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COMMISSION STAFF WORKING DOCUMENT

**EUROPEAN RESEARCH AREA
FACTS AND FIGURES
2014**

Accompanying the document

**COMMUNICATION FROM THE COMMISSION TO THE COUNCIL AND THE
EUROPEAN PARLIAMENT**

European Research Area Progress Report 2014

{COM(2014) 575 final}

Facts and Figures accompanying the ERA Progress Report 2014

Contents

3.4. In terms of gender equality and gender content in research	3
3.4.1. Gender equality in research	3
3.4.2. Gender balance in decision making process	8
3.4.3. Gender dimension in research content/programmes	12
3.4.4. Gender equality at EU level	15

Graphs

Graph 17: Share of women researchers, 2011 (headcount)	3
Graph 18: Share of funders frequently supporting gender equality in research and the inclusion of gender dimension in research content, 2013	4
Graph 19: Share of RPOs which have adopted GEPs, 2013	4
Graph 20: Share of RPOs implementing recruitment and promotion policies for female researchers, 2013	7
Graph 21: Share of RPOs whose heads were women, 2013	9
Graph 22: Share of gender-balanced research evaluation panels in funders, 2013	10
Graph 23: Share of gender-balanced recruitment committees for leading researchers in RPOs, 2013	11
Graph 24: Share of funders supporting gender equality in research and the inclusion of the gender dimension in research content, 2013	12
Graph 25: Share of RPOs which include the gender dimension in research content, 2013	13

Maps

Map 5: Classification of EU Member States according to measures supporting gender equality and the adoption of GEPs, 2013	5
Map 6: Classification of EU Member States according to the measures in support of recruitment and their implementation by RPOs, 2013	7
Map 7: Classification of EU Member States according to the support to improve gender balance in the decision making process and the share of women who are heads of RPOs, 2013	9

[Map 8: Classification of EU Member States according to the support to the inclusion of gender content in research programmes and frequent support provided by funders, 2013](#) 12

[Map 9: Classification of EU Member States according to the support to the inclusion of gender contents in research programmes and the implementation by research performing organisations, 2013](#) 14

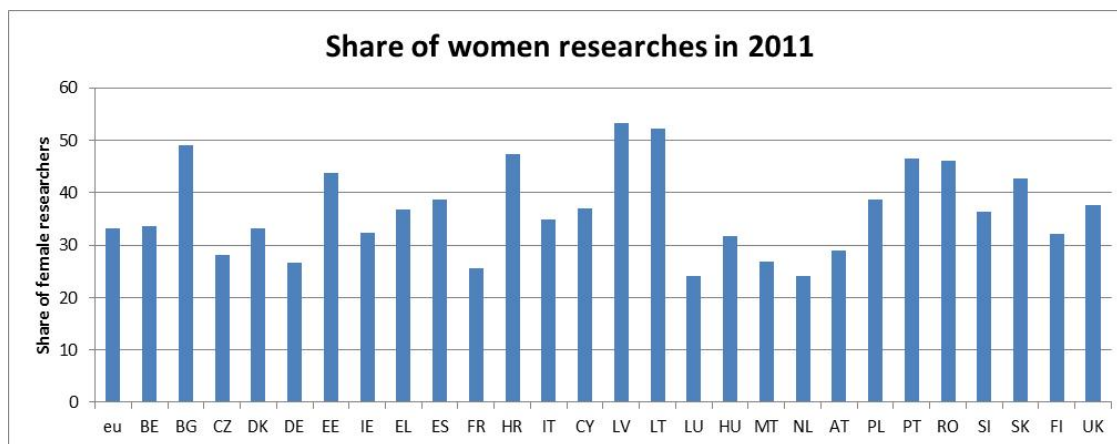
IN TERMS OF GENDER EQUALITY AND GENDER CONTENT IN RESEARCH

3.4.1. Gender equality in research

- *Specific national policies on gender equality in public research have been adopted in 17 countries.*
- *A high share of respondent RPOs implement Gender Equality Plans (GEP) and/or recruitment/promotion policies for female researchers in countries where national laws or strategies for gender equality in public research have been set up. A similar trend/situation cannot be found in the responses of the funders.*
- *There are still big differences among Member States, funders and RPOs concerning gender balance in decision-making bodies.*
- *Although the inclusion of the gender dimension in research content and programmes is mentioned by more countries than in 2013, the level of implementation remains insufficiently supported.*
- *Gender equality and gender dimension in research content has been reinforced in Horizon 2020.*

Gender equality in research is essential not only because it is fair, but notably because it helps cope with current and future deficits in skilled labour within the EU. However, in 2011 disparities remained (see 19).

