

Changing technology research for good? -The Austrian case-

Anita Thaler, Sandra Karner & Julian Anslinger

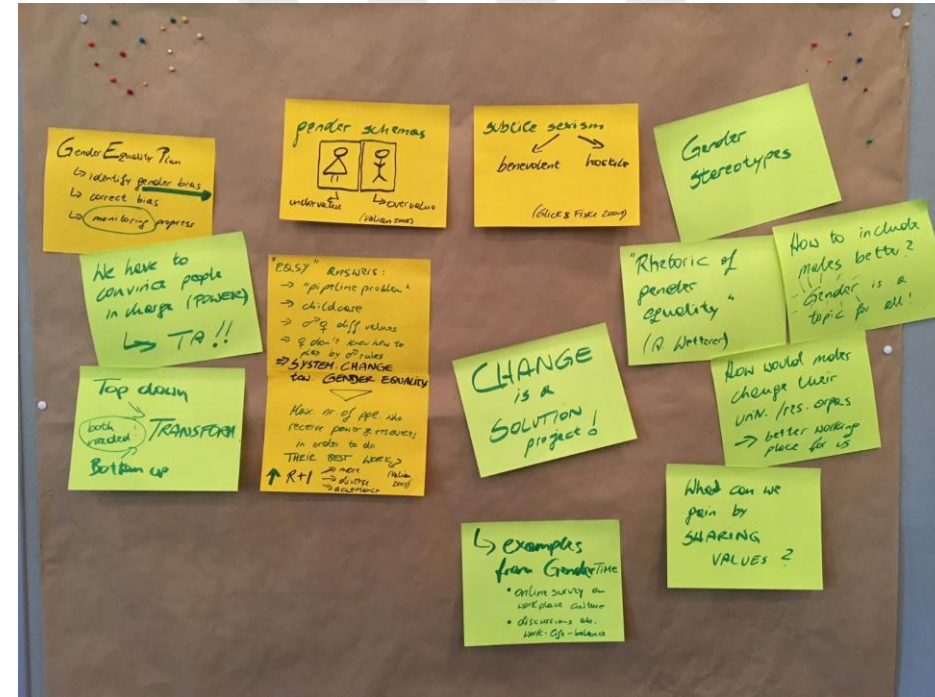


The project CHANGE

Duration: 2018-2022

CHANGE contributes to a

- structural change towards gender equality in 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.**



