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RECH

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:	Summary conclusions of the 6th meeting of the ERAC SWG GRI, held on 1-2 April 2020

Delegations will find attached the summary conclusions of the 6th meeting of the ERAC SWG on Gender in Research and Innovation, held on 1-2 April 2020, as approved by written procedure.

6th meeting of the ERAC Standing Working Group (SWG)

on Gender in Research and Innovation

- Summary conclusions -

Meeting: 1 and 2 April 2020, online meeting

Chair: Marcela Linkova

Secretariat: General Secretariat of the Council

Present: Austria, Belgium, Czech Republic, Denmark, Estonia, European Commission, Finland, France, Iceland, Ireland, Israel, Italy, Malta, Netherlands, Norway, Poland, Portugal, Slovenia, Slovakia, Spain, Sweden, Switzerland, Turkey (23)

1. Welcome and adoption of the agenda

The Chair welcomed two new members (CZ, ES) and noted that DE was excused.

The agenda (WK 1963/20 REV 1) was adopted after approving the proposed change, a new item 5 Update from Delegations added (based on a request from FR delegation).

2. Update by the Chair

a. Summary from latest meetings of ERAC and ERAC Steering Board

ERAC meeting scheduled for 30-31 March 2020 in Croatia was cancelled. Information is pending on whether there will be an ERAC Steering Board meeting on 29 April via videoconference.

On synergies between ERA and EHEA, an update will follow. On ERA Action Plan, the report was submitted covering the second semester of 2019. The ERAC Annual Report will be submitted on 1 April. On ERA NAPS monitoring, ERA-related groups are requested to submit their input to the rapporteur **by mid-May**.

b. Cooperation with ERA-related groups

Concerning the Taskforce on revision of Charter and Code (SWG HRM / SWG OSI / SWG GRI), the Chair noted that the revision is very timely and proposed for SWG GRI to recommend that gender-based violence (GBV) be included in the revised C&C and become an evaluation point for the HR Excellence in Research Award. Members are invited to join the Taskforce **by 8 April**. BE volunteered.

All the other work (ESFRI, GPC planned training in May, invitation to the SFIC meeting planned for 27 May) is on hold because of the corona crisis. Further information will follow when the situation clarifies.

c. Communication and dissemination

In order to make the work of SWG GRI more visible, more information will be presented on the

AT ERA portal. AT delegate Roberta Schaller-Steidl accepted to be the communication liaison. In cooperation with the SWG GRI Chair she will identify relevant documents and will unlock the access for the SWG GRI-members.

The members of SWG GRI were invited to agree to the publication of their contact details. The Chair thanked those who did and invited the others to reply as soon as possible.

3. Information from the incoming DE Presidency

The Chair read out the message sent by the DE delegation, containing details about the high-level conference entitled “Impetus for Europe – equality-oriented structures and diversity in research”, which is scheduled to take place in **Hamburg on 11-12 November 2020**. The high-level event is aimed at science and equal opportunities policy actors from universities, research institutions and governments, expecting approximately 250 participants and comprising a series of keynote speeches, panel discussions and forums. On 13 November, a meeting of the SWG GRI is planned at the same location.

4. Update from the Commission

COM (Mina Stareva, HoS Gender, DG RTD) provided an update on developments, priorities and activities relevant to the SWG GRI: EU R&I action to address the COVID-19 outbreak; the new EC Gender Equality Strategy 2020 – 2025 with a focus on R&I aspects; Horizon Europe co-creation update (recent workshops); She Figures 2021.

Regarding the new round of She Figures reporting and analysis, MS have been invited to **nominate national statistical correspondents**, with nominations from some MS still missing. There will be remote two half-day meetings on 29 and 30 April with the appointed national statistical correspondents. There are plans for a meeting in September and for a second Presidency event.

The She Figures 2021 report will be more narrative and policy-driven, and will feature a new policy component building on the data contextualization and analysis, aimed at contributing to the future of the ERA activities.

The delegations were invited to send their **written input to the Secretariat by 15/04** regarding two questions:

- *What do you see as the emerging EU policy priorities in the area of gender equality in R&I, which it would be important to explore in the She Figures policy briefs?*
- *In your view, which policy priorities in the area of gender equality in R&I are most affected by a lack of robust data, and merit greater attention through new indicators?*

PT suggested to have more outcome indicators in the publication, to address institutional change more deeply (not only numbers), as well as to go more into intersectional and digitalization indicators. NO suggested new indicators to measure women's participation in innovation, as well as new indicators on intersectionality and minorities. AT stressed structural change as an important issue for monitoring to get more information about the impact.

