GENDER EQUALITY POLICY OF QUANTERA II 2021 CALL

Towards a more gender balanced QUANTUM field
GENDER IMBALANCE IN THE FIELD: QUANTERA I DATA

Coordinators. Preproposal phase (2019)

Women %: 11%
Men %: 89%

Principal Investigators. Preproposal phase (2019)

Women %: 9%
Men %: 91%
EC GENDER EQUALITY OBJECTIVES IN R&I

Horizon 2020 has become the Framework Programme for R&I that made gender mainstreaming visible and real in the European scientific policy. Horizon Europe faces the challenge to continue with this effort on a three-fold foundation:

- **Gender balance** in the research teams, careers and decision-making
- **Structural changes** in Research Performing and Funding Organizations towards gender equality
- **Integration of the sex/gender analysis** in the research content

Source: GENDERACTION project
EC communication “A new ERA for Research and Innovation”:

Despite the continuous policy attention to gender equality in R&I, progress has been slow and remains insufficient. While equality has nearly been reached in PhD graduates, only 24% of top positions in the higher education sector are occupied by women.

Despite evidence that balanced teams perform better, gender inequalities persist in Europe’s R&I systems. Coordinated action with education policies and research funders will promote a gender-inclusive culture.

The ERA will strengthen the focus on participation of women in Science, Technology, Engineering and Mathematics (STEM) fields.
Council Conclusions on the New European Research Area:

RECALLS with great concern that there continues to be a major gender imbalance preventing Europe from using the full potential of its R&I system aiming for excellence, and CALLS on the Commission and Member States for a renewed focus on gender equality and mainstreaming, including through the instrument of gender equality plans and the integration of the gender dimension into R&I content. INVITES Member States and research funding organisations to advance measures to ensure that allocation of research funding is not affected by gender bias.
Aware of the impact that our RFOs can have in the quantum field, physics institutes and the physics community are called:

To create a gender-sensitive environment and organisational culture

To create an equality standard regarding the management structure

To acknowledge that diversity is beneficial for science

**To encourage all women PhDs in physics and in QTs and provide them with the adequate career support**

To acquaint STEM students with role models of women researchers in QTs
INITIAL MEASURES ON GENDER EQUALITY

Evaluation and Selection

“Create a diverse and inclusive quantum community” as part of Expected Impacts

“The proposals demonstrating a fair gender representation and involving partners from the widening countries in their consortium should be prioritized” is part of selection criteria

Evaluation panel

With the aim of providing as much diversity as possible to the scientific evaluation, gender balance will be considered in the panel formation (Evaluation panels)

Gender indicators at co-funded projects level

The project should bear in mind gender balance and promote equal opportunities between women and men at all levels in the implementation of the research activities (Management of Projects)
Useful links:


https://genera-project.com/

https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/c0b30b4b-6ce2-11eb-aeb5-01aa75ed71a1