



Institute of Sociology
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gender & science

REFORMING RESEARCH ASSESSMENT TO FOSTER GENDER EQUALITY, DIVERSITY AND SOCIAL RESPONSIBILITY OF RESEARCH AND INNOVATION

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POLICY FRAMEWORK FOR THE NEW ERA: AMBITION TO BE CONFIRMED

- 2021: Gender equality is one of the priorities of the new European Research Area
 - Communication from the Commission A new ERA for Research and Innovation ([COM/2020/628 final](#)): Recommendation 12: Inclusive gender equality plans
 - Council Conclusions on the New European Research Area of 1 December 2020 ([13567/20](#))
 - Council Conclusions on the future governance of the European Research Area ([14308/21](#))
 - ERA Policy Agenda – Action 5: Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration
- EU Pact for Research and Innovation
- The Ljubljana Declaration
 - Adopted by 37 countries including 25 Member States, the Commission, Associated Countries, and third countries



HORIZON EUROPE: A GAME CHANGER?

- **Eligibility criterion:** Gender Equality Plans
 - As of 2022, applicant institutions must have a gender equality plan (in place by the time of the grant agreement signature)
- **Award criteria:** Integration of the gender dimension in the R&I content
 - A default requirement
- **Ranking factor:** Gender balance for ex aequo proposals
 - Gender equality as a cross-cutting priority

REVISION OF CHARTER AND CODE

- **Triangle taskforce:** Standing Working Group on Open Science and Innovation, Standing Working Group on Human Resources and Mobility, Standing Working Group on Gender in Research and Innovation
- **GOAL2. Review and potential update of the Charter & Code at the light of the future of ERA developments (Chair: Izaskun Lacunza)**
- Report on the Review of the European Charter and Code of Conduct for the Recruitment of Researchers
 - Pillar 1: Research and ethics principles – gender equality, embracing diversity
 - Pillar 2: Recruitment and selection – judging merit
 - Pillar 3: Working conditions and professional aspects
 - Pillar 4: talent development and research evaluation – evaluation and appraisal
- Applicable to all stakeholders, not just researchers

TRANSFORMATION OF RESEARCH AND OF THE SOCIAL CONTRACT FOR RESEARCH

- **New Public Management**: market mechanisms, competition, performance, efficiency
- **Audit culture** (Power 2003) and the entrepreneurial-administrative mode of organising (Linková 2014)
- **Neoliberal policyscape** (Carney 2009)
- **Asymmetrical convergence** (Vallas & Kleinman 2008)
 - Complex co-existence of multiple institutional logics (Lam 2010, Law 1994, Stöckelová 2009) within and across domains
- From **dynastic to dynamic organising** (Linková & Červinková 2011, 2013, Linková 2014)

FROM DYNASTIC TO DYNAMIC ORGANISING

Dynastic

- Long-term outlook
- Leader – independent researchers – early career stage – candidates
- Stability and limited mobility
- Hierarchical
- Institutional (block) funding with no/minor role of competitive funds
- Continuity
- No or limited performance assessment
- Motherhood = slowing down (Linková & Červinková 2012) - combination

Dynamic

- Short-term outlook
- “Boss” – postdocs – doctoral fellows – MA and BA students
- Turnover and stress on mobility
- Flat organizational structure
- Competitive and performance-based institutional funding
- Projects = the life of a student
- Metrics-based performance assessment (IF, H-index...)
- Motherhood = falling behind (Linková & Červinková 2012) – either/or choice



GENDERED DYNAMIC ORGANISING

- Gendered attitudes to highly competitive environments
- Gendered differences in mobility patterns (PhD versus postdoc)
- Differences in family policy (employment impact of parenthood)
- Gendered differences in attribution of merit and evaluation

EXCELLENCE, MERITOCRACY AND INDIVIDUALISM

- Scientific excellence – experts in the field know it when they see it (Lamont 2011)
 - As if self-evident but also elusive and context dependent (van den Brink and Benschop 2011)
- Postfeminist stress on agency, choice and empowerment (Lewis, Benschop, Simpson 2017)
- Making the right choice (Linková, Atay, Zulu 2021)
 - Leadership
 - The maternal wall
 - The likeability paradox
- Carelessness – science as a care-free zone (Lynch 2010) and deflection of responsibility