COM invited everyone to send their ideas, but also highlighted the difficulties in collecting data from MS, and thus invited ideas on other ways than data collection to reflect the issues.

5. (new item) - Update from delegations

The FR delegation gave a short presentation on the new 2019 law on the transformation of public services, applying to all public employers in France, including those in higher education and research.

The law contains numerous measures on equality and the fight against GBV, imposing as the main obligation the creation (by 31 December 2020) and implementation of an action plan dedicated to professional equality. The action plans must deal with four aspects: the salary gap - providing precise data; professional gender mixity and equal access to responsibilities; articulation between private and professional life; the fight against GBV and harassment. All public employers have to collect gender data or otherwise pay a fine of 1% of the total of the salaries paid over a year. FR Ministry of Higher Education, Research and Innovation is coordinating the action plans in the institutions placed under its supervision and a follow-up committee has been created.

The Chair and some delegations praised this initiative at state level that is followed up by umbrella institutions and HEIs.

6. ERAC Opinion on the Future of ERA

The ERAC Opinion was adopted by unanimity on 17 December 2019. None of the input that SWG GRI provided has been included.

Most SWG GRI delegations supported the decision to engage in a reflection and adopt a position on the future of gender policies in the ERA landscape by the end of April 2020.

The Chair invited the delegations to share their national input with SWG GRI.

COM confirmed that gender equality would continue to be a priority, and referred to the 25 Tour des Capitales already organized on ERA, in some of which there were calls to better address gender equality. COM also informed that the consultations of stakeholders (initially planned for March and April) had been cancelled due to the crisis and added that more details on the continuation were yet to come.

The Chair proposed to form a small taskforce to deal with this task. AT, IE, MT, NL, NO volunteered on the spot. The aim is to develop it during April.

7. Sub-group on sexual harassment and sexual assault in academia, with a focus on international mobility

The rapporteur (Carl Jacobsson - SE) and the external expert (Maja Lundqvist - SE) presented the report.

The objective was to analyze how the issues of gender harassment, sexual harassment and sexual assault in academia are addressed at national level. The report was based on three questionnaires and the timeline was 29 May - 23 August 2019. The results were presented at the SWG GRI meeting on 25 October 2019. The report and the policy brief (a condensed version of the report with the focus on a short background, the main results and the recommendations) were sent to SWG GRI. Comments from SWG GRI are expected by **6 April COB**. The revised versions will be sent on 17 April, with the deadline for comments of **1 May**. They will be completed and sent to SWG GRI for adoption on 15 May, with the deadline for adoption of **22 May**. In early June

they will be presented to SWG HRM and to ERAC.

The focus at the meeting was on the recommendations for national authorities in the MS and AC, relevant umbrella organizations, Research Funding Organizations and the Commission. The rapporteur noted that the first five recommendations were of a general nature and related to all actors at EU and national level.

The delegations were first invited to comment on their general format, among which it was suggested to number them to enable easier follow-up. IE highlighted that the profile of this issue should be raised as well as producing recommendations, which run the risk of being ignored. PT congratulated the sub-group on their work, but noted some concerns regarding the recommendations on policies against GBV as a criterion for funding, and suggested to remove the reference to DE, PT and SK because it could be understood as opinionated. IL shared an issue of not knowing in advance about the accusations of sexual harassment in universities. NO suggested action at EU level as well, e.g. adding a recommendation for the EC to include data on sexual harassment in the European R&I in She Figures, and noted that it is difficult (and not the job of the funding organizations) to exclude perpetrators from funding. On the latter, the rapporteur replied that a basic investigation (e.g. via the national authorities) is possible.

COM thanked the sub-group, expressed its appreciation of the level of ambition of the policy brief, and confirmed the concerns about the lack of connection with the GE Strategy and with the role of SWG GRI.

Regarding the dissemination, all the umbrella organizations on the ERA stakeholder platform will receive the documents, but it is expected from MS to disseminate it at national level. There should be a follow-up in the SWG GRI. Other suggestions are welcome.

8. Follow-up to Guidance to facilitate the implementation of targets to promote gender equality in research and innovation: Assessment of implementation

The Chair thanked the delegations for their written contributions and asked the remaining ones (BG, CY, FI, IT, LU, SK) to provide their input by **6 April COB**. The Chair informed that IE and NO volunteered for case studies (delegations are invited to present case studies on the seven recommendations).

