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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: Work Programme 2016 – 2017 of the Helsinki Group on Gender in Research and Innovation

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Delegations will find attached the Work Programme 2016 - 2017 of the Helsinki Group on Gender in Research and Innovation, in view of the first meeting of the ERAC SWG GRI on 18 October 2017.

# HELSINKI GROUP ON GENDER IN RESEARCH AND INNOVATION

## WORK PROGRAMME 2016 – 2017

This document sets out the Work Programme of the Helsinki Group on Gender in Research and Innovation (HG) for the years 2016 and 2017. The rationale for this work is provided by Communication “Women in science: Mobilising women to enrich European research” – COM99/76 from February 1999, Council Conclusions dated 28 May 2010 (10246/10) and Council Conclusions dated 1 December 2015 (14875/15).

### 1. Background and rationale

Established in 1999, HG has over the years 1) provided advice to the Commission on the development of gender equality initiatives and measures within the different policies and frameworks related to science, technology and innovation at European, national and regional levels; 2) contributed to creating awareness at European and national levels of European and national activities related to gender equality in science, technology and innovation, and 3) provided a forum for best practice exchange among Member States and Associated Countries related to advancing gender equality and gender mainstreaming in science, technology and innovation in the ERA.

In the course of 2015, the HG launched its transition towards becoming an ERA-related group.

As per its new mandate, the overall objective of the HG is to advise the Council and the European Commission on the development and implementation of policies and initiatives on gender equality and gender mainstreaming in Research and Innovation, for the benefit of scientists, research institutions, universities, businesses and society at large.

The HG advises in particular on the implementation of the following objectives, which are in line with the commitments in the European Research Area (ERA) and in Horizon 2020 (H2020), and which were reaffirmed by the Council Conclusions on advancing gender equality in the ERA of 1<sup>st</sup> December 2015:

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

### 2. Structure of the Work Programme

The HG Work Programme 2016-2017 is based on HG’s previous and current work as well as on the input received from delegations during HG plenary meetings, and HG Steering Group and sub-group meetings.

The group will focus according to its mandate on the **following areas**:

- Implementation of the December 2015 Council Conclusions on advancing gender equality in the European Research Area (ERA);
- Networking and coordination with the other ERA-related groups;
- Implementation of gender equality and gender mainstreaming in Horizon 2020.

The Group commits itself to reach the following **milestones**:

1. Develop guidance, in collaboration with the Commission, to facilitate the implementation of guiding targets for gender balance in decision-making bodies and for professors;
2. Develop joint guidelines on a gender perspective for international cooperation in STI, together with the Strategic Forum for International S&T Cooperation (SFIC);
3. Coordinate with other ERA-related groups;
4. Discuss and recommend good practices to effectively implement the ERA national action plans or strategies and facilitate joint transnational activities;
5. Contribute to the elaboration of indicators to monitor and assess policies and initiatives on gender equality in R&I;
6. Discuss and make recommendations to the Commission on the implementation of gender equality and gender mainstreaming in European research funding systems.

### **3. Implementation**

The implementation of the HG Work Programme and its milestones will be the result of the active contribution of representatives of Member States and Associated Countries, engagement with national stakeholders and close exchanges with the European Commission. HG activities may be supported through the work of specific sub-groups established in line with the HG mandate.

The overall coordination of the HG activities will be ensured by the HG Steering Group consisting of the co-Chairs, the vice-Chair, Sub-group chairs as well as of the representatives of the previous EU PRES country and the presidency trio (current and two successive EU PRES countries).

The HG working methods include:

- plenary and sub-group meetings
- written and oral contributions on relevant topics
- preparation of joint documents (e.g. position papers, reports)
- exchange of best practices and multi-lateral exchanges
- seminars and workshops on specific issues
- invitation of external experts or speakers to HG meetings, seminars or workshops on an ad-hoc basis

### 3.1 Develop guidance to facilitate the implementation of guiding targets for gender balance in decision-making bodies and for professors

Action	Timeline
Collect good practices at the national level	First half of 2016
Develop and approve guidance	Second half / end of 2016
Dissemination plan of the guidance at the national level to facilitate the implementation of guiding targets	As of 2017

