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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: Report on the implementation of Council Conclusions of 1 December 2015 on Advancing Gender Equality in the European Research Area

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Delegations will find attached the Report on the implementation of Council Conclusions of 1 December 2015 on Advancing Gender Equality in the European Research Area, as approved by written procedure.

## **Standing Working Group on Gender in Research and Innovation**

**Report on the implementation of Council Conclusions of 1 December 2015 on Advancing Gender Equality in the European Research Area**

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## Executive summary

On 1 December 2015, the Competitiveness Council adopted conclusions on Advancing gender equality in the European Research Area<sup>1</sup> (hereinafter the CC). The CC focused on four areas of action:

**Implementing the ERA roadmap:** The CC encouraged Member States to set up ambitious goals on gender equality.

**Sustainable cultural and institutional changes:** The CC encouraged Member States to make institutional change a key element of their national policy framework; invited Member States to provide incentives to encourage research performing organisations, including universities, to revise or develop gender mainstreaming strategies, gender equality plans including the gender dimension in R&I content; and invited Member States and institutions to strive for guiding targets for a more even gender balance for professors. Furthermore, the CC also invited Member States and research funding organisations to advance measures to ensure that allocation of research funding is not affected by gender bias and encouraged Member States in collaboration with the Commission to advance appropriate gender awareness raising and capacity building tools in order to achieve institutional change. The CC invited the Commission and Member States to consider inclusion of gender equality and gender mainstreaming as regular part of National Contact Points (NCP) training and events as well as in communication and dissemination materials related to Horizon 2020 and to consider including a gender perspective in dialogues with third countries in the area of science, technology and innovation (STI).

**Gender balance in decision-making position:** The CC invited relevant authorities to set up guiding targets, for example quantitative objectives, for better gender balance in decision making bodies including leading scientific and administrative boards, recruitment and promotion committees as well as evaluation panel.

**Gender knowledge and monitoring:** The CC invited Member States, in collaboration with the Commission, to make full use of mutual learning exercises and to ensure regular collection of sex-disaggregated data for She Figures and where possible the preparation of gender indicators in the field of R&I and ensure public dissemination. Lastly, the CC invited Member States in cooperation with the Commission to monitor, with appropriate indicators, the implementation of gender policies, objectives, guiding targets and actions at institutional, national and EU level.

This report provides an assessment of the implementation of the CC by Member States, and gives advice to Member States, Associated Countries and the European Commission in the field of advancing gender equality in the European Research Area.

The work was carried out by the Sub-Group on the Implementation of Council Conclusions on Advancing Gender Equality in the ERA of the ERAC Standing Working Group on Gender in

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<sup>1</sup> The document is available at <http://data.consilium.europa.eu/doc/document/st-14846-2015-init/en/pdf>.

Research and Innovation (hereinafter SWG GRI) as part of its 2018-2019 Work Programme in line with the Sub-Group's mandate (document no. WK 616/2018 INIT).

To map the implementation, a questionnaire was developed. Twenty-two countries responded to the survey. Of the 24 Member States represented in the SWG GRI, 17 responded (Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Ireland, Malta, the Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain) together with 5 Associated Countries (Iceland, Israel, Norway, Switzerland and Turkey). The analysis was performed for two types of clusters: 1) EU-15, EU-13 and Associate Countries and 2) EU Innovation Scoreboard with innovation leaders, strong, moderate and modest innovators.

## **MAIN FINDINGS**

### **Implementing the ERA Roadmap**

- The Council Conclusions, together with the ERA Roadmap, were an important instrument to implement the CC and to advance the gender equality agenda in ERA in many countries. Positive changes are under way in some countries, including several EU-13 countries. However, many of the actions and measures mentioned in the CC have not been taken up.
- For many of the EU-13 countries the drafting of their National ERA Roadmap / National Action Plan was the first opportunity to define gender equality objectives and measures.
- In some countries, gender equality continues to be regarded as an issue of the representation of women in research rather than a complex mix of the three objectives of gender balance in research teams, gender balance in decision-making and gender dimension in research.
- The majority of EU-13 did not have a NAP by mid-2016, and hence drafted their goals on gender equality after 2016. Most of the EU-15 had concrete actions in place to be completed by mid-2016 as well as after 2016.
- More innovation leaders and strong innovators had concrete actions to advance gender equality in the NAPs by mid-2016, whilst moderate innovators were split evenly between those that had concrete actions to implement by mid-2016 and those that had actions planned for implementation post-2016.

### **Sustainable cultural and institutional changes**

- Major differences exist between EU-15 and EU-13 countries, with the EU-15 countries having more actions and measures in place, including incentives, compared to the EU-13 countries.
- These differences map onto the distinction among innovation leaders and strong innovators on the one hand and moderate innovators on the other. Innovation leaders and

strong innovators had more measures towards gender equality than moderate and modest innovators. The difference was especially noticeable between strong and moderate innovators.

- Incentives tend to be introduced by national authorities and national funding agencies in the EU-15 countries.
- Incentives to integrate the gender dimension in research have been introduced rarely.
- Guiding targets for the proportion of women among professors have been introduced only in four countries, none of which an EU-13 country.
- Two national funding agencies but none of the national authorities in the EU-13 have concrete measures in place to reduce the effect of gender bias in the allocation of research funding. In contrast, six national funding agencies and three national authorities in EU-15 and three national funding agencies and one national authority in Associate Countries do.
- Contrary to the general pattern, the national authority of five of the EU-13 countries compared to four of the EU-15 countries have concrete measures in place to make gender equality and gender mainstreaming a regular part of their National Contact Point trainings, events, communication and dissemination materials related to Horizon 2020.

### **Gender balance in decision-making position**

- Six EU-15, two EU-13 and three Associate Country have guiding targets for gender balance in decision-making bodies but in no case have these been implemented in response to the CC.

### **Gender knowledge and monitoring**

- Six countries – four EU-15 and two Associated Countries – provide dedicated support to gender research at the national-level whereas no EU-13 country does.
- Sixteen out of the twenty-two countries reported that there was monitoring of gender equality policies at the national level. Of these sixteen, ten countries (four EU-15, two EU-13 and four Associate Countries) had gender equality indicators.
- Two EU-13, three EU-15 and three Associate Countries evaluate the implementation of gender policies and actions in R&I at the national level.
- None of the EU-13 have monitoring of gender policies and actions in R&I at the institutional level, but six of the EU-15 and four Associated Countries do. Moderate and modest innovators are less likely to have institutional-level monitoring of gender policies and actions compared to innovation leaders and strong innovators.
- Innovation leaders are more likely to support gender research in their countries compared to strong, moderate or modest innovators.

In conclusion, the survey reveals important differences among EU-15, EU-13 and Associate Countries as well as between Strong Innovators and Innovation Leaders on the one hand and Moderate and Modest Innovators on the other, in the degree to which policies and actions to advance gender equality in in the ERA are implemented. This difference is also visible in the correlation that exists between the 2018 EU Innovation Scoreboard and the 2017 Gender Equality Index, showing a high degree of positive correlation between the EU Innovation Scoreboard and Gender Equality Index.

## Recommendations

- Actions to promote gender equality in research, innovation and higher education must be stepped up in the EU, particularly in the EU-13 countries which show marked differences compared to the EU-15 countries and Associate Countries.
- The more active countries in the EU-15 are encouraged to improve the effectiveness of the gender equality policies and actions in place, with robust policy monitoring and evaluation.
- The European Research Area should continue, with gender equality and gender mainstreaming as a cross-cutting as well as self-standing priority. Concrete indicators should be defined for the of gender equality priority.
- The Priority 4 roadmaps should be reviewed and reinforced in the ERA National Actions Plans and Strategies as these have proven to be a useful instrument, particularly in the less active countries.
- Member States are strongly encouraged to seek ways to provide financial incentives at national level for promoting institutional change through gender equality plans.
- The Strengthening the ERA part of Horizon Europe should reflect these findings in terms of increasing the budget for Research and Innovation Systems and considering, where possible, incentives for the EU-13 countries to implement gender equality in the Widening part of the programme.
- ERAC is invited to make use of the Policy Support Facility, specifically a Mutual Learning Exercise (MLE), with a view to exchange good practice on policy design, implementation, monitoring and evaluation in gender equality in research and innovation.
- Upcoming Council Presidencies, in particular the Finnish Presidency given the 20<sup>th</sup> anniversary of EU actions to advance gender equality in research and innovation, are invited to reflect these findings in relevant presidency activities.

## Background and methodology

On 1 December 2015, the Competitiveness Council adopted conclusions on Advancing gender equality in the European Research Area<sup>2</sup> (hereinafter the CC). This report provides an assessment of the implementation of the Council Conclusions of 1 December 2015 on advancing gender equality in the European Research Area and gives advice to Member States, Associated Countries and the European Commission in the field of advancing gender equality in the European Research Area.

The work was carried out by the Sub-Group<sup>3</sup> on the Implementation of Council Conclusions on Advancing Gender Equality in the ERA of the ERAC Standing Working Group on Gender in Research and Innovation (hereinafter SWG GRI) as part of its 2018-2019 Work Programme in line with the Sub-Group's mandate (document no. WK 616/2018 INIT).

The Sub-Group focused on the following areas of activity, in line with the structure of the CC:

- Implementing the ERA roadmap
- Sustainable cultural and institutional changes
- Gender balance in Decision-making position
- Gender knowledge and monitoring.

The assessment was done based on a Google Form online survey. The questionnaire was drafted by the Sub-Group and presented to the SWG GRI at its second meeting on 19 April 2018 (document no. WK 4290/2018 INIT). Delegations were invited to send written comments by 30 March 2018. Comments received from the delegations at the meeting and in writing were incorporated in the final questionnaire (see Appendix 2). A message was sent to members of the SWG GRI inviting them to ensure survey completion at national level. The survey was launched on 30 April 2018 with a deadline for completion on 31 May 2018. The deadline was extended until 30 June 2018.

Twenty-two countries responded to the survey. Of the 24 Member States represented in the SWG GRI, 17 responded (Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Estonia, Finland, France, Germany, Ireland, Malta, the Netherlands, Poland, Portugal, Slovakia, Slovenia, Spain) together with 5 Associated Countries (Iceland, Israel, Norway, Switzerland and Turkey).

29 SWG GRI delegations	24 Member States	5 Associated Countries
22 delegation responses	17 Member States	5 Associated Countries
76%	71%	100%

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<sup>2</sup> The document is available at <http://data.consilium.europa.eu/doc/document/st-14846-2015-init/en/pdf>.

<sup>3</sup> The Sub-Group was composed of the following members: Marcela Linkova (rapporteur, CZ), Alina Toader (FR), Eileen Drew (IE), Jacqueline Grech (MT), Jennifer Cassingena Harper (MT), Nava Ratzon (IL), Julia Grünenfelder (CH).

## Analytical framework

Two types of clusters were used in the analysis. The first cluster examined whether there were any differences between EU-15, EU-13 and Associated Countries. In the sample, there were nine EU-15, eight EU-13 and five AC.

EU-15	EU-13	Associated countries
Austria	Bulgaria	Iceland
Belgium	Cyprus	Israel
Finland	Czech Republic	Norway
France	Estonia	Switzerland
Germany	Malta	Turkey
Ireland	Poland	
the Netherlands	Slovakia	
Portugal	Slovenia	
Spain		

The second cluster was based on innovation scores according to the 2018 European Innovation Scoreboard<sup>4</sup>, which categorized the current sample of countries into four groups.

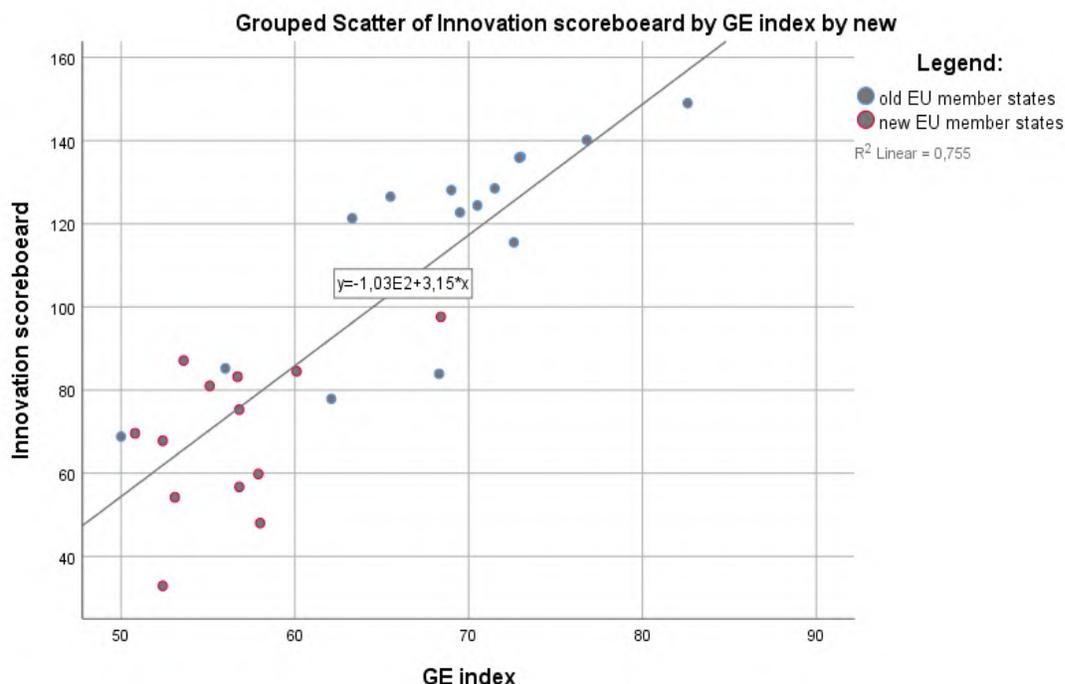
Innovation leaders	Strong innovators	Moderate innovators	Modest innovators
Finland	Austria	Cyprus	Bulgaria
the Netherlands	Belgium	Czech Republic	
Switzerland	France	Estonia	
	Germany	Malta	
	Ireland	Poland	
	Slovenia	Portugal	
	Norway	Slovakia	
	Iceland	Spain	
	Israel	Turkey	

<sup>4</sup> [https://ec.europa.eu/growth/industry/innovation/facts-figures/scoreboards\\_en](https://ec.europa.eu/growth/industry/innovation/facts-figures/scoreboards_en)

## EU Innovation Scoreboard and Gender Equality Index: strong correlation

Given the difference that emerged during the analysis of the implementation of the CC between EU-15, EU-13 and AC and between Innovation Leaders, Strong, Moderate and Modest Innovators, an additional analysis was carried out. We examined the relationship between the EU Innovation Scoreboard and Gender Equality Index<sup>5</sup>.

This analysis shows a high degree of positive correlation between innovation capacity of countries and the status of gender equality in the country. While the causality in this matter is not established, it should merit further research attention to examine what the driving forces are for innovative capacity and gender equality, and whether and how these are related. There is some research that shows that gender diversity increases the innovative performance of individuals and R&D teams<sup>6</sup> and that the gender diversity within R&D teams is positively related to radical innovation<sup>7</sup>.

