



genSET - gender in science

supported by the European Science Foundation
in preparation of the

European Gender Summit

Public Consultation on the Future of
Gender and Innovation in Europe

Summary Report

www.genderinscience.org | www.gender-summit.eu

Public Consultation on the Future of Gender and Innovation in Europe: Summary of Results

About this Consultation

genSET – gender in science, supported by the **European Science Foundation**, launched a complementary, in-depth consultation on the future of research, innovation and gender in response to the EC Green Paper "From Challenges to Opportunities: Towards a Common Strategic Framework for EU Research and Innovation Funding". This report summarises the findings. The full results will be presented at the **European Gender Summit** on 8–9 November 2011 in Brussels (www.gender-summit.eu). For further information, contact genSET (www.genderinscience.org).

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The Gender Dimension in Science

genSET draws on a thorough research scholarship, as well as on the recommendations from science leaders on what the key problems are and what actions institutions should take to address gender issues that interconnect and impact on scientific quality. This approach offers a fresh perspective on the gender dimension in science, as a combination of influences created at three key junctions of scientific activity: participation, which governs how women and men are organised within and across different disciplines; scientific culture, which determines attitudes to gender roles and differentiates treatment of women and men; and research and innovation process, which controls how the similarities and differences between men and women are regarded in science knowledge-making and its application.

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Executive Summary

In June 2011, genSET – gender in science, supported by the European Science Foundation, launched a complementary, in-depth consultation on the future of research, innovation and gender. The consultation was designed to expand the consideration given to gender issues in the public consultation on the EC Green Paper "From Challenges to Opportunities: Towards a Common Strategic Framework for EU Research and Innovation Funding". The results of the consultation will be discussed in detail at the European Gender Summit in Brussels on 8–9 November 2011 (www.gender-summit.eu) and will feed into the policy manifesto on "Integrated Action on the Gender Dimension in Research."

More than 300 individual and institutional responses from stakeholders in 42 countries were received by 10 October 2011. Of these, 80% originated from EU member states, 10% from other European countries and 10% from the rest of the world. Respondents from all areas of research and innovation participated, including universities, public and private labs, learned societies, associations, research policy, interest groups and commercial R&D. The level of expertise of respondents was very high with 70% of respondents being professionals that work in the fields touched by the consultation.

The responses created an in depth analysis of the three dimensions covered by the consultation:

- Enhancing Research Quality;
- Advancing Effectiveness of Innovation;
- Promoting Structural Change.

In addition to quantitative evaluations, respondents provided more than 900 concrete suggestions and comments concerning the future role of gender in research and innovation systems. Across all of these contributions, a number of key findings emerged:

1 There is an overwhelming support for the inclusion of the gender dimension as a way of improving research quality, innovative potential, and institutional R&D&I capacity that is needed to address the challenges facing Europe. Respondents identified ICT, biotechnology, reproductive technology, pharmaceuticals, engineering design, as well as mission-orientated problems (health,

aging) and societal challenges (climate change and environment) as profitable areas where the gender dimension is a key to better knowledge and offers fresh competitive advantage.

2 Greater clarity is needed with regard to institutional leadership in science – who plays which role and who has responsibility for what aspects of gender equality is not at all obvious at present.

3 Respondents strongly support a more multi- and intra-disciplinary approach to mainstreaming gender – with gender experts working alongside scientists in creating research that is better equipped to identify and capitalize on gender sensitive analysis of problems.

4 There are strong calls for additional policy intervention, at the highest EU-level, and for EC leadership to carry this policy momentum to implementation at national and institutional levels – across all relevant areas of scientific endeavour.

5 There is a recurring call for funding opportunities needed to specifically target gender in research issues; training of researchers on the gender dimension; creating academic professorial posts in the area; and facilitating cross-sector collaborations.

6 There is a shared view that action has to be taken by all stakeholders and key players, spanning all aspects of research – with financial incentives (or penalties).

7 There is a strong conviction that a whole range of leadership gaps can be pinpointed that show serious shortcomings in the capacity to address gender issues effectively.

This report gives a first overview of these findings. The full results will be presented at the European Gender Summit on 8–9 November 2011 in Brussels (www.gender-summit.eu). For further information, contact genSET (www.genderinscience.org).