Graph 1: Share of women researchers, 2011 (headcount)



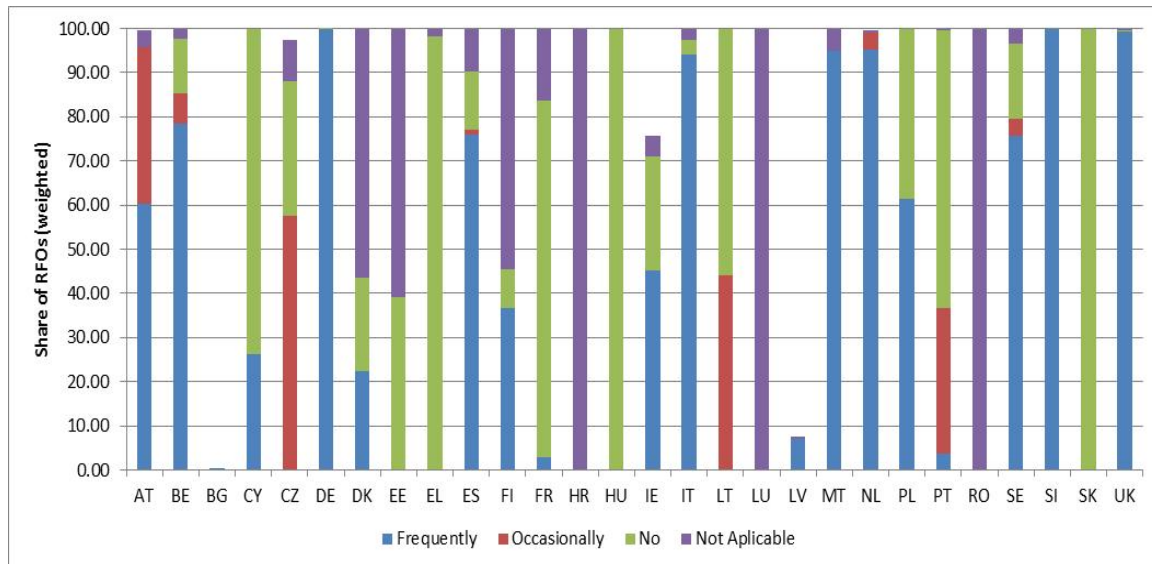
Source: Eurostat

The Commission could identify that 17 Member States have developed gender equality strategies in public research to various degrees (AT, BE, BG, CZ, DE, DK, EE, EL, ES, FI, FR, HR, LT, NL, SE, SI, UK), among which eight countries have specific laws/acts regulating gender equality in public research (AT, BE, EL, ES, FI, FR, HR, PL).

According to the ERA survey 2014 results, the share of respondent funders which support gender equality frequently in their research programmes and/or projects was

higher in six Member States than the EU average (82.2%)¹. Among these, in four cases the Commission could identify measures or strategies at national level to improve gender equality in public research (DE, NL, SI, UK) (see Graph 2).

Graph 2: Share of funders frequently supporting gender equality in research and the inclusion of gender dimension in research content, 2013



Source: ERA survey 2014

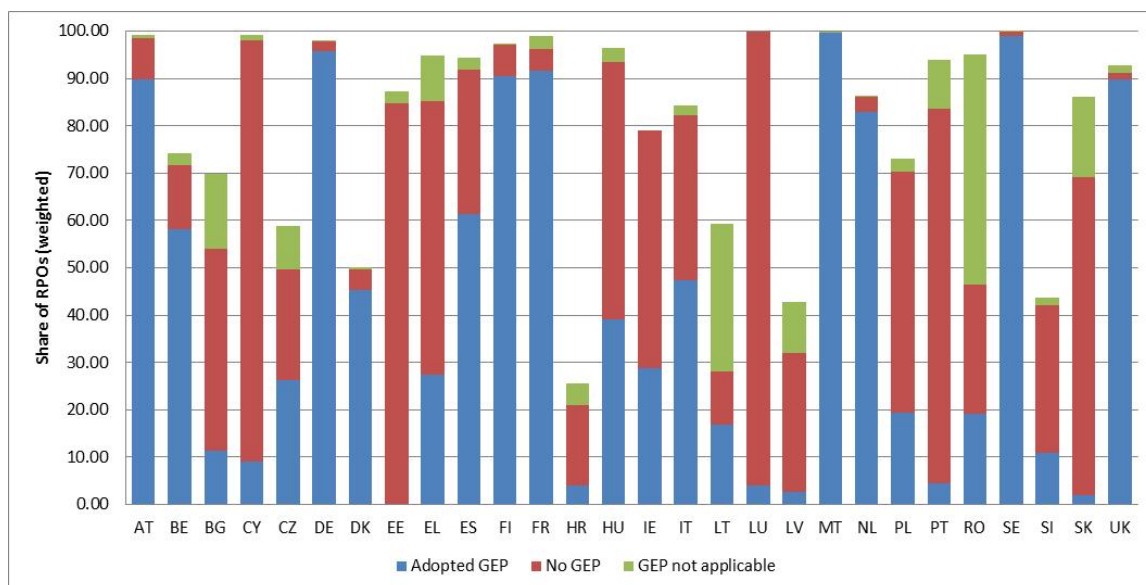
In 22 Member States the share of funders which frequently support gender equality is below the EU or non-existent. Among these, in nine cases (AT, BE, BG, CZ, DK, ES, FI, FR, SE) the Commission could identify measures or strategies to improve gender balance in public research institutions.

