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WORKING PAPER

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WORKING DOCUMENT

From: General Secretariat of the Council
To: ERAC Standing Working Group on Gender in Research and Innovation

Subject: Work Programme 2018-2019 of the ERAC Standing Working Group (SWG) on Gender in Research and Innovation

Delegations will find attached the Work Programme 2018-2019 of the ERAC Standing Working Group (SWG) on Gender in Research and Innovation as approved by written procedure.

ERAC Standing Working Group on Gender in Research and Innovation

Work Programme 2018-2019

1. Introduction

The work programme of the ERAC Standing Working Group on Gender in Research and Innovation (hereafter referred to as the Standing Working Group or SWG) will cover a period of 18 months (till June 2019) and include the activities the SWG plans to undertake in line with its mandate and the ERA Roadmap. The overall objective of the Standing Working Group is to advise the Council and the European Commission on policies and initiatives on gender equality in Research and Innovation (R&I), for the benefit of scientists, research institutions, universities, businesses and society at large.

Gender equality in R&I is pursued through institutional changes in research organisations and underpinned by the following objectives:

- Gender equality and equal opportunities in research careers
- Gender balance in leadership and decision-making positions
- Integration of the gender dimension in research and innovation content and programmes

2. Mission

In line with its mandate, the Standing Working Group shall:

- Promote the implementation of top action priority 4 in the ERA Communication (COM (2012)392 final) and its related Roadmap 2015-2020;
- Provide policy advice to ERAC on top action priority 4, including the framework conditions and regulatory issues related to gender equality and gender mainstreaming in research, assess progress and address emerging issues related to gender equality and gender mainstreaming identified by Members or ERAC;
- Cooperate with the other ERAC Standing Working Groups and ERA-related groups in order to achieve coordination and ensure that gender is mainstreamed as relevant, and in particular to develop joint position on a gender perspective for international cooperation in STI;
- Provide support to address policy challenges related to gender equality and gender mainstreaming in R&I in the three priority areas;
- Promote mutual learning on gender equality and gender mainstreaming in R&I and on the

implementation of the ERA National Action Plans and Strategies in top action priority 4;

- Recommend good practices to effectively implement the ERA National Action Plans and Strategies in top action priority 4;
- Assess the implementation of Council Conclusions on advancing gender equality in European Research Area of 1 December 2015;
- Advise and contribute to the elaboration of indicators to monitor and assess policies and initiatives on gender equality in R&I;
- Facilitate regular collection of sex-disaggregated data for the She Figures and, where possible, of gender indicators in the field of R&I, in collaboration with national statistical offices;
- Facilitate joint transnational activities, to be implemented with appropriate means;
- Liaise with H2020 National Contact Points (NCPs), national and European stakeholders on matters relating to gender equality and gender mainstreaming in R&I.

3. Working method

The Work Programme translates the mission and goals of the SWG into a concrete work plan to be pursued during the coming eighteen months to effectively address the most strategic policy questions related to its mandate. Key activities will include sharing of good practices and mutual learning and delivery of policy advice on agreed topical issues.

The SWG will work on one agreed topical issue per year:

- 2018: Analysis of the implementation of the CC of 1 Dec 2015 on advancing gender equality in the ERA with a view to working on follow-up Council Conclusions in 2019;
- 2019: Sexual harassment and sexual assault in academia, with a particular focus on international mobility – analysis of actions and measures taken at national and institutional level.

At each meeting appropriate time will be allocated for delegates' presentations (approx. 3 to 5) on an agreed topic. Questions will be developed to guide a follow-up discussion in meeting, with a view to creating an overview on the topic. Thus, each meeting will generate lessons learnt and preliminary recommendations, to be presented as part of the SWG updates on the work progress achieved.

Topics identified for policy advice, mutual learning and best practice sharing:

- Gender in Open Science and Open Innovation
 - Gender dimension in research and innovation, including the role of RFOs
 - Gender in innovation and entrepreneurship
 - Implicit gender bias: combating gender bias in rewards and peer review, hiring and evaluation
 - Structural and institutional change in organizations
 - Gender pay gap and salaries
 - Follow-up to the Helsinki Group & European Commission guidance on gender balance in decision making and professorships
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	18 October 2017 1st meeting	Q4 2017	Q1 and Q2 2018 2nd meeting	Q3 and Q4 2018 3rd meeting	Q1 and Q2 2019 4th meeting
ACTIVITIES					
Promote top action priority 4 - ERA Roadmap			Annual report to ERAC	Advice paper on gender in Open Science and Open Innovation	Annual report to ERAC Advice paper on gender in innovation and entrepreneurship
Support to address policy challenges related to gender in R&I: Analysis of the implementation of the CC of 1 Dec 2015 on advancing gender equality in	Discussion of the topical issue for 2018	Preparatory work to form subgroup, mandate prepared and adopted	Methodology design, data collection	Analysis performed, report delivered for ERAC adoption	Follow-up to Guidance on gender balance in decision-making: Assessment of implementation
Support to address policy challenges related to gender in R&I: Analysis on sexual harassment and sexual assault in academia, with a focus on international mobility	Discussion of the topical issue for 2019		Preliminary exchange with SWG HRM re the topical issue	Preparatory work to form subgroup, mandate prepared and adopted Invite chair of SWG HRM and exchange of views	Methodology design, data collection
Cooperate with other ERA-related groups	Draft report on a gender perspective for international cooperation in STI: Presentation by rapporteurs; next steps agreed	Adoption of joint SFIC GRI opinion	Presentation of joint SFIC GRI opinion to ERAC		
Promote mutual learning to effectively implement and assess the ERA National Action Plans or Strategies	First discussion of priority topics	Topics agreed for upcoming period	Mutual learning and best practice exchange: topic 1 (3-5 national presentations, facilitated discussion, recommendations)	Mutual learning and best practice exchange: topic 2 (3-5 national presentations, facilitated discussion, recommendations)	Mutual learning and best practice exchange: topic 3 (3-5 national presentations, facilitated discussion, recommendations)
Facilitate joint transnational activities				Invite chair of GPC and exchange of views	

	18 October 2017 1st meeting	Q4 2017	Q1 and Q2 2018 2nd meeting	Q3 and Q4 2018 3rd meeting	Q1 and Q2 2019 4th meeting
ACTIVITIES					
Advise and contribute to the elaboration of indicators to monitor and assess policies and initiatives on gender equality in R&I		Statistical correspondents identified for the She Figures 2018	Analysis of CC of 1 Dec 2015 on GE in ERA: monitoring and evaluation (see above)		
ONGOING ACTIVITIES AND MILESTONES					
Participation in ERAC Steering Board	7 November 2017, Brussels		17-18 Jan 2018 24 April 2018	16 Oct 2018	Tbc
Update from the SWG to ERAC	5 December 2017, Brussels		15-16 March 2018 17 May 2018	17-18 Sep 2018 Dec 2018	Tbc