Implementation of Gender Training in Horizon 2020 projects at KTH

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Pilot project on Gender Training

- Top management support – project jointly owned by the vice-president for gender equality and values and the vice-president for research

- Initiated as a pilot project with a budget to cover the costs of developing the training programme and of delivering the first training

- Project sustainability - the Horizon 2020 provision allowing the inclusion of Gender Training as an eligible cost of an action
Aims and objectives of the Gender Training project

- Increase knowledge and awareness about gender equality, diversity and equal conditions among KTH researchers and their partners in Horizon 2020 projects.

- Provide tools that enable the participants to practice equal treatment and equality in their daily work life.

- To make Gender Training self-sufficient and incorporated into permanent KTH Horizon 2020 processes.
Content of a Gender Training workshop

- Gender equality
- Horizon 2020
- Equality at KTH
- Gender balance
- Gender dimension
- Unconsious bias
Why is gender equality important?

• Imperative in creating a more equal & fair society

• A condition for excellence in science

• Important to consider how gender equality interacts with other inequality axes such as race and age
Why gender equality in Horizon 2020?

- Fostering gender balance in research teams
- Ensuring gender balance in decision-making
- Integrating the gender dimension in research and innovation (R&I) content
ARTICLE 33 — GENDER EQUALITY

33.1 Obligation to aim for gender equality The beneficiaries must take all measures to promote equal opportunities between men and women in the implementation of the action. They must aim, to the extent possible, for a gender balance at all levels of personnel assigned to the action, including at supervisory and managerial level.

33.2 Consequences of non-compliance If a beneficiary breaches its obligations under this Article, the [Commission][Agency] may apply any of the measures described in Chapter 6.
How does KTH work with gender equality?

- Gender equality, diversity and equal treatment
- Swedish Discrimination Act
- Gender Mainstreaming (Ministry of Education)
- KTH Equality Office
What is gender balance?

• Equal participation of women and men

• Gender balance in project teams and in decision-making

• Gender-mixed teams perform better

• Impact of qualitative gender equality i.e. balanced statistics do not guarantee gender equality in practice
How do you integrate gender dimension in research?

Take into account:

- the biological characteristics of both females and males
- the evolving social and cultural norms and behaviours of individuals

**Gender** = cultural values and social attitudes

**Sex** = biological characteristics
What is unconscious bias?

- Unconscious bias / implicit gender bias
- Women show the same implicit gender biases as men
- Social hierarchies, cultural predefinitions, physical features, assumptions about others
- How to avoid implicit gender bias?
Gender training after Horizon 2020?

- Will the provision to include Gender Training in projects continue in Horizon Europe?

- National funders?

- The expert group on the "Interim evaluation of Gender Equality as a crosscutting issues in Horizon 2020" recommended that gender training should be further incentivized
Gender equality and diversity is something that we *all* benefit from

Has to do with democracy and humans rights!

But also:
- Competence provision: recruiting the best and most talented
- Attractivity for students and researchers alike
- Competitiveness
- Effectiveness
- A well-functioning and safe work environment
- Behaviours and values in social daily interaction
- Profitability in research
- Contributions to society