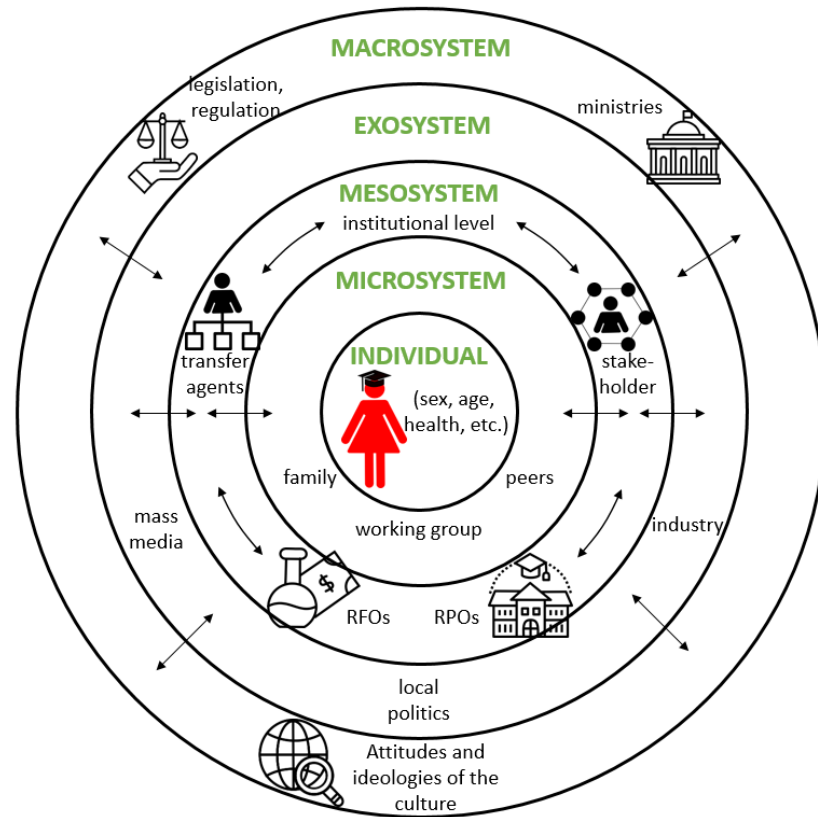


CHANGE

Co-creating structural change through research funding policies



Towards Gender-Inclusive Research Programmes and Funding



WP5 Co-Leaders

IFAM: Janne Haack, Madlen Baumert

BBC: Maya Ahkenazi, Hana Himi

April 26th, 2022

RFO – research funding organisation
RPO – research performing organisation



Gender Equality Aspects in Research Funding Processes



- Gender balance among researchers in funding programmes and funding organisations
- Gender balance in RFO decision-making bodies (e.g. evaluation committees, experts and boards)
- The integration of the gender dimension into research content



Objectives

- To **map gender in research** programmes and funding ✓
- To establish a **network of RFO** stakeholders ✓
- To **propose strategic actions** to improve gender-inclusive research programmes and funding ← In progress



