

A Globally Agreed Set of Norms for Science and Research

What the Unesco Science Recommendation has to say about Gender and Diversity

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Gender Summit

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Introduction

- Unesco and the Recommendation on Science and Scientific Researchers
- Recent adoption (2017) based on a consultative process
- 10 key areas
- Gender and Diversity aspects of the Recommendation
- How to apply the Recommendation
- About Unesco...

About Unesco

- ✓ A member state organisation of the United Nations
- ✓ Education, Science, Culture, Communication & Information
- ✓ Role of global standard setter
- ✓ *“Since wars begin in the minds of men, it is in the minds of men that the defenses of peace must be constructed”.*



Unesco Recommendation on Science and Scientific Researchers

- A standard-setting instrument: setting a **norm** and global common ground on the ethical principles of conducting science.
- A clear statement of how the **international community** views science and scientific research.
- As a **UN-endorsed** reference, it complements existing national and international codes of conduct, principles and guidelines around the ethics of research and development.
- **Call to action** towards governments and science stakeholders in member states
- **Value-based**: humanity, equality and sustainable development principles

Human-rights based

Article 27 of the Universal Declaration of Human Rights

- 1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and **to share in scientific advancement and its benefits.**
- 2. Everyone has the right to the protection of the moral and material interests resulting from any scientific, literary or artistic production of which he is the author.

How the Unesco Science Recommendation came about

- A global, inclusive consultation process
- Updating the existing Recommendation of 1974
- New issues included: gender and non-discrimination, access to data, North-South relations, emphasising the entire science system (including humanities and social sciences), society relevance (SDGs).
- Netherlands provided input to the consultation (OCW, VSNU, NWO, KNAW, Unesco_NL)
- Adopted at the General Conference in 2017

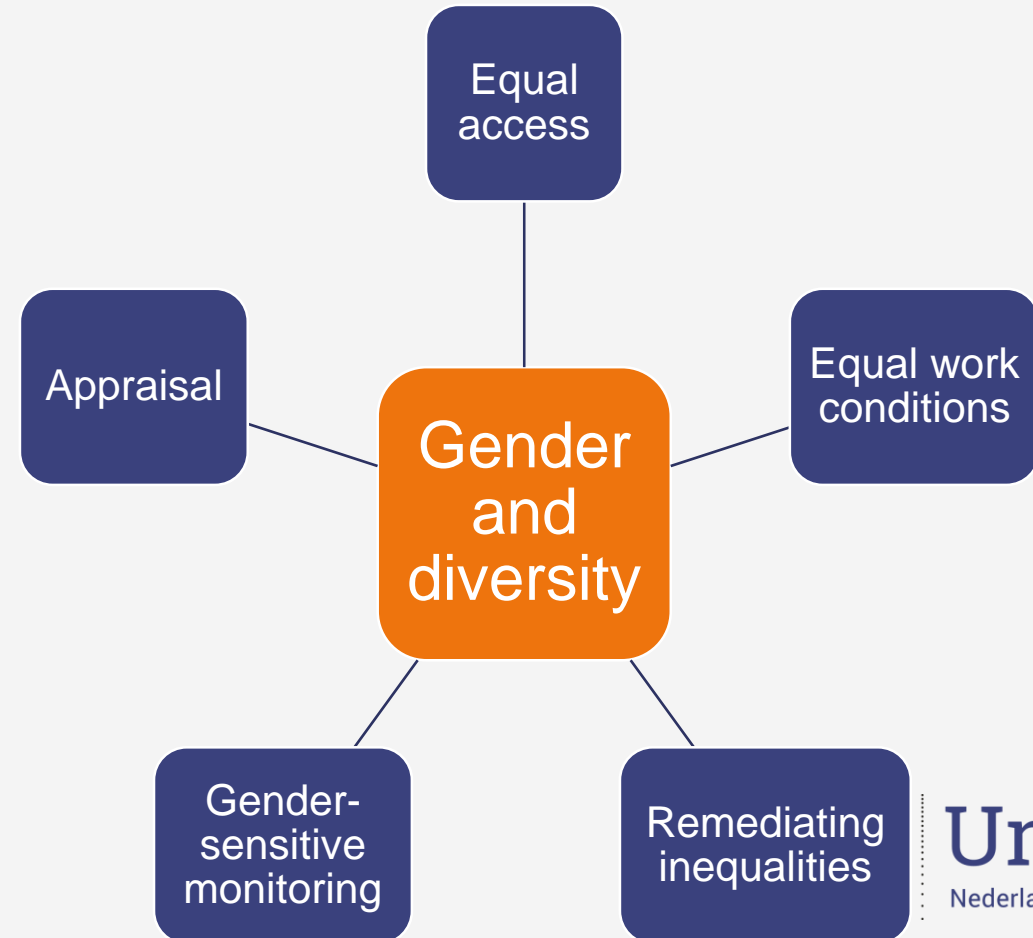
Unesco science recommendation: 10 key principles

A global normative framework for 'good practice' in science and research, based on the underpinning universal values of human rights, peace and welfare. 10 key principles:

1. Science's responsibility to develop more humane, just and inclusive societies
2. The role of science in national policy-making and international cooperation
3. Governments role to create a supportive environment for science and research
4. All scientific conduct is subject to universal human rights standards
5. Balances researchers' freedoms, rights and responsibilities
6. Scientific integrity and ethical codes of conduct for science and research
7. Meaningful science-society interactions
8. Science as a common good, including open science practices
9. Inclusive, non-discriminatory work conditions and access to education and employment in science
10. Human capital is key to sound and responsible science system

Gender and diversity: 5 areas

1. Equal access
2. Equal work conditions
3. Appraisal
4. Remediating inequalities
5. Gender-sensitive monitoring



Emphasis of Unesco's science recommendation on Gender and Diversity aspects (1/2)

1. Access	2. Work Conditions	3. Appraisal
<ul style="list-style-type: none">▪ Equal access to education and training needed to enter scientific careers▪ Equal access to employment▪ Equal access to fundamental necessities to conduct science (funding, literature, publishing)	<ul style="list-style-type: none">▪ Conditions of work, recruitment and training must be without discrimination▪ Annual leave and rest periods are reasonable and include paid parental leave▪ Accountability systems to ensure these norms are upheld	<ul style="list-style-type: none">▪ Family-care related work interruptions are transparently accounted for to prevent negative impact of taking such leave▪ Use international comparisons so as to adopt good practices

Emphasis of Unesco's science recommendation on Gender and Diversity aspects (2/2)

4. Remediate inequalities

- Besides ensuring equal work conditions, actively promote underrepresented groups in science, including women
- Remediate inequalities of opportunities
- Actively eliminate bias against women and girls in work environments and in appraisal.
- Encourage women and girls to take up scientific careers

5. Gendered monitoring

- Member states should collect data on the condition of scientific researchers that is disaggregated by sex, to support gender vigilance, leading to work improvements

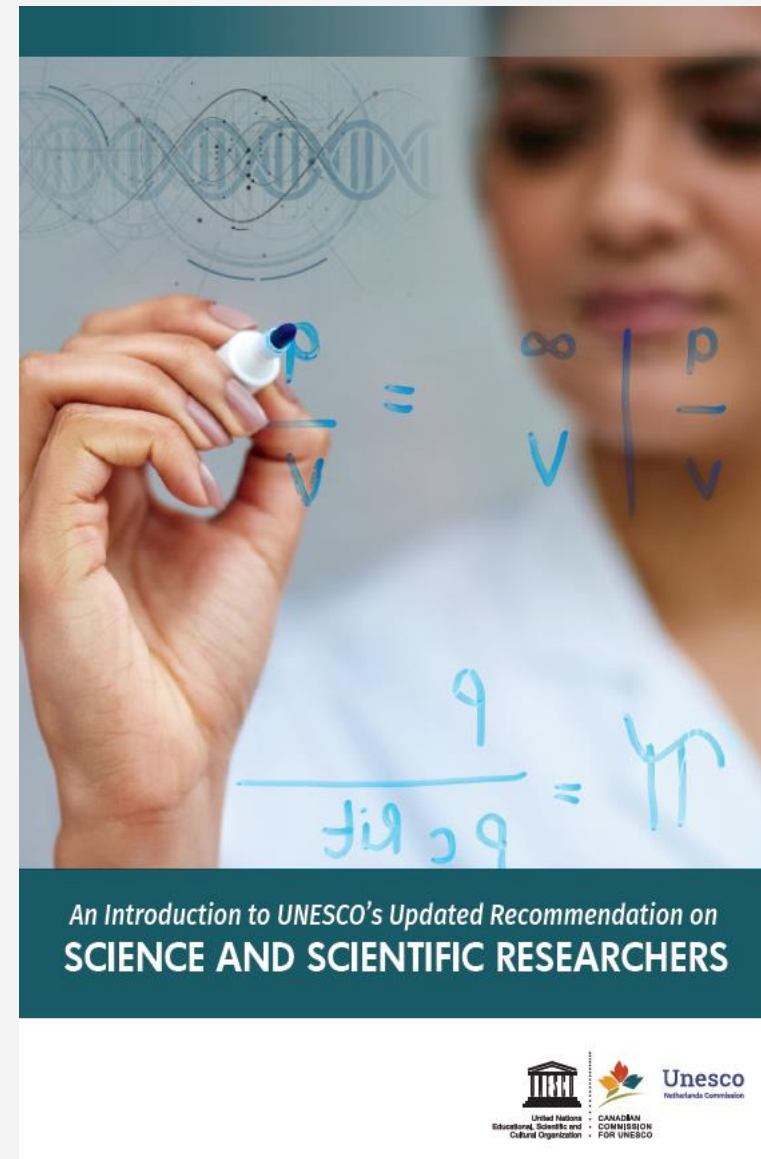
How to apply the Unesco science recommendation

- To inform **national ethical guidelines and codes of conduct**
- To inform **institutes' guidelines and HR policies** shaping regulations of work conditions, training and education, reward, appraisal, etc.
- A set of **shared values** world-wide: An unbiased, neutral, ethical and regulatory framework for international research collaboration agreements, especially in North–South settings
- As a resource in **science diplomacy**, particularly to address ethical concerns including gender and diversity

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