Brussels, 07 December 2018

WK 15307/2018 INIT

LIMITE

RECH

WORKING PAPER

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MEETING DOCUMENT

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<tr>
<th>From:</th>
<th>ERAC Secretariat</th>
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<tr>
<td>To:</td>
<td>ERAC (European Research Area and Innovation Committee)</td>
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<tr>
<td>Subject:</td>
<td>PowerPoint presentation: CC on advancing gender equality in the ERA: Insights and recommendations for Member States</td>
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Delegations will find attached the PowerPoint presentation "CC on advancing gender equality in the ERA: Insights and recommendations for Member States" given under item 4.2 of the ERAC Plenary agenda of 6 December 2018.
CC ON ADVANCING GENDER EQUALITY IN THE ERA:
INSIGHTS AND RECOMMENDATIONS FOR MEMBER STATES

Marcela Linkova
Chair
ERAC Standing Working Group on Gender in Research and Innovation

ERAC Plenary

06 / 12 / 18
CC ON ADVANCING GENDER EQUALITY IN THE ERA

• Adopted on 1 December 2015
• Four areas of action
  • Implementing the ERA roadmap
    • MS to set up ambitious goals
  • Sustainable cultural and institutional changes
    • Institutional change to be a key element of national policy
    • Incentives for GM strategies
    • Allocation of research funding free from gender bias
  • Gender balance in Decision-making position
    • Guiding targets for better balance
  • Gender knowledge and monitoring
    • Regular collection of sex-disaggregated data (She Figures)
    • Preparation of gender indicators where possible
    • Monitor implementation with appropriate indicators
BACKGROUND

• Analysis of the CC part of the 2018-2019 Work Programme of the SWG GRI

• Sub-group
  • Marcela Linkova (rapporteur, CZ), Alina Toader (FR), Eileen Drew (IE), Jacqueline Grech (MT), Jennifer Cassingena Harper (MT), Nava Ratzon (IL), Julia Grünenfelder (CH)

• Work carried out January – August 2018

• Report discussed at 3rd SWG GRI meeting
SURVEY OF THE CC IMPLEMENTATION

• Online survey among members of the SWG GRI – Google Form
• Structured according to the areas of action
  • Legislative and policy environment
  • Implementing the ERA roadmap
  • Sustainable cultural and institutional changes
  • Gender balance in decision-making position
  • Gender knowledge and monitoring
• Responses
  • MS: AT, BE, BG, CY, CZ, DE, EE, ES, FI, FR, IE, MT, NL, PL, PT, SI, SK
  • AC: CH, IC, IL, NO, TR

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<tr>
<th>29 SWG GRI delegations</th>
<th>24 Member States</th>
<th>5 Associated Countries</th>
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<td>22 delegation responses</td>
<td>17 Member States</td>
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## ANALYTICAL CLUSTERS

- EU 15, EU 13, Associated Countries
- EU Innovation Scoreboard
  - Innovation leaders / Strong innovators / Moderate innovators / Modest Innovators

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SUMMARY OF FINDINGS

• Gender equality in European Research Area
  • Important steps have been made in several EU countries and their national RFOs
  • However, the large gap persists between higher and lower innovators
  • With some positive developments in a few EU-13 countries (CZ, MT, SI)
  • Stagnation in others, usually countries with a high proportion of women in R&I

• Barriers to implementation of cultural changes
  • Lack of political will, cultural barriers, GE not a priority (mentioned especially in EU-13)
  • Institutional autonomy (especially in EU-15)
GENDER EQUALITY AND INNOVATION CAPACITY

• High degree of correlation exists between EU Innovation Scoreboard (2018) and Gender Equality Index (2017)
  • Countries with a high GE index are among Innovation leaders and Strong innovators
  • Countries with a low GE index are among Moderate and Modest Innovators

• Positive correlation between the EU Innovation Scoreboard and the growth dynamic of women’s entry into research and innovation

• Negative correlation exists between the EU Innovation Scoreboard and the percentage of women in research (cf. Enwise honeypot indicator)
INNOVATION / EQUALITY CORELATE