In order to reinforce gender equality, the RPOs can adopt and implement Gender Equality Plans (GEPs). According to the results of the ERA survey 2014, 64% of the respondent organisations implement such a plan² (see Graph 3). It should be noted that a large share of organisations in some countries (up to more than 70% in the case of Croatia) did not provide an answer to this question. In addition there are big differences across countries.

Graph 3: Share of RPOs which have adopted GEPs, 2013

¹ It should also be mentioned that these figures concern funders which answered the ERA survey in 2014, which represent 34% of total EU GBAORD.

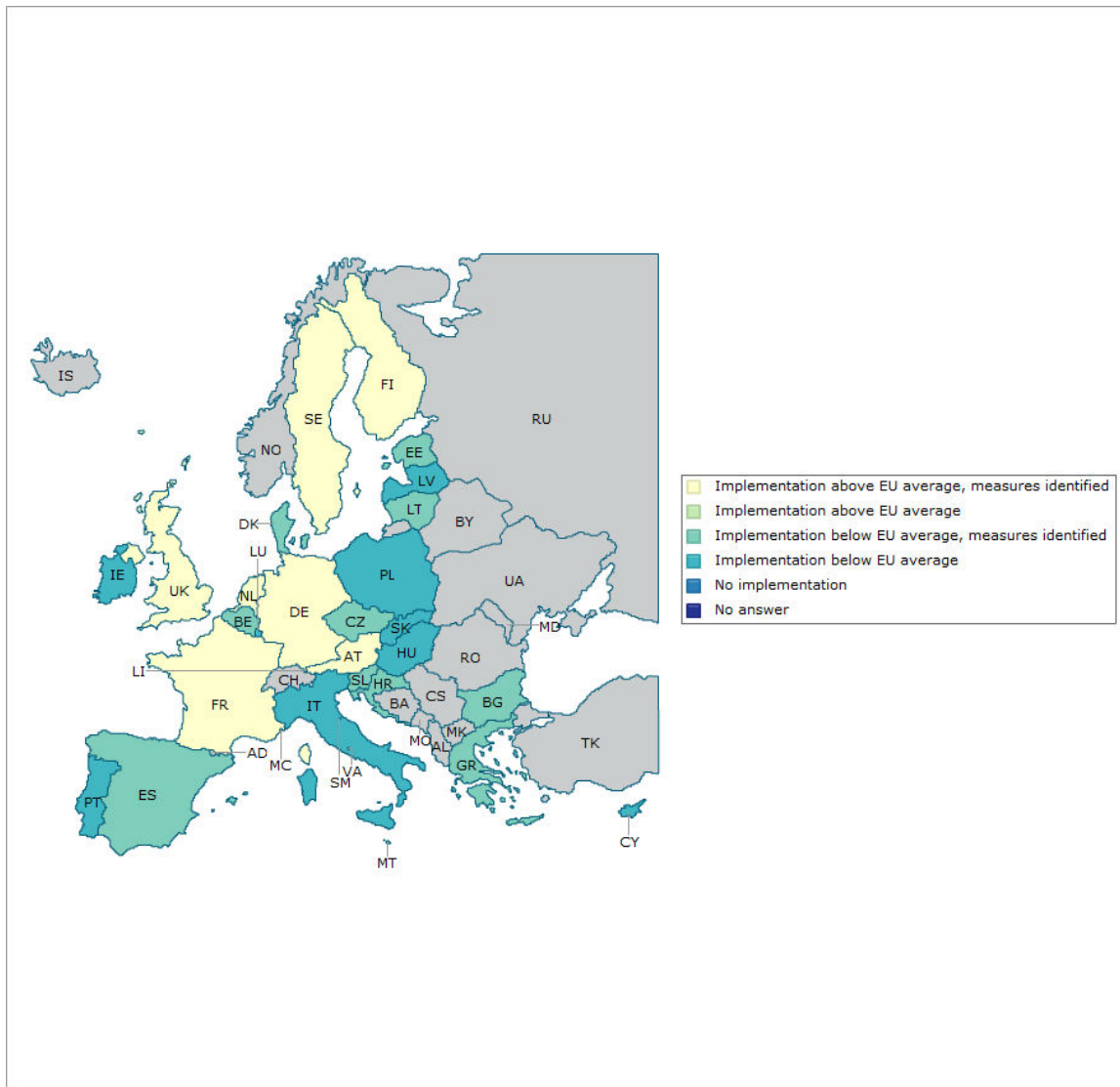
² It should be noted that these figures concern RPOs which answered the ERA survey in 2014, which employ 515,000 researchers (around 20% of total EU researchers).



