

# The history of growth and hidden modern dimensions of gender equality in research and innovation

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# Outline

01

## History of the question

Why we need to try a new viewpoint on the gender dimension in research and innovation in the modern world.

02

## Achievements of the last decades

Analysis about what steps are already completed and what steps were not so successful and why.

03

## Discussion of the results and consequences

A lot of efforts are completed, a great work is done.  
But the results are not always as predicted.

04

## The new tasks

About the aims achieved and the results obtained.  
New goals and tasks in the new circumstances.



# Brief history

Gender dimension in  
research and innovation is  
a part of gender equality  
politics in the society



**A Neolithic cave painting in Cantabria, Spain. As the period progressed, men were depicted more often than women, and in ways often associated with violence.**

Credit: UNIVERSAL HISTORY ARCHIVE/ UNIVERSAL IMAGES GROUP VIA GETTY IMAGES.



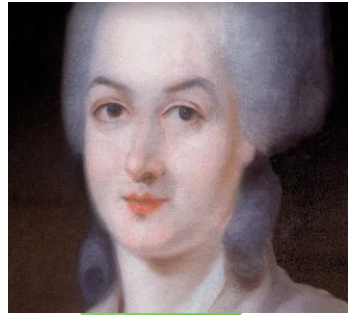
# Steps of the fight for equal opportunity



## Spain

Cave painting in  
Cantabria

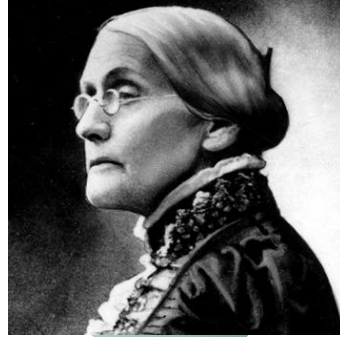
20 000 years ago



## France

Olympe de Gouges

the author of the  
"Declaration of the  
Rights of Woman  
and Citizen",  
rejected by the  
National  
Convention (1791)



## USA

Susan Anthony

In 1872, she came to the  
polling station on the  
day of voting for the  
president, took the  
ballot , and  
dumbfounded men of  
the commission,  
snatched the ballot from  
her at the last moment.  
The lady was arrested.  
Almost 50 years  
remained to right of  
women to vote in USA.



## UK

Jane Ellen Harrison  
She spent most of  
her professional  
life at a women's  
college in  
Cambridge, where  
she studied  
anthropology,  
ethnography,  
ancient art and  
ritual.



## Iran

Mahsa Amini

In 2022, 22-year-old  
Iranian woman died in  
a hospital in Tehran.  
The Guidance Patrol,  
the religious morality  
police of Iran's  
government, arrested  
Amini for allegedly not  
wearing the hijab in  
accordance with  
government  
standards.

# Achievements of the past decades

~ 100 years ago

The first right of women to vote in advanced economic countries

~ 50 years ago

Mixed-sex education became mandatory for primary schools in 1957 and for all universities in 1975 in France. The white Florida campuses returned to coeducation in 1947, when the women's college became Florida State University and the University of Florida became coeducational. In the late 20th century, many institutions of higher learning that had been exclusively for people of one sex became coeducational.

~ 25 years ago

Politics.  
In 1991, Argentina passed Law 24.012, the first national gender quota law in the world. The Ley de Cupos ("Law of Quotas") stipulates that the closed lists of candidates that parties present must have at least 30% women.

~ 5 years ago

A first law on the equal participation of women and men in leadership positions in private and public sector companies adopted in 2015 in Germany required supervisory boards of private publicly traded companies that are codetermined to be composed of a minimum of 30% women and 30% men.

