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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 2019-2020 of the ERAC Standing Working Group (SWG) on Gender in Research and Innovation

Delegations will find attached the Work Programme 2019-2020 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 2019-2020

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 from 1 July 2019 until 31 December 2020 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. Priority areas

The SWG will work on one agreed priority area per year. To this end, a sub-group will be formed to steer the execution of the work. The priority areas are:

- 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;
- 2020: Gender and digitalization – a sub-group will be formed in 2019 to define the scope of the work to be included in the mandate and will continue to carry out the agreed work

Furthermore, the SWG GRI identified the following topics for policy advice, mutual learning and best practice sharing:

- Gender pay gap and salaries
- Gender in Open Science and Open Innovation (follow-up)

- Gender dimension in research and innovation, including the role of RFOs
- The concept of research excellence and evaluation of researchers' performance, including gender differences in publication output, time spent on research/teaching (planned collaboration with SWG HRM)

3. Main activities

In line with its mandate and its overall objective, 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 and innovation, assess progress and address emerging issues and priority areas related to gender equality and gender mainstreaming identified by Members or ERAC;
- Contribute to the Horizon Europe in the area of the SWG remit;
- Consider the impact of R&I policies on the gender equality, and advise on appropriate actions, including but not limited to Open Science and Open Innovation;
- 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, particularly through but not limited to exchanges at the ERAC Steering Board;
- Monitor progress toward the implementation of the ERA National Action Plans and Strategies in top action priority 4 at national level;
- Advise and contribute to the revision and elaboration of indicators to monitor progress toward gender equality in the European Research Area;
- Facilitate regular collection of sex-disaggregated data for the Commission's She Figures and, where possible, of gender indicators in the field of R&I, in collaboration with national statistical offices;
- Recommend good practices to effectively implement the ERA National Action Plans and Strategies in top action priority 4;
- Where possible and relevant, promote the intersectionality of gender and other aspects of diversity such as cultural background;

- Promote outreach and visibility of the work carried out by SWG GRI to relevant stakeholders at national and EU level.

4. Working methods

The SWG GRI will execute the planned tasks through the following:

- **Plenary meetings:** At least two plenary meetings held per year, with a view to achieving the objectives. Appropriate time will be allocated for delegates' updates on the implementation of National Actions Plans.
- **Sub-groups:** To address the defined priority areas, sub-groups will be set up with their own mandate, defined scope, time frame and outputs. The chair of the sub-group shall be a member of the SWG. The sub-groups shall use as a priority electronic means of communication.
- **Mutual learning and good practice exchange:** Each plenary meeting will address a defined priority area with a view to exchange good practices and learn from each other. Questions will be developed to guide discussions, with a view to creating an overview on the topic. In this way, meetings will generate lessons learnt and preliminary recommendations, which can be presented as part of the SWG updates on the work progress achieved.
- **Written contributions:** Written contributions shall be provided by delegations in preparation of meetings to facilitate discussion in plenary meetings.
- **External experts:** External experts may be invited to assist the group in a particular area.

	Q3 2019	Q4 2019	Q1 2020	Q2 2020	Q3 2020	Q4 2020
Plenary meetings		5th meeting		6th meeting		7th meeting
ERA governance and relationship with ERAC	Regular report from SWG GRI to ERAC	Regular report from SWG GRI to ERAC and ERAC SB	Input to ERAC Annual Report 2019 Regular report from SWG GRI to ERAC and ERAC SB	Regular report from SWG GRI to ERAC and ERAC SB	Regular report from SWG GRI to ERAC and ERAC SB	Regular report from SWG GRI to ERAC and ERAC SB
Promote top action priority 4 - ERA Roadmap & Horizon Europe	Contribution of SWG GRI to the ERAC Ad-hoc WG Opinion on the future ERA	Contribution of SWG GRI to the ERAC Ad-hoc WG Opinion on the future ERA Discussion and contributions from delegations at meeting		Discussion and contributions from delegations at meeting		Discussion and contributions from delegations at meeting
Provide policy advice to ERAC on top action priority 4: Analysis on sexual harassment and sexual assault in academia, with a focus on international mobility	Work in sub-group Presentation of work progress to SWG GRI	Work in sub-group Discussion of preliminary results at the 5 th meeting	Drafting of report, policy brief and recommendations Adoption by SWG Presentation of results and recommendations to ERAC	Report and policy brief dissemination to ERA stakeholders at the EU and national level, including the ERA Stakeholder Platform and EURAXESS		
Provide policy advice to ERAC on top action priority 4: Gender and digitalization	Formation of a sub-group to define the scope of the work to be covered	Preparation and adoption of sub-group mandate Work in sub-group	Work in sub-group	Report on progress made by the sub-group	Work in sub-group	Discussion of sub-group report in the meeting Adoption of report made by the sub-group Presentation of report to ERAC
Cooperate with other ERA-related groups	Exchange with ESFRI and GPC	Exchange of views with SWG HRM on the draft report on gender harassment Follow-up with SFIC on gender in international cooperation in STI	Exchange of views at ERAC SB	Exchange of views at ERAC SB Follow up on gender and Open Science and Open Innovation	Exchange of views at ERAC SB	Exchange of views at ERAC SB

	Q3 2019	Q4 2019 5 th meeting	Q1 2020	Q2 2020 6 th meeting	Q3 2020	Q4 2020 7 th meeting
Cooperate with EU PRES	Contribution to the preparation of the FI PRES conference	Contribution to and participation in the FI PRES conference				
Monitor progress toward the implementation of the ERA National Action Plans and Strategies		Report from Members at the meeting Exchange of views		Report from Members at the meeting Exchange of views		Report from Members at the meeting Exchange of views
Promote mutual learning to effectively implement and assess the ERA National Action Plans and Strategies	Gender pay gap and salaries	Mutual learning and best practice exchange: max. 3 national presentations, facilitated discussion, written input from delegations)	Identification to a topic for mutual learning and best practice exchange	Mutual learning and best practice exchange: max. 3 national presentations, facilitated discussion, written input from delegations)	Identification to a topic for mutual learning and best practice exchange	Mutual learning and best practice exchange: max. 3 national presentations, facilitated discussion, written input from delegations)
Contribute to indicators and monitoring in ERA Priority 4	Contribution to ERAC Ad-hoc WG on the future of ERA	Contribution to ERAC Ad-hoc WG on the future of ERA		Presentation and discussion of the report on ERA priority 4 implementation (AT)		
Promote outreach and visibility of the work carried out by SWG GRI	Regular communication with ERA Stakeholder Platform, EURAXESS and national stakeholders	Regular communication with ERA Stakeholder Platform, EURAXESS and national stakeholders	Regular communication with ERA Stakeholder Platform , EURAXESS and national stakeholders	Regular communication with ERA Stakeholder Platform , EURAXESS and national stakeholders	Regular communication with ERA Stakeholder Platform, EURAXESS and national stakeholders	Regular communication with ERA Stakeholder Platform, EURAXESS and national stakeholders
Review SWG GRI mandate	Review of SWG GRI mandate	Information provided to ERAC SB on the mandate review				