Source: ERA survey 2014

In comparative terms (see Map 1), according to survey results the share of RPOs which have adopted GEPs is above the EU average in eight Member States (AT, DE, FI, FR, MT, NL, SE, UK). Among these, in seven cases the Commission could identify measures or strategies to improve gender equality in public research (AT, DE, FI, FR, NL, SE, UK).

Map 1: Classification of EU Member States according to measures supporting gender equality and the adoption of GEPs, 2013



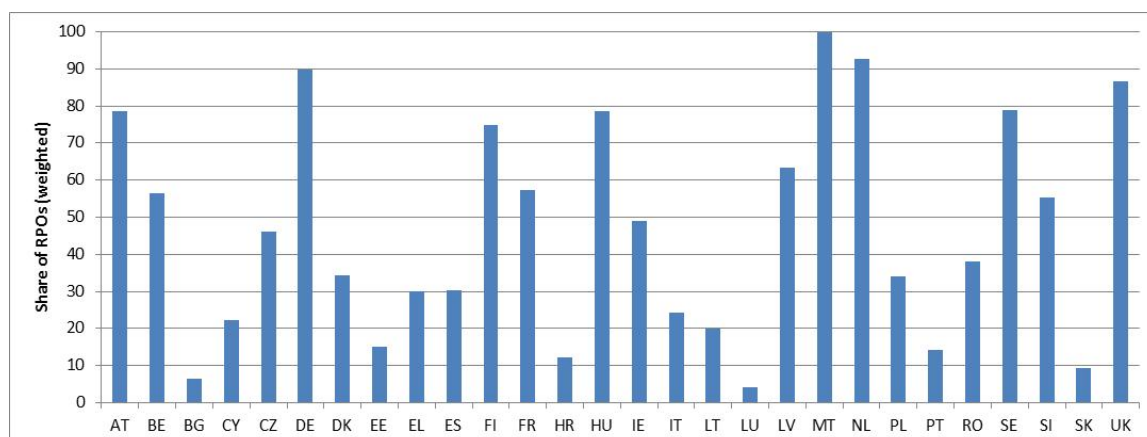
Among the other 20 countries, in ten cases the Commission could identify supporting provisions (BE, BG, CZ, DK, EE, EL, ES, HR, LT, SI). In ten other countries (CY, HU, IE, IT, LU, LV, PL, PT, RO, SK) the Commission could not identify any provision.

In terms of recruitment of female researchers in public research, the Commission could identify specific support in the following Member States: AT, BE, DE, DK, EL, ES, HR, NL, SE, UK. The latter has recently (May 2014) announced a call to action to boost women's participation in technology and engineering.

In terms of implementation of recruitment and promotion policies for female researchers, according to the ERA survey 2014 results, an average of 59% of respondent RPOs are implementing recruitment and promotion policies³. However, the share of institutions implementing them varies significantly among countries (see Graph 4).

³ It should also be mentioned that these figures concern RPOs which answered the ERA survey in 2014, which employ 515 000 researchers (around 20% of total EU researchers).

