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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 2nd meeting of the ERAC SWG GRI, held on 19 April in Brussels

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Delegations will find attached the Summary conclusions of the 2nd meeting of the ERAC SWG on Gender in Research and Innovation, held on 19 April 2018 in Brussels, as approved by written procedure.

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

**Summary conclusions**

**Meeting:** 19 April 2018

**Chair:** Marcela LINKOVA

**Vice-Chair:** Benjamin MONNOYE

**Secretariat:** General Secretariat of the Council

**Present<sup>1</sup>:** Austria, Belgium, Bosnia and Herzegovina, Czech Republic, Denmark, Estonia, European Commission, Finland, Germany, Iceland, Ireland, Italy, Lithuania, Malta, Netherlands, Norway, Poland, Portugal, Slovakia, Slovenia, Sweden, Switzerland, United Kingdom (23)

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

The Chair welcomed the new Members (IS, UK, SE). The agenda was adopted.

**2. Update on ERAC related activities**

**a) *Adoption of WP***

Following presentation of the WP to the ERAC SB and ERAC Plenary the WP was distributed for adoption by written procedure with deadline on 4 April. WP was adopted.

**b) *ERAC Annual report 2017***

SWG GRI provided an input to ERAC's Annual Report for 2017.

**c) *Report on activities submitted for ERAC Plenary***

- ***Chairing of a parallel session at the ERA workshop on 14 March in Sofia back to back with ERAC***
- ***Review of ERA advisory structure***

The Rapporteur will be Philipp Langer (CH) in cooperation with NO.

A three-step approach will be followed: i) Documentary analysis (documents on HG and GRI for 2016-2018); ii) Self-assessment of groups (deadline 20 April, comments at the meeting); iii) Survey among stakeholders, including Chairs of ERA-related groups – to be launched in June. Interim report

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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 for completion by delegates.

delivered to ERA Plenary in May, for adoption at the September ERAC Plenary.

Council Conclusions under AT Presidency (to be discussed at Research WP, second semester 2018).

SWG GRI discussed the self-assessment report drafted by the Chair; the Chair will incorporate comments received from members.

The Chair urged members to contribute to the survey at national level through their respective ERAC delegates.

- ***SFIC/GRI guidelines***

The Chair informed that there is a plan to organise a Workshop, possibly in cooperation with Genderaction, as suggested by the Commission. As regards GENDERACTION project, the dissemination of the report as well as the development of a methodological framework for the assessment of integrating gender in international cooperation are planned by end of May 2018. The involvement of SFIC is under negotiations.

- ***Clarification of cooperation between SWG GRI and GENDERACTION project***

Trainings and mutual learning workshops for representatives of national authorities are organised. Members of SWG GRI are invited to become members of the Advisory Group on the implementation of ERA. This entails commitments regarding exchange of views on work performed and participation in project meetings held back to back with SWG GRI.

NO pointed out that GENDERACTION is financed by the Commission, while the SWG GRI is within the remit of the Council and asked how this can be reconciled. The Chair replied that the question had been raised at the ERAC Steering Board. Both Commission and Member States expressed strong support for such cooperation. The Chair clarified that, in the framework of the grant agreement between REA and the beneficiaries of the GENDERACTION consortium, an eventual/possible/future cooperation with the SWG GRI does not raise particular concerns as long as and to the extent that this cooperation falls under the remit of the mandate of the SWG GRI established by ERAC in 2017, on the basis of the Council Conclusions adopted on 1 December 2015, which is to provide "advice and support to the European Commission and the Council in implementing and monitoring ERA priority number 4."

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

The incoming AT Presidency of the Council presented its priorities for the period July-December 2018. AT has three main priorities: 1. FP9 negotiations; 2) Council conclusions on ERA, building on the review of the ERA advisory structure by ERAC; 3) Support for sectoral policies (Defence research, Joint Undertaking High Performance Computing, European Open Science Cloud, European University Network Initiative). AT also informed about key dates for work in Council, for work in ERAC and about ERA-related Presidency events (for further details see WK 4814/2018).

FI, which will hold the Council Presidency for the second half of 2019, gave some information about its intentions. Under its Presidency, FI will organise a Conference in autumn 2019 on the occasion of EU's 20 years of activities for gender equality in research. FI PRES will engage with SWG GRI to receive its input on the conference programme. It has been agreed that the results of the analysis of the implementation of Council Conclusions of 1 Dec 2015 on Advancing gender equality in ERA will be presented at this Conference. FI is also considering a follow-up to Council conclusions. DE and NO strongly supported putting forward the gender dimension in research.

#### **3a. New item on the agenda: Subgroup on gender in FP9**

NO asked how the Commission puts forward gender in FP9 and whether a sub-group on this issue should be created. The Commission clarified that it was not allowed to discuss this at this stage of the preparation of FP 9. NL asked whether the Commission took into account the HG position paper. The Commission reassured that Council conclusion and position papers were looked into for preparing FP9.

The Chair replied that SWG GRI space for action is limited given that its position had already been communicated to ERAC. The Chair would explore a potential presentation to RWP under AT PRES.

The Chair took note that there was a broad consensus to form a sub-group and committed to present this request to the ERAC Steering Board for guidance.