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Background

On 9 February 2011, the European Commission presented the Green Paper “**From Challenges to Opportunities: Towards a Common Strategic Framework for EU Research and Innovation Funding**” which proposes major changes to EU research and innovation funding. The changes, to be introduced in the next EU budget after 2013, will bring together the current Framework Programme for research, the Competitiveness and Innovation Programme, and the European Institute of Innovation and Technology.

Soon after its publication, the Commission launched a process of consultation to receive the views of all interested individuals and organisations on these proposed changes and on the specific questions set out in the Green Paper. The deadline for contributions was 20 May 2011. One of the questions posed by the consultation is linked to the role of women in the future Innovation Union: “What actions should be taken at EU level to further strengthen the role of women in science and innovation?” While this question attracted a number of highly significant responses, the correlation between research excellence & innovation on the one hand and a system based on gender equality on the other hand was not fully explored.

In response to this consultation, **genSET** – gender in science, supported by the **European Science Foundation**, launched a complementary, in-depth consultation on the future of research, innovation and gender at the end of June 2011. This complementary consultation aimed to address the issue in detail, focussing specifically on the Future of Gender and Innovation in Europe.

The ‘**Public Consultation on the Future of Gender and Innovation in Europe**’ consisted of 29 quantitative and qualitative questions, focusing on three key dimensions of this debate:

- Enhancing Research Quality;
- Advancing Effectiveness of Innovation;
- Promoting Structural Change.

Participants were free to comment on one or several of these dimensions and focus on those questions most relevant to them.

The results of the consultation will be discussed in detail at the European Gender Summit in Brussels on 8–9 November 2011 (www.gender-summit.eu) and will feed into the policy manifesto on ‘**Integrated Action on the Gender Dimension in Research.**’

By organising three interlinked and consecutive platforms of stakeholder dialogue – this public consultation, the European Gender Summit and the policy manifesto – the organisers aim to contribute important evidence and understanding of how Europe can benefit from more effective main-streaming of the gender dimension in research, innovation and in the scientific systems. The results gathered in all three stages will provide additional input in the shaping of ‘Horizon 2020’ – the Framework Programme for Research and Innovation beyond 2013.

This consultation aims to contribute to a more effective main-streaming of the gender dimension in research, innovation and in the scientific systems.

Consultation Contributors

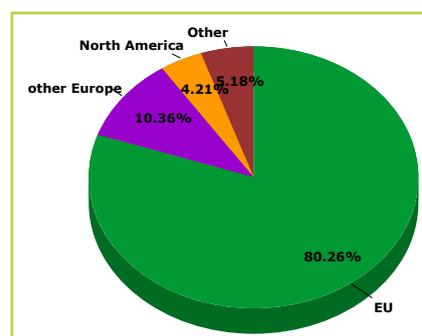
Geographical Profile

By October 2011, more than 300 individual and institutional responses from stakeholders in 42 countries were received by 10 October 2011. Of these, 80% originated from EU member states, 10% from other European countries and 10% from North America, Africa, Asia, South America and the Middle East (see graph 1).

Country	No.	Country	No.
Austria	11	Malta	1
Belgium	23	Poland	4
Bulgaria	4	Portugal	6
Finland	8	Romania	6
France	40	Slovakia	2
Germany	29	Slovenia	1
Greece	6	Spain	5
Hungary	1	Sweden	7
Ireland	5	The Netherlands	19
Luxembourg	2	United Kingdom	46

Table 1: Participation by EU Member State

states in terms of responses received were the United Kingdom, France, Germany, Belgium and The Netherlands (see table 1).

