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LIMITE

RECH

WORKING PAPER

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MEETING DOCUMENT

From:	ERAC Secretariat
To:	ERAC (European Research Area and Innovation Committee)
Subject:	PowerPoint presentation: CC on advancing gender equality in the ERA: Insights and recommendations for Member States

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

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

29 SWG GRI delegations	24 Member States	5 Associated Countries
22 delegation responses	17 Member States	5 Associated Countries
76%	71%	100%

ANALYTICAL CLUSTERS

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

EU-15	EU-13	Associated countries
Austria	Bulgaria	Iceland
Belgium	Cyprus	Israel
Finland	Czech Republic	Norway
France	Estonia	Switzerland
Germany	Malta	Turkey
Ireland	Poland	
the Netherlands	Slovakia	
Portugal	Slovenia	

Innovation leaders	Strong innovators	Moderate innovators	Modest innovators
Finland	Austria	Cyprus	Bulgaria
the Netherlands	Belgium	Czech Republic	
Switzerland	France	Estonia	
	Germany	Malta	
	Ireland	Poland	
	Slovenia	Portugal	
	Norway	Slovakia	
	Iceland	Spain	
	Israel	Turkey	

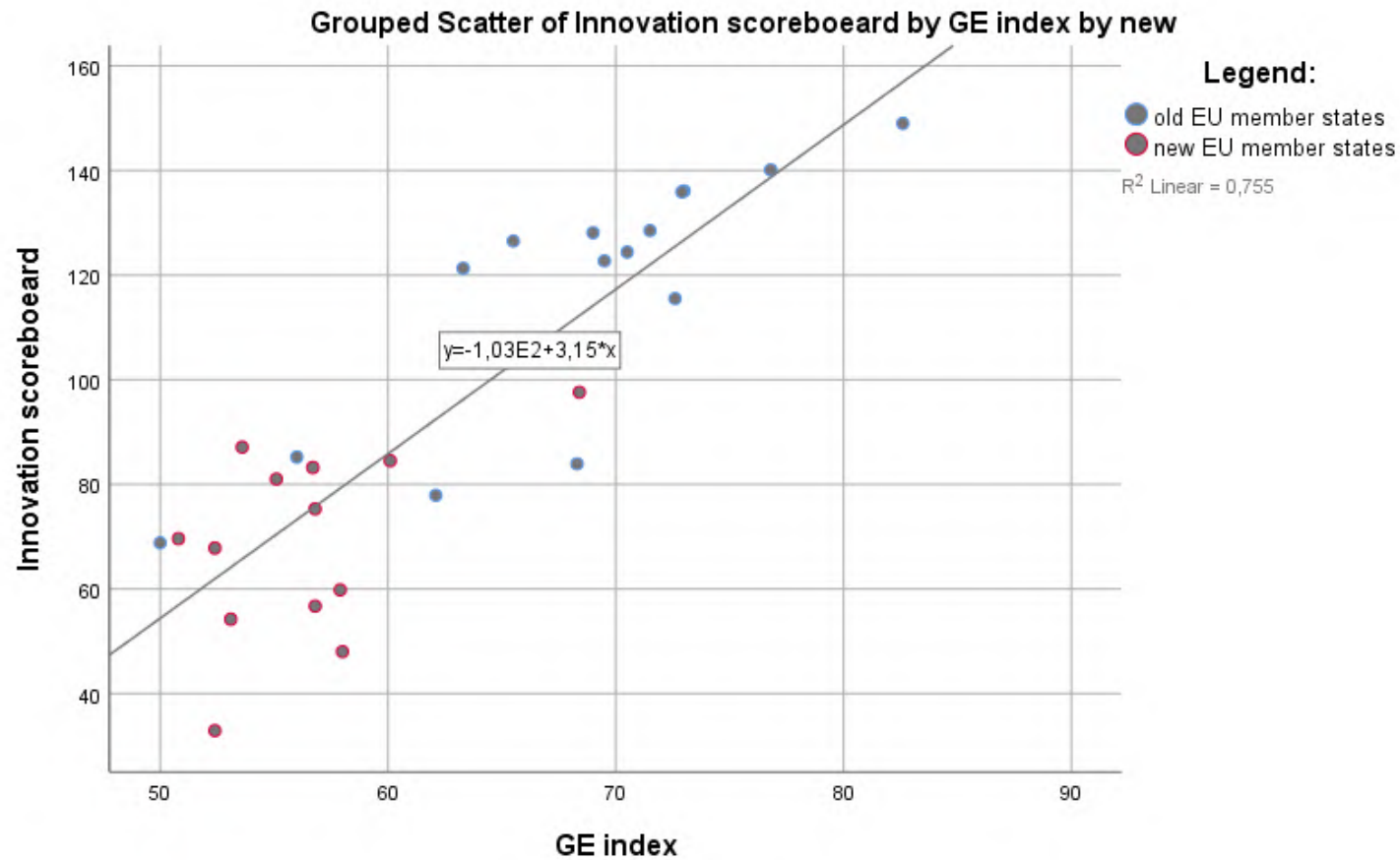
SUMMARY OF FINDINGS

- **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



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 NAPSs 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**