### **4. Commission update**

#### ***a) Changes in the Management***

Jean-Eric Paquet was appointed Director-General of DG RTD on 1<sup>st</sup> April.

Viviane Willis-Mazzichi retired on 1<sup>st</sup> February, and is currently being replaced by Anne Pépin as Acting Head of Unit until a new Head of Sector is appointed.

**b) *Data collection / She Figures 2018***

The preparation of the She Figures 2018 is ongoing. The consortium is composed of Icon public sector GmbH (leader), Quantos Statistics, Elsevier and Portia. Data collected will also serve for the next ERA Progress Report.

Two Steering Group meetings and the first plenary meeting with Statistical Correspondents took place in Brussels in March. The Women in Science questionnaire was sent to the Statistical Correspondents on 2 April 2018, and filled questionnaires are due by the end of May at the latest.

The data validation process of other indicators (data from Eurostat, Scopus, Patstat, Morri) will start in May, and will be followed by a consultation with the Statistical Correspondents and the members of the ERAC SWG. The second and last meeting of the Statistical Correspondents will be held in the last week of June or first week of July.

Preliminary results are expected to be published by the end of the year in a leaflet, while the full publication is due in March 2019.

**c) *Guidance to facilitate the implementation of target to promote GE in R&I***

The guidance on targets was published by the Commission (on the SwafS website) in February, and circulated to ERAC members by email. It was also presented to the SwafS Programme Committee working group on 18 April.

**d) *SFIC/SWG GRI workshop***

The best option would be to organise it in the framework of the GENDERACTION project. GENDERACTION has two outstanding deliverables related to this - one is a report on the dissemination of the joint report and the other, a methodological framework to assess the integration of gender in international cooperation. Budget wise, the Commission cannot support the organisation of a workshop – outside the already fixed EU funding for GENDERACTION –, but happy to participate and contribute to its success.

**e) *FP9***

Regarding FP9 preparation the Commission cannot discuss any contents before the Commission adopts its proposal. Some information on the design and preparation of FP9 is publicly available on the dedicated website created by the Commission (<https://ec.europa.eu/info/node/71880>).

*f) EU Prize for Women Innovators 2018*

On 8 March, Commissioner Moedas announced the names of the 12 finalists of this year's contest, 9 are competing in the main category, and 3 in the Rising Innovators category (below 30 years old). Finalists are from AT, FR (2), IT (2), EL, LT, NO, ES (3) and UK. The award ceremony will take place in Brussels on 21 June at the end of Politico's Women Rule Summit. The winners will be awarded by Commissioner Moedas.

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

The Chair underlined that this is a major item for this year. Seven members volunteered (MS: CZ, FR, IE, MT, Associated countries: IS, CH). A questionnaire was drafted and sent to Members. Comments were incorporated in the revised questionnaire distributed to the SWG GRI prior to meeting. Feedback was requested both at the meeting and in writing by 23 April. Comments:

- Improve introduction, target audience – RWP and attaches
- Q1: answers Yes, No, Partially and add a text box to explain Partially
- Q4: reformulate – what are your goals instead of “ambitious goals”: What are the goals defined in NAPS? Which do you consider the most ambitious? What makes this goal the most ambitious?
- Q11: separate gender dimension into a new question

The actual questionnaire would be launched at the beginning of May, deadline 31 May. NO asked whether there will be other sources of information beyond the questionnaire. The Commission's input should be added and also data already collected by others. DE suggested collecting data at different levels, at political level and at level of action and outcome. The Chair clarified that the questionnaire is the first point of entry. The analysis of the data will be carried out in summer, in order to have a clear picture for proposals for action.

**6. Mutual learning: implicit gender bias**

- The Chair mentioned the LERU advice paper **Implicit bias in academia: A challenge to the meritocratic principle and to women's careers - And what to do about it** which had been distributed ahead of the meeting to members by mail.
- SE made a presentation focussed on "Gender equality in research funding - Some examples from Swedish RC" (WK 4741/2018).
- UK made a presentation on "Decision Making in Peer Review (WK 4853/2018).

- To steer the discussion the Chair had prepared a document with 4 questions (WK 4293/2018).

A very useful exchange of views and practices followed. A detailed overview of members' interventions will be circulated in a separate document, together with a draft position paper on gender bias.

The Chair concluded the session by saying that this exercise showed that there were big disparities between the western countries and the others. The Chair invited Members to send their ideas on how to improve this exercise of mutual learning. The Chair will contact Members in order to choose the topic for the next mutual learning exercise.

#### **7. Update from H2020 GENDERACTION**

The Chair made an introduction to the GENDERACTION project (WK 4762/2018), followed by a presentation from WP4 (questionnaire on mutual learning activities). The Chair also presented the dissemination plan for the Joint SFIC/GRI guidelines and the discussion of methodological framework (WK 4294/2018).

IE pointed out that Dublin will host the 10th Conference on Gender and Education at Trinity College. The Chair informed that GENDERACTION will be there with a workshop on National Action Plans and Strategies. SWG GRI Members and Commission will be approached.

#### **8. Any other business**

Date of the next meeting: 17 October 2018

Organized back to back with GENDERACTION GA and a training session for national authorities

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