reported in the first three phases, and have also had some positive effect. But now the DFG's working group on “Research-oriented Equal Opportunity Standards”, of which I am a member, shall only convene in 2017 to analyse all the things which have not happened in the meantime. From my point of view, the 2013 suspension of the regular reporting obligation is problematic, especially since the previous process made a noticeable difference internally and not solely in terms of external representation. It was a reputational contest among those universities which did many good things in the field of gender equality and thereby became extremely visible in this most important research funding

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organisation for German universities. Although further various data is required from universities applying for funding at the current time, this of course does not by any means have the same effect which was able to be achieved when universities were subject to biannual reports.

As a result, the extended scope of universities on the one hand opens up new opportunities to further integrate gender policy into the “core business” of the universities (Leicht-Scholten/Wolffram 2010) and not merely to be understood as some bolted-on additional measure. On the other, a quite legitimate critical discussion is also taking place as to how competitive mechanisms in the context of new public management – which have been rejected in many quarters – should best be reconciled with the equitable demands of equal opportunity policies. We also note that the growing professionalisation of gender policy, which remains absolutely necessary, coincides with a loss of a certain critical skill. (Meuser 2006)

Excellence and gender

In terms of the combination of Excellence Programmes with equality we note, on the one hand, a certain break-up of the simultaneity of devaluation and feminisation (Riegraf/Weber 2013). We certainly see that there have been new career opportunities and – most important of all, I think – we know that organisations change only very slowly, if at all, and only under tremendous external pressure. Universities and colleges change much slower, yet we see signs of “cultural change”, for example in the fact that issues related to private circumstances such as the compatibility of family and professional obligations as well as child care, etc., have actually been discussed in Excellence Programmes. This already goes beyond an activity structure which obviously could also succeed with many beautiful kindergartens at the universities. The fact that debates which were formerly kept separate from each other have now – at least in part – been gathered together in Excellence Programmes and that the above questions are not treated as completely external factors, which have nothing to do with the implementation of Excellence Programmes, has been a force for change. Such small but important steps towards a change in culture are very difficult to achieve in a large and extremely heterogeneous organisation such as a university. On the other hand, we also have to recognise that the hegemony of a semantics of excellence naturally leads to new ranking differences between male and female professors, as well as between disciplines (through third-funding and publications in highly-ranked journals etc.). The mono-directional nature of German science, namely the goal of becoming a male professor or female professor or nothing at all, can also undermine the objective of equal opportunities among men and women. (Funken et al. 2015)

Gender policy on a “fragile footing”?

Although this is a highly critical headline, my concern here is to make it clear that much has happened on the one hand in German science, especially over the past two or two-and-a-half decades. Even so, do we currently face dealing with strategic responses to external requirements or with profound organisational transformation processes? On the one hand “new” actors emerge in regard to gender policy – they include university management boards and the German Research Foundation, for example – yet this construct remains very fragile and possibly only temporary. After all, a funding organisation can always decide to close certain equality and gender research programmes on the grounds that they do not belong to the core activities of an institution which regards the promotion of excellent research as its most important task. Consequently, the context of how best to deal with excellence and gender increasingly depends on local, often human constellations at individual universities. (Riegraf/Weber 2013) A “one-size fits all” model is hard to implement. The above funding procurements – such as the Professor’s Programme, the Excellence Initiative and Horizon 2020 – are subject to deadline limitations, so we find ourselves in a reputational competition subject to arbitrary deadlines.

Gender studies at the “new” institution of higher education

A certain parallel and possibly paradoxical situation arises in the case of gender studies when one observes its development in German science: initiated as women's studies in close connection with the women's movement of the 1970s, it led to a professionalisation of gender studies and subsequently to an integration into disciplines and subject areas, but in reality nothing changed in regard to its precarious status. In their claim to be a critical discipline compared with requirements of usefulness and utility as well as the expectation that the establishment of gender studies courses could be cost-neutral, gender studies have to defend themselves especially from the perspective of a discipline against their will. After all, gender studies encompass a wide and highly divergent field, both in theoretical and methodological terms. One can easily speak of a paradox of institutionalisation. In their acceptance by means of the Bologna process, we therefore observe new institutional options and opportunities, in addition to witnessing a kind of paradigm change: the safeguarding and institutionalisation of previous accomplishments (Oloff/Rozwadowicz 2015) through acceptance by the various disciplines, not as a path to the disciplines in the sense of being a critical body of reflection.

In one sense it is also ironic that gender studies, which are definitely committed to a Mode 2 research type (Gibbons et al. 1994) that is strongly advocated and promoted at the present

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time in regard to transdisciplinary, more practical and application-oriented research, with various social actors involved, no longer feel capable of acquiescing with their institutionalisation as a discipline. However, one must also bear in mind that gender studies – despite a certain degree of institutional recognition and stabilisation – still have a fragile status; this is particularly noticeable when funds have to be cancelled and the expectation is placed on gender research to be cost-neutral.

A new alliance between gender studies, gender and science policy

The acceptance of equal opportunities policies, gender policy in perceptions, political and scientific perception, but first and foremost in structures and organisational cultures is still very fragile and will continue to employ us. But who wishes to dwell on sanctions? It would be far more productive to focus on the sustainability of the results which have been achieved, so that programmes which display great commitment on the activity side, can also achieve lasting results and that gender research and gender policies proceed along new political paths. In this connection I finally wish to point out the need for a new strategic alliance between science policy, gender equality and forms of gender studies organisation at national and transnational level (EU).