www.change-h2020.eu

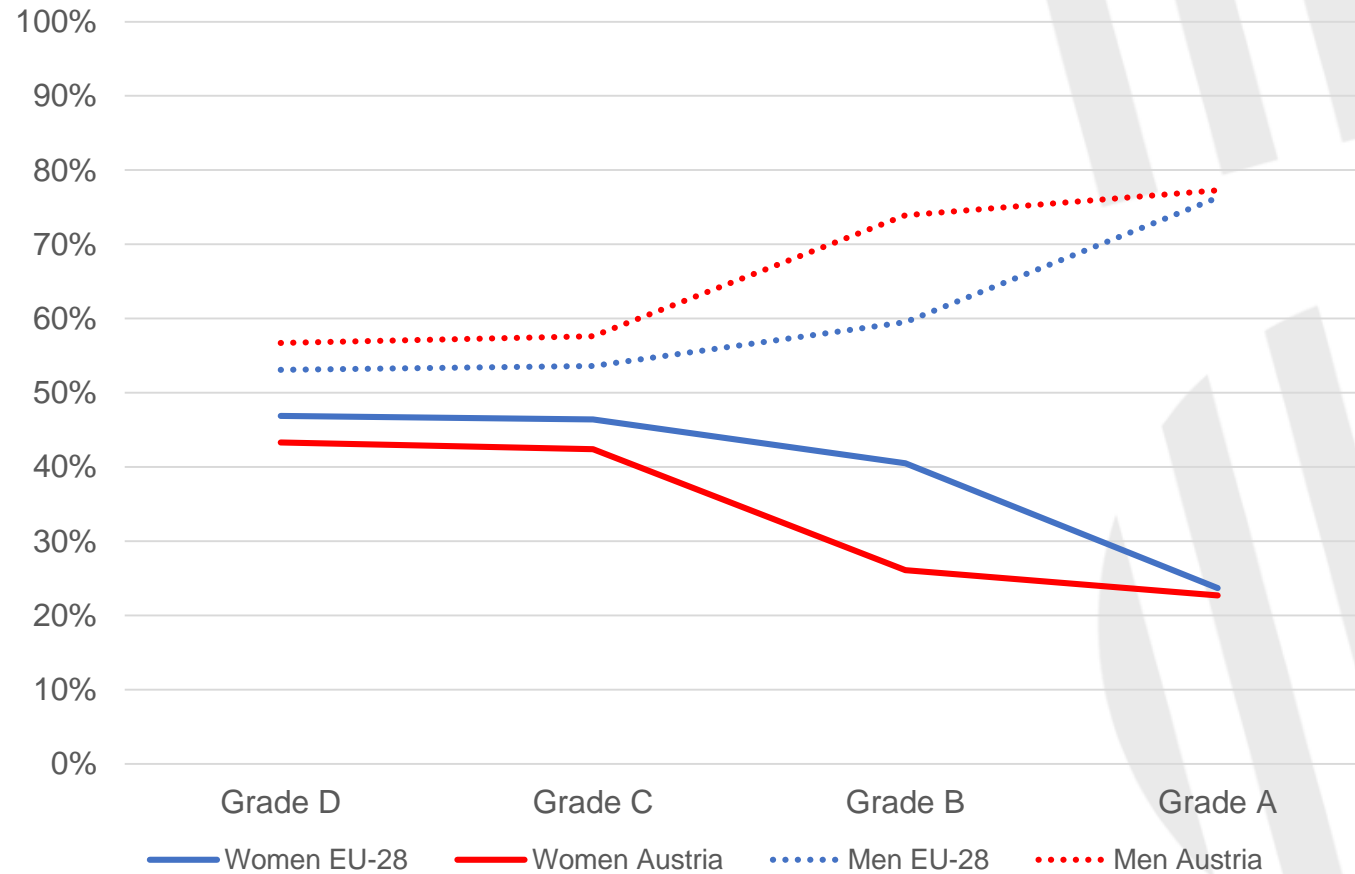
@CHANGE_H2020

The Austrian context

- Spending on Research and Development: 3.14% GDP (OECD 2018)
 - > EU average of 2.42 %
- 12.8 Billion Euro in 2019
(Federal Ministry of Education, Science and Research, 2019)



Proportion of male and female researchers (2016)