ROLE OF RESEARCH FUNDERS

- Major players in the dynamic system due to dependence on competitive funding
- Distribution of resources in R&I systems and thus, management of financing instruments
 - Application rates
 - Success rates
 - Funding volumes
 - Representation among evaluators and evaluation committee chairs
- Scientific evaluation of proposals
 - Gender dimension in the content, the default male
- Monitoring of funded projects
 - Authorship policies, communication and visibility
 - Work life balance and working conditions

2018 REVIEW OF RFO POLICIES IN MS & AC

- Little awareness, no policy or action
- Some awareness, uncertainty as to what action to take
- Awareness growing, measures under preparation
- Action taken
- Coordinated action by RFO and RPOs embedded in national policy

Source: SWG GRI 2018



RFO MEASURES FOR GENDER EQUALITY

- RFO structures, decision making and programme governance
 - Gender equality structures in place, including gender equality plans
 - Regular collection of statistical data by gender
 - Monitoring and evaluation provisions
 - Gender balance in research funding decision making
 - Gender balance in evaluation committees
 - Gender equality impact assessment and budgeting
 - Gender mainstreaming of funding programmes, especially eligibility rules and evaluation criteria
 - Policies for work life balance and career breaks in programme design



RFO MEASURES FOR GENDER EQUALITY

- Tackle gender bias in funding decision making
 - Regular training on gender bias
 - Gender proofing of call texts
 - Gender experts on evaluation panels
 - Gender observers on evaluation panels
 - Formalisation and transparency of the evaluation process
 - Multi-dimensional assessment criteria, including diverse career paths with career breaks and different types of outputs



RFO MEASURES FOR GENDER EQUALITY

- Tackle gender bias in project design
 - Address gender dimension in the content of the research design as a default requirement
 - Dedicated funding to fill the gender data gaps to overcome the make default

EUROPEAN POLICY

- **2021: Communication on Global Approach to Research and Innovation** (COM(2021) 252 final)
 - Work toward a common understanding of **fundamental principles and values** in research and innovation, including **gender equality**

Gender equality, diversity and inclusiveness. In line with the Commission's Gender Equality Strategy 2020-2025 and the EU agenda for gender equality and women's empowerment in EU external action, the EU should **mainstream and integrate the gender dimension in international cooperation**. Through dialogue with non-EU countries, it should also **foster gender balance and equality, youth empowerment, inclusiveness, and diversity in the broader sense**, in research and innovation at global level.