In my view, gender studies could fruitfully introduce two functions in particular to this alliance: gender competence and a body for critical reflection. Hence on the one hand gender studies can make gender knowledge available to equal opportunity policy actors as well as to science policy-makers; on the other, it can also serve as a body of critical reflection. Another *rassemblement* of science policy-makers, equal opportunity actors and gender studies is required in addition to new organisational formats at national and transnational levels. At this point, I urge that a small, high-ranking panel be convened which succeeds in the field of so-called reputation competition. The people gathered in this panel should occupy central positions in order to ensure the success of the desired institutionalisation process so that it is accordingly perceived by the major actors in science. A second point which I wish to mention in this context consists of more systematic monitoring processes in terms of monitoring of relevant experts, in the case of the Excellence Initiative, for example. Consequently, the task of this body would be the systematic monitoring and not merely rushed evaluations of central research funding programmes and core gender equality initiatives and measures in regard to their gender impacts and shortcomings.

Thank you for your attention.

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Profile Dr Dagmar Simon

Since 2008 Dr Dagmar Simon is Head of the Research Group Science Policy at the WZB Berlin Social Science Center, Germany, and since 2013 managing director of the TU-Campus EUREF. From 1972 to 1973 Dagmar Simon studied Political Science and German at the Goethe University in Frankfurt. In 1986 she completed her doctorate at the Free University of Berlin. Her research interests are science research, organizational research and gender studies.

Since 2008 Dagmar Simon is an expert in the working group "Research Institutions and Human Resources" of the OECD and since 2011 a member of the planning group higher education policy of the Friedrich Ebert Foundation. Since 2009 she is a member of the working group "Research-Oriented Standards on Gender Equality" of the German Research Foundation (DFG) and since 2008 a member of the interdisciplinary working group "Excellence Initiative" of the Berlin-Brandenburg Academy of Sciences. In addition, she has worked as a consultant for BMBF funding programmes.

Ready for Dialogue?

Science Europe – Stakeholder and Dialogue Partner at European Level

Dr Sabine Haubenwallner

Head of Staff Unit for Gender Issues, Austrian Science Fund (FWF) | Chair of the Science Europe Gender and Diversity Working Group

Introduction

Thank you very much to the organizers of this event and for the opportunity to share my perspective in the discussion. I will present the activities of Science Europe that wants to be a potential participant of this dialogue and the corresponding Working Group on Gender and Other Diversity Issues which I am presiding over. In addition, I will elute on experiences within the Austrian context concerning the administration of a national dialogue, a consultation mechanism in Austria which might be of interest with respect to the strategic discussion on establishing a regular dialogue on the integration of the gender dimension in science and research this afternoon. As a long-time researcher, however in my present position more of a practitioner of research policy with long-standing research experience, I will switch the focus of discussion a little bit.

Goal of the Conference “Ready for Dialogue”

The goal of the conference “Ready for Dialogue” is to trigger off the important dialogue between the knowledge level and the political or implementation level. The organizers want to make sure that knowledge provided by gender researchers will be taken into account during the political discussion, decision making and implementation of new political measures concerning the integration of the gender dimension in science and research. The overall aim is to combine, strengthen and further develop the existing approaches in the field.

Who are the parties involved at each level? The Knowledge Level includes Researchers, Equal Opportunity Officers, European Science Associations, and Advisory Groups, European Projects (e.g. GENDER-NET ERA-NET) to name the most prominent groups. The Implementation Level includes Research Funding and Research Performing Organisations and their European organi-

sations (e.g. Science Europe, the League of European Research University (LERU), and the European University Association (EUA)).

Science Europe is one important stakeholder at the European level in this context. What can Science Europe contribute to the intended dialogue? As a first step to answering this question, I will outline how the association and its structure work and who is part of it.

Science Europe

Science Europe consists of 47 Member Organisations of 27 different countries. All of them are independently acting major Research Funding and Research Performing Organisations, with significant national impact. Collectively, the members of Science Europe work across all research fields and manage a substantial proportion of public research investment in Europe. With a total budget of about €30 billion per year one should think that they also have a substantial policy impact. Alongside with national governments and European Union institutions, Science Europe is a key platform for collaboration and an important voice in the EU research policy debate. When we look at the participation of women in terms of influence and decision-making power in the association's governing bodies there are 23,7 percent women in the General Assembly (N=47) and 27 percent in the Governing Board (N=11).

What is the Science Europe Vision and why does Science Europe fit in?

Since 2011, the vision of Science Europe is to facilitate collaboration among its Member Organisations and to contribute to the design and development of a strong and effective European research system. Striving for 'better science' underpins all association activities and positions, building on the experiences and expertise in funding and performing of the Member Organisations.