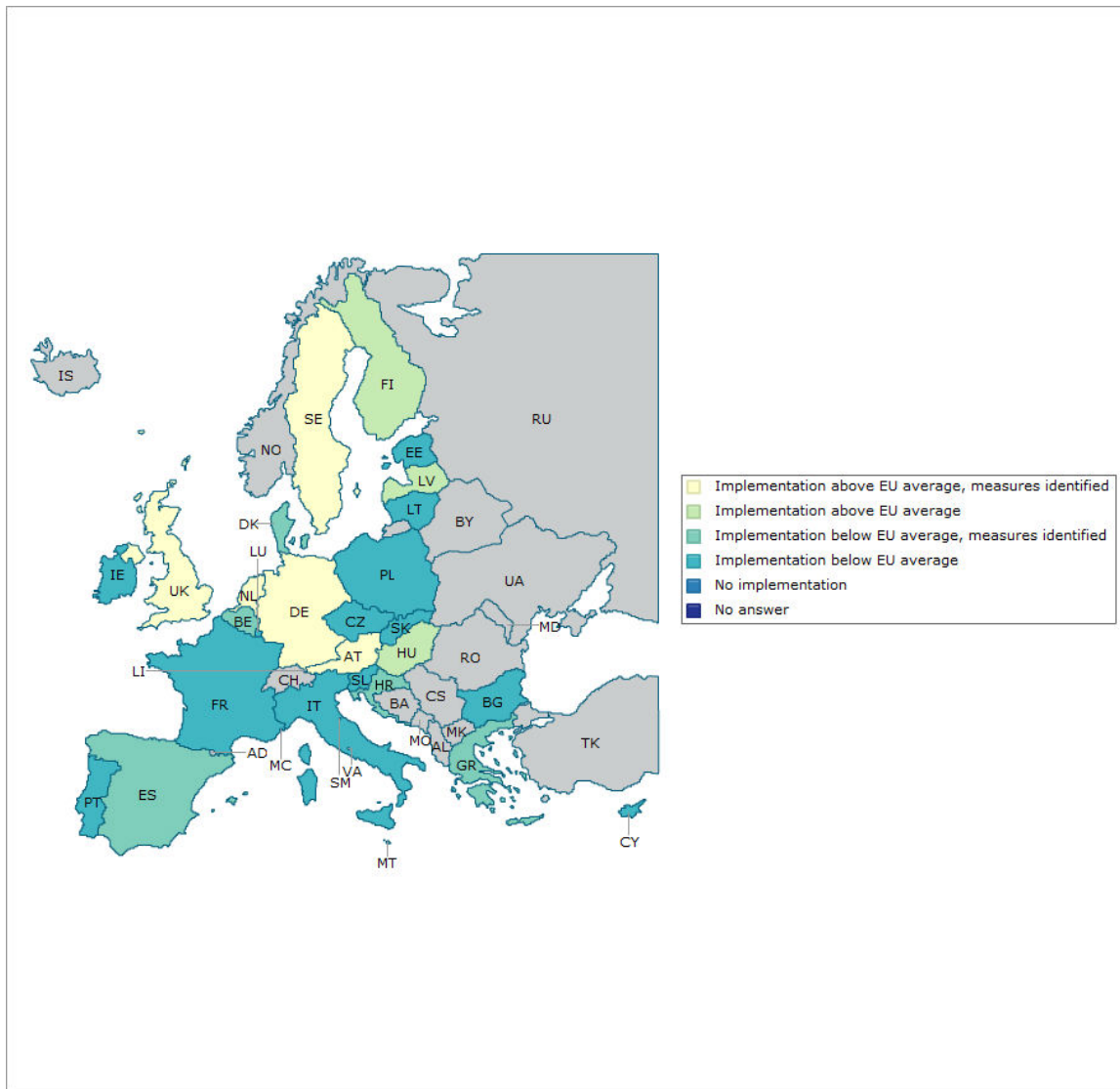
Graph 4: Share of RPOs implementing recruitment and promotion policies for female researchers, 2013



Source: ERA survey 2014

In comparative terms (see Map 2), according to the ERA survey 2014 results, the share of respondent RPOs which implement recruitment and promotion measures for female researchers is above the EU average in nine Member States. Among these, in five cases the Commission could identify specific policies for recruitment of female researchers at national level (AT, DE, NL, SE, UK).

Map 2: Classification of EU Member States according to the measures in support of recruitment and their implementation by RPOs, 2013



Among the other 19 Member States, where the share of respondent RPOs supporting the implementation is below the average, the Commission could identify that in five of them (BE, DK, EL, ES, HR) the authorities have specific policies for recruiting women researchers. In BG, CY, CZ, EE, FR, IE, IT, LT, LU, PL, PT, RO, SI and SK, the Commission could not identify any measures.