Updated timeline, agreed at the meeting: 6 April - final date for response; 13 April - deadline for delegations to identify themselves for case studies; 16 April - draft report structure and case study structure; 24 April - deadline for country cases; 30 April - first draft of report; 11 May - comments on the draft report; 22 May - report finalized for adoption.

9. Sub-group on gender and digitalization

The sub-group currently consists of DE, ES, IE, IL, LU, PT, and others are welcome to contribute.

IE delegation presented the preparations on how to shape this broad topic, and suggested developing a mutual learning workshop, which IE is happy to host. It would have a one-day format, keynote speakers in the morning and a workshop in the afternoon. MS are invited to come forward with people working in this area. Companies dealing with digitalization (many in IE) would be interested in being involved in the discussion. They have good initiatives; however often, their initiatives are more top-down (maternity leave benefits, etc.) than bottom-up, which may limit true cultural change. A comparison of approaches would be interesting. The outcome of the event would be the discussion points and possibly actions, to be forwarded to HE and MS.

The approach could be broad, or focused tightly on research.

FI suggested involving the intersectionality aspect (other ethnic minorities, etc.), supported by CH. PT suggested addressing women as users and as producers, i.e. the way women can get into research that feeds into AI, and women as users of this technology.

COM noted that the integration of the gender dimension in the content itself was not mentioned (e.g. bias in AI), also including intersectionality, as well as the impact on the labour market.

The Chair reminded of SWG GRI's policy brief from 2019 on innovating innovation and suggested considering building on top of what has already been delivered by the SWG GRI.

10. Strategic discussion: Newly arising policy concerns to be addressed by SWG GRI

Delegations had an exchange on potential new policy areas and concerns that SWG GRI should address. The Chair suggested potential topics, such as the current COVID-19 outbreak and the impact on research staff, as well as the recent policy developments such as the European Green Deal (which does not address gender in research).

FI suggested the topic of the gender impact of the current situation, e.g. on researchers and teachers (staying at home and taking care of the children and household, disproportionately carried out by women) - whether this is a major step backwards in the division of work and gender roles. IL had a call for papers for research on the corona where extending the deadline for proposals to cater for the situation of (female) researchers was refused, quoting urgency and men also working from home. The Chair noted that some research funding organizations (including the Commission) are extending the deadlines for submission.

The Chair suggested putting together a concise document rather rapidly, highlighting some of the issues raised, which was accepted with broad agreement, including from COM. CH, IE, MT, SI volunteered to contribute.

BE-FWB proposed that the SWG GRI make a statement on the Commission's new Gender Equality Strategy 2020-2025, and on how it should have an impact on the Communication on the Future of ERA. The Chair suggested possibly combining a position paper of the SWG GRI on the Future of ERA with a statement on the new EC Gender Equality Strategy.

COM encouraged the SWG GRI to make such a statement in relation to the future of ERA.

11. Implementation of ERA National Action Plans and Strategies

The Chair will send out the monitoring tool by 15 April (it was completed in 2019; this will be an update). Delegations should contribute in writing **by 30 April**, in order to send out the report by mid-May.

GENDERACTION will be performing the final step of qualitative analysis of NAPS implementation. MS will receive 3 questions during the summer, with the deadline for input in **September 2020**.

FI has been more active since the Helsinki conference, with the issues of GE and diversity now receiving added attention. A questionnaire was sent to universities on their GAPs. In September they will launch a larger questionnaire on the Finnish situation. EE is preparing a new R&I

strategy. MT will revise their NAP once they have the future of ERA communication. IE is preparing a new research strategy (IE's 3 largest research funding agencies have been very active in developing and implementing GEPs). AT noted that the NAP is a top priority, with annual reports on progress. NAP as an instrument to develop the national research area is well-known in AT. The goal is to strengthen the GE topic at national level using the NAP, hoping that the instrument will be continued in the years after 2020. CH will continue with the measures in the next years concerning GE and action plans in HE.

12. Presentation: Analytical review of structural change for Gender Equality in Research and Innovation

The presenter (**Lucy Ferguson**) is preparing the analytical review, which was funded by the Commission under FI Presidency. The delegations are invited to send their written input by **10 April**. The aim is to publish the report in May.

The objectives are to demonstrate the relevance of a structural change approach to gender equality in R&I, to identify what works in successfully implementing structural change projects, to outline key challenges and emerging issues for implementing structural change, and to highlight concrete actions for different actors and stakeholders in driving the structural change agenda.