The central mission of Science Europe is to strengthen the European Research Area (ERA). Consequently, the association's strategic objectives are:

- Supporting 'borderless science' – meaning that researchers and research organisations can collaborate at the level of projects, programmes and facilities
- Improving the scientific environment – wants to make sure that research careers are facilitated and research institutions are strengthened to support careers
- Facilitating science – is ensuring the efficiency and effectiveness of the research system, and fostering research potential through evaluation state-of-the-art peer review processes

- Communicating science – is ensuring that research results are utilized in the best way possible, both within and beyond scientific communities through dialogue between science and society

The Integration of the Gender Dimension into Research Content can be seen as the responsibility or duty of Research Funding and Research Performing Organisations. The Research Funding and Research Performing Organisations that make up Science Europe have identified common goals and objectives described in the Science Europe Roadmap approved by the General Assembly on 21 November 2013: The Roadmap provides the strategic vision and basis for the collaboration on policy issues and identifies objectives in key Priority Action Areas, where increased collaboration can produce significant beneficial impact on the European research system.

How are the tasks and responsibilities for the implementation of the strategic visions shared within Science Europe and among its functional bodies?

The General Assembly is the highest single decision making body of Science Europe. It consists of representatives of each of the Member Organisations at their top decision-making level (i.e. President, Chief Executive, Director General) and may have high level observers from external bodies. The Science Europe Governing Board is the senior body of elected members. It reports to the General Assembly and comprises the President, the two Vice-Presidents and at the minimum six Ordinary Members. Ordinary Members, being Heads of Member Organisations, are elected by the General Assembly for a term of two years. The General Assembly and the Governing Board jointly make, guide and monitor the strategic direction of the organisation and provide mandates for the Working Groups, the Scientific Committees and Office.

The Science Europe Working Groups are created by the Governing Board on a two-year basis (renewable) with the aim to make recommendations for the implementation of policies laid out in the Science Europe Roadmap or any other relevant policy areas. Working Groups are made of expert level staff of Science Europe Member Organisations. They meet regularly and receive secretarial support from the Science Europe Office, based in Brussels. The existing Working Groups at present are on: 1. Cross-border Collaboration, 2. Open Access to Scientific Publications, 3. Research Data, 4. Research Careers, 5. Research Infrastructures, 6. Research Integrity, 7. Horizon 2020, 8. Gender and Diversity and 9. Research Policy and Programme Evaluation. The Working Groups are formed to have technical and policy expertise in order to devise technical solutions, promote mutual learning, and advise the governing bodies and the Member Organisations on the Roadmap.

In the period 2012-2015, Science Europe was informed and supported in its activities by six Scientific Committees, composed of highly-authoritative academics coming from all over Europe and representing the broadest range of scientific communities and disciplines. The six Scientific Committees covered the following disciplines: 1. Humanities, 2. Social Sciences, 3. Life, Environmental and Geo Sciences, 4. Medical Sciences, 5. Physical, Chemical and Mathematical Sciences (including Materials Sciences), 6. Engineering (including Geo- and Bio-Engineering and Technological Sciences). As of 2016, Science Europe will continue receiving support in the form of a single Scientific Advisory Committee, representing scientific communities and the broadest range of disciplines, providing recommendations on emerging issues in research and advising the governing bodies of the association as well as its Member Organisations.

How do the functional bodies of Science Europe interact to allow an expert dialogue?

Science Europe combines a structured systematic way of working as a Collaboration Platform, provides and acts as a Think-Tank as well as Advocacy for various goals:

- The Working Groups and the Scientific Advisory Committee provide inputs on policies and technical input
- The Working Groups and the Office in Brussels provide analysis and advice within technical, political issues and policies
- The Governing Board and the General Assembly/representatives of Member Organisations decide on the overall strategy
- The Office in Brussels and the General Assembly run strategic discussions, provide positions and allow advocacy at EU and national level

Science Europe thus implemented a strategy that combines the expertise of its bodies in order to produce and increase credibility which leads to stronger influence and impact. Keeping in mind that Science Europe cares for excellent science, science policy deserves the same rigor and quality standards we expect from science.

How are issues of the Working Group on Gender and Diversity embedded?

The Working Group on Gender and Diversity as one of the nine Working Groups came to life in 2014 based on one of the nine priorities put forward in the Science Europe Roadmap. The Working Group brings together experts from Science Europe Member Organisations to reflect on and discuss challenges related to gender and diversity issues in science and academia. The

Working Group operates by exchanging experience, material and practice, with the aim of providing a deeper understanding of existing policies in the various Member Organisations of Science Europe.

The Working Group aims for various goals in order to 1. Improve the scientific environment to make sure that research careers are facilitated and research institutions strengthened to ensure that excellent scientists, research administrators and science policy makers can reach their full potential, and 2. Facilitate science, ensuring the efficiency and effectiveness of the research system, and fostering research potential through developing and implementing state-of-the-art peer-review processes, strengthening the analysis and ex-post evaluation of research programmes and policies.

Who are the Member Organisations within the Working Group 'Gender and Other Diversity Issues' and what are its objectives and tasks?

The Working Group currently is bringing together 19 different Funders and Research Performers from 15 European countries. 13 of these organisations are research funders, 5 are research performers and one organisation is active in both areas. They are represented by three men and 16 women in the group. The Working Group also collaborates with the Helsinki Group on Gender in Research and Innovation and the GENDER-NET ERA-NET presented before by Anne Pépin (CNRS).

There are four objectives in the Science Europe Roadmap for the Working Group on Gender and Diversity in the next four years.