### 3.2 Develop joint guidelines on a gender perspective for international cooperation in STI, together with the Strategic Forum for International S&T Cooperation (SFIC)

Action	Timeline
Chair of the “HG sub-group on cooperation with other ERA-related groups” invited to exchange views with SFIC	March 2016
Collect good practices on the inclusion of the gender perspective in bilateral and multilateral dialogues	First half of 2016
Invite Chair of SFIC to HG meeting in autumn 2016 to discuss the structure of the joint guidelines	Autumn 2016
Develop and approve draft guidelines	End 2016
Dissemination plan of the guidelines at the national and European levels	As of 2017

### 3.3 Coordinate with other ERA-related groups

The HG will seek ways to establish and enhance its cooperation with other ERA-related groups in order to achieve synergies. The input of the HG is crucial for other strategic groups that wish to include a gender component into their activities. A specific coordination with other ERA-related groups will hence be beneficial to both parties by learning from each other about their various activities. The cooperation in these fields can be through devising gender policies at group level but also at country level by liaising with national representatives in the other ERA- related groups and ERAC. Acting in this way will lead to effective mainstreaming of gender policies across Europe.

<b>Action</b>	<b>Timeline</b>
Invite Chair of the SGHRM to exchange views on gender mainstreaming in SGHRM priorities	April 2016
Invite Chair of the ESFRI group on gender mainstreaming in ESFRI priorities	First half of 2017
Strengthen coordination at the national level with the representatives of other ERA-related groups	2016 – 2017

### **3.4 Discuss and recommend good practices to effectively implement the ERA national action plans or strategies and facilitate joint transnational activities**

The HG will continue providing early and timely strategic advice and evidence as regards the implementation of gender equality and gender mainstreaming in the ERA. To enhance its role, the HG will where relevant prepare opinions and position papers to the Council and the Commission while also aiming to foster the uptake of its advice nationally.

As an ERA related group, the HG has the task to promote, develop and support the process of implementation of ERA priority 4 “Gender equality and gender mainstreaming in research”. In this respect the HG will provide a synopsis of the implementation in the national ERA Roadmaps.

<b>Action</b>	<b>Timeline</b>
Presentation and discussion of three national good practices on gender equality policies and strategies at each HG meeting	Ongoing - April 2016/ Second half of 2016/ First and second half of 2017
Prepare a synopsis of the implementation of the national ERA Roadmaps, including indicators	April 2016 / Second half of 2016
Recommend good practices to effectively implement and assess the ERA national action plans or strategies	2017
Discuss possibility of joint transnational activities, including in the framework of an ERANET COFUND scheme	April 2016 / second half of 2016
Publication of relevant HG outputs and event on Council and European Commission webpages	2016-2017

### 3.5 Contribute to the elaboration of indicators to monitor and assess policies and initiatives on gender equality in R&I

Following the previous input of HG and its Subgroup of Statistical Correspondents, the HG will exchange on the feasibility of indicators to be used. For this work, the She Figures publication will be used as a reference document.

Action	Timeline
Discuss the policy relevance and feasibility of indicators on gender equality for the EMM	Second half 2016
Consult statistical correspondents in the discussions	Second half 2016

### 3.6 Discuss and make recommendations to the Commission on the implementation of gender equality and gender mainstreaming in European research funding systems

The HG maintains the vital importance of gender equality and gender mainstreaming in European research in Horizon 2020 and beyond, and shall deliver recommendations on addressing this priority in the future programme.

Action	Timeline
Recommendation to Commission and Member States on the inclusion of gender equality and gender mainstreaming in NCP activities	Autumn 2016
Discuss ways to assess the integration of the gender dimension in research programmes and present recommendations	Spring 2017
Discuss and recommend on the implementation of gender equality and gender mainstreaming in European research funding systems	First half of 2017

## 4. Reporting and dissemination

The 2015 and 2016 HG Annual Reports to the Council and the Commission will take stock of the implementation of the HG Work Programme and of individual milestones. This will include information related to the implementation of the ERA Roadmap.

HG members will also regularly report back at the national level to relevant stakeholders in the area of gender equality and gender mainstreaming in R&I.

HG members may accept invitations to relevant venues, including Info days, workshops and conferences in order to inform on its activities and on the implementation of gender equality and gender mainstreaming in research at national and EU levels.