Legend:
- old EU member states
- new EU member states

R² Linear = 0.755

y = 1.03E2 + 3.15x
LEGAL AND POLICY ENVIRONMENT

- To identify impact of the CC on the policy environment
- 2 MS amended national policies (MT and FR), Nordic countries indicated having measures in place prior to CC
- 10 MS (AT, CY, CZ, EE, FR, IE, MT, PL, SI, NL) adopted a new policy document in response to the CC
  - For 8 countries (AT, CY, CZ, EE, IE, MT, PL, SI) this was the ERA Roadmap National Action Plans and Strategies, adopted since 2016
  - The ERA Roadmap NAPSSs was often the first policy document to address GE in R&I, especially in the EU-13
- Importance of policy coordination at EU level for GE
IMPLEMENTING THE ERA ROADMAP

• In several countries, gender equality continues to be regarded as an issue of the **representation of women in research** rather than a complex mix of the three objectives (gender balance in research teams, gender balance in decision-making and gender dimension in research)

• Most of the EU-15 had concrete actions in place to be completed by mid-2016 as well as after 2016 whereas majority of EU-13 did not have a NAP by mid-2016

• More innovation leaders and strong innovators had concrete actions to advance gender equality in the NAPs by mid-2016, whilst moderate innovators were split evenly between those that had concrete actions to implement by mid-2016 and those that had actions planned for implementation post-2016
SUSTAINABLE CULTURAL AND INSTITUTIONAL CHANGES

- Major differences between EU-13 / EU-15 and EU Innovation Scoreboard clusters
- Innovation leaders and strong innovators have more measures towards gender equality than moderate and modest innovators
  - Difference especially noticeable between strong and moderate innovators
- Incentives to RPOs to develop GE plans provided by a majority of strong innovators and innovation leaders
- Incentives to integrate the gender dimension in research introduced rarely
- 4 strong innovators were the only countries to have national guiding targets for gender balance among professors
- National funding agencies seem more proactive in implementing concrete measures to tackle gender bias in the allocation of research funding compared to national authorities
Is institutional change a key element of national policy framework for gender equality in R&I?

- EU-15: Yes
- EU-13: Don't know
- Associated countries: Not applicable
GENDER BALANCE IN DECISION MAKING POSITIONS

• Measures not implemented in response to the CC

• Six EU-15 (AT, ES, FI, FR, IE, NL), two EU-13 (CY, SI), three AC (IC, IL, NO)

• 2 innovation leaders (FI, NL) and 7 strong innovators (AT, FR, IC, EI, IL, NO, SI) out of nine had guiding targets for gender balance in decision-making bodies

• Only 2 (CY, ES) out of nine moderate innovators did
GENDER KNOWLEDGE AND MONITORING

• Of the 16 countries that indicated that gender policies and actions in R&I are monitored at the national level, 10 had gender equality indicators (AT, EE, ES, FR, IC, IL, NL, NO, PL, CH)

• Only 8 countries (EE, FR, DE, NO, SI, ES, CH, TR) evaluate the implementation of gender policies and actions in R&I at the national level

• Only 6 countries – 4 EU-15 (AT, ES, FR, PT) and 2 AC (IL, TR) – provide dedicated support to gender research at the national-level whereas no EU-13 country does

• Innovation leaders are more likely to support gender research in their countries compared to strong, moderate or modest innovators
RECOMMENDATIONS

• Actions to promote GE must be stepped up, especially in EU-13
• EU-15 countries to focus on advancing monitoring and evaluation of the effectiveness of GE policies
• Gender dimension in research and innovation requires further action
• ERA to continue GE as a cross-cutting as well as self-standing priority
• Further indicators to be developed for Priority 4
• Priority 4 roadmaps to be reviewed and reinforced in the NAPS
• National authorities to provide financial incentives to implement cultural and institutional changes through gender equality plans
• Horizon Europe
  • Strengthening the ERA part of Horizon Europe should reflect these findings
  • Where possible, incentives for EU-13 to be considered to implement GE in the Widening part of Horizon Europe
• ERAC to use the Policy Support Facility to bridge the continued gap between EU countries (especially MLE)
• Upcoming EU PRES invited to reflect these findings in PRES priorities