1. Science Europe Member Organisations as employers will set up goals and establish plans to achieve equality and equal opportunities. Science Europe will encourage the establishment of action plans towards this goal.
2. The funders among the Science Europe Member Organisations are supposed to scrutinise the peer review process and Science Europe will promote the development of training for review panels.
3. Science Europe will promote policy and research initiatives to achieve gender balance and will monitor the impact of funding instruments on recruitment and gender balance.
4. Science Europe Member Organisations as knowledge providers reinforce their responsibility to integrate the gender and diversity dimension into the research proposals.

Since August 2014, the Working Group on Gender and Diversity identified several tasks on the basis of the Roadmap objectives:

Task 1: Gender Indicators: Number and type of indicators monitored and analysed by Science Europe Member Organisations

Task 2: Gender in Peer-Review: Overview on Peer Review processes at the Member Organisations; best practise recommendations

Task 3: Gender Dimensions in Content of Research: Exchange with the GENDER-NET ERA-NET

Whereas objectives 1, 2, and 3 are at the back of Tasks 1 and 2, objective 4 leads to Task 3, which will allow an investigation on the integration of the gender dimension into research proposals. Here, exchange with the GENDER-NET ERA-NET consortium in which Science Europe takes part as observer will make sure that we will not duplicate any work.

The tasks were approved by the Governing Board of Science Europe in February 2015. First results are expected for spring 2016. At the moment we are just running a survey covering Task 1 and 2 including questions concerning indicators. The same survey is used to properly phrase questions concerning the peer review process. The analysis of the data will produce an overview about which indicators are monitored by the Member Organisations on an annual basis. It will also elucidate the approaches Member Organisations take in Peer Review procedures and what they consider as bias within this process.

What lessons can be learned from the outcomes of the GENDER-NET online survey for the Working Group on Gender and Diversity?

The survey gives an overview on the current status of activity of the integration of sex and gender into research content in the members of the Working Group:

- ¼ (5 of 19) of the members are proactive¹⁴ or relatively proactive¹⁵ organisations in the survey
- 1/3 (6 of 19) of the members are relatively inactive¹⁶ organisations in the survey, but have at least transnational or other activities related to gender and diversity issues
- 8 of 19 of the members of the group did not answer the survey
- Among the Member Organisations of Science Europe, one relatively proactive Research Funding Organisation and some relatively inactive Research Performing Organisations/Research Funding Organisations in the survey are still not members of the Working Group

¹⁴ At least three of five main categories of the online survey are covered.

¹⁵ At least one of five main categories of the online survey are covered.

¹⁶ Only one or none of five main categories of the online survey is covered.

More information on the survey and a detailed overview of the GENDER-NET Survey outcomes as well as recommendations can be found in the “Compendium of national initiatives on the integration of the gender dimension in research contents” on the GENDER-NET website <http://www.gender-net.eu/> (see also contribution Anne Pépin).

The Working Group will build on this survey presenting at least four areas of possible intervention for the integration of the gender dimension as stated in the Science Europe Roadmap objectives and expressed in Task 3 of the Working Group on Gender and Diversity. Based on these results, the group will clarify specific terms and will produce a brochure describing strategic steps to achieve the integration of sex and gender analyses in research and innovation content.

What we finally want to achieve with this collaboration within Science Europe is based on our objectives. Increasing the integration of gender and diversity dimensions in research activity will contribute to bias reduction in scientific output which will lead to more effective research and development programmes. Promoting the adoption of diversity action plans by Member Organisations avoids gender bias in peer review, and facilitates the collection and analysis of gender balance and will contribute to more diverse research and development communities on the other hand. That will result in a wider talent pool and better career development for researchers. Both outcomes and impact will fulfil the strategic objectives of Science Europe of facilitating science and improving the scientific environment.

The Austrian Consultation Mechanism – an example

Before I come to the conclusion of my contribution, let me present another piece of information taken from the Austrian context. The Austrian Ministry of Research, Science and Economy has introduced a low-threshold mechanism based on a recommendation of the European Commission (2001) to involve various national stakeholders that should serve as a collaboration platform and a think-tank for science policy issues. The mechanism included representatives of research universities/universities of applied sciences, national funding agencies and national research policy agencies.

In preparation of our discussion, I have used this platform to formulate the following questions and asked the participants of the consultation mechanism for input for this conference. The result of my enquiry may be found in note form below:

How to communicate in a focus-oriented way to be successful?

- Regular meetings, conferences, workshops to further support this dialogue, including exchange of new insights, and cases
- Research Performing Organisations' top-down information on the importance and impact of the gender dimension
- Curricular strategies, including the integration of gender issues in various graduate courses of Master and Teacher Training Programmes
- Knowledge databases including literature, research results

What are the necessary framework conditions?

- Top down commitment, ownership and clear anchorage of gender sensibility into governance and management structures
- Gender criteria have to be developed into knock-out criteria in research funding
- Gender expertise has to be acknowledged as necessary component
- Implement a sound and meaningful monitoring system
- Implement recommendations into policy decisions

Who should be included in the exchange between the knowledge and the implementation level?

- Include all relevant stakeholders at the national and European level
- Consider new mechanisms of exchange
- Include transdisciplinary and participatory research approaches into the research design
- Establish platforms to allow exchange

Who are the central stakeholders?