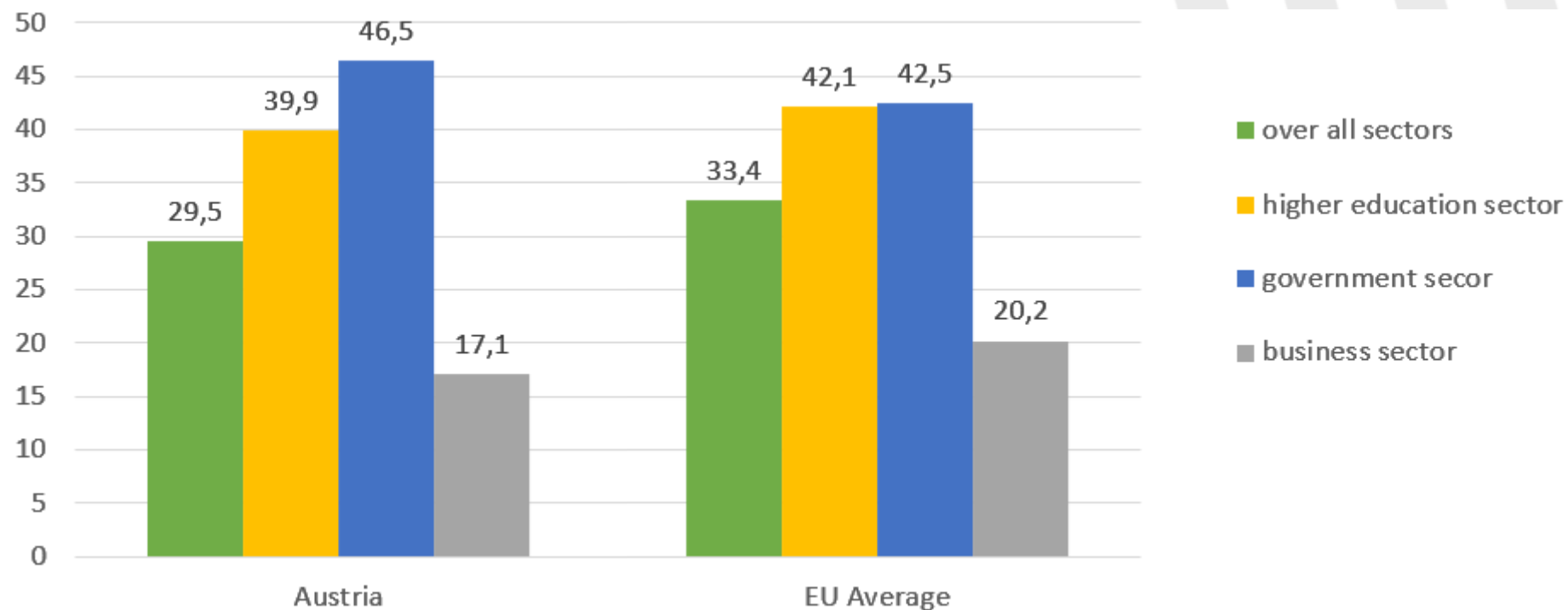


Source: European Commission: She Figures 2018, Table 6.1



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

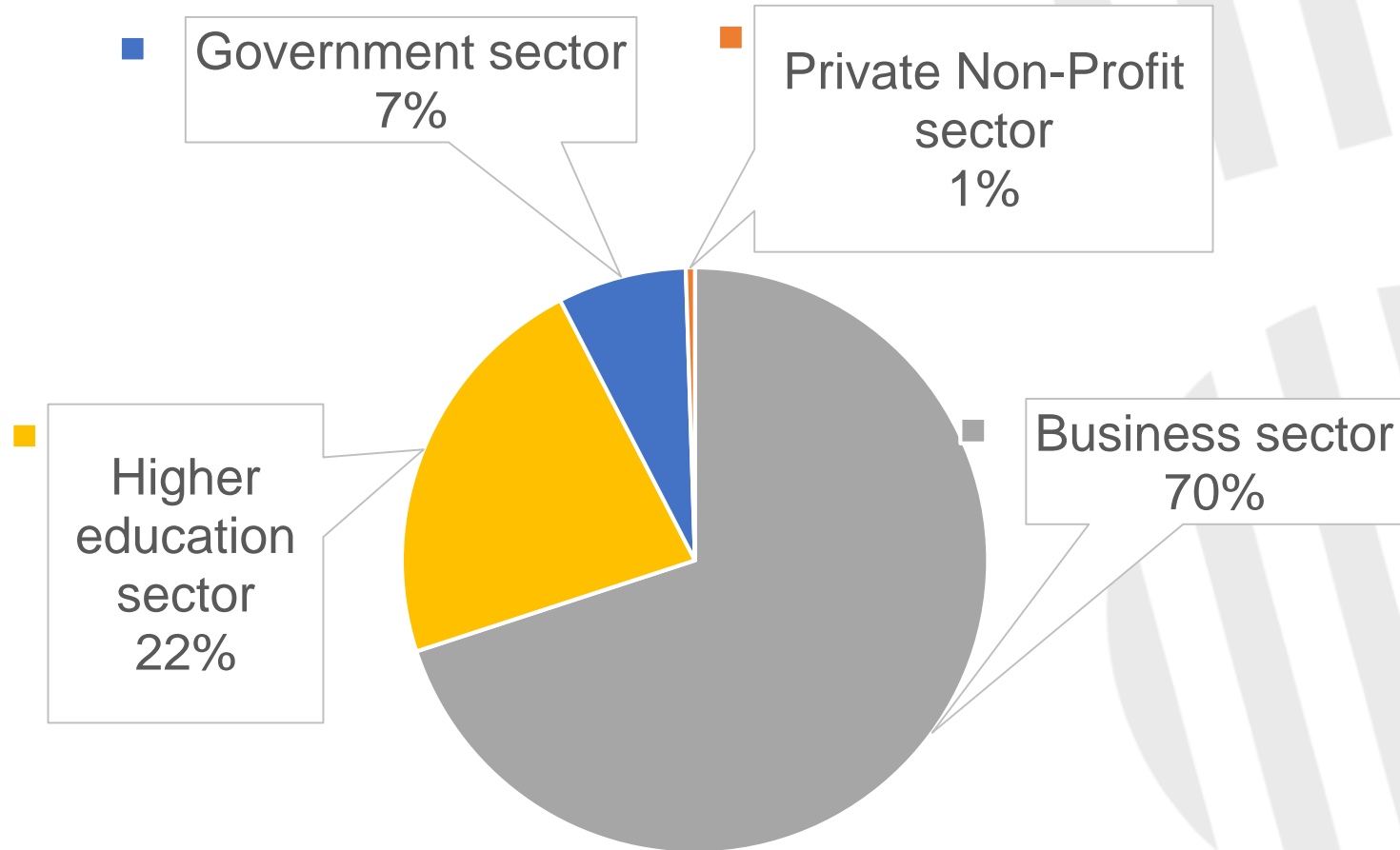
Share of female researchers



Source: European Commission: She Figures 2018, Figure 4.1, 4.5, 4.6, 4.7



Proportion of research expenditure



Source: Federal Ministry of Education, Science and Research et al. 2020



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

Research Question

- In what ways can research funding organisations (RFOs) contribute to gender equality in (technology) research?

Interview Method

- 17 interviews with experts
 - from research funding organisations (RFOs), ministries, and a regional government
 - mainly departments heads or executive administrators
 - in charge research funding in particular and/or research in general
 - 76% women
- Mostly face-to-face with two interviewers
- Transcription of all interviews before analysis

Good Practices in Austria

- 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”)
 - 2009/2013 budgeting reform: gender included as one of five impact goals for the public sector.
- Exemplary good practices in Austrian RFOs:
 - Gender in technology & innovation calls (FFG: FEMtech, 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)



Communities of practice - CoPs



- Co-creation workshop with RFO representatives

- awareness raising
- presentation of good practices
- exchange of experiences



- Workshop-series with technology focussed RPO representatives

- awareness raising in the BE and PNP sectors
- momentum of Horizon Europe (GEPs as eligibility criterion)
- exchange of experiences on GEP development and implementation



Conclusions and Outlook

- Setting up customized GEPs in organisations
 - CoP of technology focused RPOs
- Connecting research budgets to gender policies is a powerful tool to foster GE
 - exchange of good practice and experiences between RFOs
 - monitoring and evaluation of gender equity goals
- Progressing gender imbalance in industrial research
 - Transfer of policies and gender-inclusive good practices from the HE & GOV to the BE and PNP sectors

CH
AN
GE!

THANK YOU FOR YOUR ATTENTION

www.change-h2020.eu

@CHANGE_H2020



RWTH AACHEN
UNIVERSITY



universidade de aveiro
theoria poiesis praxis



NATIONAL INSTITUTE OF BIOLOGY

NIB

Fraunhofer
IFAM

המכללה האקדמית בית ברל
الكلية الأكاديمية بيت برل
Beit Berl College



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