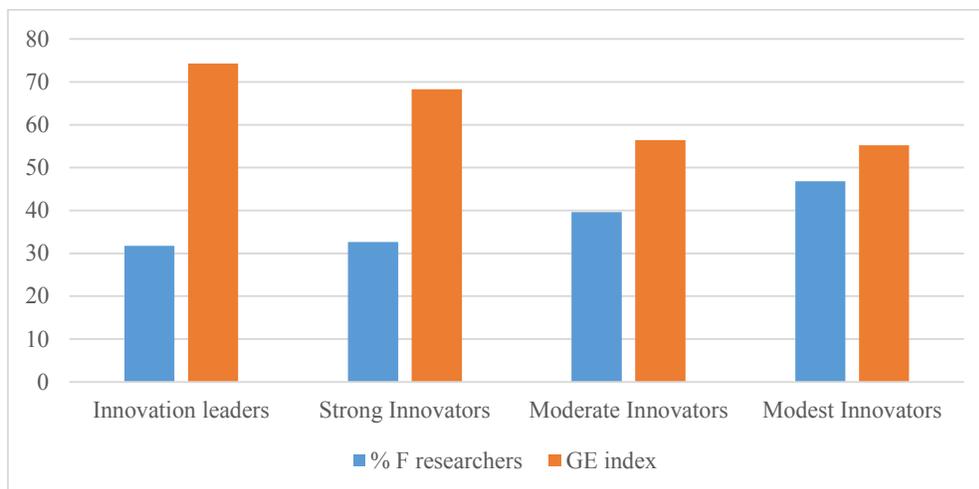


Data sources: Gender Equality Index 2018, EU Innovation Scoreboard 2018, She Figures 2015 for the proportion of women researchers 2012 (Figure 4.1) and compound annual growth rate (Figure 4.2).

<sup>5</sup> The Gender Equality Index is a composite indicator that measures the complex concept of gender equality and, based on the EU policy framework, assists in monitoring progress of gender equality across the EU over time. For more see <https://eige.europa.eu/gender-equality-index>.

<sup>6</sup> Turner, L. 2009. Gender Diversity and Innovative Performance, *International Journal Innovation and Sustainable Development*, 4, 123-134.

<sup>7</sup> Diaz-Garcia, C., Gonzalez-Moreno, A., Saez-Martinez, F. 2013. Gender Diversity within R&D Teams: Its Impact on Radicalness of Innovation, *Innovations: Management, Policy & Practice*, 15, 149-160.



Data sources: Gender Equality Index 2018, EU Innovation Scoreboard 2018, She Figures 2015 for the proportion of women researchers 2012 (Figure 4.1) and compound annual growth rate (Figure 4.2).

Previous European Commission reports addressed the existing differences among countries in their approach to implementing gender equality policies. A 2008 European Commission report<sup>8</sup> showed a negative correlation between the proportion of women in research and research and innovation investment. The report argued that as low innovation countries improve their innovative performance, women's proportion in research and innovation may decrease if the existing pattern is replicated. The report thus argued there was "a vital need to implement measures and policies to counter-act any potential future decline of women's participation in research in countries with lower systems of innovation (European Commission 2008: 38).

A 2009 report<sup>9</sup> by the European Commission clustered countries broadly into pro-active countries and relatively inactive countries. This division followed well the Global Gender Gap ranking. The pro-active countries were further subdivided into global gender equality leaders (Finland, Norway, Sweden, joined later by Denmark and Iceland) and countries that became active relatively more recently where a further distinction can be made between countries with lower proportions of women among researchers (Austria, Belgium, Germany, the Netherlands and Switzerland) and countries with higher proportions of women among researchers (UK, Ireland, Spain). The relatively inactive countries included: Bulgaria, Croatia, Cyprus, Czech Republic, Estonia, France, Greece, Hungary, Israel, Italy, Latvia, Lithuania, Luxembourg, Malta, Poland, Portugal, Slovak Republic, Slovenia and Turkey. Compared to the 2009 the analysis of the CC implementation show some shifts from the relatively inactive countries to the pro-active group (Malta, Slovenia).

<sup>8</sup> European Commission. 2009. *Benchmarking policy measures for gender equality in science*. Luxembourg: Office for Official Publications of the European Communities. Available at <http://old.genderaveda.cz/files/benchmarking-policy-measures-en.pdf>.

<sup>9</sup> European Commission. 2009. *The Gender Challenge in Research Funding. Assessing the European National Scenes*. Luxembourg: Office for Official Publications of the European Communities. Available at [https://ec.europa.eu/research/swafs/pdf/pub\\_gender\\_equality/gender-challenge-in-research-funding\\_en.pdf](https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/gender-challenge-in-research-funding_en.pdf).

## Implementation of Council Conclusions

In this section results are presented of the implementation of CC. The analysis follows the structure of the CC, with the following subsections:

- Implementing the ERA roadmap
- Sustainable cultural and institutional changes
- Gender balance in Decision-making position
- Gender knowledge and monitoring.

### Legal and policy environment

In the CC the Council recognizes that “the implementation of the ERA Roadmap and the priority on gender equality offers an excellent opportunity to translate national equality legislation into effective action to address gender imbalances in research institutions and decision making bodies and integrate the gender dimension better into R&I policies, programmes and projects.” Hence, the introductory questions of the survey aimed to ascertain whether the adoption of the CC resulted in a change in the legal or policy environment.

While the adoption of the CC has not resulted in any new legislation, the CC have made an impact on the policy environment in many countries. **Two countries** (France and Malta) have **amended existing national policies** in response to the CC and **four** other (Finland, Israel, Portugal and Norway) report that their **existing policies reflect or include the issues** addressed in the CC. **Ten countries** (Austria, Cyprus, Czech Republic, Estonia, France, Ireland, Malta, Poland, Slovenia and the Netherlands) have **adopted a new policy document** to implement the CC; in **eight countries** (Austria, Cyprus, Czech Republic, Estonia, Ireland, Malta, Poland, Slovenia) this new policy document was the **ERA National Action Plan and Strategy**. **Two countries** (Finland and Norway) stated that **equality legislation and policy documents addressing the same or similar issues had been adopted prior to the CC adoption**.

**This overview indicates that the ERA Roadmap and the National Action Plans and Strategies were an important instrument to implement the CC and to advance the gender equality agenda in ERA in many countries, particularly in the EU-13 where the ERA NAPS was often the first document addressing specifically gender equality in research.**

### Implementing ERA Roadmap

In the CC, the Council encouraged Member States to set ambitious goals on gender equality. This section of the survey aimed to understand which goals Member States defined in their National Action Plans and Strategies on ERA. **Of the 22 countries that responded to the survey, 17 stated that they had goals defined in their NAPs**. Of the remaining five respondents, three had no NAPs at the time of the survey (Israel, Portugal, Slovakia) and one country (Bulgaria) stated

that their NAPS did not include any goals related to gender equality since the country fulfils the targets set in the ERA for gender equality.

The respondents identified ambitious goals along all the objectives of Priority 4 (increasing the proportion of women among full professors and decision-making bodies; implementing cultural and institutional changes; and the integration of gender dimension in research). One country mentioned gender-based violence. When asked why they consider particular goals ambitious, respondents referred to the perceived irrelevance of gender dimension in research, the effect of the adopted measure on allocating funding to universities; and difficulty of combatting gender stereotypes. To a lesser extent, they remarked on the lack of understanding of gender equality by institutions, stakeholders (including politicians) and society in general.

The survey respondents were asked whether any concrete actions in priority 4 were planned to have been implemented by mid-2016. Concrete actions were planned in 10 countries (Belgium, France, Germany, Ireland, Malta, Norway, Spain, Switzerland, Slovenia); 8 responded No; and 3 stated that the question was Not Applicable (Finland, Iceland, Israel). The majority of the respondents that answered No explained that they did not have a NAP in place by mid-2016 (Austria, Cyprus, Estonia, Portugal). The number of countries implementing Priority 4 through concrete actions increased because of the NAPs. After 2016, the number of countries which defined concrete actions increased to 16. The countries newly defining concrete actions after 2016 include: Austria, Cyprus, Czech Republic, Estonia, Iceland, and Netherlands.

**A trend can be identified in the responses from EU-13, EU-15 and Associated Countries. The majority of EU-13 did not have a NAP by mid-2016, and hence drafted their goals on gender equality to be implemented after 2016. Most of the EU-15 countries had concrete actions to be completed by mid-2016 as well as after 2016. This trend may be due to the fact that EU-15 countries might have already had strategies and action plans to implement the ERA and/or gender equality, while for many of the EU-13 the NAP was the first document to implement the ERA and/or gender equality.**

The table below lists a summary the goals defined in the NAPS for Priority 4 and an overview of those goals that are considered ambitious, which was one of the calls of the CC.

Country	Goals defined in the NAPS for Priority 4	Goals that are considered ambitious
Austria	<ul style="list-style-type: none"> <li>• Increasing the representation of women in all sectors and hierarchical levels in which they are underrepresented</li> <li>• Integrating the gender dimension into structures and policies in science and research</li> <li>• Considering the gender dimension in research content and teaching</li> </ul>	<ul style="list-style-type: none"> <li>• Considering the gender dimension in research content and teaching</li> </ul>
Belgium	<ul style="list-style-type: none"> <li>• Standardise on a legal basis access to circumstantial leave for all members of the academic and scientific staff of all universities.</li> <li>• Establishment of an inter-university Master in Gender Studies in Wallonia-Brussels.</li> <li>• Consideration of family friendliness in the selection process</li> <li>• Explore the possibility of including a diversity criterion in the Decree on "Concerted Research Action" of the Wallonia-Brussels Federation for the allocation key of the amounts granted to different universities. This diversity criterion would be in proportion to female full professors (grade A) and could correspond to 2% of the total amount.</li> </ul>	<ul style="list-style-type: none"> <li>• Explore the possibility of including a diversity criterion in the Decree on "Concerted Research Action" of the Wallonia-Brussels Federation for the allocation key of the amounts granted to different universities. This diversity criterion would be in proportion to female full professors (grade A) and could correspond to 2% of the total amount.</li> </ul>
Cyprus	<ul style="list-style-type: none"> <li>• Empowerment of the women's role by encouraging their equitable representation in decision-making bodies and in high-level appointments.</li> <li>• Facilitation of the reconciliation of family and professional life (better work-life balance)</li> </ul>	
Czech Republic	<ul style="list-style-type: none"> <li>• In 2017 an Action Plan for Human Resources Development and Gender Equality in R&amp;D – dealing in a comprehensive manner with the issues of human resources development and gender equality and mainstreaming in R&amp;D – was prepared and adopted.</li> <li>• Public authorities will keep funding the activities developed by the National Contact Centre for Gender and Science in order to ensure background for evidence-based policy making processes in the areas of gender equality and gender mainstreaming in R&amp;D and innovation as well as for mutual learning within ERA and for active participation of the Czech Republic in the Helsinki Group on Gender in Research and Innovation.</li> <li>• A large-scale study on understanding the gender barriers and challenges at the cultural, institutional and individual levels was launched in 2017.</li> <li>• Particular challenges related to gender equality, gender mainstreaming in R&amp;D and innovation and increasing the attractiveness of research careers and STEM programmes among young women were addressed by using the ESIF within the framework of the OP RDE. Attention will be paid to adopting the institutional change approach as the key policy framework for promoting the gender equality in R&amp;D and innovation.</li> <li>• Public authorities will keep conferring the Milada Paulová Award to acknowledge the women's lifelong achievement in science and to make research careers more attractive for young women.</li> </ul>	<ul style="list-style-type: none"> <li>• Action Plan for Human Resources Development and Gender Equality in R&amp;D</li> </ul>
Estonia	<ul style="list-style-type: none"> <li>• Reduce gender inequality in research institutions and decision-making bodies and better integrate the gender dimension in the RD policy, programmes and projects.</li> </ul>	<ul style="list-style-type: none"> <li>• Creating equal opportunities in decision-making and assessment</li> </ul>

	<ul style="list-style-type: none"> <li>• Support measures: Policies and activities in ministries, research institutions, universities and funding organisations: <ul style="list-style-type: none"> <li>· Respecting the good legislative practice, incl. assessing the impact of legislative drafting on gender equality.</li> <li>· Recognising the principles of gender equality in policy-making and preparation and implementation of RDI support measures.</li> <li>· Promoting gender equality in RD institutions by means of structural changes, incl. in the development of recruiting and personnel policy.</li> <li>· Creating equal opportunities in decision-making and assessment bodies to achieve a gender-balanced composition. Recognising the gender aspect in substantive research - the gender aspect is recognised in evaluations and, for example, gender equality experts are involved where necessary.</li> </ul> </li> </ul>	<p>bodies to achieve a gender-balanced composition.</p> <ul style="list-style-type: none"> <li>• Recognising the gender aspect in substantive research.</li> </ul>
France	<ul style="list-style-type: none"> <li>• A contractual dialogue on gender equality between the ministry and HEIs</li> <li>• A national award on equality and incentives to apply for the European label HRS4R</li> <li>• A gender equality plan at the National Research Agency</li> <li>• A working group to advance gender equality all along the career</li> <li>• Improve gender balance in decision making processes and in selection panels</li> <li>• Reinforce gender in research content</li> <li>• Trainings on gender equality and gender bias</li> <li>• Several measures to fight against gender-based violence</li> </ul>	<ul style="list-style-type: none"> <li>• Fight against gender-based violence</li> </ul>
Germany	<ul style="list-style-type: none"> <li>• Binding target quotas shall further increase the proportion of women on scientific executive committees to at least 30%. Together, the Federal Government, the Länder and the science organisations are pursuing the objective of on appropriate representation of women at all Levels of the science Systems.</li> <li>• The aim of the Federal Government is to increasingly establish the gender dimension in national research and innovation programmes in future.</li> </ul> <p>(Source: Strategy of the Federal Government on the European Research Area, Guidelines and National Roadmap, 2014 – please note that the German NAP was published way before the CC were, so there is not always a direct inter-linkage)</p>	
Ireland	<p>The NAP refers to Innovation 2020 (Ireland’s 5-year strategy on research and development) that commits to promoting gender equality in researcher careers and improving participation of women in research and innovation activities.</p> <ul style="list-style-type: none"> <li>• To address gender issues relating to career progression in research and innovation through engaging fully with the Athena Swan initiative and implementing the relevant recommendations emerging from the HEA National Review of Gender Equality in Irish Higher Education.</li> </ul> <p>Ireland’s NAP committed to the implementation of the Report of the Expert Group: HEA (Higher Education Authority) National Review of Gender Equality in Irish Higher Education Institutions in 2016 which calls:</p> <ul style="list-style-type: none"> <li>• For the candidate-pool for the position of president of a higher education institution to be gender-balanced</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable cultural and institutional changes</li> </ul>