- Gender experts
- Representatives and Heads of Research Performing Organisations
- Representatives of various Research Funding Organisation
- Heads of Gender Studies
- Representatives (Rectorates and Deans) of research and applied universities
- Representatives of various Ministries

What are the prerequisites?

- Real understanding for Science & Society, Open Science and Responsible Research and Innovation and corresponding political decisions to support these approaches
- Structural changes to allow and further support equal opportunities
- Research Performing Organisation that promote top-down awareness, provide training and expertise to their researchers
- Internal funds supporting successful integration

What would be a good practise?

- Reflect, discuss, observe on a daily basis
- Gendered Innovations and other examples for integration across all fields
- Human resources available to implement and support these issues

Challenges for the Science Europe Working Group on Gender and Diversity

After this excursion to the Austrian context, I would like to summarize the challenges for the Working Group on Gender and Diversity as part of this setting.

1. We have to find a way to integrate more Science Europe Member Organisations in the Working Group. The self-selection of Working Group Members currently practiced leads to geographical white spots on the European map. We need more lobbying leading to the commitment of additional Research Funding and Research Performing Organisations.
2. We have to increase the exchange between the functional bodies of Science Europe to support especially the integration of the gender dimension into the content of research.
3. At the same time we have to continue to discuss the dimension of diversity in the framework of the Working Group comprehensively. An intense discussion with Gary Loke, Head of Policy at the Equality Challenge Unit¹⁷ in the United Kingdom, supported our impression that we have to produce a tailored solution on that point. Diversity for research funding and the specific onset within this setting have to be defined in the course of our work.
4. More exchange, sharing of results and ideas of our Working Group will lead to useful actions and behaviour within the community of researchers and Member Organisations.

¹⁷ The Equality Challenge Unit (ECU) provides a central source of expertise, research, advice and leadership. ECU supports universities and colleges to build an inclusive culture that values the benefits of diversity, to remove barriers to progression and success for all staff and students, and to challenge and change unfair practices that disadvantage individuals or groups. <http://www.ecu.ac.uk/>

CONTRIBUTION DR SABINE HAUBENWALLNER

How can Science Europe contribute to the integration of gender dimension into research?

Since Science Europe provides close contact between many Research Funding and Research Performing Organisations on several topics. This mechanism can be used as a gatekeeper, which defines topics, collects results also in the context of gender and diversity and will transfer recommendations. The Working Group on Gender and Diversity can produce recommendations for other Member Organisations, which are in the process of implementing and investigating gender and diversity policy issues. The problems are identified and the challenges are on the table – the next step now is to focus on the tasks of the Working Group concerning specific indicators to measure progress and changes and take the next step and implement and monitor those indicators. Moreover, we need to analyse more closely existing systems of peer review. To do so effectively we need more lobbying for close interaction of all Member Organisations as national stakeholders on the integration of the gender dimension as well as interaction with additional national stakeholders. Science Europe therefore aims for and supports new mechanisms to raise the interest of additional stakeholders within the European Research Area (ERA) to become part of the Working Group on Gender and Diversity and is strongly committed to the subject as well as integrates new stakeholders into the dialogue to support gender and diversity issues.

Science Europe as partner of the new strategic dialogue

Science Europe as a joint group of various Research Funding and Research Performing Organisations fully supports the gender and diversity priority within European Research Area (ERA). Based on the internal discussions, we believe that a goal positioned at European level will function as a catalyst to further promote the progress of gender equality as well as the integration of the gender and diversity dimension within the context of research worldwide. Science Europe is more than ready to support also the Global Research Council (GRC) and the ongoing discussions to promote Gender and Equality and Diversity as discussed in a global context. Against this background, Science Europe is more than happy to be a crucial part of the dialogue and provides expertise and experience from the perspective of Research Funding and Research Performing Organisations in Europe close to the European research community.

Based on my experiences, including my work for Science Europe, the extensive dialogue between the knowledge level and the implementation level suggested by the “Ready for Dialogue” initiative will help to identify the missing steps to speed up the integration of the gender dimension in science, research and innovation.

Thank you for your attention.

CONTRIBUTION DR SABINE HAUBENWALLNER

Literature mentioned in the text

Science Europe Roadmap. December 2013

“Compendium of national initiatives on the integration of the gender dimension in research contents” on the GENDER-NET website <http://www.gender-net.eu/>

Communication from the Commission to the Council, the European Parliament, the Economic and Social Committee and the Committee of the Regions, Science and Society Action plan (04.12.2001)

Profile Dr Sabine Haubenwallner

Sabine Haubenwallner has a doctorate in Biology from the University Salzburg. Between 1989 and 1995 Haubenwallner worked as a senior researcher at the Medical University of Graz with a researcher fellowship, as postdoc at the University of Michigan and Warner-Lambert/Parke-Davis at Ann Arbor, US as well as a research assistant at the Medical University Vienna in the field of Human Lipoprotein Lipase and Lipid Metabolism. From 1996 to 2003 she enlarged her competencies and experience as Sales and Application Manager in the area of molecular biological applications for researchers and robotics applications for pharmaceutical industry in various companies. Haubenwallner completed her profile with the experience to work for a research funder, the Austrian Science Fund (FWF) which funds basic research in Austria - as scientific project officer in Biology and Medicine.

