

# Why we need Gender Equality Plans in Industrial Research

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# Gender in technology & innovation



Do you know the „Hallway-testing method“?



**„I- methodology“:  
designers consider  
themselves as  
representative of  
the users.**



# Gender in technology & innovation



US Air Force: average fighter pilot?

- 10 measurements of 4,000 pilots
- no two pilots with long arms would have legs of the same length or torsos of the same size
- instead of designing for the non-existent average pilot, USAF decided to make their designs adjustable (Hough 2015)

<http://genderedinnovations.stanford.edu/what-is-gendered-innovations.html>

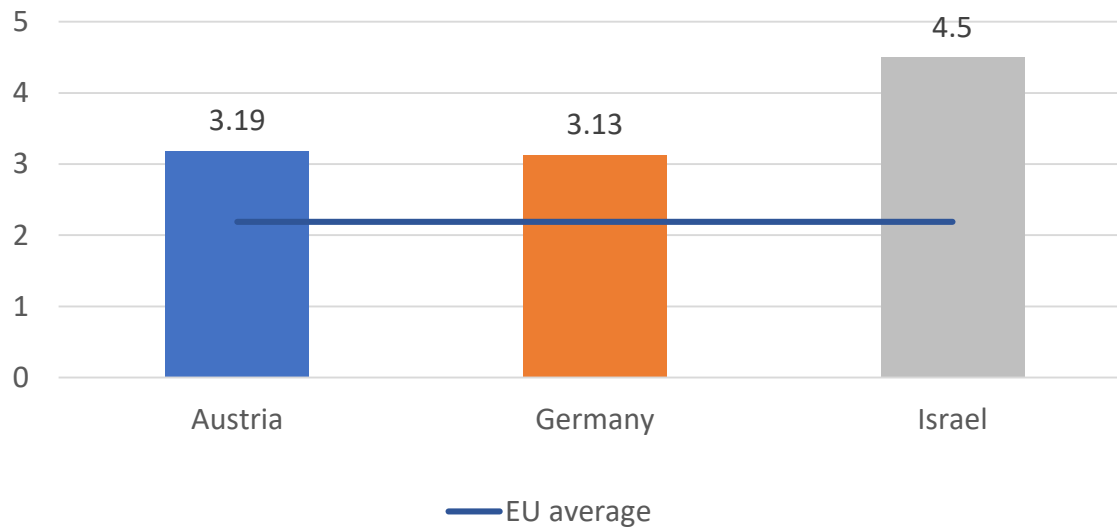
GEECCO video „Humans & Computers“:  
<https://youtu.be/vrWx91RdmGo>



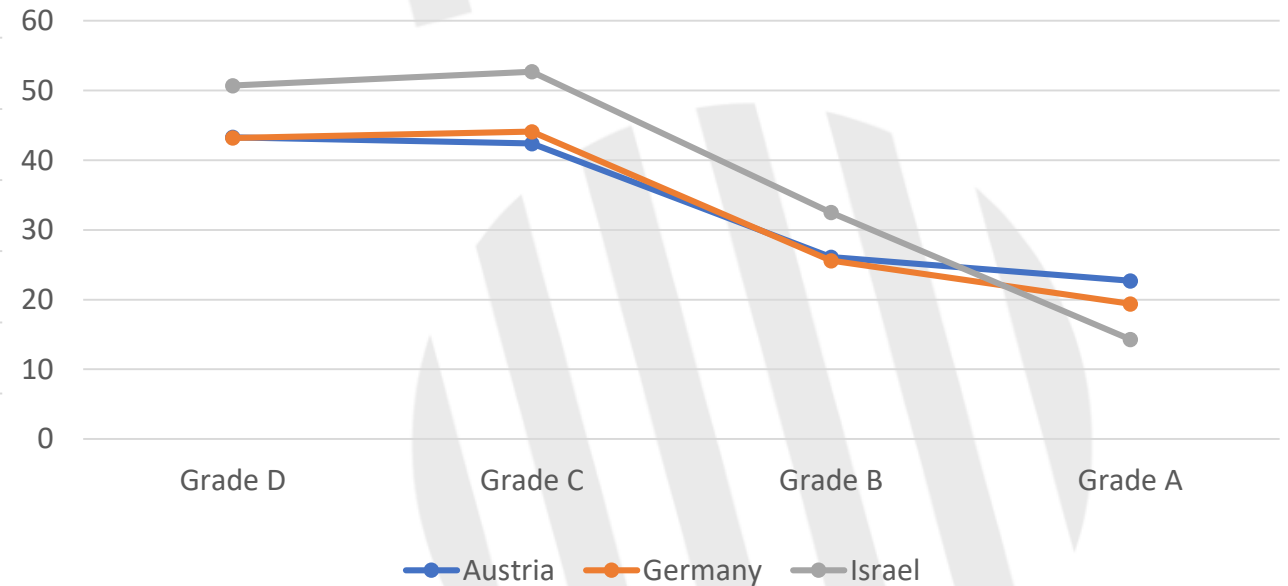
# Let's take a look at strong innovator countries