Desk and Field Work



SWG-GRI Standing Working Group on Gender in Research & Innovation

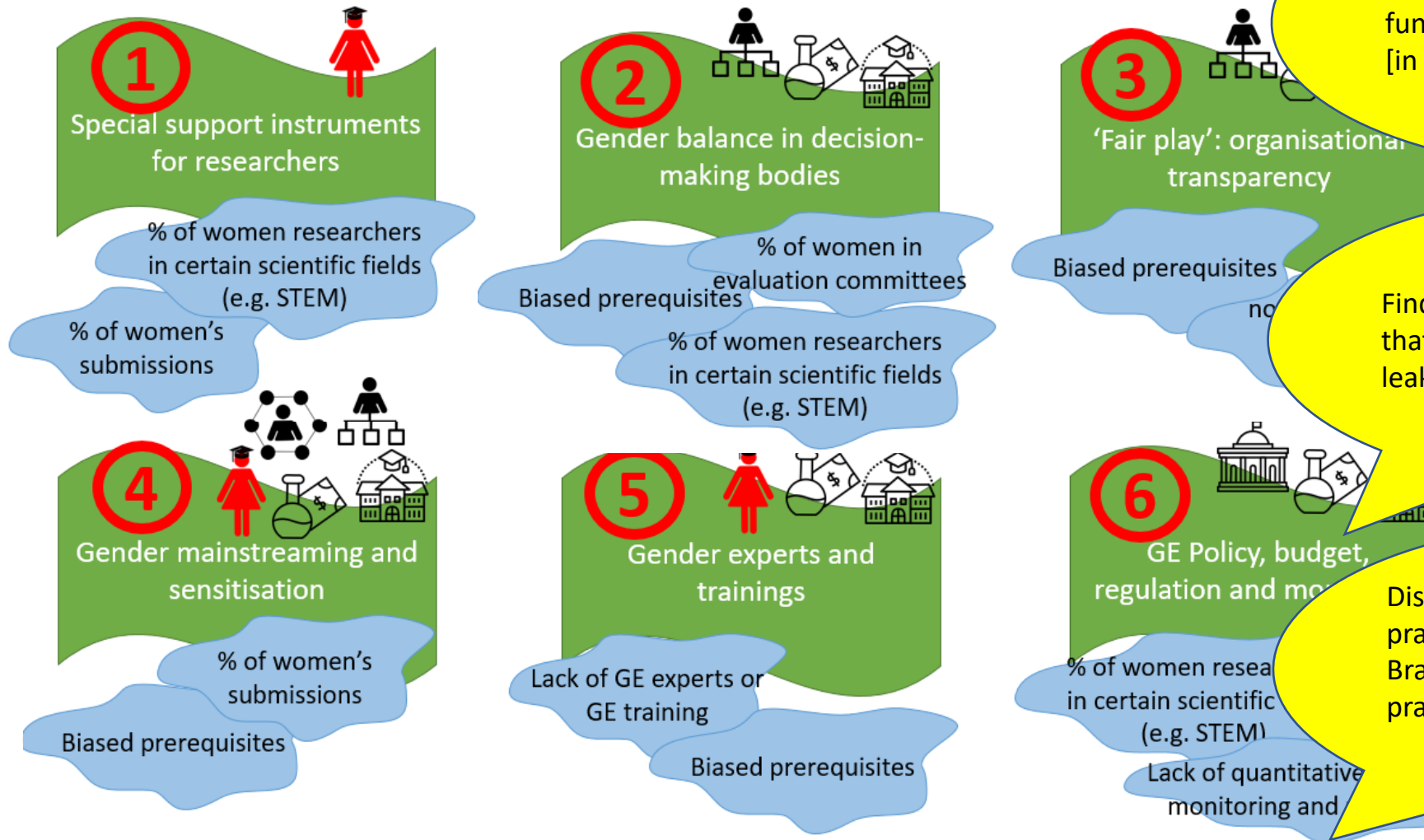


Methodology

- The ['leaky pipeline' model](#)
- The [ecology of human development model](#) (Bronfenbrenner 1979)
- The [CHANGE typology](#) of gender-inclusive good-practices



Aims and levels of implementation of the six types of gender-inclusive good practices CH



Identify **the leakiest spot** in funding processes in one's country [in all gender equality aspects]

Find 1-2 types of good practices that are most relevant to the leakiest spot in one's country.

Discuss ideas to adapt these practices in one's country. Brainstorm for more feasible good practices

