



Certification-Award Systems to Promote Gender Equality in Research

Dr Anne Laure Humbert
Dr Charoula Tzanakou

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Consortium



Gender Equality Policy landscape

Two+ decades of gender equality policy in research and innovation...

- too few women in science
- slow career progress
- under-representation in research decision-making
- lack of gender perspective in teaching and research
- ...

European Commission as a catalyst for change

- Gender Equality Plans (GEPs) as a mandatory pre-condition for Horizon Europe funding (2020)

Certification and accreditation systems

Ten+ years of emerging systems, predominantly at national level

- Athena SWAN
- Juno (with a disciplinary focus on Physics),
- Pleiades Awards in Australia (with a focus on Astronomy)
- Gender Equality Award in Norway
- Total E-quality Award in Germany
- Label Égalité Professionnelle entre les Femmes et les Hommes and Label Diversité in France
- Employer of Choice for Gender Equality Citation in Australia
- Catalyst Awards in the US
- EDGE Certified
- HRS4R (Human Resources Strategy for Researchers)

CASPER overall aim:

examine the feasibility of establishing a European award or certification system for gender equality in research organisations by devising alternative scenarios and options (co-created by national and international stakeholders), based on an assessment of existing relevant systems

CASPER main objectives

A. Map and assess existing award and certification systems

B. Design three different award/certification scenarios and assess the feasibility of these scenarios plus a fourth no-action scenario

C. Prepare the grounds for a successful roll-out of a European award/certification scheme

Methodology

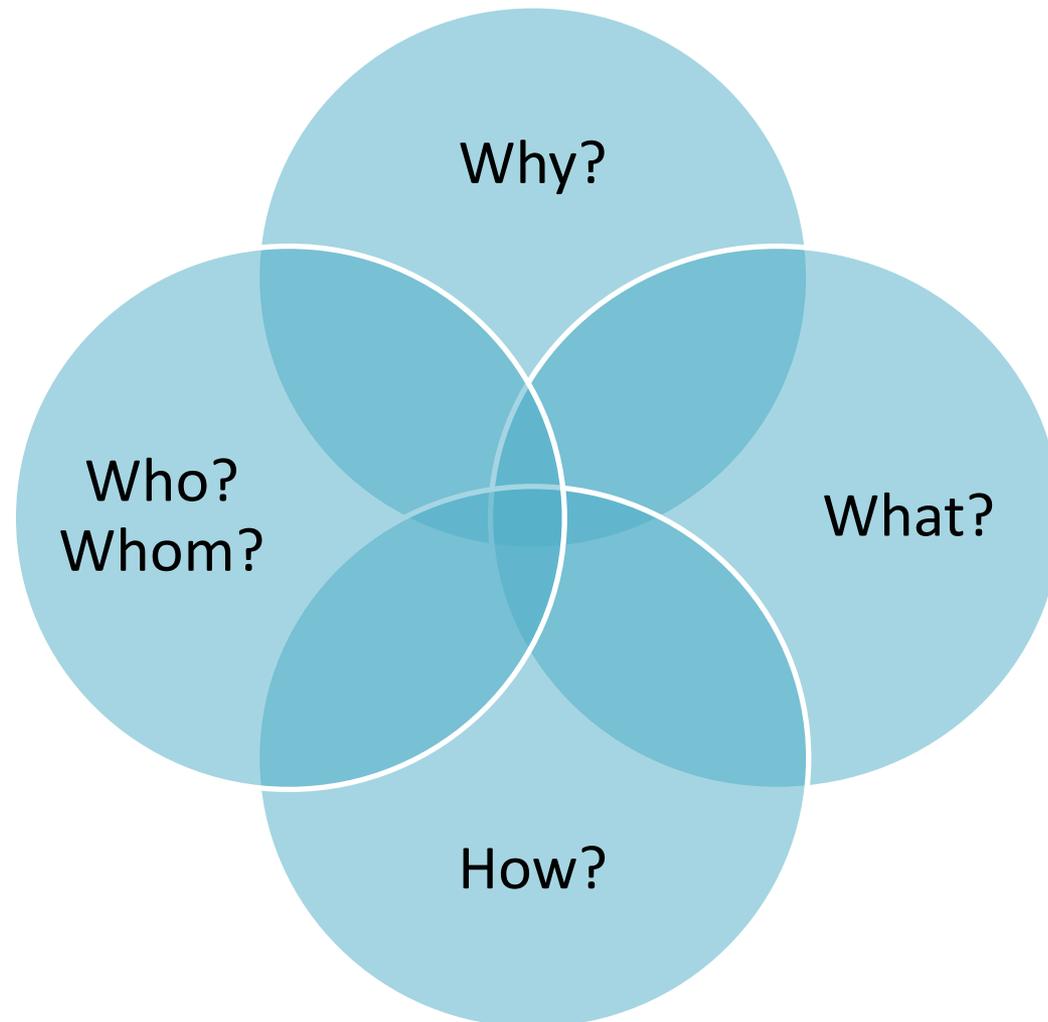
- 67 interviewees, 74 participants
- 32 CAs
- Europe, Australia and US



Findings- Existing schemes

- Certification or award
- Administrative burden and significance of support
- Enablers and drivers of CAs
- Academic engagement in CAs
- Consistency of evaluation
- Quantitative and qualitative approaches
- Impact
- Unintended consequences

Architecture of a Europe-wide scheme



Why?

- Why would organisations engage?
 - *For international recognition, prestige, attractiveness – benchmarking*
 - *For access to incentives: access to funding, reducing workload*
 - *For learning and support*

What?

- Gender or broader perspective?
- Certify processes or outputs?

How?

- Consensus (support and feedback, timebound, progressive approach)
- Debates
 - Harmonised or tailored to geographical context?
 - Mandatory or voluntary?
 - Self assessment or peer review?
 - Other characteristics?

Who/Whom?

- All organisations or stakeholders in HE and research? *(Who should be certified?)*
- EU institution or NGO? *(Who should be responsible for certifying?)*
- Applicants or third party? *(Who should bear the cost?)*

Conclusions - next steps

- Complex undertaking, operational challenges
- Great momentum (learning from existing schemes +GEP announcement)
- Critical review towards schemes but optimistic view towards feasibility of a Europe wide scheme

Next step:

Design three different award/certification scenarios and assess the feasibility of these scenarios plus a fourth no-action scenario (co-creation workshops and validation)

For more information about the project:

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