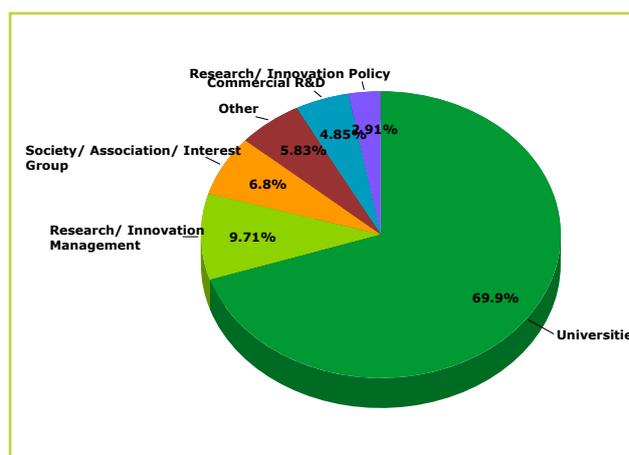


Graph 1: Participation by Region

Sector Profile

Respondents from all areas of research and innovation participated. While 70% of respondents were located at universities and public research institutions, the remaining

30% represented an even spread of international organisations, private labs, societies and associations, research policy, and commercial R&D* (see graph 2). Contributors represented – or were associated with – institutions such as ALTEC, the Belgian Federal Science Policy Office, the European Research Council, the European Institute of Womens Health, the Finnish Ministry of Education and Culture, Fraunhofer Society, INSERM, OECD, Shell Research Ltd., the Swedish Research Council, the universities of Bologna, Helsinki, Oxford, Sofia, Utrecht and Vienna, and the Wellcome Trust to name just a few.



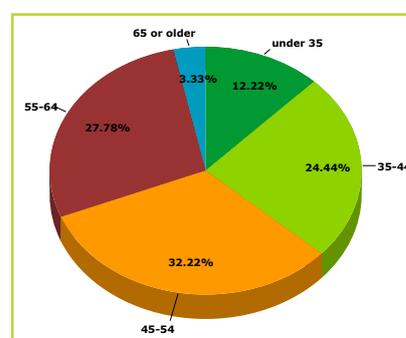
Graph 2: Responses by Sector

Demographic Data

69% of the respondents were female – hardly surprising considering the topic, yet a reflection of the common misconception that gender policy is more relevant to women than to men. Respondents from all age groups participated, representing both seasoned experts and the next generation of knowledge workers (see graph 3).

Level of Expertise

The respondents' level of expertise was very high with 70% of participants indicating that they are working in the fields touched by this consultation and an additional 16,5% declaring the topics a long-standing interest.



Graph 3: Responses by Age Group

* Data presented from here on is % of respondents that answered the question, not % of total respondents.

The Three Dimensions:

The 'Public Consultation on the Future of Gender and Innovation in Europe' consisted of 29 quantitative and qualitative questions, focusing on the following three key dimensions of this debate. Participants were asked to evaluate the following statements and provide practical suggestions and comments for a future European Research and Innovation Framework that makes full use of gender mainstreaming.

Changing Research Cultures

Enhancing Research Quality

"Research evidence demonstrates that the relationship between gender equality and scientific quality is often mutually interdependent.

Due to this correlation, gender should always be included as a dimension of scientific quality and as an integral part of the scientific knowledge creation process."

Changing Innovation Cultures

Advancing the Effectiveness of Innovation

"The EU 2020 Strategy places high expectations on innovation, research and development in helping Europe to address the grand challenges (health, age, energy, climate) and promote economic and social development.

Extensive evidence is available to demonstrate that gender has multiple horizontal aspects with regard to these goals. Gender is an important dimension of innovative creativity and should be included in the innovation cycle."

Promoting Structural Change

"The principle of gender equality has been embedded in a range of EU-level policy initiatives, such as the Council of Europe's call for gender equality issues to be incorporated in the modernisation of research institutions and in any structural and cultural changes.

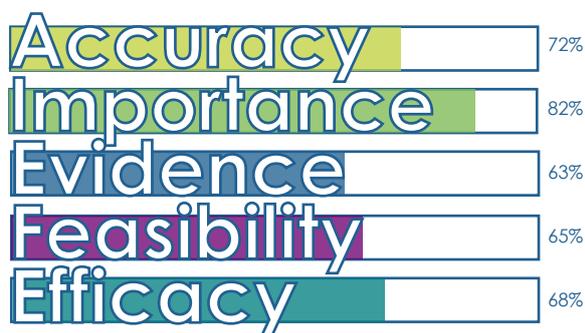
Europe's scientific and innovative systems must take action to implement gender equality policies across all structures in order to become more socially responsible and responsive."