	<ul style="list-style-type: none"> <li>• For key decision-making bodies in institutions to be comprised of 40% of each gender</li> <li>• For 40% of the chairs of such bodies to be of each gender in any given year</li> <li>• For a minimum of 40% women and 40% men to be full professors by 2024</li> <li>• For the candidate pool for non-academic positions with a salary of €76,000 or more to comprise an equal number of men and women</li> <li>• For research teams and principal investigators (at aggregate level across an institution) to be comprised of at least 40% of men and 40% women</li> </ul>	
Malta	<ul style="list-style-type: none"> <li>• The goal defined in the NAP was to provide incentives to encourage Research Performing Organisations to include gender dimension in R&amp;I content and research teams.</li> </ul>	<ul style="list-style-type: none"> <li>• The most ambitious target is to achieve a minimum of 40% women professors by 2024.</li> </ul>
the Netherlands	<ul style="list-style-type: none"> <li>• Initially the NAP set a target of 30% women in professorial and board positions at universities and research institutions, with the proviso that specific institutions and disciplines may require a tailored approach. After the NAPS document was published, universities informed the minister about target figures per 2020 for each university in the Netherlands. These vary from 15-25%. An equal male-female balance forms part of the new sectoral agreement with the Dutch Association of Universities.</li> </ul>	<ul style="list-style-type: none"> <li>• The CC were helpful in the target figures for universities.</li> </ul>
Norway	<ul style="list-style-type: none"> <li>• Better gender balance in grade A positions</li> <li>• Better gender balance in disciplines where either men or women are under-represented</li> <li>• Better integration of sex and gender analysis in research</li> </ul>	<ul style="list-style-type: none"> <li>• Better integration of sex and gender analysis in research.</li> </ul>
Poland	<ul style="list-style-type: none"> <li>• Fostering activities aimed at work-life balance, women's return to work after maternity/parental leaves</li> <li>• General goal of increasing the share of women in the field of science including support for bottom-up institutional changes in this regard, i.e. in the area of human resources management</li> </ul>	<ul style="list-style-type: none"> <li>• Increasing the percentage of females in management bodies of academia / scientific units.</li> </ul> <p>Targets set in PL NAP (2015-2020):</p> <ul style="list-style-type: none"> <li>• Directors of research institutions/Polish Academy of Sciences institutes: from 17% to 22%</li> <li>• Deans: from 31% to 36%</li> <li>• Rectors: from 19% to 23%</li> </ul>
Slovenia	<ul style="list-style-type: none"> <li>• Renewed legislative framework that will promote institutional and cultural change for gender equality in RDI</li> <li>• Designing strategies to include the gender equality principle and plans for gender equality in all research organisations</li> <li>• Taking into account the gender equality principle in the allocation of funds and in thematic considerations by RDI funding organisations</li> <li>• Ensuring comprehensive and transparent data, aggregated according to gender, to design policies more efficiently and to monitor the realisation of gender equality measures in research</li> <li>• Cultural change in institutions and wider society through raising awareness, education, training and best</li> </ul>	<ul style="list-style-type: none"> <li>• Renewed legislative framework that will promote institutional and cultural change for gender equality in RDI.</li> </ul>

	practices exchange in the field of gender equality.	
Spain	<p>The Spanish NAP defines the following targets for priority 4:</p> <ul style="list-style-type: none"> <li>• Foster women’s participation in leading positions at research institutions and centres</li> <li>• Promote the scientific and technical vocations among young girls and young women</li> <li>• Improve and extend the application of criteria in the research funding public calls, to ensure gender balance in the evaluation and selection committees</li> <li>• Strengthen the monitoring, impact assessment and effectiveness of structures created for the promotion of gender equality in the public administrations, research institutions and, especially, in the universities</li> <li>• Strengthen measures for promoting the Integration of Gender Analysis into Research (IGAR)</li> <li>• Facilitate the monitoring and evaluation of gender policies in research.</li> </ul> <p>From these targets, our roadmap for priority 4 has two main goals:</p> <ul style="list-style-type: none"> <li>• The revision and adaptation of procedures and criteria used in public calls for RDI to avoid gender bias and achieve greater gender balance, as well as to improve integration of the gender dimension in the to-be-funded proposals.</li> <li>• Developing guidelines, promoting best practices and training to improve the implementation of gender equality policies, in its two aspects, in public research centres and RDI funding agencies, as well as monitoring and evaluation of such policies.</li> </ul>	
Switzerland	<ul style="list-style-type: none"> <li>• The NAP (Federal Programme for Equal Opportunities at Swiss Universities) gives financial support (project funds) to Institutions of higher education for implementing measures according to their needs. Goals included e.g. Women in Leadership, Comparable Data Collection, Knowledge transfer, ...</li> </ul>	
Turkey	<ul style="list-style-type: none"> <li>• Violence against Women</li> <li>• Discrimination against Women</li> <li>• Education</li> <li>• Health</li> <li>• Women’s participation in Labour Force</li> <li>• Women’s representation in Politics</li> </ul>	<ul style="list-style-type: none"> <li>• Women’s Participation in Labour Force</li> </ul>

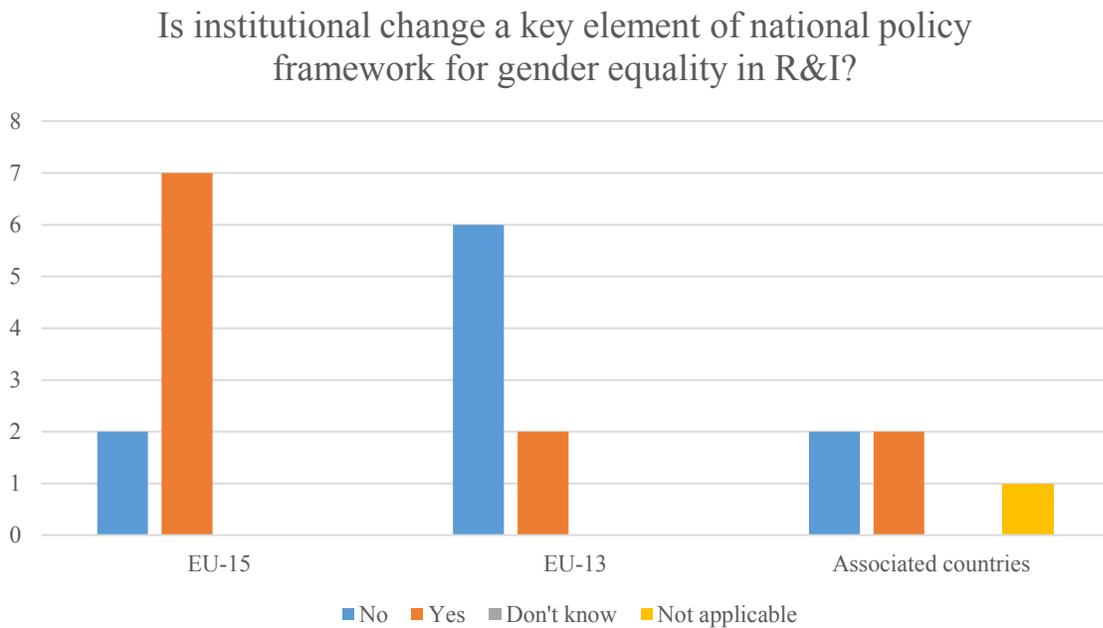
## Sustainable cultural and institutional change

The CC contain a number of recommendations related to sustainable cultural and institutional changes. This analysis seeks to identify whether there were any patterns in the implementation of measures towards cultural and institutional change in RPOs across the different European countries. Using the two clusters, the survey results show that significant differences exist:

- EU-15 and Associated Countries have more actions and measures in place, including incentives, compared to EU-13 countries.
- Strong innovators have more actions and measures in place than moderate innovators.

The general trend is that EU-15 countries make the institutional change a key element of their national policy framework for gender equality in R&I more frequently than EU-13 countries. The institutional change approach is adopted in:

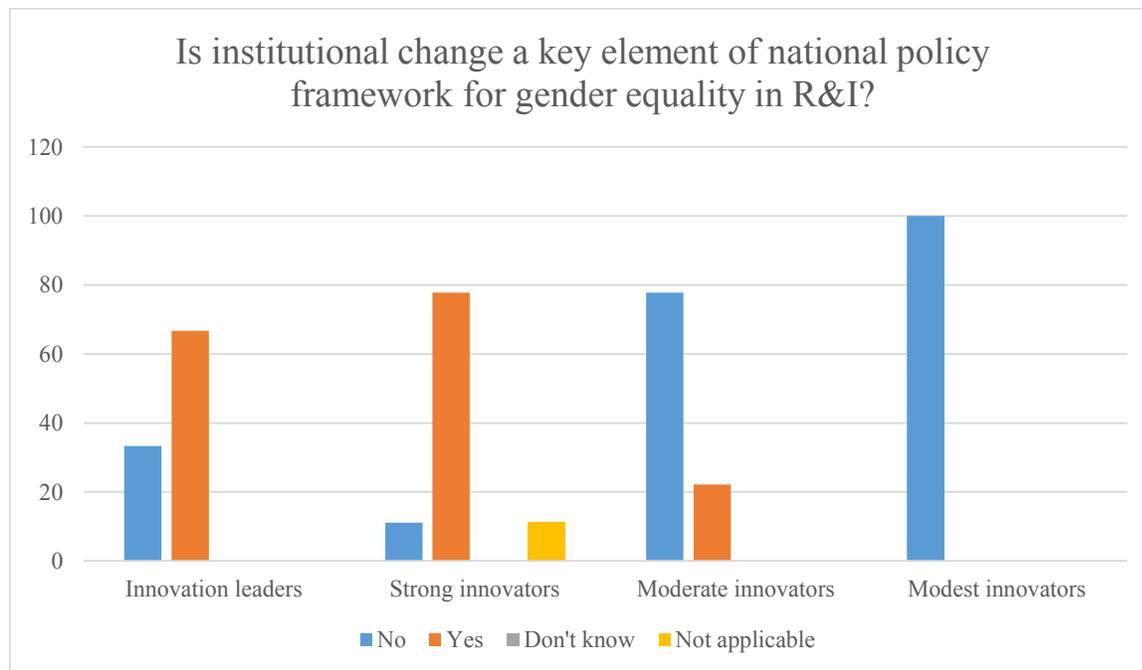
- EU-15: Austria, Belgium, Finland, France, Germany, Ireland, Spain
- EU-13: Estonia and Slovenia
- AC: Israel, Switzerland



In countries where the institutional change is not yet a key element of their national policy, several approaches can be identified. Malta is in the process of building a national framework for implementing gender equality in R&I, the Netherlands shows a high degree of autonomy where institutional changes are regarded as important but Research Performing Organizations (RPOs) are responsible for implementing such changes on their own.

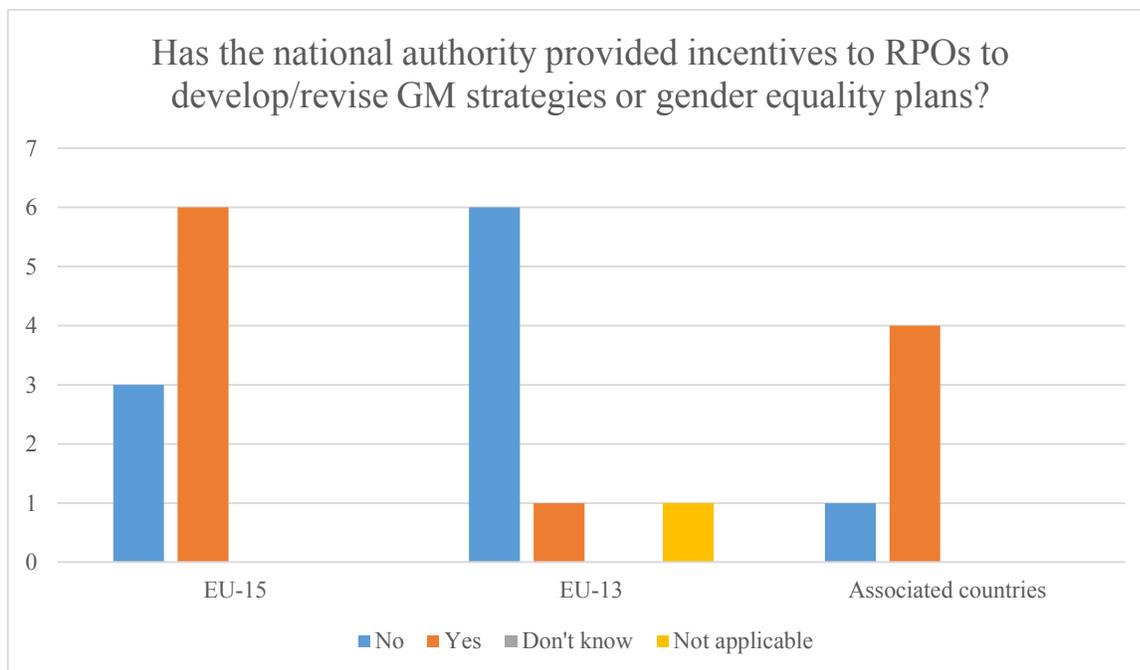
In contrast, Bulgaria, the Czech Republic, Poland, Portugal, Slovakia and Turkey report that gender equality is not defined as a priority, and that cultural barriers or other policy priorities exist. Of these Bulgaria and Portugal show above-average proportions of women in research in a European comparison, and this fact is used to argue that the gender balance in research is not a policy target. It must be noted, however, that the institutional change approach is geared to go beyond the fixing the number of women among researchers which addresses only one of the ERA objectives (gender balance in research teams) but does not address gender balance in decision-making and the gender dimension in research.

Examined through the prism of the EU Innovation Scoreboard, we can see that a majority of strong innovators reported that institutional change was a key element of their national policy framework for gender equality in Research and Innovation, whereas only a minority of moderate innovators reported the same.



The CC also invited the MS to **provide incentives to encourage RPOs to revise or develop their gender equality plans and gender mainstreaming strategies**. Again, we can see a marked difference between the EU-15 and EU-13. Incentives have been introduced by national authorities in the following countries:

- EU-15: Austria, Finland, France, Germany, Ireland, Portugal
- EU-13: Czech Republic
- Associate countries: Iceland, Israel, Switzerland, Turkey



**Incentives from national authorities to RPOs, including universities, to develop/revise gender mainstreaming strategies or gender equality plans**

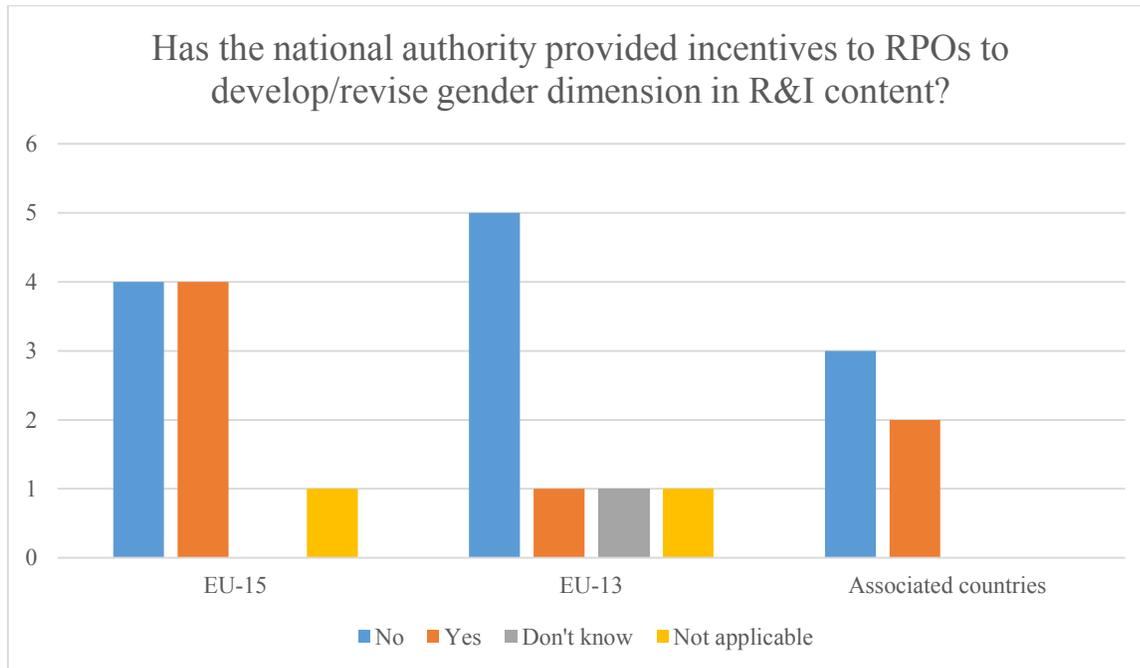
Country	Incentives	Resources allocated
<b>Austria</b>	<ul style="list-style-type: none"> <li>• Legal obligation for public universities to develop and implement a gender equality plan</li> </ul>	
<b>Czech Republic</b>	<ul style="list-style-type: none"> <li>• Funding by the government to research institutions to implement the Human Resource Strategy for Researchers and to obtain the HR award from the EC</li> <li>• Evaluation of Czech RPOs for the purpose of providing institutional support for their long-term conceptual development, including their institutional strategy for the development of human resources for RDI</li> </ul>	<ul style="list-style-type: none"> <li>• EUR 25,300,000</li> </ul>
<b>Finland</b>	<ul style="list-style-type: none"> <li>• Universities are expected to monitor gender equality and produce equality plans</li> </ul>	<ul style="list-style-type: none"> <li>• No separate resources have been allocated. It is not seen as necessary.</li> </ul>
<b>France</b>	<ul style="list-style-type: none"> <li>• Incentives to apply for HRS4R</li> <li>• National award on gender equality</li> </ul>	<ul style="list-style-type: none"> <li>• Working group</li> <li>• Necessary funds for the national award</li> </ul>
<b>Germany</b>	<ul style="list-style-type: none"> <li>• “Programme for Women Professors” increases proportion of female professors and</li> </ul>	<ul style="list-style-type: none"> <li>• Overall funding (until 2022): EUR 500 million (Phase I:</li> </ul>

	strengthens equal opportunity structures	EUR 150m, Phase II: EUR 150m, Phase III: EUR 200m) shared 50% between the Federal Government and the Länder
<b>Iceland</b>	<ul style="list-style-type: none"> <li>RPOs, including universities, are required by the law on equal rights, to set themselves a gender strategy and report back annually to the Ministry</li> </ul>	<ul style="list-style-type: none"> <li>National authority has a special budget for this</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>As part of funding dialogue, gender equality is reviewed under the governance section of the appraisal form</li> <li>Establishment of a gender equality sub-committee of the governing authority/body of the HEI</li> <li>Establishment of an independent academically-led gender equality forum</li> <li>Development and implementation of Gender Action Plans and gender strategies</li> </ul>	
<b>Israel</b>	<ul style="list-style-type: none"> <li>A call for projects for HEIs that want to develop GM plans or gender advancement strategies</li> </ul>	<ul style="list-style-type: none"> <li>Approximately NIS 2 million</li> </ul>
<b>Portugal</b>	<ul style="list-style-type: none"> <li>Support for participation in European projects with a focus on GM</li> </ul>	
<b>Switzerland</b>	<ul style="list-style-type: none"> <li>GAP at universities is partly funded by the Federal Program</li> </ul>	<ul style="list-style-type: none"> <li>CHF 12 million for four years</li> </ul>
<b>Turkey</b>	<ul style="list-style-type: none"> <li>Establishment of Centres for Gender Equality to conduct research, structure education/training, raise awareness</li> <li>Establishment of Gender Unit to organize conferences, meetings, training programmes for capacity building</li> <li>Inclusion of special courses on gender equality in undergraduate and graduate programmes</li> </ul>	