EPISTEMIC DIVERSITY COEXISTS WITH EPISTEMIC INEQUALITIES

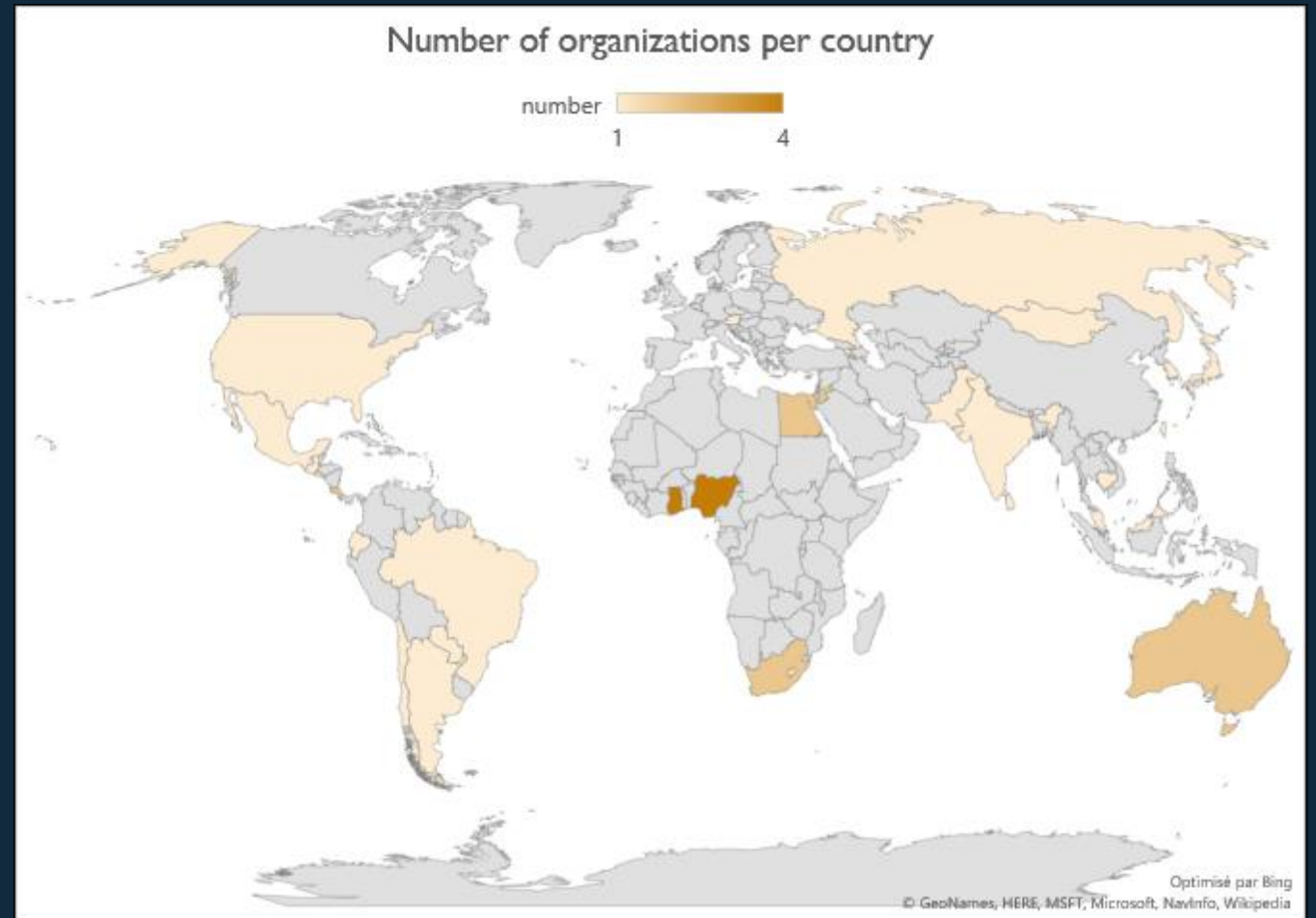
- Power – knowledge regime
 - Who has the power to define what counts as knowledge (Harding 1990)
- Economic
- Political
- Epistemic (Xu 2021)
 - Structure: indices, research funding and infrastructure, publishers
 - Knowledge: language, episteme, publications and citations
 - Agents: Author, co-authors, editors, peer reviewers, mobility

PERSISTENT DIFFICULTIES

- The **inclusion of gender aspects in bi- or multi-lateral agreements in STI cooperation is limited**
 - It tends to be addressed on the **operational level of programmes and calls**
- There is a **lack of examples and guidelines, support for human resources and availability of financial resources**, and this continues to make it difficult for national authorities to include a gender perspective in STI cooperation (e.g. joint research calls, joint calls for proposals)
- Most national authorities and RFOs **do not monitor or evaluate gender aspects in their international STI cooperation** and few are willing to take up monitoring in the future

SURVEY AMONG WOMEN IN SCIENCE / GENDER EQUALITY CSOs

- **12/06/2019 → 31/07/2019:**
Data collection and analysis
- Number of answers: **65**
- Organizations distribution
 - Sub-Saharan Africa: **12**
 - Asia & the Pacific: **14**
 - Central & South America and the Caribbean: **11**
 - Middle East and North Africa: **5**
 - Russia: **1**
 - Unidentified country: **22**



MAIN FINDINGS

- Many **hindrances** exist to women's participation in research in STI that are **shared** among all the regions of the world

- **Stereotypes and toxic behaviors**

- *Science is a male discipline*
- *Cultural & societal expectations and roles of women*
- *Machismo in Higher Education*
- *Lack of support system & women mentors*