Overview of Consultation Results

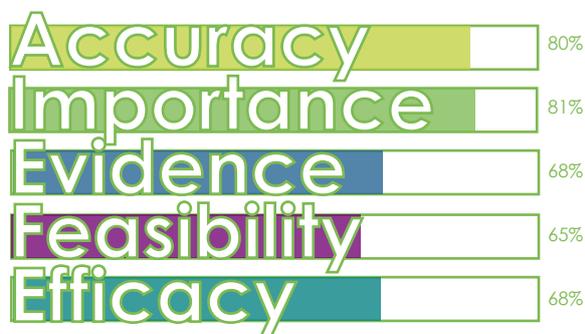
In order to assess the quality of these statements, participants were asked to evaluate each in terms of:

1. **Accuracy:** To what extent do you consider this statement correct?
2. **Importance:** How important do you consider this issue?
3. **Evidence:** How strong do you consider scientific evidence supporting this statement?
4. **Feasibility:** How likely is it that the relevant action can be successfully accomplished?
5. **Efficacy:** What is the likelihood that the suggested changes will result in real effects?

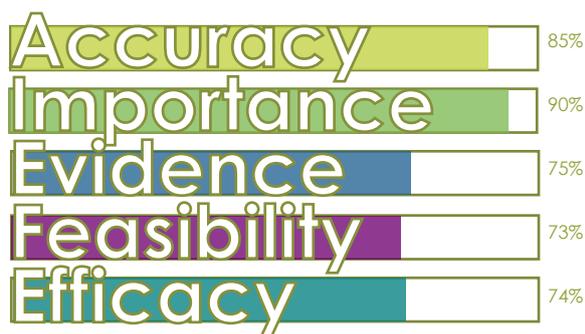
“Gender should be an Integral part of the scientific knowledge creation process”



“The gender dimension should always be included in the Innovation cycle”



Europe's scientific & innovative systems need to implement gender policies across all structures”



Main Messages

Measures needed to persuade scientific leadership of the importance of gender issues as a dimension of quality

There is a historic dominance in the discourse on gender in science that action on gender balance implies sacrificing scientific quality. In fact, the growing research evidence shows that diversifying the scientific milieu and collaborative teams can improve performance and quality of the work place.

There has been considerable overlap in the answers given. Respondents focused on the role of key players: funding agencies incorporating gender dimension in their guidelines; ‘controlling’ agencies formally recognizing it as important; publishers and reviewers requiring it as an essential part of the evaluation process.

Financial incentives (e.g. structural funding) have been suggested as an inducement for action – “there will be no success when this is considered a ‘project’” – and to ensure structural embedding. Respondents stressed the need for training of researchers and other stakeholders with regards to the gender dimension. Where it is not feasible to train all staff, mandatory training should be arranged for those entering posts, and voluntary access to training schemes should be provided for those already in research positions.

Respondents stressed the need for training of researchers and other stakeholders with regards to the gender dimension.

Awareness raising could be improved by providing websites with frequently asked questions; checklists to help staff access quick advice on gender-related difficulties – both those that commonly arise and those that are less common but likely to lead to serious problems if advice is not followed. All such training and advice must take account of the full complexity of the gender dimension.

Respondents have also recommended funding of trans-disciplinary research with the explicit involvement of gender experts as Principal Investigators, as well as funding for research to understand how to facilitate trans-disciplinary investigations.

Ensuring that all stakeholders in the scientific discourse and system (funders, managers, industry leaders, policy makers) are taking the gender dimension on board

There is evidence that gender shapes and is shaped at three junctions of the scientific system: participation, cultures and knowledge. Addressing any inequalities and biases that clearly have an impact on scientific quality is the responsibility of all stakeholders in the scientific system.

Respondents highlighted the need for organisations to monitor and report on relevant processes (e.g. recruitment, progression, funding); and to create easy-to-use, discreet feedback system for staff members and students who may be experiencing problems due to gender issues. It is not enough to point out that gender is an important dimension in the scientific discourse. To establish gender as a natural dimension in research it is necessary that gender is an obligatory category in research.

Other means highlighted in the responses were: strengthening compliance with existing laws; making the gender dimension a requirement for funding; strengthening political pressure from the highest level; using clear indicators that can be measured/evaluated.