**Mandatory GEPs for Horizon Europe Grant agreements.**

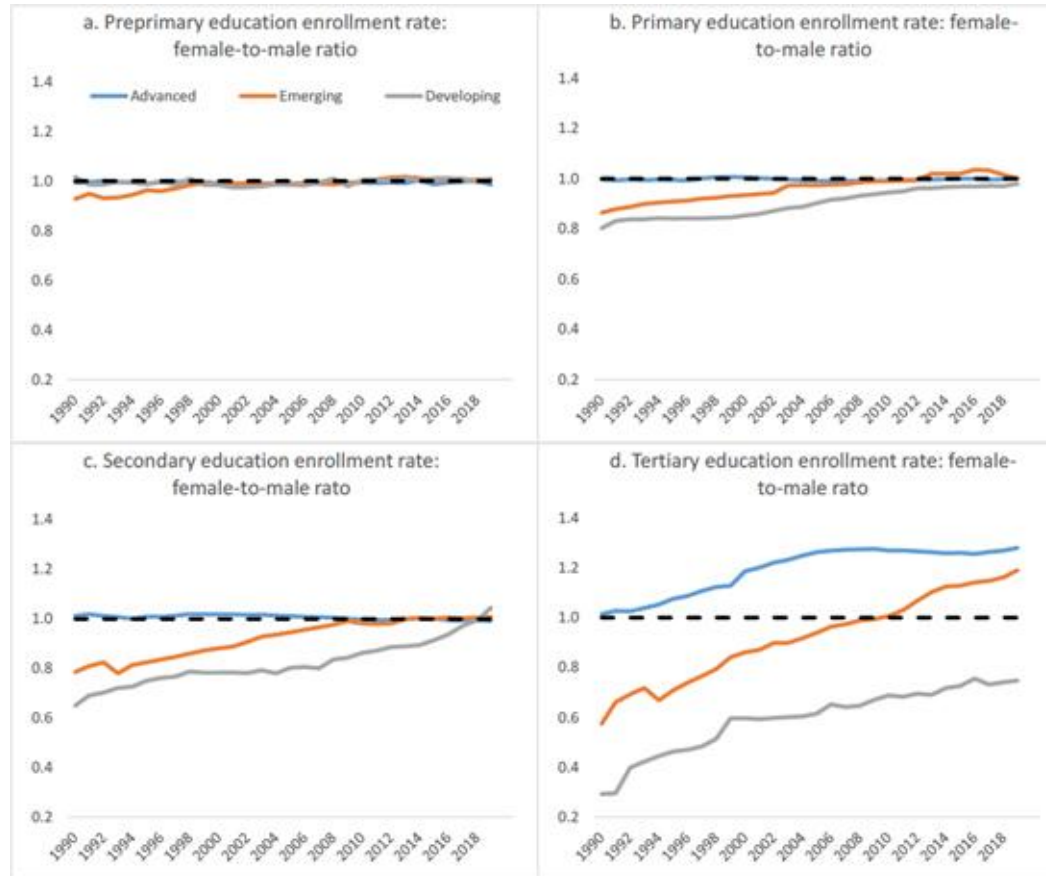
# Gender gaps in education

## Preprimary

For emerging and developing economies as a group, the gender gaps in access to preprimary, primary and secondary education are being closed

## Secondary

One area that has received increasing attention is the large differences in field of study between boys and girls, with girls particularly underrepresented in the fields of science and engineering and overrepresented in social science related fields.



IMF Working Papers 2022, 232; 10.5089/9798400224843.001.A001

## Primary

The focus of gender inequality in education appears to be shifting from access to education (e.g., school enrollment) to quality of education and field of study

## Tertiary

there are still gaps for tertiary education, many emerging and developing economies are still trying to achieve gender equality in access to tertiary education

