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From:	General Secretariat of the Council
To:	ERAC Standing Working Group on Gender in Research and Innovation
Subject:	Summary conclusions of the 4th meeting of the ERAC SWG GRI, held on 10 April in Brussels

Delegations will find attached the Summary conclusions of the 4th meeting of the ERAC SWG on Gender in Research and Innovation, held on 10 April 2019 in Brussels, as approved by written procedure.

ERAC STANDING WORKING GROUP
ON GENDER IN RESEARCH AND INNOVATION

Summary conclusions

Meeting: 10 April 2019

Chair: Marcela LINKOVA

Secretariat: General Secretariat of the Council

Present¹: Austria, Bosnia and Herzegovina, Czech Republic, Denmark, European Commission, Finland, France, Germany, Iceland, Ireland, Israel, Italy, Lithuania, Malta, Netherlands, Norway, Poland, Portugal, Romania, Slovakia, Spain, Sweden, Switzerland, Turkey, United Kingdom (25)

1. Welcome and adoption of the provisional agenda

The Chair welcomed the new members (IE). The agenda was adopted.

2. Information by the Chair

- Review of the ERA advisory structure

The Chair debriefed on the state of play of the draft Action Plan on the implementation of the Council conclusions of 30 November 2018 on the governance of the ERA (doc. 14989/18) and the Recommendations of the ERAC Opinion on the 2018 review of the ERA advisory structure (doc. 1209/18).

She recalled the valuable contributions made by the SWG GRI to the draft Action Plan.

The Chair notably referred to the discussions held at the ERAC plenary on 21-22 March 2019 where several delegations supported suggestions to better integrate gender equality issues across R&I activities to be implemented through the Action Plan.

¹ 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.

Furthermore, she referred to a number of requests made at the ERAC plenary to explore ways to increase organisational resources for the ERA-related groups, as well as to enhance their visibility in order to multiply the impact of their outputs, including through the use of websites and social media channels.

The General Secretariat of the Council explained that the requests to increase visibility of the work of ERA-related groups was a horizontal question contained in the draft Action Plan for the review of the ERA. This issue will be raised at the ERAC Steering Board meeting on 7 May 2019.

The Secretariat also clarified the classification, use and distribution of official Council documents, and encouraged the largest possible dissemination of those documents which are contained in the public register of Council documents such as final reports, opinions, policy briefs and recommendations produced by the SWG GRI.

- **Cooperation with other ERA-related groups**

The Chair referred, as a good example of useful cooperation, to the involvement of the Standing Working Group on Open Science and Innovation (SWG OSI) in the elaboration of the draft policy brief on gender and innovation which is currently under discussion within the SWG GRI (see also item 9 here below).

The Chair also informed that the acting Chair of the SWG OSI has already provided preliminary input on the draft policy brief.

3. Information from EU Presidencies (current and future)

- The Romanian Presidency provided information on the progress made in the priorities of its Presidency in the field of R&I, notably recalling the political agreement reached with the European Parliament on the Horizon Europe package and the novelties that the new framework programme will bring as compared to the Horizon 2020 programme.

In particular, the RO representative explained how gender issues will be taken into account in Horizon Europe as a cross-cutting issue, and the strong gender dimension incorporated in several clusters and sections of the programme, including in the European Research Area section.

- The upcoming Finnish Presidency presented an overview of the main priorities for the second half of 2019 in the field of R&I (doc. WK 5028/2019), under which education and the further development of the European Education Area will be one of the key priorities.

The FI PRES Conference on gender will have four big themes dealing with: 1) structural/institutional change in gender in R&I; 2) broader concept of equality in R&I; 3) digitalisation and gender equality, and 4) gender in innovation.

Delegations provided preliminary comments on the content of the Conference as well as on its title and possible speakers/contributors who could be invited for the different panels.

SWG GRI members were requested to provide further suggestions in writing to matti.kajaste@minedu.fi.

- The German representative announced that the programme of its Presidency is in the course of finalisation and suggested to consider a possible meeting of the SWG GRI in Germany in the margins of a conference on gender in R&I to be organised in the second half of 2020.

4. Information from the Commission

The Commission welcomed the achievement of the political agreement on Horizon Europe and in particular the provisions on gender included in the future programme. The Commission also announced the launch of a public consultation on aspects related to the implementation of the programme pending its formal adoption.

Furthermore, the Commission announced the organisations of the European Research and Innovation Days, which will be held in Brussels on 24 to 26 September 2019.

The Commission also made a presentation (doc. WK 5034/2019) on the [She Figures 2018](#). One of the main positive conclusions was that, in general terms, gender gaps are diminishing in R&I even though many challenges still lay ahead.

Many delegations congratulated the Commission for the work done and considered that the data contained in the She Figures are very helpful and are reused to carry out national analysis. Delegates interested in getting a compiled version (XLS file) of their national data as reported in the *She Figures 2018* were kindly invited to request it at RTD-GENDERINRESEARCH@ec.europa.eu

Some delegations mentioned aspects which could be considered in the future, such as to provide a more focussed analysis, the use of indicators related to open science and open innovation, the inclusion of data related to artificial intelligence and digitalisation, the inclusion of data on women doing "invisible work" and the improvement of infographic presentations.

The Commission clarified that the sources of data used in the She Figures are official data from Eurostat and Unesco, and that it is difficult to get figures in certain fields.

Finally, the Commission also encouraged Associated Countries to take advantage of liaison services through the Commission external representations in those countries.