Ensuring gender sensitive approaches across entire research process, from priority setting, to design, and dissemination

Extensive research is available to demonstrate gender bias in research process and in science knowledge, where research has failed to sufficiently take into consideration the role and impact of sex/gender factors/differences.

Respondents stressed the need for compulsion in including gender impact assessment: it should be seen as part of the application process for research funding. They have also raised the importance for collaboration in projects involving scientists and gender experts to ensure quality of research design, outcomes and dissemination of results. Furthermore, gender experts need to be included in review committees for research funding. Specific funding for trans-disciplinary collaboration of gender experts and scientists within research project should be made available, to develop best practice. Gender mainstreaming needs to be secured in all relevant policy documents and become part of management strategy. It should be extended to cover dissemination and evaluation stages, and treated as an eligible project cost.

There has been strong support for the 'quota' instrument. Respondent proposed a minimum of 40% of women on all decision-making bodies.

Ensuring greater equality in the division of scientific/R&D labour and funding

Women remain underrepresented in certain scientific fields and in all leadership roles and high-level decision-making bodies, even in areas where at the entry point they may be in a majority (e.g. social sciences, medicine, biology).

There has been strong support for the 'quota' instrument. Respondent proposed a minimum of 40% of women on all decision-making bodies and on all relevant levels of research (development of funding programmes, calls, review process, policy development, publishing etc.).

More effort is required at EU-level to ensure proper gender balance in research projects. National research agencies also need to take action on the issue. A highest-level policy recommendation is needed, and should be worked on by all interested groups. Expertise on gender perspective should be made available at all levels of decision-making.

Strategic Calls and funding should be provided to encourage women's involvement across all research funding mechanisms. Research questions from the field of social science and humanities should be part of Calls seeking to promote innovation.

Developing curricula for training researchers on the importance of the gender dimension

Understanding the gender dimension and how it shapes and is shaped in the context of science, and knowing how to conduct valid sex/gender analysis in research is something that has to be learned by women and men as part of their capabilities as researchers and research managers.

Respondents highlighted the need to encourage researchers to engage with gender as an object of scientific curiosity. Training on the gender dimension should be included in the teaching curriculum from the first years at university. Examples of gender integration must be circulated in order to show that it can renew and improve research questions and research quality.

Evidence of why researchers need the knowledge about the gender dimension can be offered through facts, for example through experiment results involving studies of stereotyping, organisational policies, science sociology, group psychology, work life balance. Such evidence should include examples of shortcomings in perceptions of assumed "excellence making" where there is solid research evidence that relevant sex/gender biases have not been addressed.

Encouraging gendered innovation as a new thematic technology push?

There is a very low level of women applying for patents (8%); and the opportunities for fresh approaches by exploiting the knowledge of when and where sex/gender differences are important and utilizing these understandings across the innovation cycle, developing a gender perspective for taking ideas to markets.

Respondents stressed that the goal of innovation is very often the market. Women constitute 50 % of this market. If the gender dimension is not part of the innovation process there will be greater risk taken by the producers and more products or services will fail to adequately

Respondents stressed that the goal of innovation is very often the market. Women constitute 50 % of this market.

address the needs and preferences of women/men. An example are early voice recognition products, which assumed male voice as the norm, consequently the products did not work well for women.

Women may have other needs, other preferences. In many countries they have the same purchasing power as men. Innovation needs to consider the effects of gender at three different levels: new target groups for products and services; better technology development when gender expertise is included; more equality for women working in technology.

Incorporating gender dimension in the Innovation Union initiative

The very term ‘innovation union’ speaks of an inclusive approach to innovation, and within the Innovation Union initiative, the motivation behind and the goals ahead have been focused on societal and economic benefit – for women and men. It is therefore important to ensure that the needs of one are not prioritised as more important than of the other.

Respondents stressed the horizontal impact of the gender dimension, and its relevance to all the grand challenges of the future (health, age, energy, climate change, social inequalities). These cannot be tackled with mono-disciplinary approaches. Inter- and trans-disciplinary approaches, which integrate humanities, social sciences, natural sciences and technological development, offer better possibility for the integration of the gender dimension, because in all these challenges the gender dimension is relevant.