Incentives to RPOs to revise or develop actions for **gender dimension in R&I content are less frequent**. Such incentives have been implemented in the following countries:

- EU-15: Austria, France, Ireland, the Netherlands

- EU-13: Malta
- Associate countries: Israel, Turkey



**Incentives from national authorities to RPOs, including universities, to develop/revise the gender dimension in R&I content and programmes**

Country	Incentives	Resources allocated
<b>Austria</b>	<ul style="list-style-type: none"> <li>• Call “FEMtech Research Projects” for integration of gender dimension in RTI research content</li> </ul>	<ul style="list-style-type: none"> <li>• Approximately EUR 2.4 Mio. for grants per call</li> </ul>
<b>France</b>	<ul style="list-style-type: none"> <li>• Incentive for research considering the gender dimension</li> </ul>	<ul style="list-style-type: none"> <li>• Funds for NGOs and awards</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>• Research funding agencies require that the projects have considered the potential gender dimension as a pre-requisite for funding (implemented by SFI and IRC)</li> </ul>	
<b>Israel</b>	<ul style="list-style-type: none"> <li>• Part of the CHE call for projects</li> </ul>	<ul style="list-style-type: none"> <li>• Approximately NIS 2 million</li> </ul>
<b>Malta</b>	<ul style="list-style-type: none"> <li>• Projects that take the gender dimension into account are preferred when two projects have equal points during evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>• No specific resources allocated</li> </ul>
<b>the Netherlands</b>	<ul style="list-style-type: none"> <li>• In communication with universities and the research council, gender dimension in research content was stressed as an element in</li> </ul>	

	national policies and implementation of policies as well	
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**Research Funding Organizations (RFOs) are important players that can provide incentives to RPOs to develop and revise gender mainstreaming strategies and gender equality plans.**

Again, such incentives are provided by RFOs more frequently in the EU-15 than in the EU-13. RFOs in the following countries provide such incentives:

- EU-15: Austria, France, Germany, Ireland, the Netherlands
- EU-13: Czech Republic, Malta
- Associate countries: Norway, Switzerland

**Incentives from national funding agencies to RPOs, including universities, to develop/revise the GM strategies and gender dimension in R&I content and programmes**

Country	Incentives	Resources allocated
<b>Austria</b>	<ul style="list-style-type: none"> <li>• Call “FEMtech Research Projects” for integration of gender dimension in RTI research content</li> <li>• There is monitoring of funded projects (FFG) to increase the proportion of female researchers</li> <li>• There is monitoring of evaluation committees (juries) to increase the proportion of women in the juries</li> </ul>	<ul style="list-style-type: none"> <li>• Approximately EUR 2.4 Mio. for FEMtech Research Projects</li> <li>• There are staff costs of the FFG for the monitoring</li> </ul>
<b>Czech Republic</b>	<ul style="list-style-type: none"> <li>• The Technology Agency of the Czech Republic simplifies state support of applied research and experimental development. It is involved in GENDER-NET Plus ERA-NET Co-fund and Horizon 2020 GEECCO project</li> </ul>	
<b>France</b>	<ul style="list-style-type: none"> <li>• National Action Plan at the French National Research Agency</li> </ul>	<ul style="list-style-type: none"> <li>• Respondent does not know the precise answer</li> </ul>
<b>Malta</b>	<ul style="list-style-type: none"> <li>• Projects that take the gender dimension into account are preferred, when two projects have equal points during evaluation.</li> </ul>	<ul style="list-style-type: none"> <li>• No specific resources allocated</li> </ul>
<b>the Netherlands</b>	<ul style="list-style-type: none"> <li>• The gender dimension should be explained in certain disciplines. The drafting of gender equality plans is part of the Aspasia programme (to raise the number of female professors in combination with gender equality strategies).</li> </ul>	<ul style="list-style-type: none"> <li>• EUR 5 million for the programme</li> </ul>

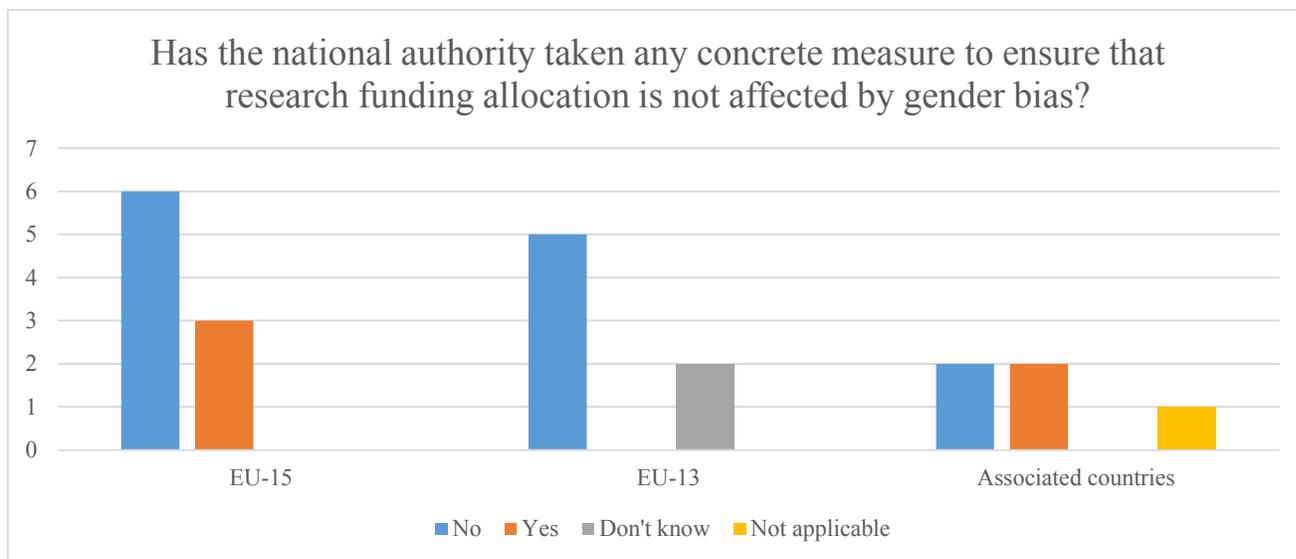
<b>Norway</b>	<ul style="list-style-type: none"> <li>• The Research Council of Norway has initiated the BALANCE program where institutions can apply for funding for their internal gender equality work including revising and developing gender equality plans</li> </ul>	<ul style="list-style-type: none"> <li>• NOK 17 million</li> </ul>
<b>Switzerland</b>	<ul style="list-style-type: none"> <li>• PRIMA is a funding instrument only for female researchers</li> <li>• Swiss National Centres of Competence (NCCR) assesses the equal opportunity strategies of projects and takes them into account for funding decisions</li> </ul>	<ul style="list-style-type: none"> <li>• CHF 14 million</li> </ul>

Very few countries have **guiding targets at the national level to achieve gender balance among professors**. Two EU-15 (Austria and Ireland) and two associated countries (Iceland and Norway) are the only four countries among the 22 to have guiding targets in place. Targets were introduced in Iceland in response to the CC. **No EU-13 country has guiding targets in place**. Using the EU Innovation Scoreboard clusters, **four strong innovators (Austria, Iceland, Ireland and Norway) were the only ones to have national guiding targets for gender balance among professors** while none of the other groups reported the same. This recommendation has low uptake compared to the other actions recommended in the CC.

Similarly, **none of the national authorities in the EU-13 countries have a concrete measure in place to reduce the effect of gender bias in the allocation of research funding whereas three EU-15 (Austria, Ireland and Spain) and two AC (Iceland, Israel) do**.<sup>10</sup> Using the Innovation Scoreboard, such measures have been adopted by four strong innovators (Austria, Iceland, Ireland, Israel) and one moderate innovator (Spain). However, this measure has not been introduced in response to the CC.

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<sup>10</sup> For an overview of concrete measures taken by national authorities and funding agencies to combat gender bias, see Appendix 4.

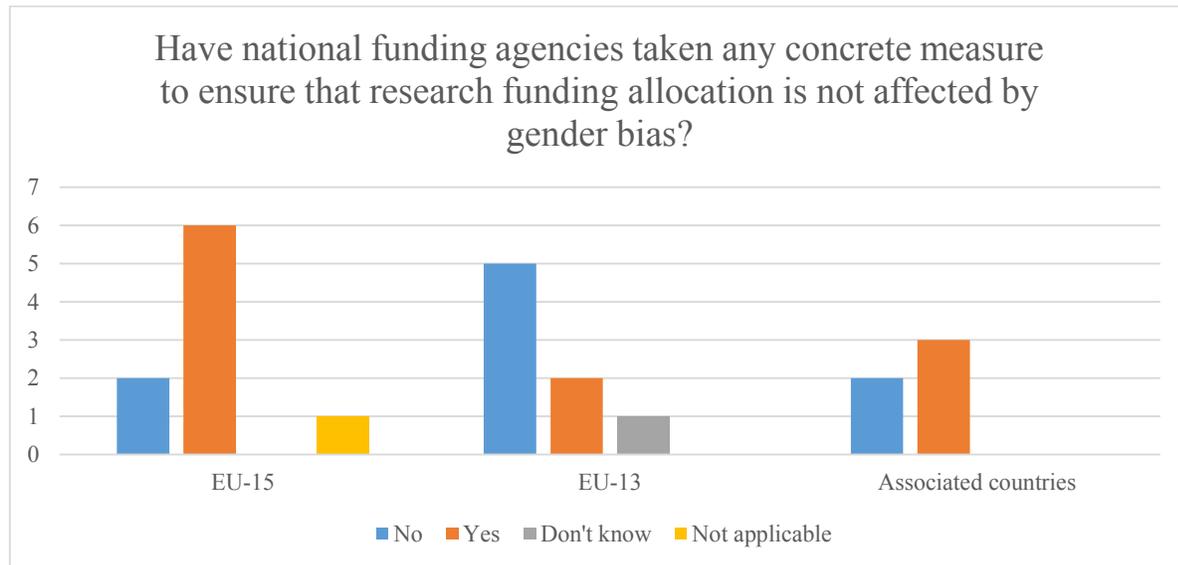


### Measures taken by the national authorities to prevent gender bias in allocation of research funding

Country	Concrete measures
<b>Austria</b>	<ul style="list-style-type: none"> <li>In funding decisions, the jury assesses gender criteria (gender representation in the team, gender dimension of the research content, gender aspects in the exploitation)</li> </ul>
<b>Iceland</b>	<ul style="list-style-type: none"> <li>Analysis of national research funding and publication of the report in 2016</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>National funding agencies must have GAPs and gender mainstreamed in their funding calls</li> </ul>
<b>Israel</b>	<ul style="list-style-type: none"> <li>Certain national scholarships provided by the CHE require gender balanced candidate lists</li> </ul>
<b>Spain</b>	<p>These measures are in response to the CC and NAP. Particularly, the new State Plan for scientific and technical research and innovation 2017-2020 includes:</p> <ul style="list-style-type: none"> <li>Considering family-friendly conditions in the management of RDI grants in order to facilitate and promote the postdoctoral training of young women researchers</li> <li>Avoiding sex/gender discrimination in the access to RDI grants</li> </ul> <p>(<a href="http://www.idi.mineco.gob.es/stfls/MICINN/Prensa/FICHEROS/2018/PlanEstatalIDI.pdf">http://www.idi.mineco.gob.es/stfls/MICINN/Prensa/FICHEROS/2018/PlanEstatalIDI.pdf</a>)</p>

National funding agencies of **two EU-13** (Estonia, Poland) have taken concrete measures to **reduce the effect of gender bias on the allocation of research funding** while **six EU-15 countries** (Austria, Belgium, France, Ireland, the Netherlands, Spain) and **three Associated Countries** (Iceland, Norway, Switzerland) have the same.

Using the EU Innovation Scoreboard, this type of measure has been introduced in **two innovation leaders** (the Netherlands, Switzerland), **six strong innovators** (Austria, Belgium, France, Iceland, Ireland and Norway) and **two modest innovators** (Estonia, Spain). Spain was the only country to introduce this measure in response to the CC.



