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**WORKING PAPER**

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**MEETING DOCUMENT**

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From:	ERAC Secretariat
To:	ERAC (European Research Area and Innovation Committee)
Subject:	ERAC plenary on 6 June 2019 - PowerPoint presentation - Item 5.2

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Dear ERAC delegates,

Please find attached the following PPT presentation given under item 5.2 of the agenda of the ERAC plenary on 6 June 2019:

- SWG GRI Policy Brief on Gender and Innovation.

Kind regards,

ERAC Secretariat

# **SWG GRI POLICY BRIEF ON GENDER AND INNOVATION**

Marcela Linkova

Chair

ERAC Standing Working Group on Gender in Research and Innovation

# PROCESS

- Work Programme 2018-2019 (deadline: 06 / 2019)
- First discussion at the 3<sup>rd</sup> meeting in October 2018
  - Thomas Lichtenwöhler, chair of Task force on Open Innovation
- Task force: TR, PT, chair
- First draft circulated on 15 March 2019, with a deadline for comments on 29 March 2019 (comments from BE, FWB, CZ, DE, ES, EI, CH)
- Second draft circulated for debate at the 4<sup>th</sup> meeting on 10 April 2019, deadline for final comments on 15 April (comments from CH, DK, IL, NO, PT)
- Adoption draft circulated with a deadline on 30 May 2019 (comments from DK, MT)
- Adoption foreseen on 14 June 2019

# STRUCTURE OF THE BRIEF

- Key messages
- Recommendations
- Definitions of innovation
  - Including social and open innovation, all sectors and disciplines
- Policy framework of innovation and gender
- State of the art on gender in innovation
- Innovation as a process – the underrepresentation of women among entrepreneurs and innovators
- Innovation as an outcome – the integration of the gender dimension in the design, development, testing and implementation of innovative processes, services and products

# KEY MESSAGES

- **Gender is relevant** for the design, development and implementation of innovation, including innovation policy, because, inter alia:
- The **usefulness, robustness and social responsibility** of innovative solutions for all is enhanced through appropriate consideration of gender aspects;
- The **implicit user** of innovation continues to be constructed predominantly as male;
- Women continue to be severely **under-represented in innovation and patenting** activities in the EU and beyond;
- **Industries and other economic sectors with higher proportions of women** and those addressing life situations specific to women are often not recognized as sources of innovation;
- In innovation, **gender aspects intersect with other axes of economic and social inequality** and development of robust innovative solutions depends on a comprehensive approach;
- Gender and diversity are of particular relevance in the design of responsible approaches to **digitalization, Artificial Intelligence, machine learning and big data** analysis.

# RECOMMENDATIONS

- The **regulatory frameworks for innovation policy at the EU and Member State levels should explicitly address gender issues** and ensure that gender is mainstreamed throughout the policy.
- Innovation policy and public funding to drive innovation should require that **applicants and grantees address the gender dimension in the project design, development and testing**, and they must also consider the gender dimension in the future implementation of new models, products, processes and services.
- Innovation policy and public innovation **fundings should encourage gender balance from teams receiving funding for innovation and entrepreneurship**, while also requesting that they develop an organisational culture that is gender sensitive.

# RECOMMENDATIONS

- Innovation policy must include **social innovation and innovation in the public/civil sector**, with a view to broadening the range of actors, industries and sectors, the spaces involved in innovation processes and what is recognized as sources of innovation. Also, **all fields of research, including the humanities, arts and social sciences**, should be seen as components of the innovation ecosystem.
- Innovation processes in both **public and private sectors** must consider the gender dimension, and innovation creation and implementation should be designed to **avoid gender and other forms of bias**.
- Innovation processes will benefit from being driven by the **values of inclusion, empowerment and sustainability** as well as **competitiveness and growth**.

# RECOMMENDATIONS

- Successful innovation processes take on a **participant perspective**. This approach entails novel processes which are inclusive of **all genders and which focus on people of different and diverse backgrounds as end-users**.
- National authorities, in collaboration with business and enterprise, need to assume **responsibility for defining an ethical regulatory framework that includes appropriate consideration of the gender dimension**, particularly in emerging areas of research and innovation.
- **Protection and pro-active steps are necessary to eliminate discriminatory algorithms and to ensure non-discrimination, openness and transparency in AI.**