Since 2005 she continued as Head of the Staff Unit Gender Issues and Programme Manager for Priority Research Programmes. In 2014 she has been appointed as Chair of the Science Europe Working Group on Gender and Diversity, which is one of the nine working groups of Science Europe implementing the priorities of the Science Europe Roadmap.

Plenary Discussion

Establishing a regular dialogue on the integration of the gender dimension in science and research – Results of the moderated discussion of a common strategy paper

Dr Maren A. Jochimsen, Managing Director Essen College of Gender Research

Dr Brigitte Mühlenbruch, President European Platform of Women Scientists

Sonja Zurmaar, Project Assistant “Ready for Dialogue”

Zerrin Küçük, Project Assistant “Ready for Dialogue”

The international conference “Ready for Dialogue” on the gender dimension in science and research revolved around the question of how differences and similarities between men and women can bindingly be taken into consideration in terms of content, planning, and programme designs within science and research in order to yield meaningful results for all members of our society in equal measure.

The discussion focused on the organisers’ proposal to initiate a new strategic dialogue with the stakeholders responsible for integrating the gender dimension into science, research and innovation, to press for the binding implementation of this goal and thereby to contribute to the enhanced utilisation of the potential that exists, both in terms of knowledge and innovation, for new scientific developments and concomitant social change.

Following four presentations held by recognised experts in the field, the panel and the participants discussed possible options in regard to the design, objectives, challenges and procedures for the proposed alliance at the levels of knowledge and implementation on the basis and in a critical examination of the concept of discussion which had been sent out in advance to all the conference participants with the title “Institutionalisation of a regular dialogue on the integration of the gender dimension into research and innovation”.

The concept of discussion, which contained proposals and ideas for the intended strategic alliance, served as a means of preparing the participants and as a basis and starting point for future cooperation with those involved in its implementation. In the plenary discussion the speakers and conference participants were given the opportunity to present and discuss their

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own ideas and suggestions for a future form of cooperation that would be required to establish a strategic alliance.

The discussion concentrated on the following issues:

- Why and for what purpose do we need a joint strategic dialogue?
- Who should participate in this dialogue?
- What are the strategic objectives of the planned form(s) of cooperation?
- Proposals for an approach to the establishment of such a sustainable dialogue

Why a joint strategic dialogue?

In the research policy landscape of the decisive associations dealing with this subject there has sometimes been a lack of institutional forums for strategic cooperation. All too often these bodies publish their strategy papers and sets of recommendations, but frequently there has been little or no coordinated cooperation in regard to their drafting and/or their subsequent implementation. This deficit in proactive strategic cooperation has resulted in duplications of tasks and activities; useful synergies have been squandered and the unequally distributed potential for knowledge and action has not been sufficiently exploited. This has led to poor target achievement in the case of the stakeholders' individual efforts and to implementation deficits with regard to the joint overriding interest.

The following goals of the planned strategic dialogue were outlined in the discussion document. Here, the objectives are to:

- Create targeted synergies between the existing wide expertise of the different actors from which all parties will benefit
- Promote the proactive strategic cooperation of various institutional actors and avoid the duplication of tasks and activities
- Make better use of the unequally distributed potential for knowledge and action in the institutions
- Strengthen joint implementation efforts with regard to a joint achievement of goals
- Improve the achievement of goals, save resources and work towards overall optimization
- Secure existing, valuable expertise with regard to the integration of the gender dimension in research and innovation in all relevant areas and at all levels
- Identify national and international examples of good practice, effectively implement them and promote their transfer

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Overall, the proposal of the Essen College of Gender Research at the University of Duisburg-Essen and the European Platform of Women Scientists to initiate a regular strategic dialogue of pivotal stakeholders in science was positively received and met with great approval among the conference participants. The aim of the regular strategic dialogue is to address the above shortcomings and to contribute to the improved use of the potential for knowledge and innovation with regard to the gender dimension in research, science and society.

As with the preceding presentations, the discussion stressed that it was absolutely necessary to make a sharp distinction between the task of reinforcing the analytical category of gender in research and innovation and the task of promoting gender equality and the balanced representation of men and women in science. Such a distinction is crucial in order to place the specific goals and challenges of integrating the gender dimension into research and innovation at the very heart of future considerations.

Who should participate?

The participation of representatives of all key stakeholders in science and innovation is a fundamental requirement if synergies are to be created between existing approaches on the one hand and if discrepancies are to be bridged between well-informed intentions and their practical implementation in the integration of the gender dimension into science and research on the other. Here, the main concern is to bring together the knowledge and findings of European gender researchers and their respective associations – in other words, the “knowledge level” – with the expertise of the responsible implementation level. In this connection, the goal is to enable a successful exchange between the institutions and organisations tasked with implementing the integration of the gender dimension and the existing knowledge level.

