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

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Subject: Summary conclusions of the 3rd meeting of the ERAC SWG GRI, held on 17 October in Brussels

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Delegations will find attached the Summary conclusions of the 3rd meeting of the ERAC SWG on Gender in Research and Innovation, held on 17 October 2018 in Brussels, as approved by written procedure.

**ERAC STANDING WORKING GROUP**  
**ON GENDER IN RESEARCH AND INNOVATION**

**Summary conclusions**

**Meeting:** 17 October 2018

**Chair:** Marcela LINKOVA

**Secretariat:** General Secretariat of the Council

**Participants**<sup>1</sup>: Austria, Belgium, Bosnia and Herzegovina, Czech Republic, Denmark, Estonia, European Commission, Finland, France, Iceland, Lithuania, Netherlands, Norway, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey (21)

**1. Welcome and adoption of the provisional agenda**

The Chair welcomed the new members of the group.

The Chair announced the resignation of the current Vice-chair of the SWG GRI, Benjamin MONNOYE.

A procedure and a call for candidates will be launched with a view to the appointment of a new Vice-chair before end of November 2018.

The agenda was adopted with the withdrawal of item 6 (Information on the "Policy Support Facility") and a change in order of items 3 and 4.

**2. Update by the Chair on the Review of ERA advisory structure**

**- *ERA review recommendations***

The Chair welcomed the support to the SWG GRI and its mission contained in the final report of the 2018 review to the ERA advisory structure approved by ERAC in Salzburg (WK 10321/2018).

The SWG GRI discussed the following relevant recommendations contained in the ERAC final report:

- Recommendation 5: the SWG GRI agreed on the convenience to organise back-to-back meetings with other ERA groups and, in particular, with the SWG HRM (Standing Working Group on Human Resources and Mobility). To this end, the Chair of the SWG

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<sup>1</sup> The list of delegations present at the meeting is based on the list of participants that was circulated during the meeting.

GRI will contact the Chair of the SWG HRM with the purpose to have a back-to-back meeting in spring 2019. It was, however, acknowledged that joint meetings would not be appropriate given the limited number of meetings per year of the SWG GRI.

- Recommendation 8: the SWG GRI will request the Commission's Joint Research Centre to explore the correlation between the level of performance of countries in R&I and their progress on gender issues.

- Recommendation 9: increased visibility of the SWG GRI has been addressed by the group for some time and was raised during the ERAC plenary in Salzburg. The Chair recalled the need to further work on this topic, which is also connected to recommendations 18 and 19. The Chair also referred to the need to explore ways of website presentations of the ERA related groups and other avenues for increasing visibility.

- Recommendation 10: the Chair welcomed the point and highlighted the good and timely cooperation of the SWG GRI with the FI delegation with a view to the Finnish EU presidency and the planned conference to commemorate the 20<sup>th</sup> anniversary of activities to advance gender equality in research in the EU in the second half of 2019.

- Recommendation 12: the SWG GRI will consider the possibility of establishing a monitoring tool based on the tool developed by the High Level Group for Joint Programming (GPC). It was recalled that the ERAC workshop planned on 5 December 2018 will discuss, among other things, on possible options for implementing recommendation 12 of the ERAC report.

- ***Policy briefs on tackling gender bias and on NAPS***

SWG GRI members are requested to liaise with their respective ERAC delegates to raise awareness on two documents circulated after the ERAC plenary in Salzburg in September 2018:

- the SWG GRI policy brief "Tackling gender bias in research evaluation: Recommendations for action for EU Member States" (WK 9514/2018), and
- the GENDERACTION policy brief on NAPS Priority 4 implementation.

- ***ERA progress report 2018***

SWG GRI members are requested to engage with their respective ERAC delegates to carry out a fact-checking exercise regarding Priority 4 - implementation in country reports for the ERA progress report 2018, which should be distributed by the end of November 2018.

- ***Horizon Europe negotiations***

Following a full round-table of interventions concerning the individual involvement of SWG GRI members in the ongoing Horizon Europe negotiations from the gender equality perspective, it was decided that, wherever possible, SWG GRI delegates will engage with their Research Working Party attachés with a view to reinforcing provisions on gender equality in the Horizon Europe proposals.

In this regard, it was mentioned the particular importance of aspects related to gender equality in the composition of teams for the evaluation of research projects in the future Rules of Participation of the Horizon Europe package, as well as the need to take into account gender issues in the future missions for innovation.

- ***Information on the outcome of the ERAC Steering Board meeting on 16 October 2018***

The SWG GRI Chair provided information on the outcome of the ERAC Steering Board meeting that took place on 16 October, including on comments made by the MS co-chair regarding the HU government decree to ban gender studies in Hungarian universities.

The SWG GRI endorsed the view that there are basic values on which the EU rests, including democracy, equality and academic freedom and that these need to be upheld if the European project is to have a future. In this respect, ERAC-related groups should have the possibility to make statements on important issues within their purview. The SWG GRI agreed that the chair will write a follow-up message to the ERAC co-chairs.

**3. Update from the EU Presidencies (current and future)**

The SWG GRI took note of updated priorities by the AT presidency, in particular on the progress made in negotiations on the Horizon Europe package and on the draft Council conclusions on the ERA.

It also took note of priorities of the upcoming FI Presidency in the field of R&I. FI delegate presented a plan for the FI PRES conference to commemorate 20<sup>th</sup> anniversary of EU activities for gender equality in research, and collected suggestions from SWG GRI delegates. The SWG GRI delegates are requested to provide input and ideas, by the end of October, with a view to the conference planned on 23 and 24 October 2019 in Helsinki. Furthermore, the SWG GRI endorsed the topic of gender harassment and violence as an important and timely topic to be addressed at the conference.