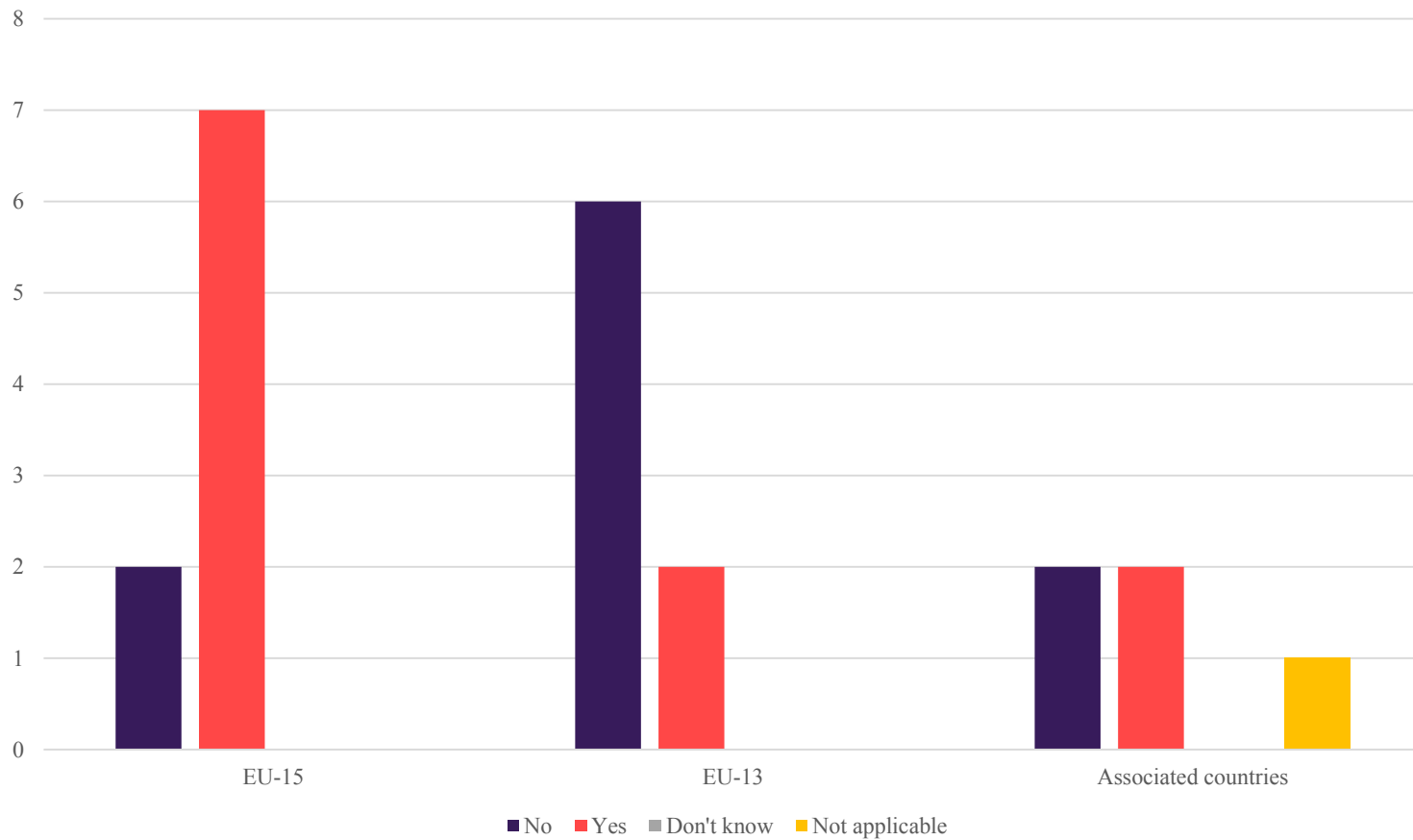
IMPLEMENTING THE ERA ROADMAP

- 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?



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