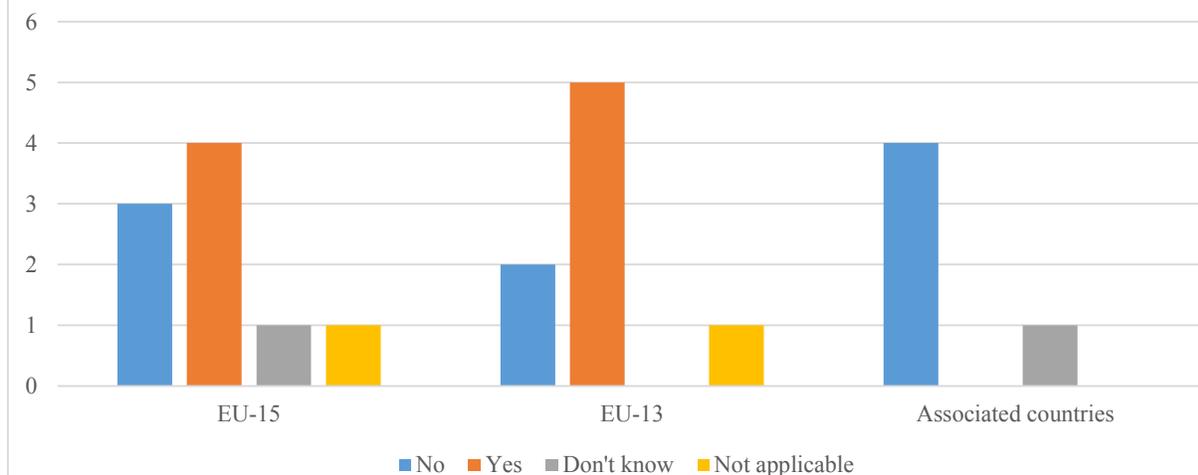
### Measures taken by the national funding agencies to prevent gender bias in allocation of research funding

Country	Concrete measures
<b>Austria</b>	<ul style="list-style-type: none"> <li>In funding decisions, the jury assesses gender criteria (gender representation in teams, gender dimension of research content, gender aspects in exploitation)</li> </ul>
<b>Belgium</b>	<ul style="list-style-type: none"> <li>F.R.S.-FNRS integrates gender data into the analysis of the results of the calls to ensure that there is no gender bias in success rates (this report is available to download from the website)</li> </ul>
<b>Estonia</b>	<ul style="list-style-type: none"> <li>Inclusion of periods of pregnancy, maternity/paternity leave and military service in consideration for applications that evaluate the number of years since doctorate degree</li> <li>Temporary suspension of personal projects and corresponding grants in case of pregnancy, maternity/paternity leave, military service or other exceptional circumstances for up to three years</li> </ul>
<b>France</b>	<ul style="list-style-type: none"> <li>National Action Plan of the French National Research Agency</li> </ul>
<b>Iceland</b>	<ul style="list-style-type: none"> <li>Reporting of gendered statistics on research funding by Icelandic Centre for Research</li> <li>Ensuring gender balance in expert panels</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>Science Foundation Ireland: Doubling the total number of applications from</li> </ul>

	a HEI for a grant but capping applications from men to the previous number (which is also 50%), thus encouraging more applications from female researchers to be considered and forwarded by the HEI. Upon submission to SFI, all applications are treated equally regardless of their gender. This gender initiative has resulted in an increase in the number of female awardees under the SIRG programme from 27% in 2013 to 54% in 2015
<b>the Netherlands</b>	<ul style="list-style-type: none"> <li>• The research council NWO is involved in training peers and review committees</li> </ul>
<b>Norway</b>	<ul style="list-style-type: none"> <li>• Systematic training to counter gender bias provided to evaluation panel leaders in the Research Council of Norway. This training is currently at a planning stage.</li> </ul>
<b>Poland</b>	<ul style="list-style-type: none"> <li>• Monitoring the gender ratio of expert evaluation panels in the Foundation for Polish Science</li> </ul>
<b>Spain</b>	<ul style="list-style-type: none"> <li>• In response to the CC and NAP, improvement in the conditions of extending the contract due to pregnancy and maternity/paternity leave in calls for postdoctoral grants by the State Research Agency</li> </ul>
<b>Switzerland</b>	<ul style="list-style-type: none"> <li>• Annual adjusted gender monitoring</li> </ul>

Contrary to the general pattern, the national authority of **five of the EU-13 countries** (Bulgaria, Cyprus, Czech Republic, Malta, Poland) compared to **four of the EU-15 countries** (Austria, France, Germany, Spain) have concrete measures in place to make **gender equality and gender mainstreaming a regular part of their National Contact Point trainings, events, communication and dissemination materials related to Horizon 2020.**

Has the national authority taken any concrete measures geared at making gender equality and GM a regular part of NCP trainings/events/communication/dissemination materials related to Horizon 2020?



**Initiatives by national authority to make gender equality/GM a regular part of NCP trainings, events, communication, and dissemination materials related to Horizon 2020**

Country	Concrete measures
<b>Austria</b>	<ul style="list-style-type: none"> <li>Part of the contract between the Federal Ministry and the Agency (FFG)</li> </ul>
<b>Bulgaria</b>	<ul style="list-style-type: none"> <li>Presentations and guidelines from the Commission</li> </ul>
<b>Cyprus</b>	<ul style="list-style-type: none"> <li>NCPs have attended training/webinars/seminars on gender equality in Horizon 2020 organized by RPF or other organizations abroad</li> <li>Gender equality is covered during workshops, training, etc. organized by the NCPs for the research community</li> </ul>
<b>Czech Republic</b>	<ul style="list-style-type: none"> <li>National Contact Centre for Gender and Science serves as a research, advocacy and advisory body</li> </ul>
<b>France</b>	<ul style="list-style-type: none"> <li>NCP trainings in gender equality for Horizon 2020</li> </ul>
<b>Germany</b>	<ul style="list-style-type: none"> <li>Contact Point Women into EU Research (FiF) supports female scientists with information and service related to the EU's research framework programmes. FiF is embedded in the German NCP system which means that a close cooperation with other NCPs is possible, such as training and sensitizing them and their target groups on gender relevant issues in Horizon 2020. There is also some information on gender issues in the H2020 introduction presentations from the NCP system.</li> </ul>

<b>Malta</b>	<ul style="list-style-type: none"> <li>• Within the NCP team, certain NCPs are focussed on gender equality and GM in their communication, training and information sessions</li> </ul>
<b>Poland</b>	<ul style="list-style-type: none"> <li>• Training for NCP experts on gender in H2020, especially as it related to their consultations with researchers and entrepreneurs</li> </ul>
<b>Spain</b>	<ul style="list-style-type: none"> <li>• In October 2015, NCPs were trained on RRI including gender equality, but this needs to be updated</li> </ul>

France and Spain<sup>11</sup> are the only countries participating in the survey that have taken measures to include **the gender perspective in their dialogues with third countries in response to the CC.**

### **Impact of CC on the measures implemented by the states**

Of the eleven countries where institutional change was a key element of the national policy framework for gender equality in R&I, two countries (Austria and Slovenia) reported that this was due to the CC. Malta reported that, in response to the CC, the national authority was providing incentives to RPOs to develop/revise the gender dimension in R&I content and that the national funding agency was providing incentives towards developing/revising gender mainstreaming and gender dimension in research content. Iceland, one of the four countries with guiding targets for gender balance among professors, reported that this measure was in response to the CC. Finally, the national authority and funding agency in Spain have taken measures to ensure that the allocation of research funding is not affected by gender bias.

### **Barriers to making institutional change a key element of national policy framework for gender equality**

The main perceived barrier to implementing cultural and institutional changes is that gender equality is not considered a priority. This statement tends to be made by respondents in the EU-13 countries.

Country	Barriers
Belgium	Institutional change is one of the elements but not the main element
Bulgaria	Gender equality not a priority
Czech Republic	Gender equality not a priority
Germany	German roadmap/NAP adopted before CC
Malta	Still in the process of building a national framework

<sup>11</sup> Spanish II NAP 2017 includes incorporation of gender in Spanish international cooperation in STI ([https://www.boe.es/diario\\_boe/txt.php?id=BOE-A-2017-10517](https://www.boe.es/diario_boe/txt.php?id=BOE-A-2017-10517)).

the Netherlands	Institutional changes are left up to the institutions
Poland	Gender equality is not a priority; lack of adequate resources
Portugal	Participation of women not a main target due to higher numbers than EU-average
Slovakia	Gender equality not a priority
Spain	Changes in the Spanish government delaying the adoption of measures
Switzerland	It has not been made in response to CC
Turkey	Cultural barriers

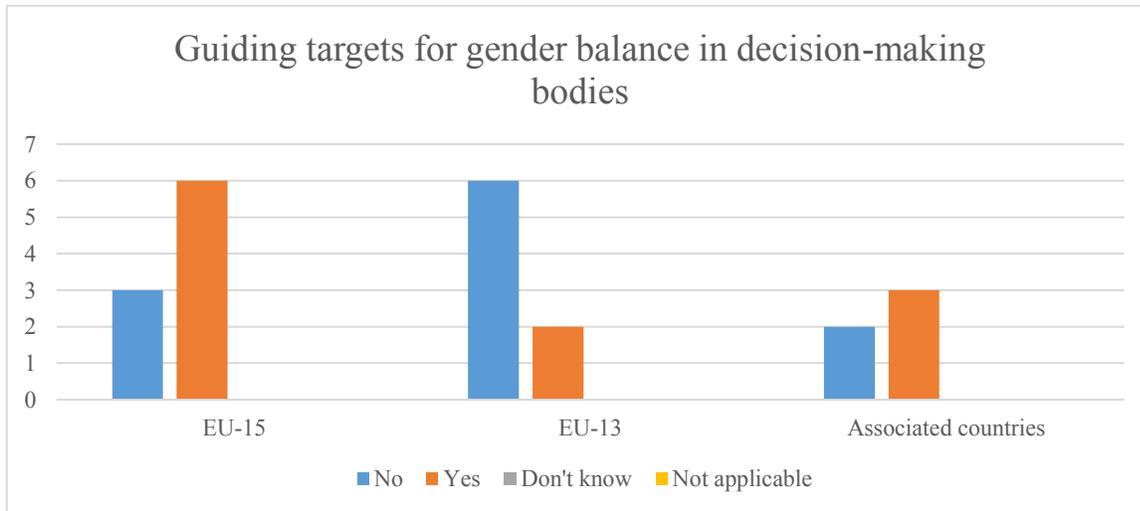
### **Concrete measures for institutional change to advance gender equality**

The most common concrete measures included **awareness raising** (eighteen countries), **exchange of best practices** (thirteen countries), **training** (twelve countries), **education** (nine countries) and **capacity building** (seven countries). For an overview of country examples of concrete measures see Appendix 1.

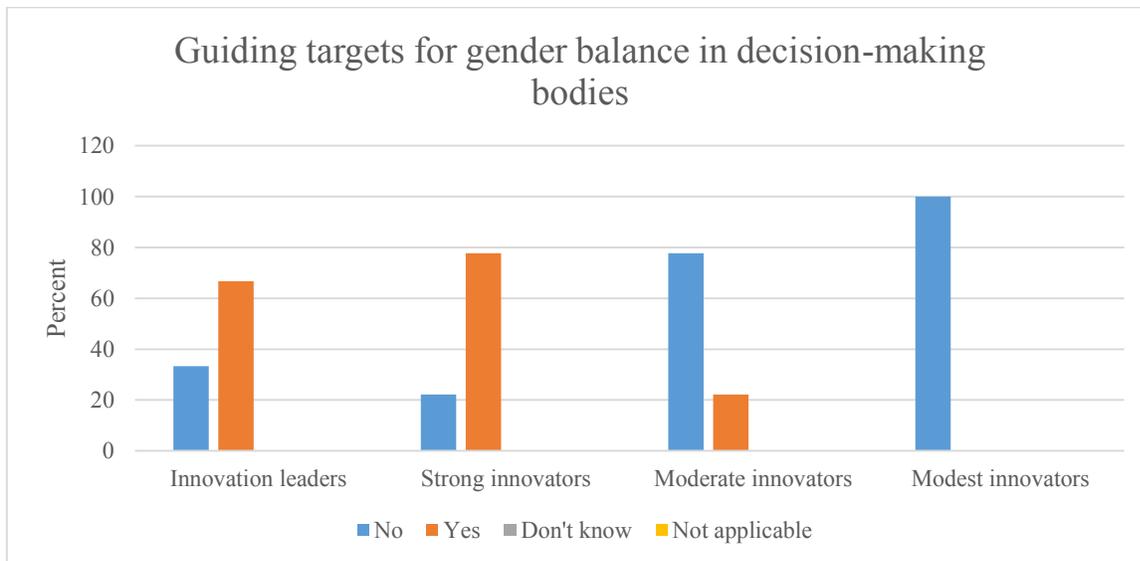
### **Gender balance in decision-making positions**

This section analyses guiding targets for gender balance in decision-making across the European nations.

Eleven countries reported having guiding targets for decision-making bodies: Austria, Cyprus, Finland, France, Ireland, Israel, Iceland, the Netherlands, Norway, Slovenia, and Spain. While **six of the EU-15 (Austria, Finland, France, Ireland, the Netherlands, Spain) and three Associate Countries (Iceland, Norway, Israel) had guiding targets for gender balance in decision-making bodies, only two of the EU-13 (Cyprus and Slovenia) do. In no case were the guiding targets introduced in response to the CC.**



Using the EU Innovation Scoreboard clusters, **two innovation leaders (Finland and the Netherlands) and seven (Austria, France, Iceland, Ireland, Israel, Norway, Slovenia) out of nine strong innovators have guiding targets for gender balance in decision-making bodies, while only two (Cyprus, Spain) of nine moderate innovators do.**



## **An overview of bodies where guiding targets for gender balance in decision-making are applicable**

Respondents were asked to which decision-making bodies these guiding targets were applicable. Except for Israel and Slovenia, all the countries that have guiding targets for gender balance in decision-making apply these targets to at least five different decision-making bodies within R&I. Spain, Finland, Iceland, the Netherlands and Norway apply these guiding targets in all of the decision-making bodies. It appears that once a country decides to introduce guiding targets for gender balance in decision-making, it tends to be applied to a wide variety of bodies.

<b>Bodies</b>	<b>No. of countries</b>	<b>Countries</b>
National policy advisory bodies (if applicable)	7	ES, FI, IL, IS, NL, NO, SL
Leading scientific boards in RPOs	8	AT, ES, FI, FR, IE, IS, NL, NO
Leading administrative boards in RPOs	8	AT, ES, FI, FR, IE, IS, NL, NO
Leading scientific boards in RFOs	6	AT, ES, FI, IS, NL, NO
Leading administrative boards in RFOs	6	AT, ES, FI, IS, NL, NO
Recruitment committees in RPOs	8	AT, ES, FI, FR, IE, IS, NL, NO
Evaluation committees in RPOs	8	ES, FI, FR, IE, IS, NL, NO, SL
Evaluation panels in RFOs	8	AT, ES, FI, FR, IE, IS, NL, NO

## **Gender knowledge and monitoring**

The final section of the report deals with the status of gender knowledge and monitoring in the EU.

### **Statistics and indicators**

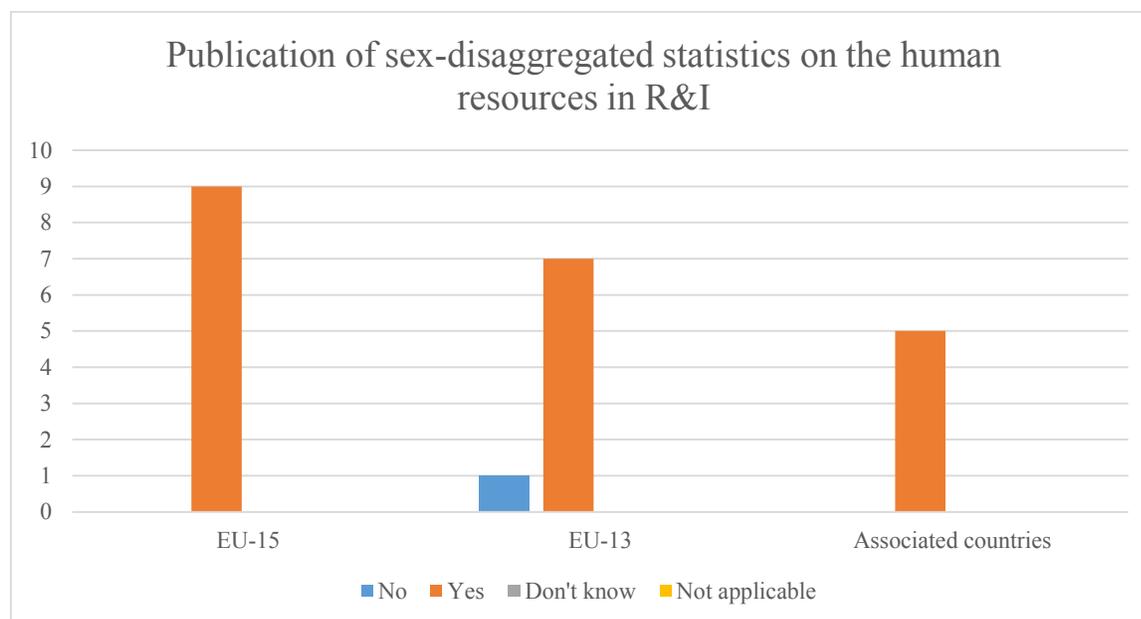
With the exception of Slovakia, all of the countries that participated in the survey collect and publish sex-disaggregated statistics on the human resources in R&I on a regular basis.