There was a repeated call that all funding proposals should include the gender dimension and that it should be included in all thematic research areas from the guide for applicants to the guide for evaluators.

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Ensuring that gendered innovation attracts greater interest of policy makers, industry, society and the media

The phrase and the topic of ‘gendered innovation’ is new and needs explanation, and often a clarification that it can apply to improvements in research design and process and in (traditional) innovation cycle.

Gender issues or gender sensitive approaches have to be learned. Sufficient number of concrete examples exists to demonstrate how a properly applied sex/gender analysis can benefit research process and innovation. A database with examples of best implementation practices would provide useful support for non-scientific community to see how enhancement in the quality of scientific knowledge can be achieved when the gender dimension is taken into account. Better dissemination

of previous and current projects, which have included a gender dimension, could focus on showing their innovative value and potential for future applied research.

Encourage formation of scientific networks across Europe to help formulate policy for doing gender sensitive research and innovation in all spheres of science.

There is a need for better understanding of the gendered aspects of achieving the objectives of smart, sustainable and inclusive growth, social and economic prosperity, and environmental sustainability

Incorporating gender perspectives across the full innovation cycle (proof of concept, testing, piloting, marketing)

Adopting a gender perspective with regard to technological or process innovation is a new approach, which has to be learned and supported by sharing research evidence, implementation experience, and examples of products and services improved through the method.

- Create gender checklists and questions for each step in the innovation cycle.
- Use various instruments such as guidelines, evaluations, dialogues, best practices, process support, workshops and applied gender research.
- Conduct top-down analyses (of change in performance over time in the innovation milieu) and bottom-up analyses (of how individual projects have contributed to change) to assess need.
- Incorporate gender analyses into basic and applied research and ensure collaborations between gender experts, natural scientists and engineers to achieve representation of the gender dimension in all stages of the innovation cycle.

Most promising areas and sectors for a gendered approach to innovation

Gender issues are frequently isolated to discussing the participation problem, i.e. ensuring gender balance, however, there is substantial evidence to show that the gender dimension impacts across wide range of areas where innovation is needed and they need the creative talent of women and men.

Respondents highlighted the need for better understanding of the gendered aspects of achieving the objectives of smart, sustainable and inclusive growth, social and economic prosperity, and environmental sustainability. Success cannot be guaranteed in addressing societal challenges through R&D if gender bias persists in research and innovation.

Gender research is essential for finding innovative solutions enabling a return to growth and achieving higher levels of employment, and to

understand acceptable ways of moving towards a low-carbon society. This is exemplified in challenges such as our ageing population (mostly women cared for by women), and the need to retain and reinforce Europe's competitive position in the face of globalisation, where all the talents and skills of both women and men need to be secured.

A gender perspective in research and innovation provides understanding that goes beyond the self-evident, and is a paramount requirement for a truly innovative policy for Europe. Profitable areas where benefits can be achieved by applying the gender perspective are: ICT, biotechnology, reproductive technology, pharmaceutical, engineering design.

We should also consider social innovation: political institutions, new forms of democracy, re-definition of the state, social policies.

Structural changes needed to ensure gender equality within the scientific systems

There seems to be an EU policy focus on the modernisation of universities, policy issues regarding mobility of researchers, gender equality policy issues in employment, as well the general transition towards ERA.

Respondents asked for clear and public standards concerning recruitment, appointment and promotion. They highlighted the need for safe and supportive working environment, "humanistic values", family friendly policy, greater social support (e.g. childcare) for working women, especially in some countries that lack it. Opportunities for part-time work, for both men and women, and flexible working patterns, at all stages and levels of responsibility were highlighted as a way to allow for family responsibilities. Member-states should examine the situation of researchers in their own countries. Research is often a sector where people work in quite precarious situations, as independents (because they are not offered a working contract as researchers), and depending on funding that is never guaranteed and fluctuates according to the interests of the funding institutions and the agendas of senior researchers.