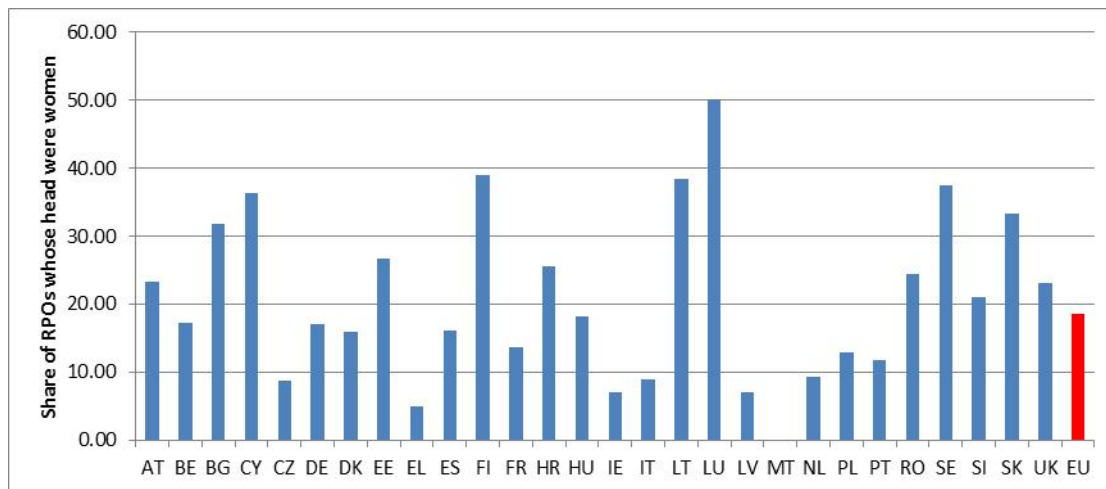
3.4.2. Gender balance in decision making process

At the level of decision making in public research institutions, the Commission could identify national initiatives to improve gender balance in senior positions (AT, BE, DE, DK, HR, NL), quotas (AT, BE, EL, ES, FR, LU), targets (AT, DE, DK, EL, ES, FR, HR, IT, SE, SI) and/or awards (AT, BG, CZ, DE, DK, FR, HR, HU, IE, IT, NL, PL, PT, RO, SE, SI).

According to the results of the ERA survey 2014 the proportion of organisations whose heads were women is 18% on average, with strong variations among countries, ranging from 5% in EL to 50% in LU^{4 5} (see Graph 5).

⁴ In Malta, the heads of the three organisations who answered the survey are men.

