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Conference on Research Careers 2024

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Promoting Gender Equality and Inclusiveness: Insights from ERA Policy Action 5

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Striving for a Union of Equality

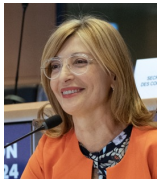
- Six Equality Strategies:
  1. Gender Equality Strategy 2020-2025 (05/03/2020)

     R&I explicitly addressed: New measures to strengthen gender equality in Horizon Europe:
     - Gender Equality Plans, funding for gender and intersectional research, number of women-led technology start-ups
  2. EU Anti-racism Action Plan 2020-2025 (18/09/2020)
  3. EU Roma strategic framework for equality, inclusion and participation (07/10/2020)
  4. LGBTIQ Equality Strategy 2020-2025 (12/11/2020)
  5. Gender Action Plan III – a priority of EU external action (25/11/2020)
  6. Strategy for the Rights of Persons with Disabilities 2021 – 2030 (03/03/2021)

- May 2023: Directive to strengthen the application of the principle of equal pay for equal work
- May 2024 : Directive on combating violence against women and domestic violence
- October 2023: Accession of the EU to the Istanbul Convention

New Commissioners

Commissioners' hearings in the EP (4 – 12 November)



Ekaterina Zaharieva (BG)

Commissioner-designate for Startups, Research and Innovation

- Gender equality mentioned as priority 4 in the order of points raised

  - **promotion of women in R&I** (an Action plan on women in R&I and startups announced, including initiatives from gender research to safer workplaces);
  - commitment to the **50% target of women representation in Horizon Europe** boards, expert groups, and evaluation committees;
  - enhancing **MSCA** as a successful tool in attracting women researchers;
  - strengthening of **university alliances** to provide more attractive career perspectives for researchers, including women and young people.

Commissioners' hearings in the EP (4 – 12 November)

Hadja Lahbib (BE)

Commissioner-designate for Preparedness and Crisis and Commissioner-designate for Equality

- Priorities mentioned:
  - combating violence against women, incl. online violence;
  - commitment to launch a Roadmap for Women's Rights,
  - commitment to renew the Gender Equality Strategy and
  - commitment to renew the LGBTIQ equality strategy

New strategic documents

- Political Guidelines for the Next European Commission 2024-2029
  - Gender equality is a strengthened priority, including gender-based violence, empowering of women in politics and labor market (new Gender Equality Strategy, Roadma
    for Women's Rights + updated strategies on LGBTIQ and anti-racism)
- European Council Strategic Agenda 2024-2029 - references to democracy and equality
- EU competitiveness: Looking ahead (Draghi report, September 2024)
  - Strong support of democracy and EU values
  - Gender equality mentioned esp. in relation to skills and education (STEM, IT) and:

> *"**The EU's efforts to hone its competitive edge need to be guided by European values, which should be further reinforced by its action. These encompass** fundamental values, including human rights, the rule of law and democracy, but **also values of specific relevance to research and innovation, such as** academic freedom and independence, research integrity and ethics, transparency, **diversity, inclusion, gender equality**, open science and open access to scientific publications and research data. **These values and principles should remain at the core of Europe's approach** and constitute the strength of its model of excellent, collaborative research. Promoting these values makes Europe a more attractive place for researchers and businesses from around the world."*

- Much more than a Market (Enrico Letta report, April 2024)
  - **5th freedom focusing on research, innovation, knowledge and education** - to enhance the Single Market's innovation capabilities within the new global landscape to enhance R&I and education in the Single Market → *"the result will be a more innovative, inclusive, competitive and dynamic European Research Area, driving advancements that will benefit the entire continent."*

> *"Persistent discrimination faced by specific groups, whether due to gender, disability, ethnicity, or other factors, hinders their full participation in our Single Market and undermines the promise of opportunity for all. This calls for targeted actions, renewed funding, and meticulous monitoring to dismantle systemic barriers."*

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ERA Policy Priority since 2012 : Gender equality and gender mainstreaming in research

Three objectives

- Gender equality in scientific careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension in R&I content (sex and gender analysis)

Three levels

→ *Implemented through* ***institutional change approach***

- Member States and Associated Countries
- Research Performing Organisations / Research Funding Organisations
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New European Research Area

Communication on a new ERA for R&I (30/9/2020)

Package adopted in the Competitiveness Council (26/11/2021):

- **Council Recommendation for a Pact for R&I in Europe**
- **Council Conclusions on the future governance of the ERA**
    - **ERA Policy Agenda (2022-2024)**, annex of Council Conclusions on the future governance of the ERA, including **Action 5. Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration on GE in R&I** (25/11/2021)
    - **New governance structure:**

      ERA Forum (Commission Expert Group) for ERA Policy Agenda implementation (incl. ERA Action 5 subgroup)

      ERAC for strategic oversight

ERA Action 5 subgroup - Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration

- **Creation of an ERA Forum subgroup for Action 5 implementation**
- **Kick-off on 14 March 2023**
- **Current nominations:**
  - **22 MS :** AT, BE, BG, CY, CZ, DE, DK, EE, ES, FI, FR, HR, IE, LT, LU, LV, NL, PL, PT, SE, SI, SK
  - **3 Associated Countries :** GE, NO, IL
  - **14 Stakeholder umbrella organisations from 5 categories :**
    - Category 1 - Higher education institutions: AURORA, CESAER, Coimbra Group, EUA, EuroTech, The Guild, YERUN
    - Category 2 - Research performing organisations: EARTO, EASSH, EU-LIFE, G6
    - Category 4 - Individual Researchers & Innovators: Eurodoc
    - Category 6 - Academies of Science: ALLEA
    - Category 7 - Research funding organisations: Science Europe
- **Elected MS Co-Chair:** Marcela Linková (CZ)
- **Task Force on Gender-Based Violence and Task Force on Gender Dimension in R&I**