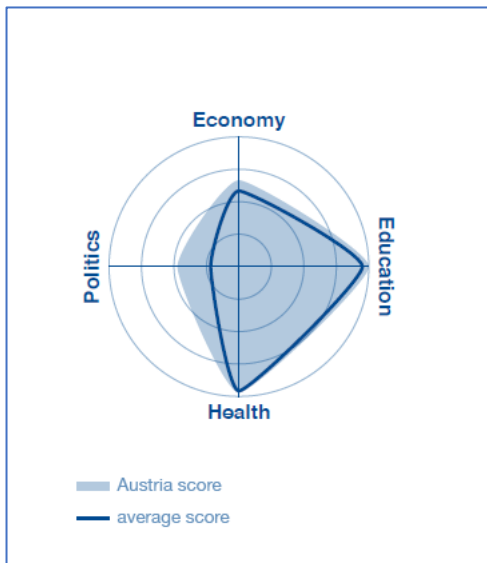


Results and initial recommendations

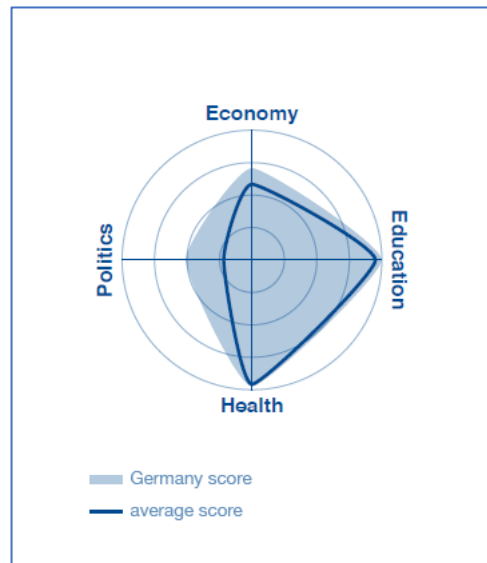


Indicator	EU average	Austria	Germany	Israel	Portugal	Slovakia	Slovenia
Country innovation profile (European Commission 2021)		strong innovator	strong innovator	strong innovator	moderate innovator	emerging innovator	moderate innovator
Gross domestic expenditure on R&D as % of GDP (OECD 2021)	2.12% ¹	3.13%	3.19%	4.93%	1.40%	0.83%	2.05%
Gender Equality Index (EIGE 2021)	68	68	68.6	n/a	62.2	56	67.6
Global Gender Gap Index (World Economic Forum 2021) [rank out of 156 countries is indicated in brackets]		0.777 [21]	0.796 [11]	0.724 [60]	0.775 [22]	0.712 [77]	0.741 [41]
% of women among doctoral graduates (SHE Figures 2021, Figure 2.1 p. 27)	47.80%	44.0%	45.2%	53.1%	52.9%	49.2%	54%
Glass ceiling index 2018 (SHE Figures 2021, Figure 6.6 p. 194)	1.59	1.55	1.33	2.33	1.71	1.74	1.39
Women to men ratio of authorship in all fields of R&D, 2013-2017 (SHE figures 2018, Figure 7.1 p. 138)	0.55	0.44	0.41	0.52	0.78	0.61	0.59
Research funding success rate differences between women and men, 2019 (SHE Figures 2021, Figure 7.12, p. 259)	-3.6	-7.2	-0.20	-2.7 ²	-2.9	-7.7	0.4