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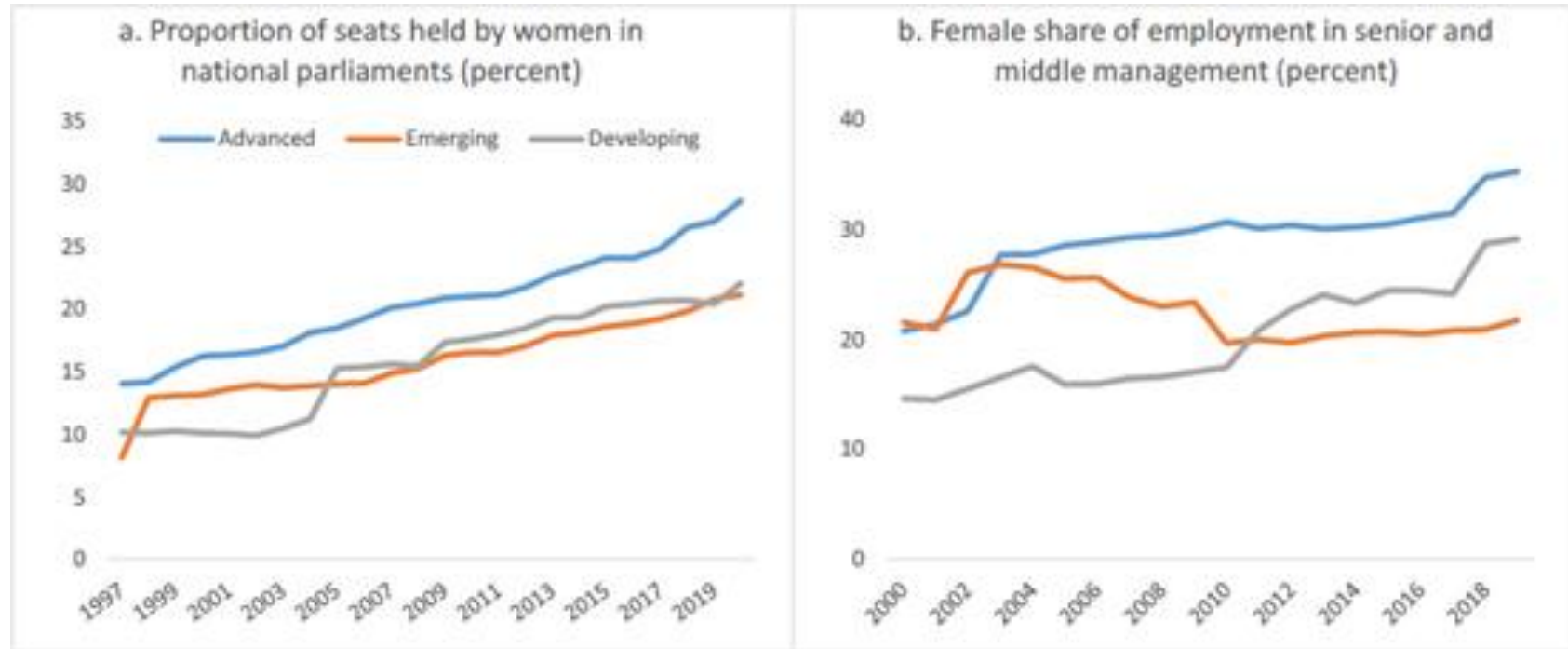
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~ 5-10 years ago

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# Gander gaps in leadership positions



# GEP implementation in research and innovation

## Eligibility criterion

But not for everyone

- Horizon Europe applicants that are
  - public bodies,
  - research organisations
  - or higher education institutions
- established in a Member State or an Associated Country **must have a gender equality plan in place by the time the Grant Agreement is signed**
- Private-for-profit entities (incl. SMEs), NGOs, civil society organizations (CSOs), as well any type of organisations from non-associated third countries, **are exempt from the criterion.**



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## GEP mandatory requirements