Graph 5: Share of RPOs whose heads were women, 2013

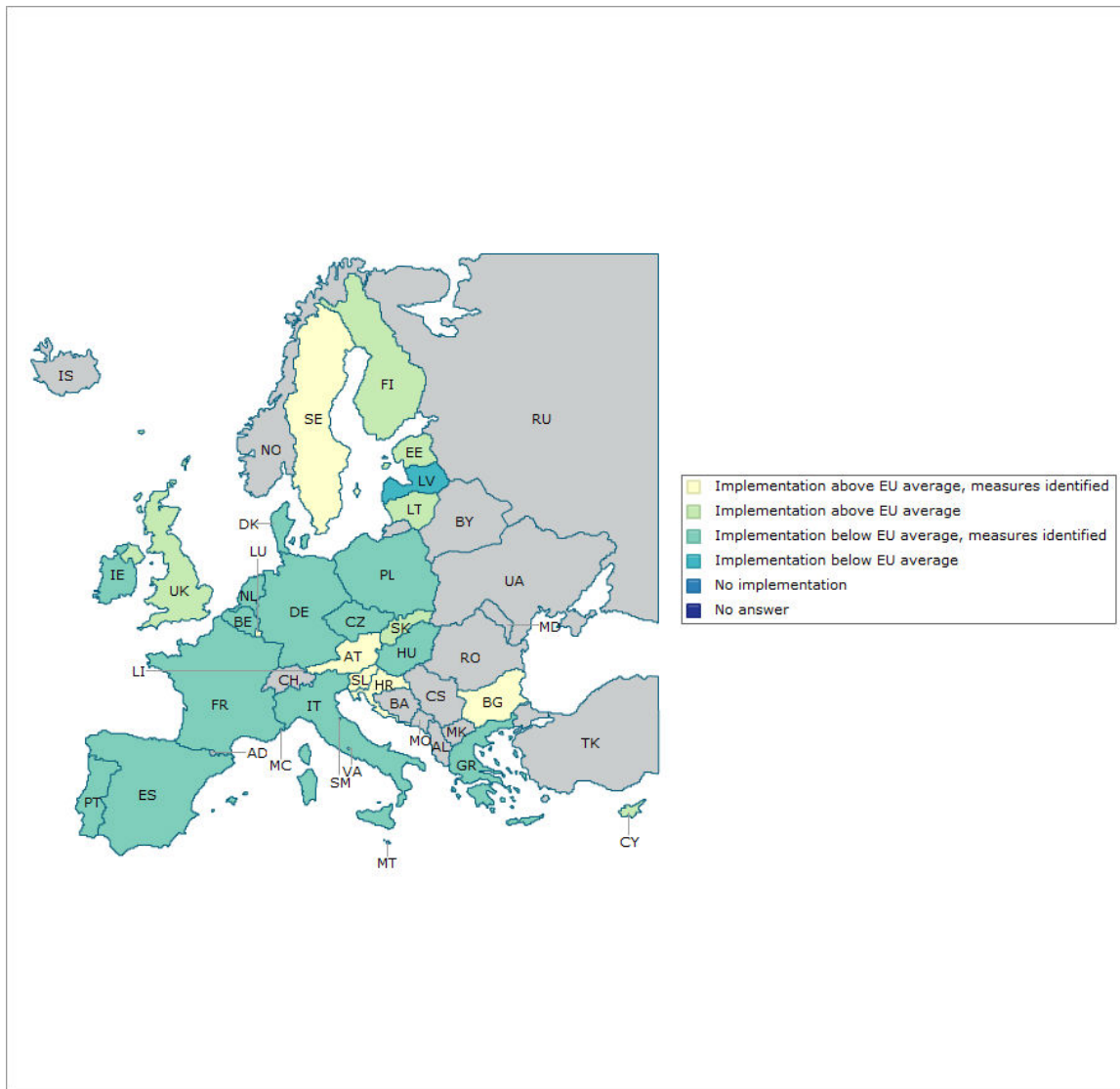


Source: ERA survey 2014

In comparative terms (see Map 3), according to survey results the share of organisations with women heads of institutions is above the EU average in almost half (13) of Member States.

Map 3: Classification of EU Member States according to the support to improve gender balance in the decision making process and the share of women who are heads of RPOs, 2013

⁵ It should also be mentioned that these figures concern research performing organisations who answered the ERA survey in 2014, which employ 515 000 researchers (around 20% of total EU researchers).

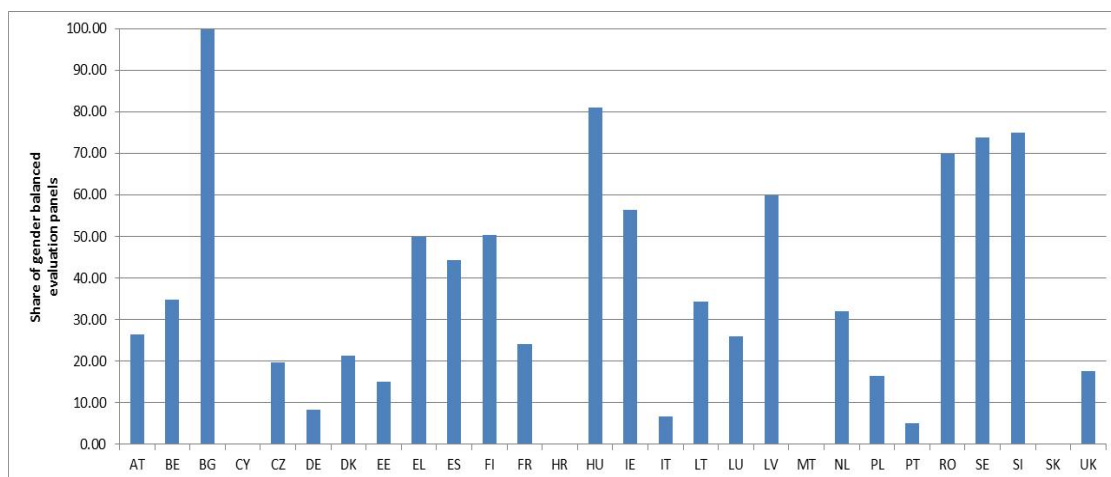


Among the countries where the share of institutions headed by a woman is below the EU average, the Commission could identify national initiatives for the access of female researchers to senior positions in BE, DE, DK and NL, but no initiatives in CZ, EL, ES, FR, HU, IE, IT, LV, PL and PT.

Another important issue is the participation of the underrepresented sex in evaluation and recruitment panels. A target of a minimum of 40% for all panels has been agreed. According to the results of the ERA survey 2014, 35.8% of research evaluation panels include at least the 40% target of the underrepresented sex in their composition⁶. The share varies significantly among the responding funders (see Graph 6).

Graph 6: Share of gender-balanced research evaluation panels in funders, 2013

⁶ It should be recalled that these figures concern funders who answered the ERA survey in 2014, which represent 34% of total EU GBAORD.