**Spain was the only country where gender equality indicators were developed at the national level in response to the CC.** Besides harmonizing some former indicators to meet international/EU standards, the following new indicators have been incorporated in the latest edition of Científicas en Cifras (the Spanish series on She Figures):

- The share of universities and public research organizations which have adopted gender equality plans
- Success rates of projects that include gender dimension as a cross-cutting issue

- Gender balance in top decision-making bodies at universities and national-level public research organizations
- Gender balance in evaluation committees of RDI calls under the Spanish State Plan for Scientific and Technical Research and Innovation

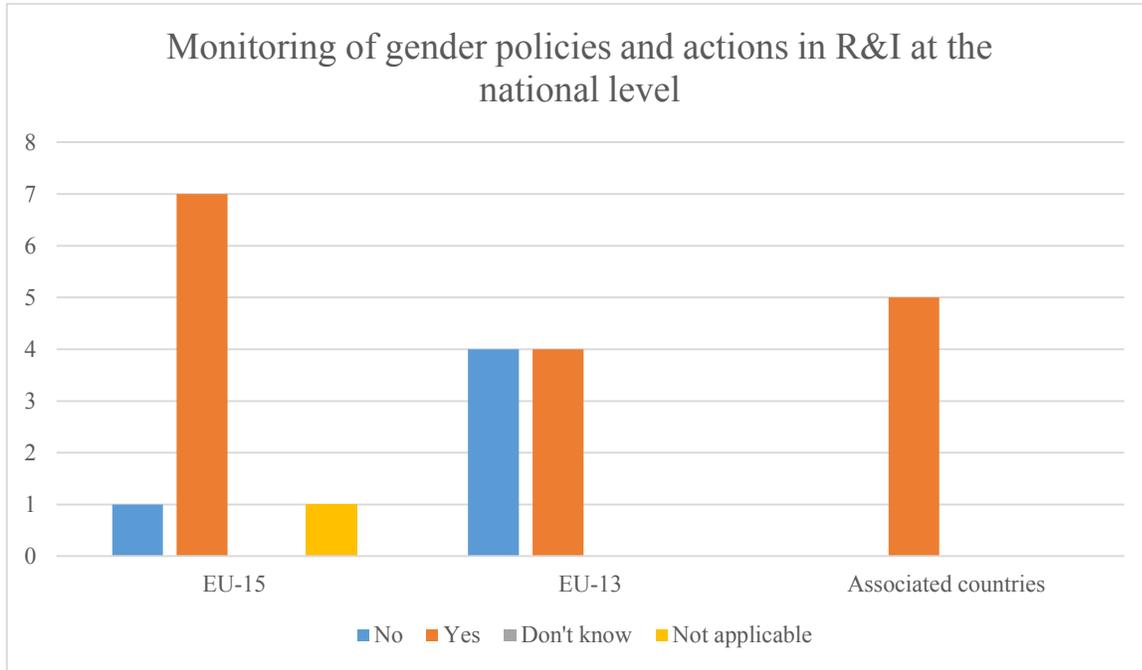
Malta is currently considering the development of such indicators, and in the Netherlands the CC were helpful in monitoring and She Figures was beneficial in setting national benchmarks.



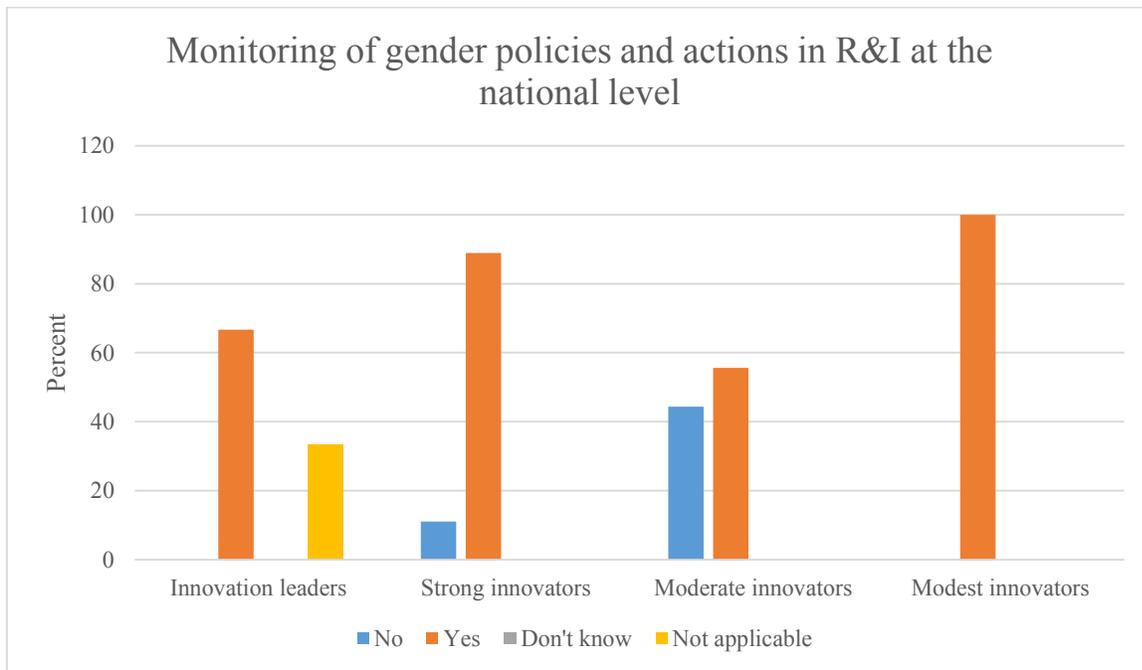
### Monitoring and evaluation at the national level

When it came to **monitoring of gender policies and actions**, sixteen out of the twenty-two countries reported that there was monitoring at the national level. Four EU-13 (Cyprus, the Czech Republic<sup>12</sup>, Malta and Slovakia) and one EU-15 (Belgium) did not have monitoring at the national level. Finland said that this was not applicable.

<sup>12</sup> Starting in 2017 universities are required to report on policies and actions for gender equality and human resources development in their Annual Reports.



While all of the innovation leaders and eight of the nine strong innovators monitor gender policies and actions at the national level, only five of the nine moderate innovators do so.



Listed below are monitoring systems mentioned by individual countries.

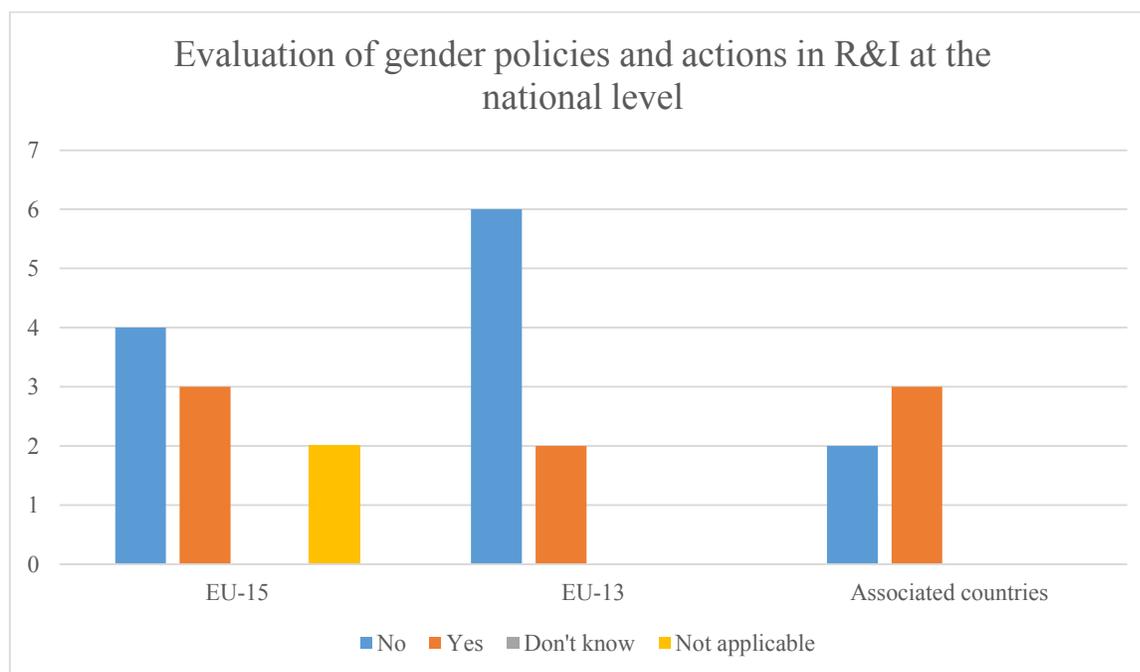
Country	Monitoring body at national level	Details
Austria	FFG	<ul style="list-style-type: none"> <li>Data on evaluation committees and project management in the funded projects of FFG are collected and analysed annually</li> </ul>
	Statistic Austria	<ul style="list-style-type: none"> <li>Research and development survey based on R&amp;D regulation</li> </ul>
Bulgaria	National Statistical Institute and the Ministry	<ul style="list-style-type: none"> <li>In addition to the National Statistical Institute and the Ministry, institutions prepare annual reports with statistics</li> </ul>
Estonia	Implementing body of the Structural Funds	<ul style="list-style-type: none"> <li>Planning and implementation are supported by the bureau of the Gender Equality and Equal Treatment Commissioner</li> </ul>
	Estonian Research Council	<ul style="list-style-type: none"> <li>Publication of gender-based statistics (with the support of Universities Estonia)</li> <li>Tracking of data on applicants and awardees of grants to avoid possible gender bias</li> <li>Indicators               <ul style="list-style-type: none"> <li>Share of women in Grade A research positions</li> <li>Share of women in heads of institutions in the higher education sector</li> <li>Gender dimension in research content (bibliometric analysis)</li> </ul> </li> </ul>
France		<ul style="list-style-type: none"> <li>Policy officers in different working groups</li> <li>NGOs in their publications/flyers (e.g. degrees on gender studies)</li> </ul>
Iceland	Ministry of Education, Science & Culture	<ul style="list-style-type: none"> <li>Monitoring and guiding by following up on the implementation of the law on gender equality</li> </ul>
Ireland	Higher Education Authority	<ul style="list-style-type: none"> <li>Collection of statistics and monitoring progress against national targets</li> </ul>
Israel	CHE and Ministry of Science	<ul style="list-style-type: none"> <li>Monitoring of results of some of the scholarships and research grants</li> <li>Other national-level organizations may be monitoring</li> </ul>

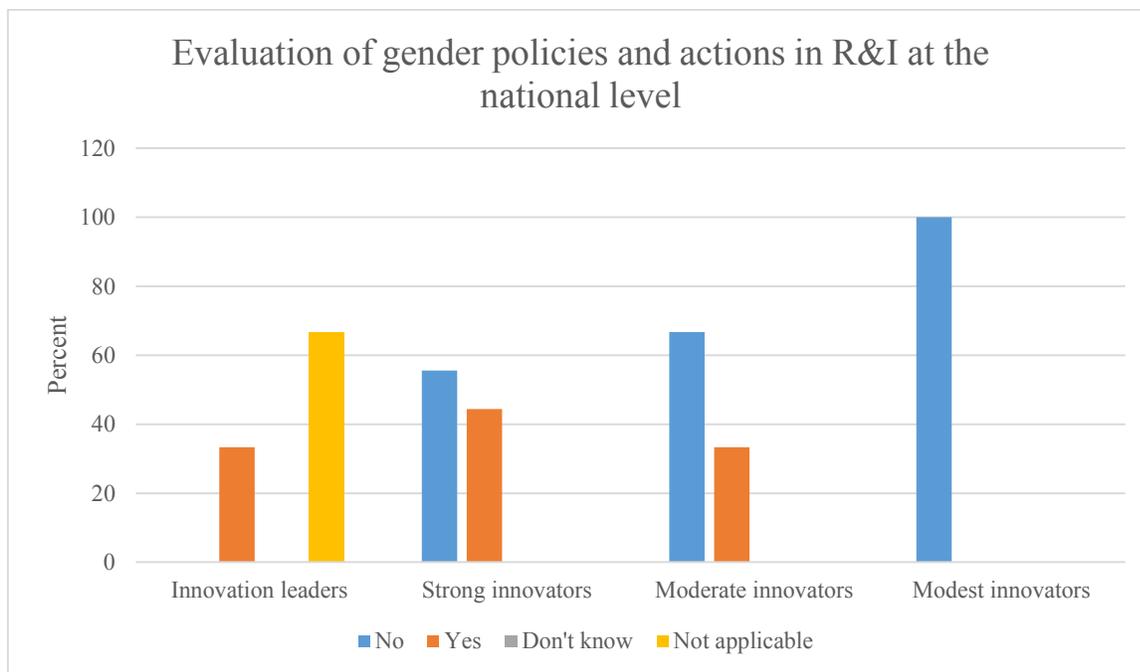
		but their data is not published or not very accessible
Malta		<ul style="list-style-type: none"> <li>• In the process of designing a monitoring system</li> </ul>
the Netherlands	Dutch Network of Female Professors	<ul style="list-style-type: none"> <li>• Publication of the Dutch monitor of female professors (similar to the She Figures)</li> </ul>
Norway	Ministry of Education and Research	<ul style="list-style-type: none"> <li>• Annual report on STI indicators of Norway</li> <li>• Annual report on the Norwegian higher education system</li> </ul>
Poland	National Information Processing Institute	<ul style="list-style-type: none"> <li>• Annual report on the state of science and higher education in Poland includes monitoring of <ul style="list-style-type: none"> <li>○ Women's career advancement</li> <li>○ Women's participation in management bodies</li> <li>○ Comparison of data with other EU states</li> <li>○ Glass Ceiling index with breakdown into public/private HEIs</li> </ul> </li> </ul>
Slovenia	Ministry	<ul style="list-style-type: none"> <li>• Regular biennial evaluation of the National Resolution on Research and Innovation Strategy of Slovenia 2011-2020</li> </ul>
Spain	Institute for Women and Equal Opportunities (IMIO, national level body responsible for monitoring the Strategic Plan for Equal Opportunities and its implementation by the State Administration)	<ul style="list-style-type: none"> <li>• Monitoring of Strategic Plan for Equal Opportunities/PEIO (which includes gender policies and actions in R&amp;I at the national level) and its implementation by the state administration</li> <li>• Women and Science Unit (UMyC) reports to IMIO on gender equality actions and measures implemented by the State Secretariat for RDI (including the Cabinet and DG for RDI policies, the state research agency and national-level RPOs)</li> </ul>
	DG for Public Service	<ul style="list-style-type: none"> <li>• Gender Equality Unit of each ministry report to the DG for Public Service on the gender mainstreaming and gender specific actions implemented at the ministry (including the dependent bodies, such as national level RPOs)</li> <li>• The DG for Public Service elaborates a monitoring report which receives feedback from ministries and trade unions represented at the Technical Committee for Gender Equality in the State Administration</li> </ul>
Switzerland		<ul style="list-style-type: none"> <li>• The Federal Program is monitored by the national coordinator and the respective ministry on a regular basis and evaluated at the end of each program phase</li> </ul>

		(4 years)
Turkey	<ul style="list-style-type: none"> <li>• Ministry of Family and Social Policies</li> <li>• Council of Higher Education</li> </ul>	

**Of the sixteen countries that indicated that gender policies and actions in R&I are monitored at the national level, ten (Austria, Estonia, France, Iceland, Israel, the Netherlands, Norway, Poland, Spain and Switzerland) had gender equality indicators. Ireland, Portugal, Slovenia and Turkey did not report any gender equality indicators, while Bulgaria and Germany said this did not apply to them.**

**Only eight countries (Estonia, France, Germany, Norway, Slovenia, Spain, Switzerland, and Turkey) evaluate the implementation of gender policies and actions in R&I at the national level.** Of these, two are EU-13, three are EU-15 and three are Associate Countries. Using the Innovation Union scoreboard, three are moderate innovators, four are strong innovators and one is innovation leader. For details of the evaluation systems in place see the table below.