Public  
document



Dedicated  
resources



Data  
collection  
and  
monitoring



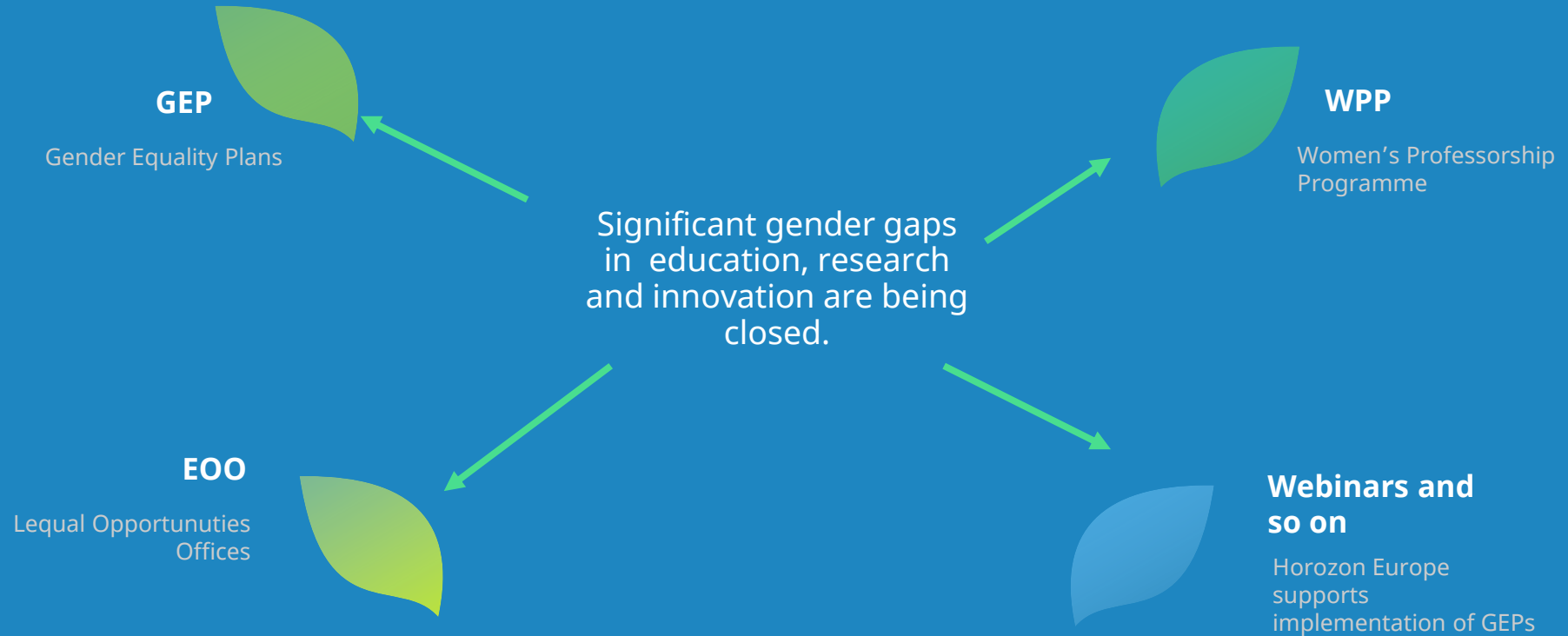
Training and  
capacity  
building

Funding actions to make progress in gender equality in the EU

The Commission's proposals for the Multi-Annual Financial Framework (MFF) ensure the integration of a gender dimension throughout the financial framework, and more specifically in various EU funding and budgetary guarantee instruments, in particular the European Social Fund Plus, the European Regional Development Fund, Creative Europe, the European Maritime and Fisheries Fund, the Cohesion Fund and the Invest EU Programme. Funding will support actions to promote women's labour market participation and work-life balance, invest in care facilities, support female entrepreneurship, combat gender segregation in certain professions and address the imbalanced representation of girls and boys in some sectors of education and training.

<https://professors.com/wp-content/uploads/2023/03/bhn74>

# Consequences for project management





# Results for research and innovation



Increased productivity

More innovation

A rise in creativity

Better decision making

Faster problem solving

Higher citation

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This is a great shift of civilization grounds that occurred in the comparable short historical period.

# Lessons of history

But, a fundamental principle, the scope of which is not limited, “that in the ordering of our affairs we should make as much use as possible of the spontaneous forces of society ... work as beneficially as possible and passively accepting institutions as they are” and resort as little as possible to coercion, as well as to forcibly imposed priorities.