The intended dialogue partners include:

- Knowledge level
 - Associations and networks of scientists, for example the European Platform of Women Scientists EPWS and the European Association for Gender Research, Education and Documentation (ATGENDER)
 - National and European scientific societies (sections, working groups), for example the Fachgesellschaft Gender Studies e.V. (Gender Studies Association) in Germany, the European Society of Women in Theological Research (ESWTR) and the European Network

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of Women and Gender Archaeology/Working Party Archaeology and Gender in Europe (AGE)

- Specialised advisory bodies at national and European level, for example the Horizon 2020 Advisory Group on Gender
- Relevant national and European projects, for example GENDER-NET ERA-NET and Gendered Innovations
- Gender research institutions and their associations, for example the Konferenz der Einrichtungen für Frauen- und Geschlechterstudien im deutschsprachigen Raum (KEG, Committee of Women's and Gender Studies Institutions in German-Speaking Areas)

➤ Implementation level

- Research institutions and their national and European associations, for example the Deutsche Hochschulrektorenkonferenz (HRK, German Rectors' Conference), the League of European Research Universities (LERU), the European University Association (EUA) and the European Women Rectors Platform, which may be represented if necessary by their respective working groups
- Research funding organisations and their national and European associations, for example the Deutsche Forschungsgemeinschaft (DFG, German Research Foundation), the Wissenschaftsfonds (FWF, Austrian Science Fund), the Österreichische Forschungsförderungsgesellschaft (FFG, Austrian Research Promotion Agency), the European Research Council (ERC), the Forskningsrådet (Research Council of Norway) and the Irish Research Council, which may be represented if necessary by their respective working groups
- Mixed associations of research institutions and research funding organisations, for example Science Europe or the European Science Foundation (ESF) and its respective successor organisation, which may be represented if necessary by their respective working groups
- Publishing and assessment bodies of scientific journals, for example Science, Nature
- Research departments and their corresponding specialist departments at national and European level, for example the Bundesministerium für Bildung und Forschung (BMBF, German Federal Ministry of Education and Research) – Unit 124: Equal Opportunities in Education and Research, and the European Commission's Directorate-General for Research and Innovation, Directorate B7 - Science with and for Society, Sector: Gender
- Specialised ministerial advisory groups, for example the Helsinki Group on Gender in Research and Innovation

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- Specialised advisory bodies that provide practical information and support in applications for research funding at national and European level, for example Frauen in die EU-Forschung (FiF, Women into EU Research) in Germany
- Research policy advisory bodies/research councils at national and European level, for example the Tutkimus- ja innovaationeuvosto (Science and Technology Policy Council of Finland), the Wissenschaftsrat (WR, the German Council of Science and Humanities) and the Schweizerischer Wissenschafts- und Technologierat (SWTR, Swiss Science and Technology Council).

What are the strategic goals of the planned cooperation?

A strategic goal of the cooperation should be to develop a coherent joint action plan for implementing the gender dimension in research and innovation. By integrating the perspective and expertise of all the partners, the plan would instigate and promote a cultural change in science and innovation. Hence the strategic objectives of the planned cooperation include:

- Strengthening and supporting the implementation of existing strategic plans and recommendations for the integration of the gender dimension into research and innovation
- Calling for an evaluation of (political) measures and their dissemination
- Strengthening horizontal and vertical communication between the bodies dealing with this issue in order to obtain enhanced information on current findings and on successful and problematic approaches adopted by working groups, associations, relevant EU and national projects
- Forming strategic alliances and partnerships to maximise the impact of existing approaches towards the binding integration of the gender dimension into research and innovation at all levels
- Collecting meaningful indicators; these should be agreed upon by the stakeholders and their application coordinated. They should be implemented, checked regularly, monitored and controlled; the collection of appropriate data must be updated and differentiated. Possible synergies should be identified and exploited
- Attaching fundamental value to consideration of the gender dimension in research and innovation: additional (financial) incentives should be created and granted; equally, neglect or disregard of this category in relevant contexts should be penalised or sanctioned
- Developing and implementing shared communications and social networking technologies to increase understanding and appreciation of the category of gender in research and innovation
- Identifying and visualising any existing permanent deficits in the relevant fields; this approach can be used to identify both shared features and differences

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- Applying innovative, integrative strategies for inclusion of all partner institutions in order to build up well informed, diverse and effective gender competence in research and research funding institutions, to establish publishing and review bodies, etc., especially in regard to the education and encouragement of young scientists and practitioners
- Identifying and using possible synergies

Proposals for a plan to establish a sustainable dialogue

Proposals were discussed in regard to devising a plan for a sustainable dialogue as suggested. The central focus was on the question concerning an appropriate format for a shared exchange of knowledge and experience.

The starting point of the discussion was the proposal, submitted by the organisers, to form a strategic alliance or an analytical and politically effective panel of representatives at the levels of knowledge and action which should regularly hold working meetings or round table talks at national and European level. A further suggestion was to involve, as far as possible, the stakeholders in science and innovation with the aim of listening carefully to all their views, not only in terms of their institutional experience, interests and goals, but also in terms of the formal and informal barriers, reservations and views which might facilitate or hinder implementation of the gender dimension in its respective context. In this regard, emphasis should be placed on developing ideas or visions to identify and use synergies and to realise necessary improvements.