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ERA Action 5: Synergies with other ERA Actions 2022-2024

- **Action 4** : Promote attractive and sustainable **research careers**, balanced talent circulation and international, transdisciplinary and inter-sectoral mobility across the ERA
  - Council Recommendation on a new European framework for research careers adopted on 13/12/2023
  - Annex II - new Charter for Researchers (addressing researchers, employers, funders, policy makers)
    - ➢ Updated principles: **Gender Equality** and **Embracing Diversity**

- **Action 3** : Advance towards the **reform of the Assessment System for research, researchers and institutions** to improve their quality, performance and impact
  - Agreement on Reforming Research Assessment (20 July 2022)
  - Principle 10: "**Ensure gender equality**, equal opportunities and inclusiveness"

CoARA
Coalition for Advancing Research Assessment

- **Action 13** : Empower **Higher Education Institutions** to develop in line with the ERA, and in synergy with the European Education Area

  European Strategy for Universities (18 January 2022)
  - Action 4.2. "Foster diversity, inclusiveness and gender equality"

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ERA Policy Agenda Action 5 - Promote gender equality and foster inclusiveness, taking note of the Ljubljana Declaration

Four interlinked outcome deliverables

1. Develop a **policy coordination mechanism** to support all aspects of gender equality through **inclusive Gender Equality Plans and policies**, and a dedicated EU network on their implementation

- set up of the subgroup
- 8 meetings (7 regular, 1 ad-hoc)
- more information here

2. Strategy to **counteract gender-based violence** including sexual harassment in the European R&I system and to assure gender equality in working environments through institutional change in any research funding or performing organisation

- Task Force on GBV
- Zero-Tolerance Code of Conduct. Counteracting GBV, including Sexual Harassment in the EU Research and Innovation System (here)

3. A **policy approach to strengthen gender equality**, that addresses **gender mainstreaming** to advance the new ERA

- Cooperation with other ERA Actions (discussions in subgroup meetings, comments on new Actions)

4. Develop **principles for the integration and evaluation of the gender perspective in research and innovation content** in cooperation with national research funding organisations

- Task Force on GD in R&I
- Framework for the integration and evaluation of an inclusive gender analysis in R&I content – to be published)

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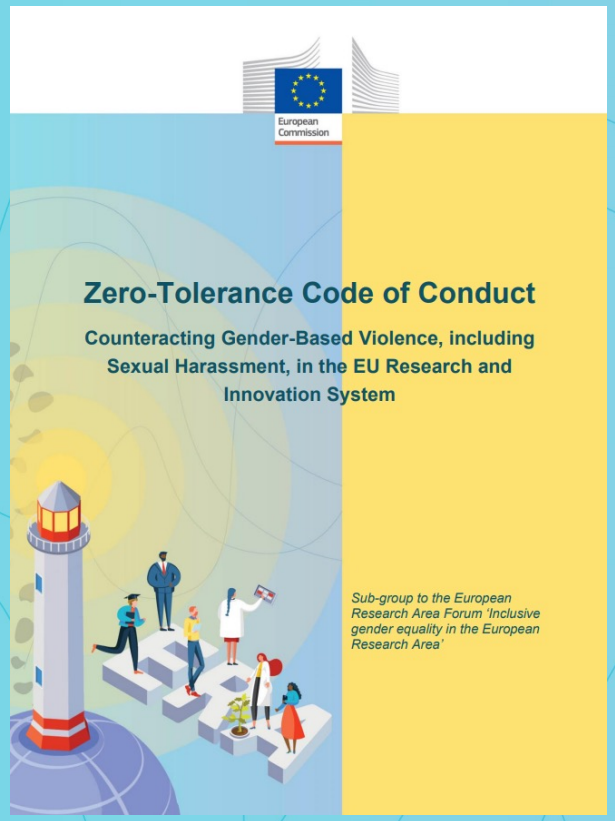

[Zero-tolerance code of conduct - Publications Office of the EU]

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[Impact of gender equality plans across the European Research Area - Publications Office of the EU]
[Impact of gender equality plans across the European Research Area - Publications Office of the EU]

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Action 5 follow-up proposed for 2025-2027: Strengthening inclusive and intersectional gender equality in the ERA

Outcome 1	Outcome 2	Outcome 3	Outcome 4	Outcome 5	Outcome 6
Devise a **monitoring and evaluation approach for** the effective **implementation of (inclusive) GEPs**	Develop **guidelines for implementing intersectionality** in R&I policy, including recommended indicators	Devise a **monitoring and evaluation approach for** an increased uptake of **the integration of the gender dimension in R&I content**	Enhanced **gender mainstreaming mechanism for synergies with other ERA actions** at EU and national levels	**Implement the Code of Conduct on gender-based violence** in R&I developed under Action 5 of the ERA Policy Agenda 2022-2024	Develop **principles for gender budgeting and expenditures tracking in R&I**

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Expected Activity impact

- **Deepened policy dialogue and coordination** of policies and actions **among Member States, Associated Countries and stakeholders**
- **Advancement of the implementation of inclusive and intersectional gender equality in R&I** through the uptake of recommendations and tools
- **Enhanced data collection, monitoring and evaluation**
- **Reduction of geographical differences in addressing inclusive and intersectional gender equality in R&I** among Member States and Associated countries
- **Higher participation of women and under-represented researchers** in all their diversity **in European R&I** and better quality of working (and studying) conditions

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For more information please see:

- Gender equality in research and innovation - European Commission
- Horizon Europe support for gender equality | European Research Area Platform

Thank you!

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