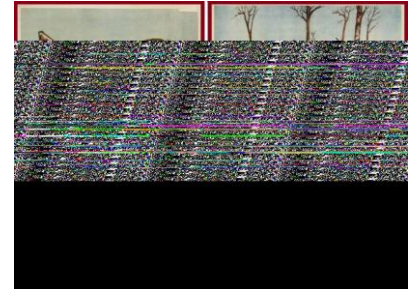
The Road to Serfdom, Friedrich Hayek, economist, Nobel Prize laureate

Unfortunately, history could give us a lot of examples of unexpected and unpredictable results of human activity with extended changes of spontaneous laws.

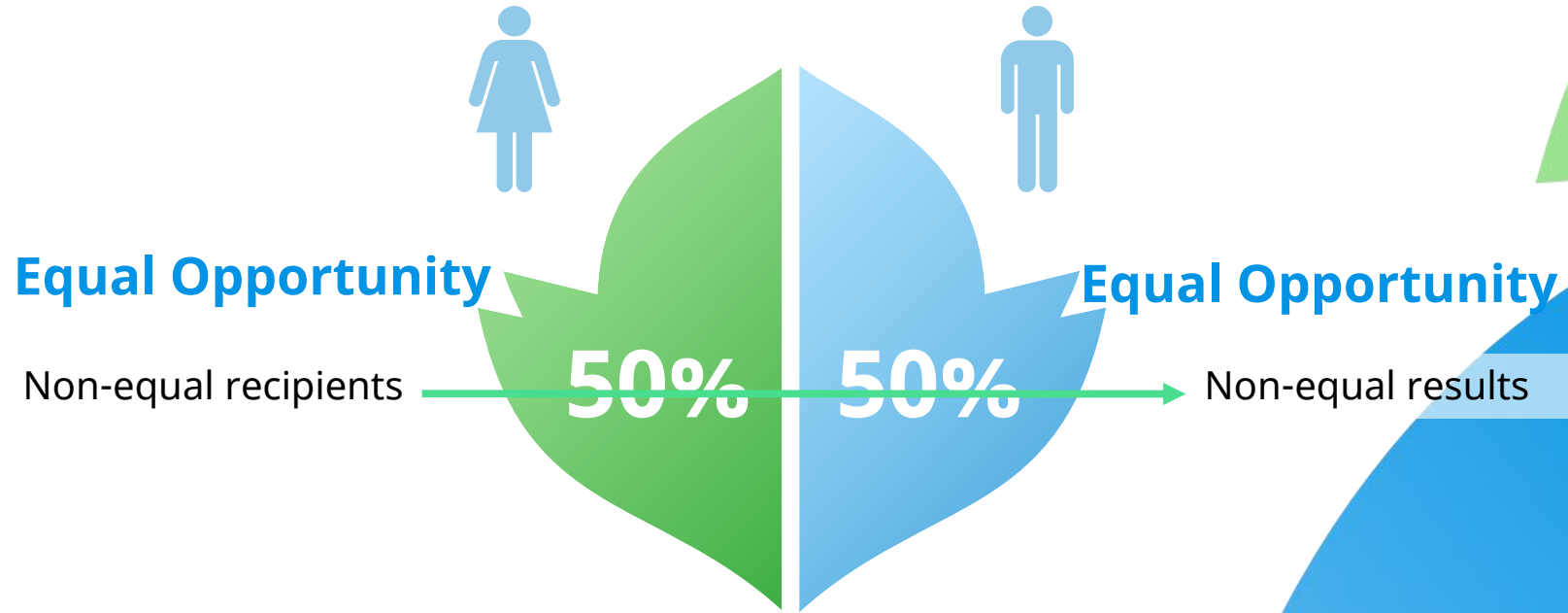
As an well known eample, announcing the beginning of the extermination of sparrows, the Chinese leader relied on the results of research by scientists who calculated that 10 of these birds eat about 45 kilograms of grain per year.

The destruction of sparrows was aimed at saving grain for the sustenance of people.

True, Mao Zedong did not take into account an important factor: sparrows are recognized as enemies of insects, including locusts, which, in the end, got freedom due to the extermination of birds, destroyed a large amount of crops in China. A famine began in the country, which killed more than 20 million Chinese.