Promoting female's access to fields of higher education where they are underrepresented; monitoring gender distribution at top levels in organizations; and promoting female success stories was also pointed out. Improve selection procedures for independent decision-making boards. Introducing changes in education, research guidelines and requirement in research funding, and in guidelines for the publishing in scientific journals to anchor awareness of the gender dimension in all spheres of scientific system. Academic success should be judged more on quality of output than quantity, to allow for realistic achievement patterns in flexible/part time working environment.

Respondents asked for clear and public standards concerning recruitment, appointment and promotion

The grant system should include flexibility, to ensure people are not afraid of starting a family for fear of losing funding.

EU-level policies regarding gender equality and opportunities should be more effectively implemented and embraced by local governments. Introducing gender budgeting would ensure that the perceived "extra cost" or "risk" of employing young women – if they become pregnant – doesn't become a barrier for access to the most competitive posts. Professors/universities should not be penalized if a project needs to be extended because the researcher is on maternity leave or he/she has to work part-time due to childcare obligations. The grant system should include flexibility, to ensure people are not afraid of starting a family for fear of losing funding.

- Adopting anonymous CVs, and challenging default assumptions about gender: that male is the norm (i.e. an unidentified researcher tends to be assumed to be male); that there are only two genders; that gender discrimination only occurs in discrete instances; and that men cannot suffer gender discrimination. It is important to introduce the concept of privilege and help men who have not experienced loss of privilege to make the imaginative leap necessary to understand the difficulties others may face.
- Setting obligatory goals to increase the number of women in research funding, research institutions, as well as research policy, up to a minimum of 40%. Good example standard is the approach taken by German DFG.

Key policy makers influencing EU's science and innovation agenda

A wide diversity of organizations have contributed to the Green Paper public consultation: research and higher education (49.57%); private sector (11.93%); government bodies (9.14%); associations and interest groups (29.36%); as well the high density of submissions from certain countries, e.g. Germany (13.1%), UK (11.9%), Spain (8.%), France (7%) compared to Sweden (3.7%), Netherlands (2.8%), Finland (2.3%), Poland (1.9%).

It seems clear from the wide diversity of the responses provided that this is an area that lacks clarity as demonstrated by following comments: "That would be wonderful if we knew! We could tell them what we think"; "I don't know, and I should!." "Certainly the Commission (starting with the Commissioner), but then I am not sure how well this is anchored in the system"; "This is not transparent, structures are too informal and subject to lobbying through networks"; "There are too many, working in an incoherent way".

Respondents made a number of 'guesses': heads in the European Commission; politicians (both European and national); corporate leaders, national and regional governments; national research funding organizations; professional bodies and learned societies; university

principals; heads of research institutes; key international groupings; keynote speakers at major conferences; leading scientists; those responsible for formulating Framework Programme and other Calls; and those who evaluate progress and impact.

The model of Quadruple Helix was offered to show that you need all actors and agents of change, such as civil society, business, academia and public and local authorities, and action has to take place at all levels “to really get this going for economic growth”.

The European Commission has a particular responsibility through its science and innovation structures, initiatives and programmes, which has the advantage of not having to comply with national/religious traditions (science and innovation ministers may be conditioned by the national traditions).

Major leadership gaps in promoting gender and socially responsive science and innovation

There appears to be a general lack of good research on leadership in the context of science; most available evidence/understanding comes from studies linked to the world of business, or possibly some particular aspects of higher education. The challenges mapped out in Horizon 2020 will demand new styles of leadership, more collaborative, cooperative, distributed – with women and men as leaders.

This question too, has produced great diversity of responses in identifying where leadership gaps exist. Respondents advised that gender consulting for EU governance bodies is necessary, as well as at national and regional levels to disseminate knowledge about the role and impact of gender and overcome resistance from the leadership to include gender equality in innovation and science.

Professorships in the subject ‘gender and science’ are needed to help overcome knowledge leadership gap, between those doing research and those involved in policy generation and knowledge transfer. There is a gap in women’s presence in leadership role, as well as in the gender researchers’ and social scientists’ participation in strategic leadership positions. At the department level in Universities there is a leadership gap in translating gender equality strategy into successful recruitment processes.

In many countries, and maybe also at EU level, the political will is much greater than the willingness of the bureaucracy to implement it. So there is a gap between politicians and bureaucracy. There is also a will to change, and for the inclusion of the gender dimension, among top leadership, but it is difficult to implement top-level strategies as actions at lower levels.