Gross domestic expenditures on R&D as percentage of their GDP

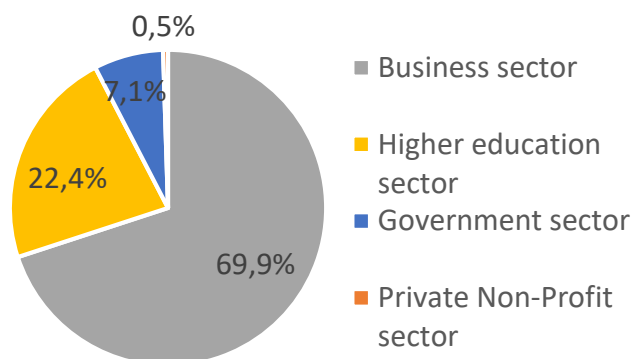


Proportion (%) of women among academic staff, by grade and total, 2016



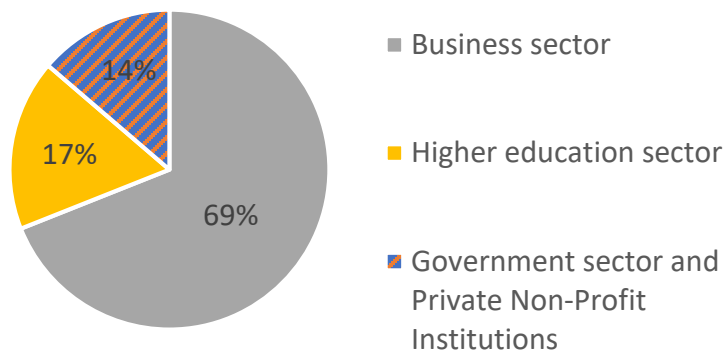
## And where is the money going?

Proportion of research expenditure in Austria by sector in % <sup>1</sup>



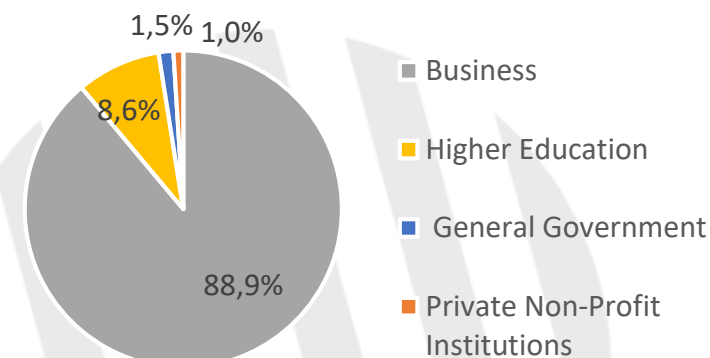
<sup>1</sup> Source: Federal Ministry of Education, Science and Research et al. 2020

Internal expenses for research and development 2019 in Germany by sector in % <sup>2</sup>



<sup>2</sup> Source: Statistisches Bundesamt, [www.destatis.de](http://www.destatis.de), 2020

National Expenditure on Civilian R&D in Israel, by Operating Sector 2019 <sup>3</sup>