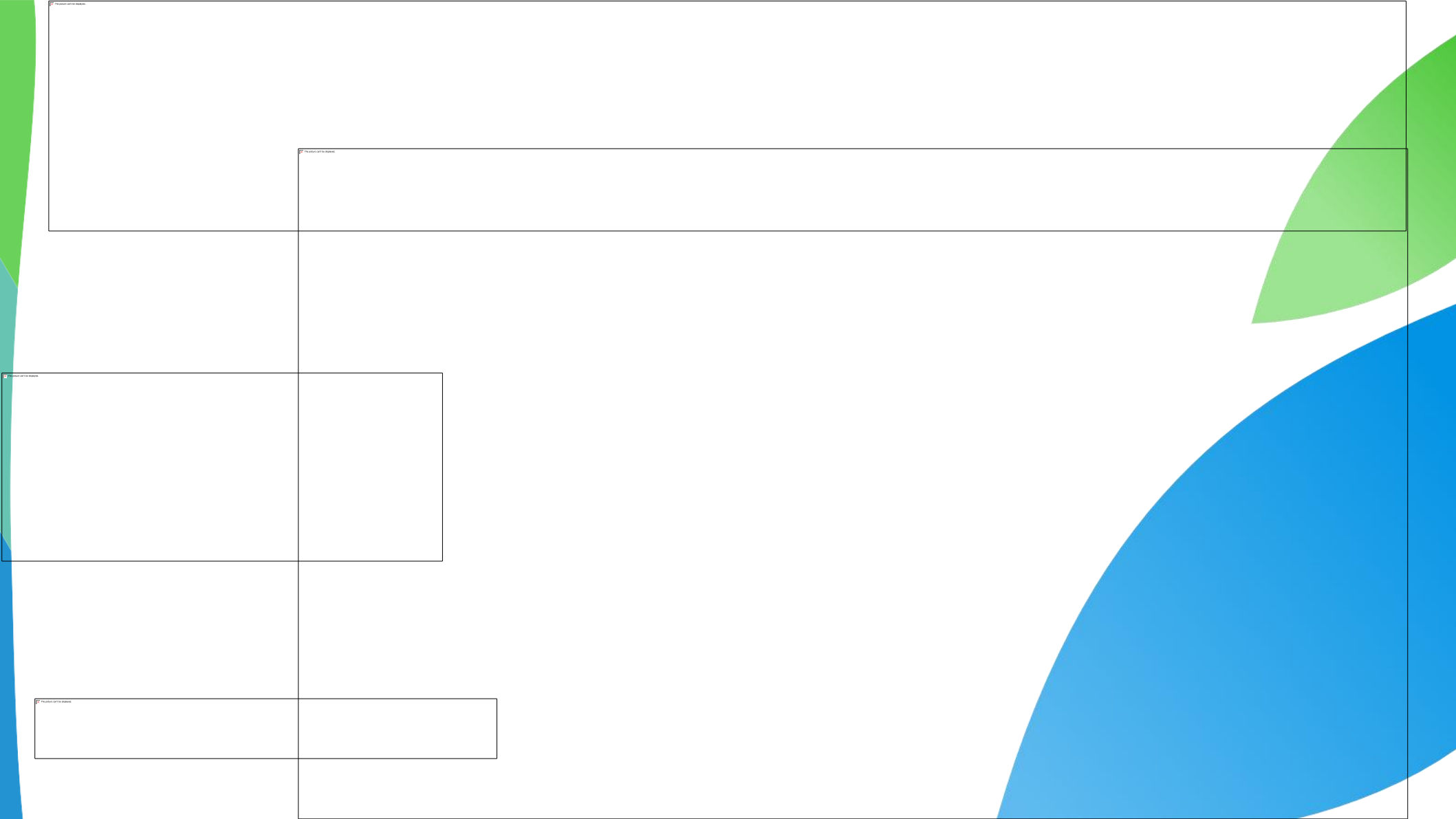
# On the hidden results of GEPs



Decreasing Total Fertility Rate (TFR) is currently actual for as for advanced economics as well as for developing countries

Researchers reproduce much more slowly than representatives of most other professions?