Professorships in the subject ‘gender and science’ are needed to help overcome knowledge leadership gap; the gap between those doing research and those involved in policy generation and knowledge transfer.

Employers need to be convinced (not just be told) that they have something to win by ensuring gender diversity and equality in their groups and institutions.

There is a leadership gap at the national and institutional levels and gap in knowledge how to translate EU policies into practical recommendations for the production of gender and socially responsive science and innovation. There is a gap in applying existing law – checks or audits should be done.

There is a leadership gap in passing the understanding to leaders that innovation is not only the technological innovation, and that there is a great need to look at consequences for the "whole system" of the innovation process. Social, as well as environmental, aspects are very seldom considered, since there is a mismatch between "doing business" (often perceived as private issue, for profit) and "ensuring (system) sustainability" (responsibility often left to the public sector, and is not for financial profit but for socially acceptable solutions). Just as with the environmental agenda that started working due to heavy regulation, it may be necessary to regulate/legislate here, but there may be other instruments.

One of the major leadership gaps is that gender analysis and facts exemplifying the necessity of further gender mainstreaming actions do not reach all relevant audiences, outside those with gender expertise.

Another serious gap exists between the internationally approved EU-level policy initiatives and the national legislation related to gender mainstreaming. Implementation of gender-related policies does not guarantee their efficacy, for several reasons: lack of gender awareness among politicians and practitioners; lack of financial support for implementation of gender action plans of the specific legislation; lack of social visibility of the agents of gender-related social change.

University professors, deans, chancellors and industrial employers of scientists need to be really convinced (not just be told) that they have something to win by ensuring gender diversity and equality in their groups and institutions. If not, they will only apply to the letter of the law.

One gap is the ownership of the issue. When someone defends gender and socially responsive science and innovation that person is almost always a woman. Gender issues should be presented as a societal question, not as a female issue. It would be very positive if the Commission could identify and use some "key-male figures" to underline the importance of this issues.

Ensuring that the gender equality commitments in the Amsterdam Treaty and in other EU legal documents are integrated into the structural change agenda

Gender equality has been part of the EU's social policy since the Treaty of Rome, until the Amsterdam Treaty it was primarily focused on employment; afterwards it was supposed to be treated as a

“horizontal” issue, valid in all policy discussions. Even so, the policies signed up to by Member states, as part of the treaties, have made little impact on improving employment conditions of women in research or in higher education.

Responses ranged from “if I only knew...” to practical suggestions such as:

- there should be a specific programme funded for Gender in Research and Innovation; and that the Framework Programme and the Lifelong Learning Programme should make available financial support for research and training on the gender dimension – according to the principles declared in EU-wide political commitments.
- Commitment to structural change can be secured through investment of money: invest in gender research and gender awareness. Including financial incentives (and penalties) for researchers could increase the willingness to take the gender dimension into account.
- The EU-Commission must take greater responsibility and make sure they have the competence to integrate gender issue into R&D programmes. There are enough official documents that show they have the mandate.
- The legislation should be strengthened: require that funding applications declare gender balance in bidding teams and among team leaders. The research infrastructure could be asked to have a gender plan in addition to a business plan.
- Ensure that gender equality commitments are integrated by insisting on the innovative character of the gender-related research and its financial support, encompassing gender research, monitoring of the implementation of already existing policy initiatives, and last but not least supporting the efforts of gender experts to ensure better understanding that social sciences are among the key drivers of progress and innovation.
- Promote gender equality as a priority for Europe's future; and learn from initiatives like "Talent to the Top" in the Netherlands; recognize well performing universities and industries by awarding quality label.

Promote gender equality as a priority for Europe's future by learning from the multitude of best practice initiatives and by recognising well performing universities and industries by awarding a quality label.

Further Information

This consultation has been conducted by genSET – gender in science, with the support of the Conferences Unit at the European Science Foundation.

The full results will be presented at the **European Gender Summit** on 8–9 November 2011 in Brussels (www.gender-summit.eu).

For further information, contact the Gender Summit or genSET (www.genderinscience.org).

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