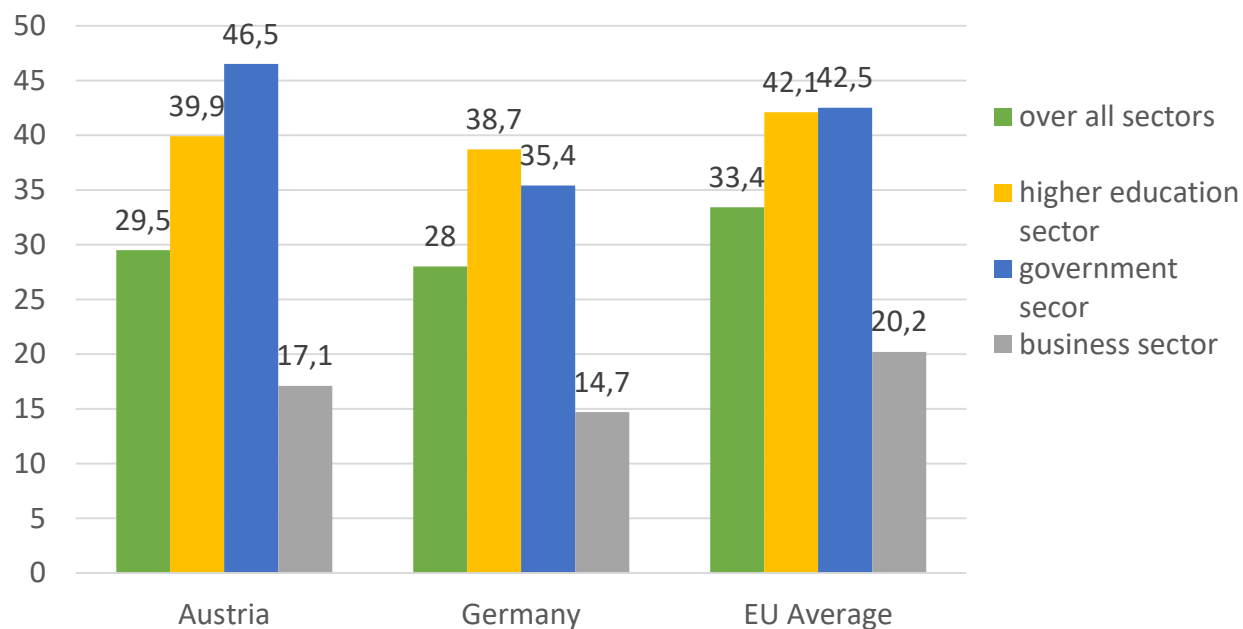
<sup>3</sup> Source: State of Israel, Central Bureau of Statistics (2020), [https://www.cbs.gov.il/he/mediarelease/DocLib/2020/345/12\\_20\\_345e.pdf](https://www.cbs.gov.il/he/mediarelease/DocLib/2020/345/12_20_345e.pdf)



## How about gender equality?

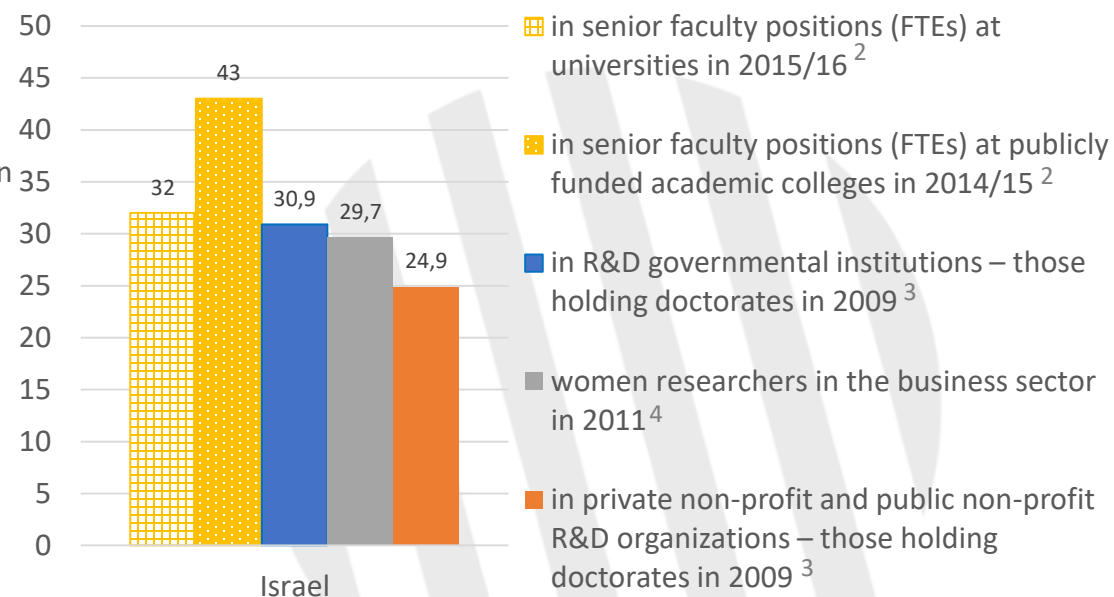
Even though in terms of women's presence in research and research funding these strong innovators manifest gender imbalances