Country	Evaluating body – national level	Details
Estonia		<ul style="list-style-type: none"> <li>As a part of good legislation practice, the impact for gender equality is an obligation to analyse during the legislation development phase or taken into account in the research funding programs as one of the horizontal themes</li> </ul>
France	<ul style="list-style-type: none"> <li>Policy officers</li> </ul>	<ul style="list-style-type: none"> <li>Policy officers evaluate what has been done from one national roadmap to another</li> </ul>
Germany	<ul style="list-style-type: none"> <li>Information not provided</li> </ul>	<ul style="list-style-type: none"> <li>Information not provided</li> </ul>
Norway		<ul style="list-style-type: none"> <li>The Research Council of Norway BALANCE program has been evaluated</li> </ul>
Slovenia	<ul style="list-style-type: none"> <li>Ministry</li> </ul>	<ul style="list-style-type: none"> <li>Regular biennial evaluation of the National Resolution on Research and Innovation Strategy of Slovenia 2011-2020</li> </ul>
Spain		<ul style="list-style-type: none"> <li>At the end of each PEIO, IMIO prepares an evaluation report. This report receives feedback from ministries (including the UMyC at the State Secretariat for Research, Development and Innovation) and the Council for Women Participation (an advisory body in which the main feminist and women organizations from the civil</li> </ul>

		sector are represented)
Switzerland		<ul style="list-style-type: none"> <li>The evaluation is usually done by an external body with a mandate from the ministry. Besides critically evaluating all results, it usually focuses on a special aspect of the program too.</li> </ul>
Turkey	<ul style="list-style-type: none"> <li>Ministry of Family &amp; Social Policies</li> <li>Council of Higher Education of Turkey</li> <li>Turkish Statistical Data Centre (Turkiye İstatistik Kurumu)</li> </ul>	

Portugal reported that though they do not have an evaluation of gender policies and actions so far, they expect this to change with "Estratégia Nacional para a Igualdade e Não Discriminação (ENIND, the National Strategy for Equality and Non-Discrimination), which defines measures and targets on this issue.

#### Monitoring and evaluation at the institutional level

**None of the EU-13** have monitoring of gender policies and actions in R&I at the institutional level, but **six of the EU-15 (Belgium, Germany, France, Ireland, the Netherlands and Spain)** and **four of the Associated Countries (Israel, Norway, Switzerland and Turkey)** do. Moderate and modest innovators are less likely to have institutional-level monitoring of gender policies and actions compared to innovation leaders and strong innovators.

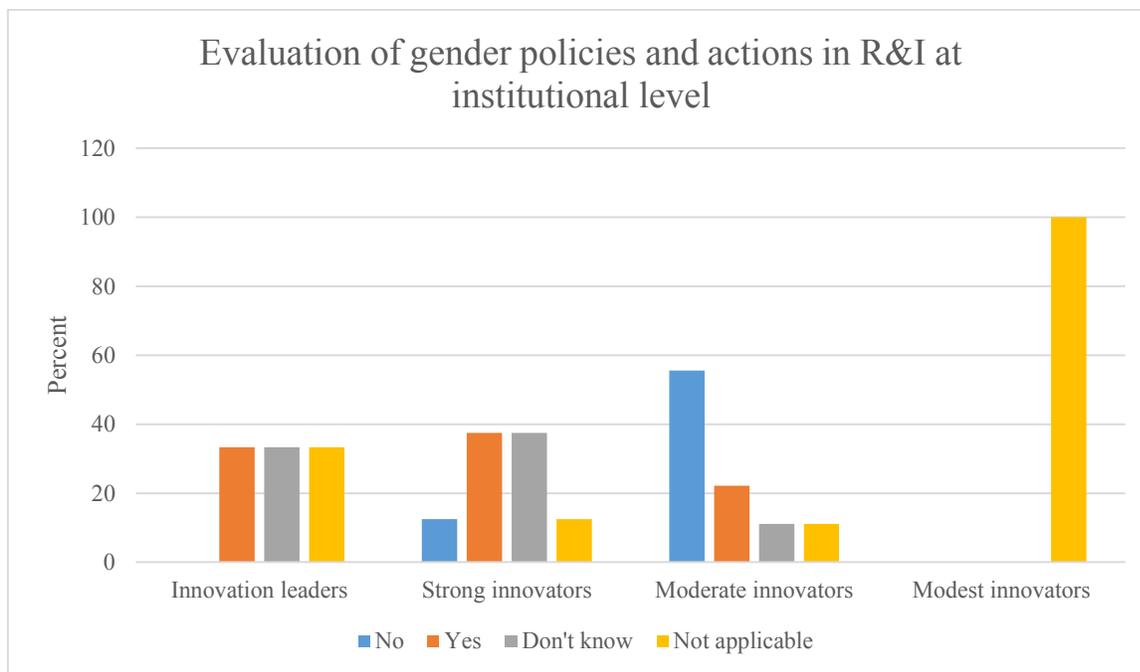
More details on the institutional-level monitoring systems is provided in a table below.

Country	Monitory body – Institutional level	Details
Belgium	Gender Contact Person	The “gender contact person” of the six universities and the RFO is required to send an annual gender report to the Ministry
France	Gender equality officers	Monitoring of what has been done from one point in time to another
Germany	Information not provided	Information not provided
Ireland	HEA	Monitoring the HEI's gender action plans

Israel	Institutions	Individual institutions may choose to monitor their individual policies
the Netherlands	The university or research organisation	
Norway	Institutions Kif-Committee	HEIs are monitoring their policies on an annual basis as part of reporting. The KiF-Committee monitors institution's policies during their institutional visits.
Spain	Universities and RPOs	Most universities and all national-level RPOs have their own gender equality plans, which implies monitoring and evaluation by the institution itself. National-level RPOs have to report to IMIO (via UMyC) and to DG for Public Service (via UMyC and Gender Equality Office at the Ministry of Economy, Industry and Competiveness on the monitoring of their gender equality policies in the framework of PEIO and II GEP for State Administration respectively.
Switzerland	Institutions	
Turkey	Research and Application Centres of Universities on Gender Equality	

Malta reports that it is in the process of setting up institutional-level monitoring of gender policies and actions in R&I. The following countries reported that they have monitoring indicators at the institutional level: Austria, Israel, the Netherlands, Norway, Spain, Switzerland and Turkey. Respondents from France, Iceland, Poland and Slovenia are not aware if they have monitoring indicators, while respondents from Germany and Estonia said this did not apply to them.

**No EU-13 country has evaluation of gender policies and actions in R&I at the institutional level. Three EU-15 (France, Germany, Spain) and three Associated Countries (Norway, Switzerland Turkey) have institutional evaluation.** Details are presented in a table below.



### Support for gender research at national level

Only six countries – four EU-15 (Austria, France, Portugal, Spain) and two Associated Countries (Israel, Turkey) – provide dedicated support to gender research at the national-level whereas no EI-13 does. Innovation leaders are more likely to support gender research in their countries compared to strong, moderate or modest innovators.

Country	Support for gender research
Austria	“FEMtech Research Projects” initiates and supports projects in RTI and integrates gender contents into the projects
France	Some years ago, there were some lecturer positions, PhD and postdoctoral funds specifically on gender studies.
Israel	There have been calls for gender research, and the funding of a gender research centre by the Ministry of Science and Technology.
Portugal	<ul style="list-style-type: none"> <li>• The renewal of the Protocol with CIG – Commission for Citizenship and Gender Equality on research on gender studies (even if no calls yet).</li> <li>• The fact that EE Grants contemplate specific funding for 4 or 5 areas, one of which is gender. The Gender Equality Programme (PT07) aims to level out inequalities in terms of women’s situation in the labour market and work-life balance. PT07 started its implementation stage by December 2013 and is supporting a total of 12 projects.</li> <li>• The launching of a new cycle of studies, and of a PhD in Gender Studies (decree law n° 5023/2018, May 2018) within this cycle by the Higher Education Institute of Social and Political Sciences, University of Lisbon</li> <li>• The slight rise in the number of women rectors, as a sign of a more general</li> </ul>

	gender sensitive policy.
Spain	<ul style="list-style-type: none"> <li>• It is the FEM programme (Feminist, Women and Gender Studies, a thematic subarea in National R&amp;D Calls since 2009). The implemented budget in the 2016 call was EUR 381, 000 but more than EUR 7 million were allocated to the FEM programme in the period 2009-2015.</li> <li>• Additionally, the State Research Agency participates nowadays in the GENDER-NET Plus ERANET Cofund which has launched a call to fund transnational RDI projects on gender in SDGs #3, #9 and/or #13</li> </ul>
Turkey	<ul style="list-style-type: none"> <li>• Universities have established Research and Application Centres for Gender Equality and a considerable number of academics started to focus on gender equality as a research area.</li> <li>• There are many on-going projects led by the Ministry of Family and Social Policies, including the National Action Plan Gender Equality 2008-2013 which had been prepared under the framework of the Twinning Project Promoting Gender Equality, implemented by the General Directorate on the Status of Women and the Ministry of Social Affairs and Employment of the Netherlands with the financial assistance from the EC. After 2013, this plan has been updated for the term 2014- 2018.</li> <li>• Combating Domestic Violence against Women National Action Plan (2012-2015) was also prepared by the Ministry of Family and Social Policies and after 2015 a new plan for the period 2016-2020 has been accepted.</li> <li>• There are many Women’s Studies centres in the universities and NGOs which implement projects for women’s rights.</li> </ul>

## Summary of main findings

### Implementing the ERA Roadmap

- The Council Conclusions, together with the ERA Roadmap, were an important instrument to implement the CC and to advance the gender equality agenda in ERA in many countries. Positive changes are under way in some countries, including several EU-13 countries. However, many of the actions and measures mentioned in the CC have not been taken up.
- For many of the EU-13 countries the drafting of their National ERA Roadmap / National Action Plan was the first opportunity to define gender equality objectives and measures.
- In some countries, gender equality continues to be regarded as an issue of the representation of women in research rather than a complex mix of the three objectives of gender balance in research teams, gender balance in decision-making and gender dimension in research.
- The majority of EU-13 did not have a NAP by mid-2016, and hence drafted their goals on gender equality after 2016. Most of the EU-15 had concrete actions in place to be completed by mid-2016 as well as after 2016.

- More innovation leaders and strong innovators had concrete actions to advance gender equality in the NAPs by mid-2016, whilst moderate innovators were split evenly between those that had concrete actions to implement by mid-2016 and those that had actions planned for implementation post-2016.

### **Sustainable cultural and institutional changes**

- Major differences exist between EU-15 and EU-13 countries, with the EU-15 countries having more actions and measures in place, including incentives, compared to the EU-13 countries.
- These differences map onto the distinction among innovation leaders and strong innovators on the one hand and moderate innovators on the other. Innovation leaders and strong innovators had more measures towards gender equality than moderate and modest innovators. The difference was especially noticeable between strong and moderate innovators.
- Incentives tend to be introduced by national authorities and national funding agencies in the EU-15 countries.
- Incentives to integrate the gender dimension in research have been introduced rarely.
- Guiding targets for the proportion of women among professors have been introduced only in four countries, none of which an EU-13 country.
- Two national funding agencies but none of the national authorities in the EU-13 have concrete measures in place to reduce the effect of gender bias in the allocation of research funding. In contrast, six national funding agencies and three national authorities in EU-15 and three national funding agencies and one national authority in Associate Countries do.
- Contrary to the general pattern, the national authority of five of the EU-13 countries compared to four of the EU-15 countries have concrete measures in place to make gender equality and gender mainstreaming a regular part of their National Contact Point trainings, events, communication and dissemination materials related to Horizon 2020.

### **Gender balance in decision-making position**

- Six EU-15, two EU-13 and three Associate Country have guiding targets for gender balance in decision-making bodies but in no case have these been implemented in response to the CC.

### **Gender knowledge and monitoring**

- Six countries – four EU-15 and two Associated Countries – provide dedicated support to gender research at the national-level whereas no EU-13 country does.

- Sixteen out of the twenty-two countries reported that there was monitoring of gender equality policies at the national level. Of these sixteen, ten countries (four EU-15, two EU-13 and four Associate Countries) had gender equality indicators.
- Two EU-13, three EU-15 and three Associate Countries evaluate the implementation of gender policies and actions in R&I at the national level.
- None of the EU-13 have monitoring of gender policies and actions in R&I at the institutional level, but six of the EU-15 and four Associated Countries do. Moderate and modest innovators are less likely to have institutional-level monitoring of gender policies and actions compared to innovation leaders and strong innovators.
- Innovation leaders are more likely to support gender research in their countries compared to strong, moderate or modest innovators.

In conclusion, the survey reveals important differences among EU-15, EU-13 and Associate Countries as well as between Strong Innovators and Innovation Leaders on the one hand and Moderate and Modest Innovators on the other, in the degree to which policies and actions to advance gender equality in the ERA are implemented. This difference is also visible in the correlation that exists between the 2018 EU Innovation Scoreboard and the 2017 Gender Equality Index, showing a high degree of positive correlation between the EU Innovation Scoreboard and Gender Equality Index.

## Appendix 1 Country examples of actions and measures to promote cultural and institutional changes

Country	Awareness raising
<b>Belgium</b>	<ul style="list-style-type: none"> <li>• Designation of gender contact person</li> <li>• Networking of people working on gender issues</li> <li>• Preparation of annual report on gender equality at each university</li> </ul>
<b>Czech Republic</b>	<ul style="list-style-type: none"> <li>• Gender Action Plans, including trainings and workshops, by the Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Sciences</li> <li>• Establishment of the national Working Group for Change, run by the Centre for Gender and Science, to bring together representatives of institutions implementing or wishing to implement a gender equality plan</li> </ul>
<b>Estonia</b>	<ul style="list-style-type: none"> <li>• Encouraging and supporting the participation of institutions in SwafS calls “supporting research organizations to implement gender equality plans”</li> </ul>
<b>Iceland</b>	<ul style="list-style-type: none"> <li>• Coordination of collaboration between gender experts in HEIs and the Icelandic Centre for Research</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>• Increasing gender awareness and decreasing unconscious bias among staff in HEIs</li> </ul>
<b>Israel</b>	<ul style="list-style-type: none"> <li>• Conducting research committees</li> <li>• Funding of activities in HEIs</li> </ul>
<b>Malta</b>	<ul style="list-style-type: none"> <li>• Organization of seminars and working groups</li> </ul>
<b>the Netherlands</b>	<ul style="list-style-type: none"> <li>• Communication by the Research Council and the Dutch Network of Women Professors (subsidized by the ministry)</li> </ul>
<b>Norway</b>	<ul style="list-style-type: none"> <li>• Appointment of the Kif-Committee, a national committee that addresses gender balance and diversity towards all Norwegian higher education institutions</li> <li>• Establishment of the Research Council of Norway's BALANCE-program</li> <li>• Establishment of NordForsk's funding scheme “Solving the Gender Paradox: Gender Gaps in the Nordic Research and Innovation Area”</li> </ul>
<b>Poland</b>	<ul style="list-style-type: none"> <li>• Highlighting the three goals of gender equality in all meetings with universities, RFOs or RPOs</li> <li>• References to European-level discussions on gender equality</li> </ul>
<b>Portugal</b>	<ul style="list-style-type: none"> <li>• Publication of book “Women in Science”</li> <li>• Establishment of protocols in HEIs on gender equality issues in pedagogic content</li> <li>• Supporting awards</li> </ul>