The various proposals of the organisers were generally welcomed by the conference participants. On this basis, the discussion especially pointed out the importance of arriving at a more detailed agreement on the fundamental approach to the desired alliance in order to implement the proposed format. To this end the following selection of questions and issues was proposed and frequently provoked vehement discussion:

- Should the primary goal be the exchange of knowledge and experience or should the findings of the alliance also be of a recommendatory or binding character?
- Should the focus be on the substantive level in the field of science or should the structural/staffing level also be addressed?
- What size and what potential for policy-making should the alliance have?
 - A small, explicitly composed, high-profile group with influence on policy-making and successful in “reputation competition” in order to act as effectively as possible, to carry out monitoring tasks and to issue recommendations (in the sense of self-recommendation)

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- Explicit integration of gender research and its theoretical contributions
- Pro-active persons should have central positions in the alliance in science and show demonstrable interest in achieving goals in this problem area
- Should more than one body be appointed if necessary with a division of tasks/responsibilities, or is an alliance of key stakeholders with greater influence on policy-making to be preferred?
- Should key policy-makers capable of raising public awareness for this issue be procured for this matter?
- Alliances at national or European level require precise actors as well as topics for discussion which take into account the specific national or international level of development or progress in regard to the respective national or international context.

Prospect

The results as well as the consenting and interested echo following the conference and ensuing considerations have encouraged us to further develop and focus the concern of the project “Ready for Dialogue” in order to achieve the intended results.

Considering the development of science policy at national and European level and given the currently dominant discourses in science studies, both, the knowledge level as well as the level of implementation are subject to constantly changing conditions. New issues will be emerging, a new response behaviour will be expected. Readiness for more responsiveness will be required, compelling both politics as well as science and research to appropriately respond to the aims and issues set and formulated by society. In this context, targeted responses to the challenges of equal opportunities in science and research as well as the adequate consideration of the gender perspective in the conception and implementation of research projects and their responsible financing are becoming ever more urgent.

The relationship of science and society, the reciprocal interchange and mutual permeation of science and society, the necessity for an intensive debate of science with society, the dialogue between professionals and non-professionals, thus the transition from the traditional paradigm of scientific discovery (Mode 1) stipulating a distinction between scientific and societal actors to a new paradigm of knowledge production (Mode 2)¹⁸, also requires more convincing action and responding to urgent issues with regard to the integration of the gender perspective in science and research as discussed by this conference documentation. Responsible Research and Innovation (RRI), the key action in Horizon 2020 with respect to “Science with and for Society”, also calls for a more distinct consideration of the gender dimension.

It is envisaged that on the path to a new scientific culture as well as to a forward-looking, competitive gender-sensitive notion of excellence in science and research, the proposed dialogue and the suggested alliance of the knowledge and the implementation level will render a valuable contribution. It is our intention, therefore, to continue the strategic discussion with all levels and to use numerous possible occasions for the presentation of further results.

Dr Maren A. Jochimsen

Dr Brigitte Mühlenbruch

¹⁸ Gibbons, Michael, Camille Limoges, Helga Nowotny, Simon Schwartzman, Peter Scott and Martin Trow (1994): The new production of knowledge: the dynamics of science and research in contemporary societies. Los Angeles et al.: Sage); Nowotny, Helga, Peter Scott and Michael Gibbons (2001), Re-Thinking Science. Knowledge and the Public in an Age of Uncertainty. Oxford; Polity Press; Etzkowitz, Henry (2008): The Triple Helix: University-industry-government Innovation in Action. London: Routledge.

Programme

Ready for Dialogue

Conference on the Gender Dimension in Science and Research

dbb forum berlin, Germany, 05th of November 2015

- **09:00 Registration**
- **09:30 – 10:00 Opening Remarks**
Dr. Maren A. Jochimsen, Essen College of Gender Research
MinDir Matthias Graf von Kielmansegg, Federal Ministry of Education and Research
Dr. Brigitte Mühlenbruch, European Platform of Women Scientists
- **10:00 – 11:15 Approach**
 The gender dimension of research and innovation content. 15 years of development in EC research policy
Prof. Dr. Ineke Klinge, Horizon 2020 Advisory Group on Gender
- **11:15 – 12:30 Challenges**
 Challenges with respect to the scientific recognition of the gender dimension in science, research and innovation
Dr. Anne Pépin, Mission for the Place of Women at the French National Center for Scientific Research (CNRS)
- **12:30 – 13:30 Lunch Hour**
- **13:30 – 14:45 Positioning**
 Gender studies and gender policies – two sides of the same coin?
Dr. Dagmar Simon, WZB Berlin Social Science Center
- **14:45 – 15:30 Ready for Dialogue?**
Dr. Sabine Haubenwallner, Austrian Science Fund (FWF)
- **16:00 – 18:00 Strategy**
 Establishing a regular dialogue on the integration of the gender dimension in science and research
 Moderated discussion of a common strategy paper
Dr. Maren A. Jochimsen, Essen College of Gender Research
- **18:00 – 18:30 Closing Remarks**
- **18:30 Anniversary Celebration**
 European Platform of Women Scientists EPWS

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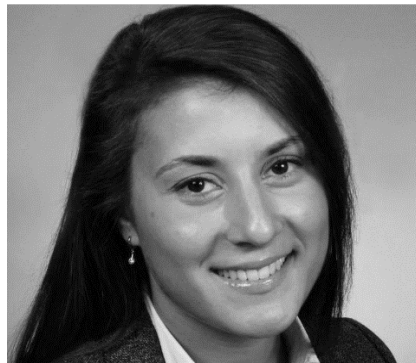
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