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

The SWG GRI took note of the mandate of the new Sub-group on gender harassment in academia (doc. WK 3115/2019).

The rapporteur and members of the sub-group made a presentation (doc. WK 5035/2019) on the objectives, working methods and work planning of the sub-group for the coming months.

The purpose is to circulate a draft report and a draft policy brief in early 2020, in the run up to the ERAC plenary in spring 2020.

It was announced that a questionnaire will be distributed to SWG GRI members in order to map strategies, actions and measures taken at national level. A survey will also be conducted among research funding organisations and umbrella organisations.

In this respect, the rapporteur clarified that research institutions will not be covered as they are out of the scope, and requested guidance from SWG GRI delegations regarding identification of umbrella organisations at EU and national level.

IS and UK delegations announced that they will nominate delegates to participate in the work of the sub-group, which remains open to all delegations.

The SWG GRI Chair stressed that this topic needs great attention from SWG GRI in 2019 and will continue to be placed high on the agenda for 2020.

6. Implementation of National Actions Plans and Strategies

The SWG GRI heard a presentation (doc. WK 5036/2019) by Dr Angela Wroblewski, from the Institute of Advanced Studies in Vienna, on the development of a methodology to measure the progress made in the implementation of priority 4 in the National Action Plans (NAPs).

All delegations were invited to report on the implementation of gender priority objectives in the NAPS on 17 April at the latest, with a view to finalising the SWG GRI contribution that will be submitted at the ERAC plenary on 6 June 2019.

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

The Commission recalled that this Guidance (doc. WK 11501/2017) stems from the [Council conclusions on advancing gender equality in the European Research Area](#), adopted on 1/12/2015, “to provide support for Member States to address policy challenges related to gender balance, including developing guidance to facilitate the implementation of guiding targets”.

The Chair regretted that only a few delegations had provided input so far on the seven recommendations and therefore the lack of significant material would not allow to engage in a substantial debate at this stage.

The Chair requested contributions from Member States before end of May 2019 in view of discussion at the next GRI plenary meeting.

8. Update of Work Programme 2019 – 2020

The SWG GRI discussed its draft Work Programme 2019-2020.

"Gender and digitalisation" was the topic that received the strongest support by delegations as a key priority topic for 2020.

This element will be incorporated in a revised version of the SWG GRI draft Work Programme, which is to be forwarded to the ERAC Steering Board meeting of 7 May for comments and coordination.

The SWG GRI also decided to create a sub-group to deal with "Gender and digitalisation". The sub-group should be operational as soon as possible with a view to discussing the scope and focus of the subgroup at the SWG GRI plenary. Delegations were invited to sign up for membership of the subgroup by end of May 2019.

9. Discussion on a draft Policy Brief on Gender in Open Innovation

The Chair made an introduction on the draft policy brief that had been distributed on 4 April incorporating comments from delegations. She invited delegations to provide further comments with a view to moving forward to its finalisation. A final deadline for sending written comments was set at 15 April. The aim of the work is to present a draft policy brief to the ERAC plenary in June and finalise the work before the end of June accordingly to the WP for 2018-2019 of SWG GRI.

The debate was preceded by a Commission presentation on the "Innovation pillar" of the Horizon Europe programme in order to consider gender elements within this pillar.

The three main parts of the Innovation pillar are:

- the European Innovation Council (EIC), with its two instruments, the Pathfinder and the Accelerator;
- the Joint innovation programmes, and
- the European Institute of Innovation and Technology (EIT), with its several Knowledge and Innovation Communities (KICs).

GRI delegates raised questions regarding the selection for the evaluation of research projects; the possible use of a broader concept of innovation which should allow for more gender balance; the importance of public procurement policies; the need to clarify definitions of innovation and open innovation; the issue of lack of confidence in the system to encourage more women to apply; the fight against unconscious bias and the gender dimension in the application forms.

The Chair concluded that the outcome of the discussion would be taken into account in a revised version of the draft policy brief.

10. Mutual learning exercise on diversity issues in research and innovation

The NL delegation made a presentation on “Diversity issues in R&I” in the Netherlands (doc. WK 5039/2019).

The NO delegation made a presentation on a project aimed at enhancing gender balance and ethnic diversity in the research sector in Norway (<http://kifinfo.no/en>).

After the presentations, delegations held a debate on the possible switch in some countries from specific gender priorities towards diversity ones, and the possible impact that a change of direction could provoke, including on the move of financial allocations.

Some delegations were of the view that the focus on gender equality in some organisational entities in the member states seems to be fading out to privilege diversity. Some delegates also acknowledged that this change might be motivated by political and/or electoral reasons.

It was also mentioned that extending the scope to diversity might also induce some positive effects such as, for example, to bring experts from other areas for the benefit of gender policies.

The Chair was of the opinion that building an intersectional approach to gender would help to bridge gaps.

Delegations agreed that this issue should be further analysed and the Chair proposed to also consider the possibility to prepare a GRI policy brief on this subject.

11. Update from H2020 GENDERACTION

The Chair made a presentation (doc. WK 5040/2019) on activities and plans of GENDERACTION, which included an overview of upcoming engagements with the SWG GRI.

She notably debriefed on the outcome of a GENDERACTION conference held on 9 April, where the policy brief on the future of gender equality in European R&I was presented.

12. Any other business

The next meeting of the SWG GRI is planned on 25 October 2019 in Helsinki, back-to-back with the Conference in Helsinki on 23 and 24 October 2019.