Systemic gender discrimination

- *Discriminatory hiring practices*
- *Leaky pipeline*
- *Lack of opportunities*

- **Work/Life balance**

- *Torn between the role of care-giver and work*
- *Research work conditions are not family-friendly*

Economic and material issues

- *Lack of funding*
- *Unattractive wages*

MAIN FINDINGS

- When actions are put in place
 - They are **not suited to women's situations**
 - There are **not enough** of them
 - They only benefit **privileged groups** of women

RECOMMENDATIONS 1/4

- To prevent the reproduction of subordinate integration of third countries' research teams in consortia and the reinforcement of unjustified global epistemic inequalities, including gender inequalities
 - Encourage appropriate forms of engagement of all research participants involved in the wording of research calls
 - Ensure appropriate and legitimate sharing of **Intellectual Property Rights**
 - Tackle **salary inequalities**, including geopolitical ones
 - Do not apply strict **age limits** as eligibility criteria, especially in mobility schemes
 - Provide effective assistance to researchers and their family with **visa and immigration** procedures once a researcher has been accepted for a position, including researchers' same-sex partners who may not be officially recognised in the researcher's home country
 - Implement effective mechanisms to report and deal with **sexual harassment and gender-based violence** in the receiving EU countries

RECOMMENDATIONS 2/4

- To strengthen the role of local communities and grassroots civil society organisations
 - Make a **special effort to reach women researchers for collaboration**
 - Where appropriate, encourage the **inclusion of actors from local communities and civil society organisations**
 - Where appropriate, reserve a **designated share of the programme or project budget** for actors from local communities and civil society organisations, including women's organisations.

RECOMMENDATIONS 3/4

- To provide space for a proper **negotiation of research objects** and interests that will equally **benefit all parties** involved
 - **Encourage and support project activities aimed at negotiating shared research objects across all parties involved** (including different disciplines, academic and non-academic collaborators, and researchers with different cultural backgrounds).
 - Do not evaluate the success of a project strictly based on established quantitative bibliometric indicators. **Facilitate and recognise publications in different languages and for various relevant audiences as well as the possible impact on local communities.**

RECOMMENDATIONS 4/4

- To articulate gender and the possible gendered impacts of research and innovation in content
 - Require an **obligatory consideration of gender in research and innovation content** in submitted research proposals
 - **Provide funding to explore and monitor the unintended gendered aspects and consequences of research projects**, as they may emerge in later stages of research

ERA POLICY AGENDA

- **ERA Policy Action 5: Promote gender equality and foster inclusiveness**
 - Advancing measures to ensure that allocation of funding is not affected by gender biases in research and researchers assessment procedures
 - Expected impact: Enhance the excellence and societal relevance of European R&I by ensuring that research outputs are of the highest quality, rigorous and reproducible, and that emerging technologies and innovations are gender-responsive and benefit European citizens in all their diversity

ERA POLICY AGENDA

- **ERA Policy Action 3:** Advance towards the reform of the Assessment System for research, researchers and institutions to improve their quality, performance and impact
 - Changes in the research practices
 - Overreliance on metrics
 - Coalition on research assessment reform – as of 7 April 303 organisation from 34 countries and international organisations – the call remains open
 - Principles for assessment criteria and principles
 - Qualitative assessment and impact, avoid metrics
 - Diversity, inclusiveness and collaboration
 - Discontinue international rankings

EPISTEMIC DIVERSITY AND INCLUSION FOR RESPONSIBLE RESEARCH

- Gender equality, diversity and inclusiveness need to move from being articulated as a value to being written into concrete actions and provisions
- We need to take seriously
 - Economic inequalities and dependency manifested in the sites of knowledge curation (access to journals, grants, IPR)
 - Local gendered inequalities and hierarchies
 - Intersectional gender dimension in research and innovation
 - Unintended consequences of good intentions

(Fisher 2020; Koch 2020)

RESOURCES

- Standing Working Group on Gender in Research and Innovation
 - Reports, studies, policy briefs, positions papers
- GENDERACTION
 - All deliverable reports and policy advice on
 - Gender in Horizon Europe negotiations
 - Gender equality in the ERA
 - Gender equality in international cooperation



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THANK YOU

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