Share of women researchers <sup>1</sup>



<sup>1</sup> Source: European Commission: She Figures 2018, Figure 4.1, 4.5, 4.6, 4.7

Share of women



<sup>2</sup> Source: <https://m.knesset.gov.il/EN/activity/mmm/me040618.pdf>

<sup>3</sup> Source: [https://www.cbs.gov.il/he/mediarelease/doclib/2011/292/12\\_11\\_292e.pdf](https://www.cbs.gov.il/he/mediarelease/doclib/2011/292/12_11_292e.pdf)

<sup>4</sup> Source: <https://www.cbs.gov.il/he/publications/DocLib/2014/1550/excel/t25.xls>



# Good practice and policies in Austria (expert interview results)



- Legal framework and gender policies are in place:
  - 2000: the Austrian government committed to gender mainstreaming
  - 2002: gender equality is a leading principle for all universities (“Universitätsgesetz 2002”) → gender equality plans (GEPs)
  - 2009/2013 budgeting reform: gender included as one of five impact goals for the public sector.
- Exemplary good practices in Austrian research funding (focus on applied research):
  - Gender in technology & innovation calls (FFG: FEMtech, Laura Bassi, Vienna Business Agency: Fempower, Women’s bonus)
  - Gender experts in the organisation and in the evaluation (FFG, Vienna Business Agency, Austrian Chamber of Labour)
  - Gender as standard evaluation criterion in all calls (FFG, Vienna Business Agency)

Ca. 2% of  
total  
budget



# Why we need GEPs in industrial research ...

While 70% of national research budgets are allocated in the business research sector, the share of women researchers in BE lies below 20% in Austria and Germany

*"There are three motives: One motive is justice. But, the second motive is that innovation comes from diversity and because there are verifiably product developments, which stumbled, because mono-cultural teams worked on them. And the third is that there is a skilled labour shortage and with the leaky pipeline there is an underused potential of labour there. I think, we already stated that in 2005 and I believe it is still true."*  
(AT\_RFO07\_F\_EI09)

One of the main challenges is to transfer policies and gender-inclusive good practices from the HE & GOV to industrial research!