<b>Slovenia</b>	<ul style="list-style-type: none"> <li>• Activities of the Commission for Women in Science (annual conference on women in science on International Women’s Day, other events and public appearances)</li> <li>• Organization of the GENDER-NET event on unconscious biases</li> </ul>
<b>Spain</b>	<ul style="list-style-type: none"> <li>• Public release and media promotion of the national version of “She Figures” (<a href="http://www.ciencia.gob.es/portal/site/MICINN/menuitem.edc7f2029a2be27d7010721001432ea0/?vgnextoid=752ee3cc5581a510VgnVCM1000001d04140aRCRD&amp;vgnnextchannel=4346846085f90210VgnVCM1000001034e20aRCRD">http://www.ciencia.gob.es/portal/site/MICINN/menuitem.edc7f2029a2be27d7010721001432ea0/?vgnextoid=752ee3cc5581a510VgnVCM1000001d04140aRCRD&amp;vgnnextchannel=4346846085f90210VgnVCM1000001034e20aRCRD</a>)</li> <li>• Adoption of a statement on International Day of Women and Girls in Science (<a href="http://www.lamoncloa.gob.es/consejodeministros/Paginas/enlaces/090218mujeresciencia.aspx">http://www.lamoncloa.gob.es/consejodeministros/Paginas/enlaces/090218mujeresciencia.aspx</a>)</li> </ul>
<b>Switzerland</b>	<ul style="list-style-type: none"> <li>• Different actions by universities defined in GAPs in the frame of the Federal Programme</li> </ul>
<b>Turkey</b>	<ul style="list-style-type: none"> <li>• Establishment of Centres for Gender Equality to conduct research, structure education/training, raise awareness</li> <li>• Establishment of Gender Unit to organize conferences, meetings, training programmes for capacity building</li> <li>• Inclusion of special courses on gender equality in undergraduate and graduate programmes</li> </ul>

<b>Country</b>	<b>Exchange of best practices</b>
<b>Austria</b>	<ul style="list-style-type: none"> <li>• Establishment of a networking platform where researchers and practitioners can exchange gender-specific research and possible application</li> </ul>
<b>Belgium</b>	<ul style="list-style-type: none"> <li>• Establishment of a Committee on Women and Science</li> </ul>
<b>France</b>	<ul style="list-style-type: none"> <li>• Working group on gender equality</li> </ul>
<b>Iceland</b>	<ul style="list-style-type: none"> <li>• Coordination of collaboration between gender experts in HEIs and the Icelandic Centre for Research</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>• Institutional self-audits on recruitment and promotion practices were shared within sectors</li> <li>• Athena SWAN benchmarks the performance of HEIs on gender equality and exchange of best practices</li> </ul>
<b>Israel</b>	<ul style="list-style-type: none"> <li>• Establishment of national forum for gender advisors in universities</li> </ul>
<b>the Netherlands</b>	<ul style="list-style-type: none"> <li>• Network of diversity officers organized by the Dutch Network of Women Professors</li> </ul>
<b>Norway</b>	<ul style="list-style-type: none"> <li>• Appointment of the Kif-Committee, a national committee that addresses gender balance and diversity towards all Norwegian higher education</li> </ul>

	<p>institutions</p> <ul style="list-style-type: none"> <li>• Establishment of the Research Council of Norway's BALANCE-program</li> <li>• Establishment of NordForsk's funding scheme "Solving the Gender Paradox: Gender Gaps in the Nordic Research and Innovation Area"</li> </ul>
<b>Slovenia</b>	<ul style="list-style-type: none"> <li>• Activities of the Commission for Women in Science (annual conference on women in science on International Women's Day, other events and public appearances)</li> </ul>
<b>Spain</b>	<ul style="list-style-type: none"> <li>• Organization of workshop "Gender equality in public research centres: successful experiences and challenges" for public university and national RPOs</li> <li>• Creating a network of European Projects in Gender and Science and then publicly presenting all the projects (<a href="http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.26172fcf4eb029fa6ec7da6901432ea0/?vgnextoid=b0bb699e7d7da510VgnVCM1000001d04140aRCRD">http://www.idi.mineco.gob.es/portal/site/MICINN/menuitem.26172fcf4eb029fa6ec7da6901432ea0/?vgnextoid=b0bb699e7d7da510VgnVCM1000001d04140aRCRD</a>)</li> <li>• Public event to present major public and private initiatives focused on attracting girls and young women into science &amp; technology studies and careers (<a href="https://www.fecyt.es/es/publicacion/iniciativas-de-promocion-de-las-vocaciones-cientificas-en-las-ninas-y-jovenes">https://www.fecyt.es/es/publicacion/iniciativas-de-promocion-de-las-vocaciones-cientificas-en-las-ninas-y-jovenes</a>)</li> </ul>
<b>Switzerland</b>	<ul style="list-style-type: none"> <li>• Different actions by universities defined in GAPS in the frame of the Federal Program</li> </ul>

Country	Training
<b>Iceland</b>	<ul style="list-style-type: none"> <li>• Coordination of collaboration between gender experts in HEIs and the Icelandic Centre for Research</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>• Support and training provided to research staff by HEIs to include gender dimension in their research content</li> <li>• Provision of face-to-face unconscious bias training for assessment panel members of funding agencies</li> </ul>
<b>Israel</b>	<ul style="list-style-type: none"> <li>• Conducting yearly workshops and conferences</li> <li>• Scholarships for undergraduate students, master's students, PhD candidates, post-docs and young faculty</li> </ul>
<b>the Netherlands</b>	<ul style="list-style-type: none"> <li>• Training of peers and members of review committees by the Research Council</li> </ul>
<b>Norway</b>	<ul style="list-style-type: none"> <li>• Appointment of the Kif-Committee, A national committee that addresses gender balance and diversity towards all Norwegian higher education institutions. It initiates training on different equality topics</li> <li>• Establishment of the Research Council of Norway's BALANCE-program</li> <li>• Establishment of NordForsk's funding scheme "Solving the Gender Paradox: Gender Gaps in the Nordic Research and Innovation Area"</li> </ul>

<b>Poland</b>	<ul style="list-style-type: none"> <li>• Training for National Contact Point (NCP)</li> <li>• Training with a focus on gender for research organizations interested in submitting research proposals to H2020</li> </ul>
<b>Slovenia</b>	<ul style="list-style-type: none"> <li>• GENDER-NET seminar for academic leaders</li> </ul>
<b>Spain</b>	<ul style="list-style-type: none"> <li>• Twenty-hour course on “The implementation of gender equality policies in public administration”. Topics included gender equality, gender equality in the state administration, non-sexist use of language, actions against sexual and sexist harassment</li> </ul>
<b>Switzerland</b>	<ul style="list-style-type: none"> <li>• Different actions by universities defined in GAPs in the frame of the Federal Program</li> </ul>

<b>Country</b>	<b>Education</b>
<b>Austria</b>	<ul style="list-style-type: none"> <li>• Working Group on gender competency in HEIs</li> <li>• Commissioning of a participatory study on “Cultural Change in Science and Research in favour of Gender Equality”</li> </ul>
<b>Belgium</b>	<ul style="list-style-type: none"> <li>• Master’s programme in Gender Studies</li> </ul>
<b>Bulgaria</b>	<ul style="list-style-type: none"> <li>• Overall training in education on gender equality</li> </ul>
<b>Czech Republic</b>	<ul style="list-style-type: none"> <li>• Gender Action Plans, including trainings and workshops, by the Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Sciences</li> <li>• Establishment of the national Working Group for Change, run by the Centre for Gender and Science, to bring together representatives of institutions implementing or wishing to implement a gender equality plan</li> </ul>
<b>France</b>	<ul style="list-style-type: none"> <li>• Master’s programme and other programmes in Gender Studies</li> <li>• Training of future teachers in gender equality</li> </ul>
<b>Iceland</b>	<ul style="list-style-type: none"> <li>• Coordination of collaboration between gender experts in HEIs and the Icelandic Centre for Research</li> </ul>
<b>Ireland</b>	<ul style="list-style-type: none"> <li>• Integration of gender dimension in undergraduate and postgraduate curricula</li> <li>• Incorporation of face-to-face unconscious bias training in initial teacher education</li> <li>• Inclusion of gender dimension in departmental reviews and quality assurance reports</li> </ul>
<b>Israel</b>	<ul style="list-style-type: none"> <li>• Conducting yearly workshops and conferences</li> </ul>

<b>Switzerland</b>	<ul style="list-style-type: none"> <li>• Different actions by universities defined in GAPs in the frame of the Federal Program</li> </ul>
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<b>Country</b>	<b>Capacity building</b>
<b>Estonia</b>	<ul style="list-style-type: none"> <li>• Partner in the GenderNet project</li> <li>• Organization of seminars to raise awareness and improve knowledge about gender equality and mainstreaming</li> <li>• 16 excellent female researchers from Estonia are part of the AcademiaNet nominated by the Estonian Research Council</li> </ul>

## Appendix 2 Online questionnaire

### **Sub-Group on the implementation of Council Conclusions on advancing gender equality in ERA**

Questionnaire survey on the implementation of Council Conclusions  
on advancing gender equality in ERA

#### **Background**

The objective of this survey is to assess the implementation of the Council Conclusions of 1 December 2015 on advancing gender equality in the ERA (hereinafter the CC) in Member States and Associated Countries. The results of the survey analysis will be used to advise Member States, Associated Countries and the Commission on advancing gender equality in the European Research Area. The questionnaire is structured in line with the structure of and actions identified in the Council Conclusions.

This analysis is carried out by the Sub-Group on the implementation of Council Conclusions on advancing gender equality in the ERA of the ERAC Standing Working Group on Gender in Research and Innovation as part of its 2018-2019 Work Programme.

#### **Target groups**

Members of the ERAC Standing Working Group on Gender in Research and Innovation, Research Working Party – attachés.

#### **Person data protection**

Personal data is collected solely for the purpose of potentially contacting respondents in case there is any ambiguity. Personal data will not be provided to any third party. Following the completion of the analysis at the end of October 2018 at the latest, the data will be destroyed and disposed of securely. The identity of respondents will not be divulged and analysis will be presented on country-based principle.

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**Name of the respondent:**

**Institution:**

**Sex: F / M**

**Country:**

**Email:**

**a) General information**

Q1: Has a legal document been adopted in response to the adoption of the CC?

- ✓ Yes
- ✓ No
- ✓ Partially
- ✓ Don't know
- ✓ Not applicable

Q1a: If you've chosen partially, please specify:

Q1b: If you have chosen not applicable, please explain (eg a legal document had been adopted prior to the CC):

Q2: Has an existing national policy document been amended in response to the adoption of the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q2a: If not applicable, please explain (eg a national policy document had been adopted prior to the CC and an amendment was not needed because it contains actions included in the CC):

Q3: Has a new policy document been adopted following the adoption of the CC, in order to implement the CC recommendations?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q3a: If not applicable, please explain (eg a a policy document had been adopted prior to the CC and there was no need for a new one):

Q3b: If yes, was this new policy document the ERA Roadmap National Action Plan and Strategy (hereinafter NAPS)?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q3c: If it is not the NAP, which document is it?

[text]

#### **b) Implementing the ERA roadmap**

Q4: The CC encourage MS to set ambitious goals on gender equality. What are the goals defined in your national NAP?

[text]

Q4a: Which do you consider to be the most ambitious?

[text]

Q4b: What makes this goal ambitious?

[text]

Q5: Has any concrete action been taken to implement Priority 4 in the NAPS by mid-2016?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q5a: If yes, please describe the action:

[text]

Q5b: If no, please explain why not:

[text]

Q6: Have any ambitious goals been defined for gender equality after 2016?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q6a: If yes, please describe:

[text]

**c) Sustainable cultural and institutional changes**

Q7: Is the institutional change<sup>13</sup> (also known as cultural and institutional or structural changes) a key element of your national policy framework for gender equality in research and innovation?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q8: If yes, has it been made the key national framework in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q9: If not, what were the obstacles or barriers for making institutional changes the key national framework for implementing gender equality in R&I?

[text]

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<sup>13</sup> The national policy can either refer to the approach in general or mention a particular tool to foster institutional changes such as equality awards for RPOs.

Q10: Has the national authority taken any concrete actions and/or measures in the field of cultural and institutional changes to advance gender equality at institutional level in the following areas?

You can check multiple answers.

- Awareness raising
- Education
- Training
- Exchange of best practices
- Capacity building

Q10a: For any ticked box, please describe what has been done concretely:

- Awareness raising [text]
- Education [text]
- Training [text]
- Exchange of best practices [text]
- Capacity building [text]

Q11: Has the national authority provided any incentives to encourage research performing organisations, including universities, to revise or develop gender mainstreaming strategies or gender equality plans?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q11a: If yes, was this in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q11b: If yes, please provide detailed information about the incentive:

[text]

Q11c: If yes, what resources have been allocated to implement the incentive?

[text]

Q12: Has the national authority provided any incentives to encourage research performing organisations, including universities, to revise or develop the gender dimension in R&I content and programmes?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q12a: If yes, was this in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q12b: If yes, please provide detailed information about the incentive:

[text]

Q12c: If yes, what resources have been allocated to implement the incentive?

[text]

Q13: Has any national funding agency provided any incentives to encourage research performing organisations, including universities, to revise or develop gender mainstreaming strategies, gender equality plans including the gender dimension in R&I content and programmes?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q13a: If yes, was this in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q13b: If yes, please provide detailed information about the incentive:

[text]

Q13c: If yes, what resources have been allocated to implement the incentive?

[text]

Q14: Do guiding targets exist at national level for gender balance among professors?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q14a: Have such guiding targets been introduced in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q15: Has the national authority taken any concrete measure to ensure that the allocation of research funding is not affected by gender bias?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q15a: If yes, has this been in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q15b: If yes, what measure has been implemented?

[text]

Q16: Have national funding agencies taken any concrete measures to ensure that the allocation of research funding is not affected by gender bias?

- ✓ Yes
- ✓ No
- ✓ Don't know

- ✓ Not applicable

Q16a: If yes, was this in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q16b: If yes, what measures have been implemented by which national funding agency?

[text]

Q17: Has the national authority taken any concrete measures or initiatives geared at making gender equality and gender mainstreaming a regular part of National Contact Points (NCP) trainings and events and communication and dissemination materials related to Horizon 2020?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q17a: If yes, please provide further information:

[text]

Q18: Has the national authority taken any measures to include the gender perspective in dialogues with third countries in the area of science, technology and innovation in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q18a: If yes, what measures have been adopted?

[text]

**d) Gender balance in Decision-making position**

Q19: Has the national authority introduced any guiding targets for better gender balance in decision making bodies?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q19a: If yes, which of the following areas are concerned?

- National policy advisory bodies (if applicable)
- Leading scientific boards in RPOs
- Leading administrative boards in RPOs
- Leading scientific boards in RFOs
- Leading administrative boards in RFOs
- Recruitment committees in RPOs
- Evaluation committees in RPOs
- Evaluation panels in RFOs

Q20: If the national authority has introduced any guiding targets, have such guiding targets been introduced in response to the CC?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

**e) Gender knowledge and monitoring**

Q21: Are statistics on human resources in R&I collected and published as sex-disaggregated on a regular basis?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q22: Have any gender equality indicators in R&I been developed at national level in response to the CC?

- ✓ Yes
- ✓ No

- ✓ Don't know
- ✓ Not applicable

Q22a: If yes, which are they?

[text]

Q23: Are gender policies and actions in R&I at national level monitored?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q23a: If yes, who monitors and how?

[text]

Q22b: If yes, do monitoring indicators exist?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q24: Are gender policies and actions in R&I at national level evaluated?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q24a: If yes, who evaluates and how?

[text]

Q25: Are gender policies and actions in R&I at institutional level monitored?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q25a: If yes, who monitors and how?

[text]

Q25b: Do monitoring indicators exist?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q26: Are gender policies and actions in R&I at institutional level evaluated?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q26a: If yes, who evaluates and how?

[text]

Q27: Is gender research specifically supported at national level with a dedicated programme of support?

- ✓ Yes
- ✓ No
- ✓ Don't know
- ✓ Not applicable

Q27a: If yes, please provide further detail (budget, programme owner, year it was introduced etc.):

[text]

Thank you for your time, participation and contributions!