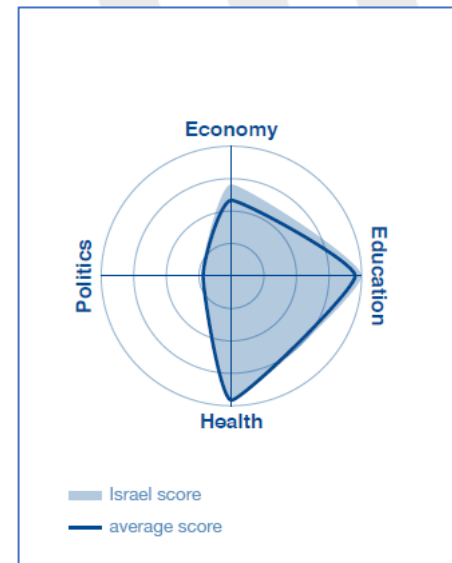




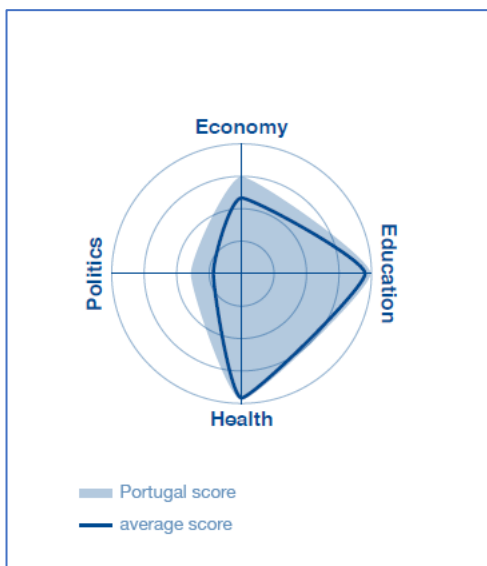
AUSTRIA



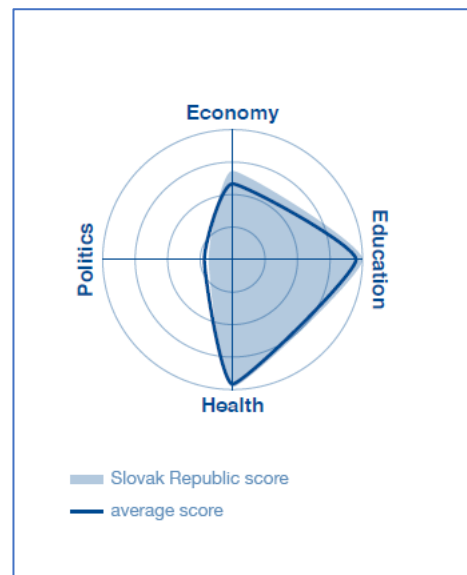
GERMANY



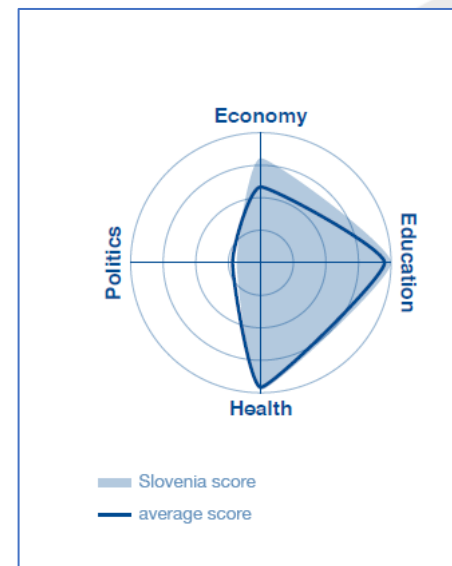
ISRAEL



PORTUGAL



SLOVAKIA



SLOVENIA

Data extracted from the Global Gender Gap Report 2021, World Economic Forum



Recommendations

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Austria



Germany



Israel



Portugal



Slovakia



Slovenia

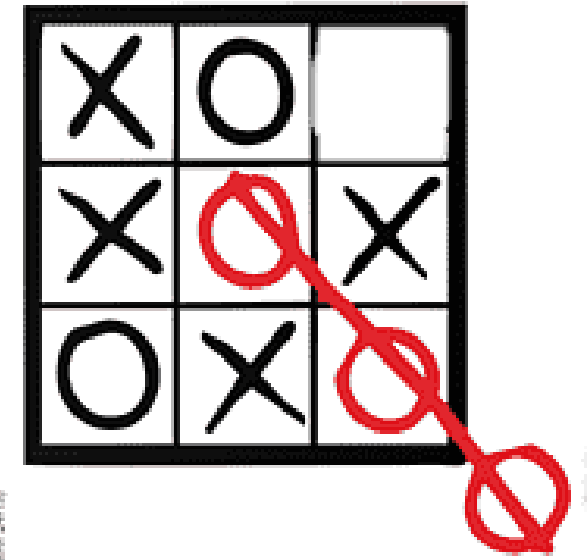


Conclusions

- Regardless of regulative measures and some good practices in some RFOs, it seems that women researchers in all countries still face inherent gender gaps in research funding processes
- Therefore, intervention actions should be implemented in two directions:
 - **'Inside the box'**: implementation of practical measures to raise awareness, educate, neutralize unconscious biases and support gender-balanced research funding processes.
 - **'Outside the box'**: critical thinking on the research system itself, questioning the fundamentals of research assessment and research funding processes, suggest structural changes in the system.

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THINK
OUTSIDE
THE BOX



“How can one challenge and change a research system that is still governed by old-boy networks and which is still based on the grant rush, on competition, on hyper-productivity and on the fact that subjects are expected to be fully available at all times?”

[...]the problem needs to be tackled directly, trying to fight and change the system itself, starting from gender inequalities to other types of inequalities, such as those based on sexuality, class and ethnicity. In short, it is about changing the very roots of the system.”

Murgia and Poggio (2019)

Murgia, Annalisa and Barbara Poggio. 2019. *Gender and Precarious Research Careers: A Comparative Analysis*. London and New York: Taylor & Francis Ltd.



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