For the exchange of views, delegations were asked what they consider to be the key successes/impact of structural change projects and what they consider to be indicators of success in structural change.

Delegations identified as key factors the involvement of the highest levels of leadership, that change projects were a process that needs to be guided throughout the whole organization, and that actual changes to policy and behaviour are needed because too often just slightly changed documents do not bring about real-life changes. They highlighted the importance of integrating evaluation as a continued process, and of the national support for career opportunities in R&I. They raised the issue of vertical segregation. They also suggested national leadership with consideration for local indicators within specific organizations, i.e. a joined-up approach, professionalization of gender equality in RPOs and RFOs, and a change in discourse and narratives.

The review suggests eight recommendations (shared with SWG GRI in advance), to be refined and edited. The delegations put forward many ideas.

13. Update from H2020 GENDERACTION

The Coordinator presented recent actions and developments in GENDERACTION, with particular focus on issues of relevance to SWG GRI. Among the main achievements are 4 policy briefs and 2 position papers in the context of the HEU negotiations, 2 two-pagers concerning NAPs analysis, and 4 ML workshops in capacity building, the preparation of national impact plans and a proposed symposium, planned policy briefs, seminars and workshops. Delegations were given a save-the-date for the final conference on 10-11 February 2021.

Delegations were also updated in detail on GENDERACTION's analysis and monitoring of NAP implementation.

27 countries were involved in the survey, and the response rate was 82%. Some AC have been included (BiH, CH, NO), but most of them do not have a NAP. NO was included because it is very active in GE policies. The whole policy cycle was covered and a typology of NAPs has been developed. The presentation highlighted some interesting correlations, such as the one that the GE Index correlates with the Innovation Scoreboard and with the higher proportion of women on boards. Some of the conclusions were that the structural change approach should remain the dominant approach, that the design of NAPs should be preceded by context analysis, that the policy discourse on GE has to be strengthened and that it should be upheld by the Commission.

NO added that it is important to link this work with the future of ERA and NAPs.

It still remains to be seen how the gender aspect will be included in the pending Commission communication on the future of ERA, but it is important to intensify the work at national level. It is also important to feed into the Council conclusions (under DE Presidency) which will follow the communication. SWG GRI might also try to deliver this work directly to the Research Working Party in the context of its work on the future of ERA.

COM confirmed that the future of ERA will be a strong focus during the next R&I Days.

14. Any other business

Delegations were informed that the terms of both the current Chair and Vice-Chair would come to an end in October 2020 and that the election process would be launched soon. SWG GRI will receive further information with the call for candidates in the coming months.

The next SWG GRI meeting is planned for 13 November 2020 in Hamburg.

Summary of deadlines:

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| 6 April | delegations to send comments on the draft report on gender based violence and the policy brief (item 7) |
| | missing delegations to send input for the guidance (BG, CY, FI, IT, LU, SK) (item 8) |
| 8 April | delegations to sign up for membership in the task force on the revision of Charter and Code |
| 10 April | delegations to send comments on the draft report on structural change drafted by Lucy Ferguson (item 12) |
| 13 April | delegations to opt in to have their name and contact email in a list of SWG GRI members to be published on the AT ERA Portal |
| | delegations to identify themselves for Guidance follow-up case studies (item 8) |
| 15 April | delegations to send input to two questions regarding She Figures 2021 and nominations of statistical correspondents if not done before (item 4) |

- The chair to send the ERA NAPS monitoring tool to delegations (item 11)
- 16 April Guidance follow-up draft report structure and case study structure (item 8)
- 17 April SWG GRI subgroup on sexual harassment to send a revised report (item 7)
- 24 April Guidance follow-up - deadline for country cases (item 8)
- 30 April SWG GRI Position Paper to be developed on gender in the future ERA (Item 6)
- Draft report on the Guidance follow-up (item 8)
- Delegations to send the updated ERA NAPS monitoring tool (item 11)
- 1 May delegations to send comments on the revised report on sexual harassment (item 7)
- 11 May delegations to send comments on the draft report on Guidance follow-up (item 8)
- 22 May deadline for adoption of the report on sexual harassment (item 7)
- Report on Guidance follow-up to be sent to delegations for adoption (item 8)
- 11-12 Nov DE PRES conference Impetus for Europe – equality-oriented structures and diversity in research”, Hamburg
- 13 Nov 7th meeting of SWG GRI, Hamburg