

WHY WE NEED GENDER IN THE ERA

Gender equality, institutional changes and innovation performance go hand in hand

- There is a positive correlation between the European Innovation Scoreboard¹, Adjusted Research Excellence Indicator² and Gender Equality Index³. Support of gender equality pays off.
- A country's Gender Equality Index is strongly positively correlated with a higher share of research performing organisations (RPOs) with gender equality plans (GEPs) and with the share of women in R&I boards.⁴
- There is a positive correlation between the share of RPOs with GEPs and the innovation and excellence indicators.⁵ An increasing share of RPOs with GEPs is therefore positively correlated with a country's innovation potential.

What has been achieved in ERA Priority 4 so far

- To implement the ERA Roadmap at national level, countries have developed National Action Plans and Strategies which address gender imbalances particularly at senior levels as well as in decision making and which strengthen the gender dimension in research. Member States and Associated Countries should initiate gender equality policies in research performing organisations (RPOs) and research funding organisations (RFOs) and should monitor the effectiveness of such policies and adjust measures as necessary.
- 26 of the 28⁶ EU Member States (MS) participated in the ERA process by submitting and implementing a National Action Plan (NAP).
- For several countries, the ERA Roadmap was the initial spark that triggered the development of their first-ever gender equality strategy for R&I.
- The NAP was the first policy document on gender equality in R&I for 57 % of newer MS but only for 25 % EU15 countries.
- In others, the NAP was used to consolidate and further develop existing policies which support gender equality in R&I.

Gender equality in the ERA: an unfinished work

- Apart from two countries that have not adopted NAPs (Slovakia, Hungary), two other countries saw no need for action because of the high share of women in Grade A positions (Bulgaria and Romania). However, this indicator does not prove gender equality has been achieved (see below).
 - Gender is not mainstreamed across the other ERA priorities.
 - There is a difference among EU15 and EU13 countries in implementing ERA Priority 4.
 - In terms of addressing gender equality in the NAPs:
 - Increasing female participation is mentioned in almost all NAPs containing gender equality policies.
 - 72 % of them refer to structural change (GEPs).
 - But only 40 % address the integration of the gender dimension in research content or teaching.
 - NAPs show several inconsistencies in the ways priorities, gender equality objectives and actions to reach them are formulated.
- Consequently, it is necessary to strengthen the NAPs as a steering instrument for gender equality in R&I. A more detailed guidance for NAPs development, the involvement of relevant national stakeholders, the consideration of gender equality in other ERA priorities and a meaningful monitoring would further support the steering function of the NAPs.

Monitoring of the implementation of ERA Priority 4: More complex set of indicators needed

- The share of women (in grade A) is not a sufficient indicator for gender equality progress under the ERA: it represents only one of the three ERA gender equality objectives and is negatively correlated with the Gender Equality Index. Higher proportions of women that we see especially in EU13 countries may be actually a result of lower spending on the R&I sector, women working for lower pay and men not finding these positions attractive⁷.
- The share of women (in Grade A) will only be effective in a long-term perspective. Data shows that GEPs are a more precise indicator of gender equality.
- A combined approach to monitoring is strongly recommended using existing quantitative indicators (e.g. She Figures), qualitative indicators derived from NAP documents and additional information provided by MS (e.g. through a report on NAP implementation).

1 | The European innovation scoreboard assesses relative strengths and weaknesses of national innovation systems and helps countries identify areas they need to address. See more here: <https://interactivetool.eu/EIS/index.html>.

2 | <https://ec.europa.eu/jrc/en/publication/adjusted-research-excellence-index-2018-methodology-report>.

3 | The Gender Equality Index is a tool to measure the progress of gender equality in the EU, developed by the European Institute of Gender Equality. It gives more visibility to areas that need improvement and ultimately supports policy makers to design more effective gender equality measures. It reflects situation in 6 core domains such as work, money, knowledge, time, power and health and in two additional domains: violence against women and intersecting inequalities measured in total by 31 indicators. Hence, it provides a context indicator for gender equality in R&I. See more here: <https://eige.europa.eu/gender-equality-index/about>.

4 | And on the contrary it is negatively correlated with the share of women in research (among professors, grade A) which means that in countries with higher proportion of women (in Grade A positions) men are not attracted to the R&I sector (e.g. because of the low pay and low spending).

5 | The correlation between the share of RPOs with GEPs and European Innovation Scoreboard Summary Innovation Index is 0.732 and the correlation with the Adjusted Research Excellence Indicator is 0.751.

6 | The document works with terminology and number of states as of 31 January 2020, before the withdrawal of the United Kingdom of Great Britain and Northern Ireland from the European Union (EU13, EU15, EU28).

6 | Ministry of Education and Science of Republic of Latvia 2016. Latvian European Research Area Roadmap 2016-2020. Retrieved from https://www.izm.gov.lv/images/starptautiska_sad/Eiropas_P%C4%93tniec%C4%ABbas_telpa/Latvian_ERA_Roadmap_2016_-2020.pdf.

Information in this document is based on GENDERACTION Horizon 2020 Project 741466 (Wroblewski 2019). Monitoring of ERA Priority 4 Implementation. Deliverable report 3.2. Available at: https://genderaction.eu/wp-content/uploads/2020/06/D3.2_MonitoringERApriority4implementation.pdf.

Get in touch with us:

www.genderaction.eu

info@genderaction.eu

[@GENDERACTION_EU](https://twitter.com/GENDERACTION_EU)



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No. 741466.

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