#### 4. Update from the Commission

##### - *Gender issues in the Horizon Europe package*

Harald HARTUNG, Head of unit for Inclusive society at the Commission, updated the SWG GRI on three key elements of the ongoing negotiations of the Horizon Europe proposals along the following lines:

1. Roadmap: there is a tight schedule if the package is to be politically concluded before the European Parliament elections next year.
2. Negotiations: the package contains several references to gender issues, including in Clusters on Health and Digital industry, as well as in the ERA chapter. Current parallel negotiations in the Council and in the EP seem both going in the direction to reinforce gender elements.
3. Strategic plan: the Council is seeking clarity on the strategic plan before end of November. Gender issues are expected to be important elements in future Partnerships for innovation.

He requested to maintain a close contact with the SWG GRI on gender issues related to the package.

Finally, he praised the utility of the policy briefs delivered by the HORIZON 2020 GENDERACTION project, distributed also to the SWG GRI.

##### - *She figures*

Roberta PATTONO, from the Commission (RTD), presented an update on the work on the "She figures".

This exercise is carried out every three years and the next publication of data and the corresponding handbook are due in March 2019.

SWG GRI delegates requested clarifications about the statistics regarding the evolution of the proportion of women among grade A positions along the years.

The Commission explained that it is currently involved in a fact-checking exercise of national data.

The data will be particularly useful as a contribution for the upcoming ERA report which is under elaboration in the Commission services.

Following a request by some SWG GRI members, the Commission clarified that a list of statistical correspondents from the Member States could only be forwarded to the SWG GRI members, only and once data protection restrictions would be lifted.

The Commission representative also requested the active involvements of the SWG GRI with a view to the 2019 edition of the Women's day in relation to the publication of the She figures data and handbook.

Finally, the Chair of the GRI group asked its members to relay information on possible national events ahead of the Women's Day 2019 in connection with R&I topics.

## **5. Update from the sub-group on the implementation of CC on the advancement of gender equality in the ERA**

The Chair updated the SWG GRI on the report on the implementation of the Council conclusions on the advancement of gender equality in the ERA and requested further written comments by 30 October with a view to its adoption in November, in order to submit it at the ERAC plenary session on 6 December.

The Chair elaborated on the two clusters that have been used in the report: old versus new Member States and Associated countries and the EU Innovation scoreboard.

During the debate, a number of suggestions were made, including:

- the presentation of recommendations in a more concrete way
- how to provide financial incentives at national level and the need to address the problem of sustainability along the time after a project has been funded
- the collection of examples on how to promote a cultural change for gender equality in the different countries
- the inclusion of gender equality as a part of excellence label awards.

The Commission recalled that incentives for institutional change in European universities is already proposed under the Horizon Europe package.

## **6. Information on the "Policy Support Facility"**

This agenda item was postponed for an upcoming meeting.

## **7. Mutual learning exercise on gender and innovation, with a particular focus on open innovation**

### ***- Task Force (OSI) on Open Innovation***

The SWG GRI heard a presentation of the work carried out by the ERAC SWG on Open Science and Innovation's Task Force on Open Innovation, by the Task Force coordinator Tomas LICHTENWÖHRER.

During the ensuing debate, the Chair of the SWG GRI pointed out that users and consumers of innovative products and services have different needs depending on their gender. This fact should be taken into account by suppliers of innovative solutions. She also drew attention to a World Economic Forum report which warns that artificial intelligence and innovation methods could bring job losses mainly for women in the future.

NO argued that a common definition of "open innovation" would have to be agreed beforehand.

The coordinator of the Open Innovation Task Force clarified that a national definition of "open innovation" had been used for the presentation, adding that innovation should also involve consumers.

FI defended the need to also integrate in the scope social innovation in a broad and inclusive context to take account of larger groups such as disabled and elderly people. The Commission recalled the huge economic potential of the gender dimension when integrated in the conception and process of innovative goods and services.

PT suggested to also use the proportion of women participating in innovative start-ups as a relevant indicator.

TR encouraged to identify areas of open innovation with the potential to generate more opportunities to women.

SK also agreed on the importance to associate end users in innovation processes

ES was in favour of a closer cooperation between the OSI and the GRI groups in order to better address these issues.

The Task Force coordinator requested contributions from SWG GRI so that the gender perspective could be included appropriately in the final report. The Chair of the SWG GRI together with the NO and CZ representatives volunteered to help compiling a common response before the end of October to be delivered to the Open Innovation Task Force.

- ***Mutual Learning Exercise***

SWG GRI delegates explained how gender questions are currently being taken into account within different initiatives and national policies in their respective countries.

The SWG GRI agreed to start elaborating a policy brief which could be delivered at the next spring ERAC plenary session.

The policy brief should consider at least three key aspects: innovation, open innovation and social innovation.

PT and TR delegates volunteered to coordinate the work together with the SWG GRI Chair. A call for more participants will be launched.

## **8. Update from H2020 GENDERACTION**

The SWG GRI Chair reported on main achievements during the first 15 months of existence of the GENDERACTION project and on plans for next stages.

Delegates took also note of upcoming events that will be organised by the [GENDERACTION project](#).

## **9. Any Other Business**

### ***- Implementation of the NAPS in AT***

Delegates took note of oral information by the AT delegate on the implementation of the NAPS.

### ***- AcademiaNet initiative***

Delegates took note of oral information by the CH delegate on the AcademiaNet initiative (<http://www.academia-net.org>).

### ***- Next meetings***

Next meetings for 2019 should be decided without delay with a view to programming logistic needs.