# What are the next steps?

## GEP mandatory requirements



Public  
document



Dedicated  
resources

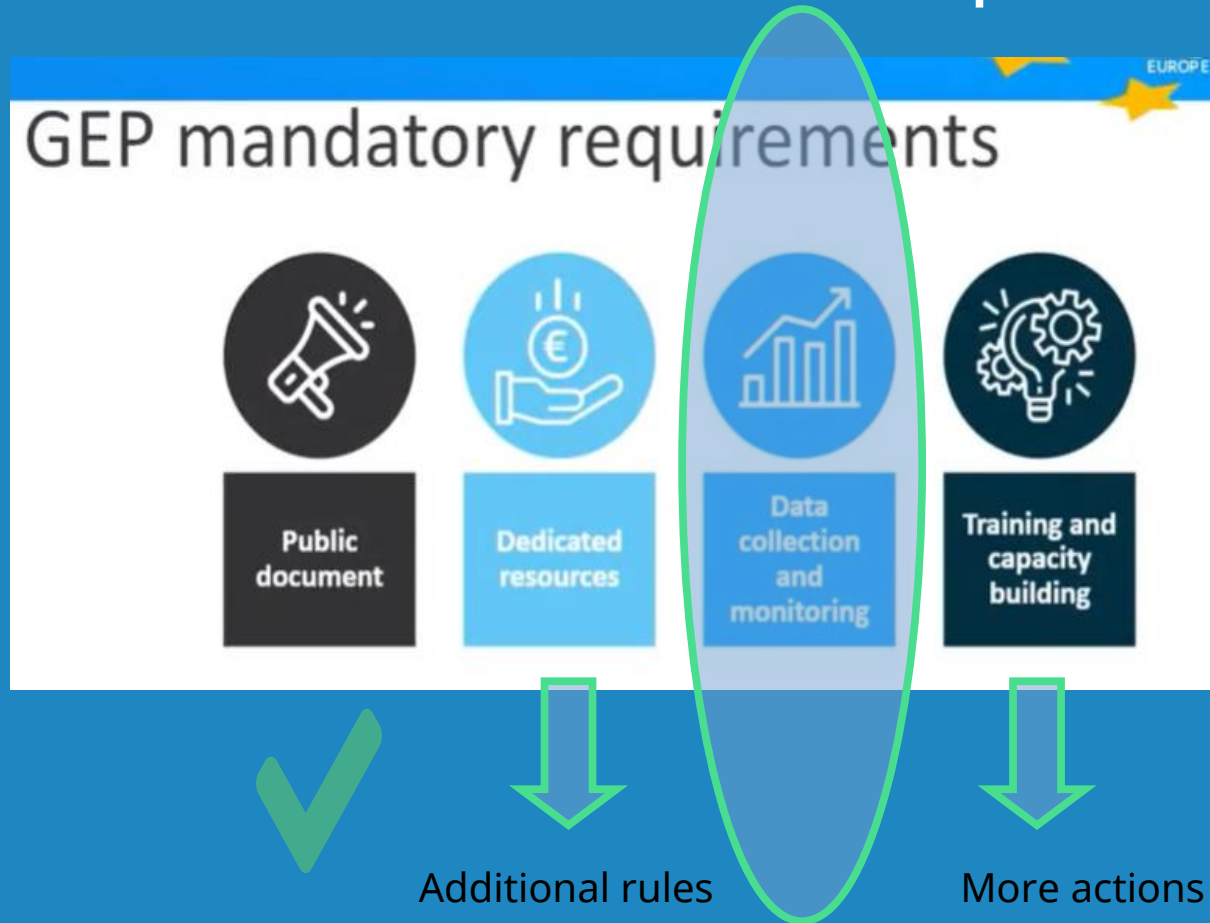


Data  
collection  
and  
monitoring



Training and  
capacity  
building

# What are the next steps?



# Conclusion

The mandatory GEPs and their current implementations don't mean that the GEO goals are achieved.

We should carry out continuous monitoring of the possible results and sequences of the GEP implementations, study those relations and propose the next steps.





# Thank you!

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