# Implementing GEPs with CHANGE

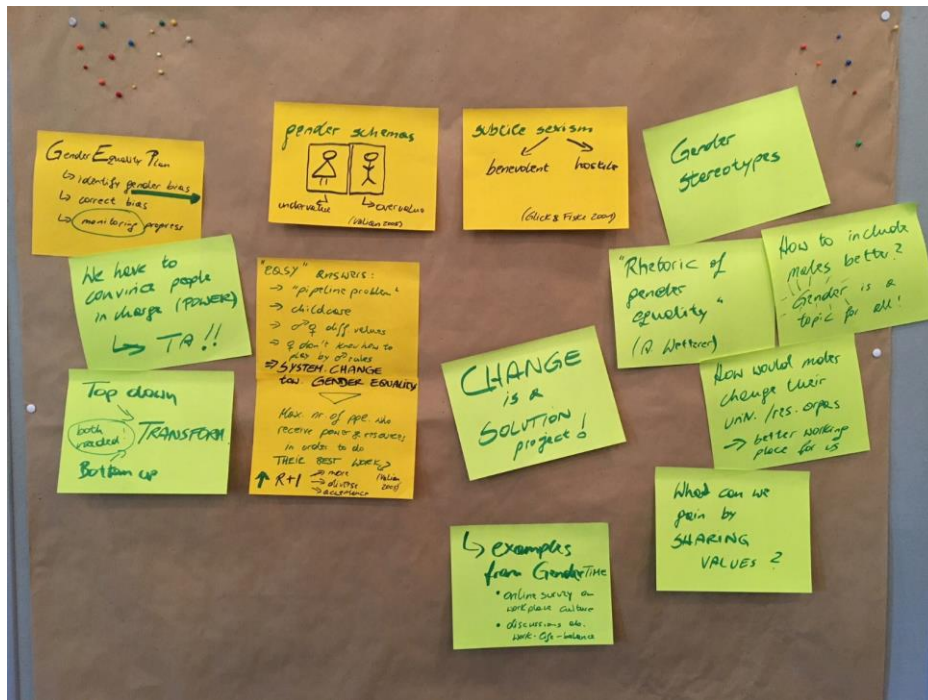


CHANGE contributes to a

- structural change towards gender equality in the European Research Area by
- stimulating institutional cultural change towards gender equal work environments in RPOs and
- fostering the importance of gender dimension inclusive research and innovation programmes in RFOs.

• Duration: 2018-2022

<https://www.change-h2020.eu/>



# Community of practice: co-creating gender equality knowledge together



[https://www.change-h2020.eu/austria\\_news.php](https://www.change-h2020.eu/austria_news.php)

## GENDER IN DER ÖSTERREICHISCHEN TECHNIKFORSCHUNG – WORKSHOPSERIE

Werden Sie Teil einer Community of Practice in Österreich, die sich zu den Themen Geschlechtergleichstellung in Wissenschaft und Forschung, sowie Genderaspekten in Technik und Innovation austauscht und Wissen aufbaut!

Wir starten mit einer Workshop-Serie, die Sie und Ihre Organisation unter anderem "Gender-fit für Horizon Europe" machen soll. Das Ziel ist durch eine kontinuierliche Teilnahme relevantes Gleichstellungswissen für Ihre Organisation aufzubauen und insbesondere die Gender- und Diversity-Relevanz Ihrer Technikforschung zu erarbeiten.

*Das IFZ führt vier Workshops **kostenlos** — im Rahmen des EU-Projektes "CHANGE — CHAlleNging Gender (In)Equality in science and research" mit Ihnen gemeinsam durch.*

*Wir bitten Sie um Verständnis, dass wir die **Teilnehmer\*innenzahl pro Workshop begrenzen** müssen, wobei frühere Anmeldungen vorrangig berücksichtigt werden. Darüber hinaus können max. 2 Personen aus derselben Organisation teilnehmen.*

### 1. Online-Workshop "Gender-fit für Horizon Europe", Montag, 28. Juni 2021, 15:00–17:00

Moderation: Anita Thaler & Sandra Karner (IFZ)

Inhalte:

- "Gender Equality Pläne (GEPs), das neue Zulassungskriterium in Horizon Europe" — Vortrag und Diskussion mit Kay Felder (FFG)
- Benchmarking-Übung der beteiligten Organisationen
- Tipps und Tricks zur Implementierung von GEPs aus dem EU-Projekt CHANGE



This project has received funding from the European Union's Horizon 2020 Research & Innovation Programme under Grant Agreement no. 787177.

# Thank you for your attention!



Anita Thaler, Maya Ashkenazi, Madlen Baumert, Janne Haack, Hana Himi, Sandra Karner (forthcoming). **The Hidden Potential: Gender in research funding of three strong innovators.** In: Critical Issues in Science, Technology and Society Studies – STS Conference Proceedings 2021, Graz. <https://sts-conference.isds.tugraz.at/event/14/page/244-conference-proceedings>.

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