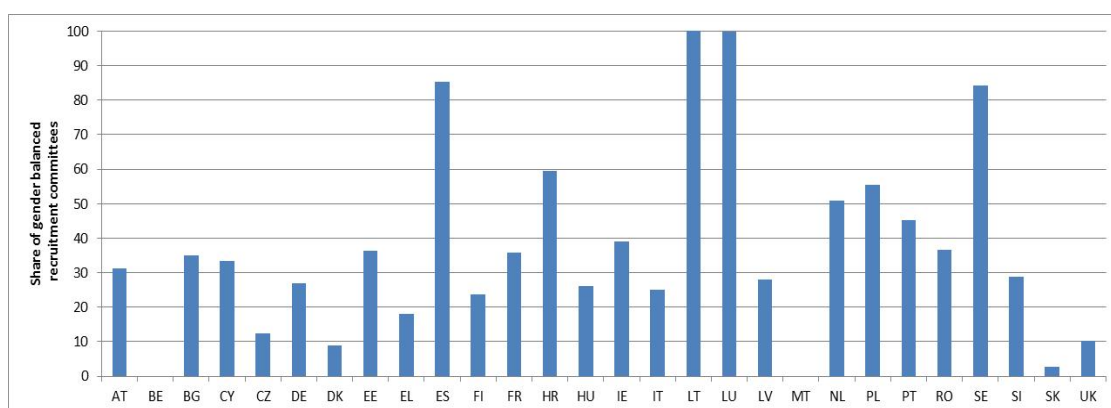


Source: ERA survey 2014

In comparative terms, the share of gender balanced evaluation panels in funding is above the EU average in ten Member States. Respondent funders in three countries (CY, MT, SK) did not identify any gender balanced evaluation panel, and one Member State (HR) did not provide information on this issue.

According to the results of the ERA survey 2014, on average 36.6% of recruitment committees of RPOs in the EU respect the 40% target of under-represented balance in their composition (see Graph 7). It should be recalled that these figures concern RPOs who answered the ERA survey in 2014, which employ 515,000 researchers (around 20% of total EU researchers).

Graph 7: Share of gender-balanced recruitment committees for leading researchers in RPOs, 2013



Source: ERA survey 2014

In comparative terms, gender balanced recruitment committees are above the EU average in nine Countries (ES, HR, IE, LU, NL, PL, PT, RO, SE).

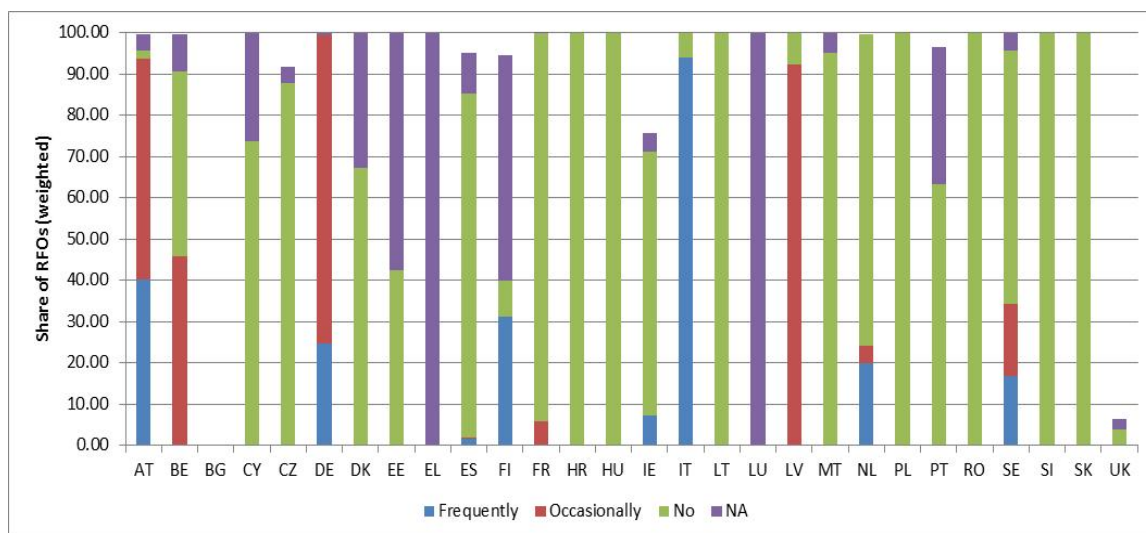
The Commission continues to enforce the target of 40% of the under-represented sex which is set in evaluation panels and expert groups. For advisory groups, the target is raised to 50% and each advisory group includes at least one expert with gender expertise.

3.4.3. Gender dimension in research content/programmes

The consideration of the gender dimension contributes to improve excellence and pertinence of research. The Commission could identify that provisions for the inclusion of the gender dimension in research contents/programmes are in place in ten Member States (AT, DE, DK, ES, FR, IE, IT, NL, SE, SK).

According to the ERA survey 2014 results, funders in only a few countries support the inclusion of the gender dimension in research content/programmes. In eight countries respondent funders answered that the gender dimension is **frequently** integrated in research content⁷ (see Graph 8). The share is very high in the case of IT, which influences the EU average strongly.

Graph 8: Share of funders supporting gender equality in research and the inclusion of the gender dimension in research content, 2013

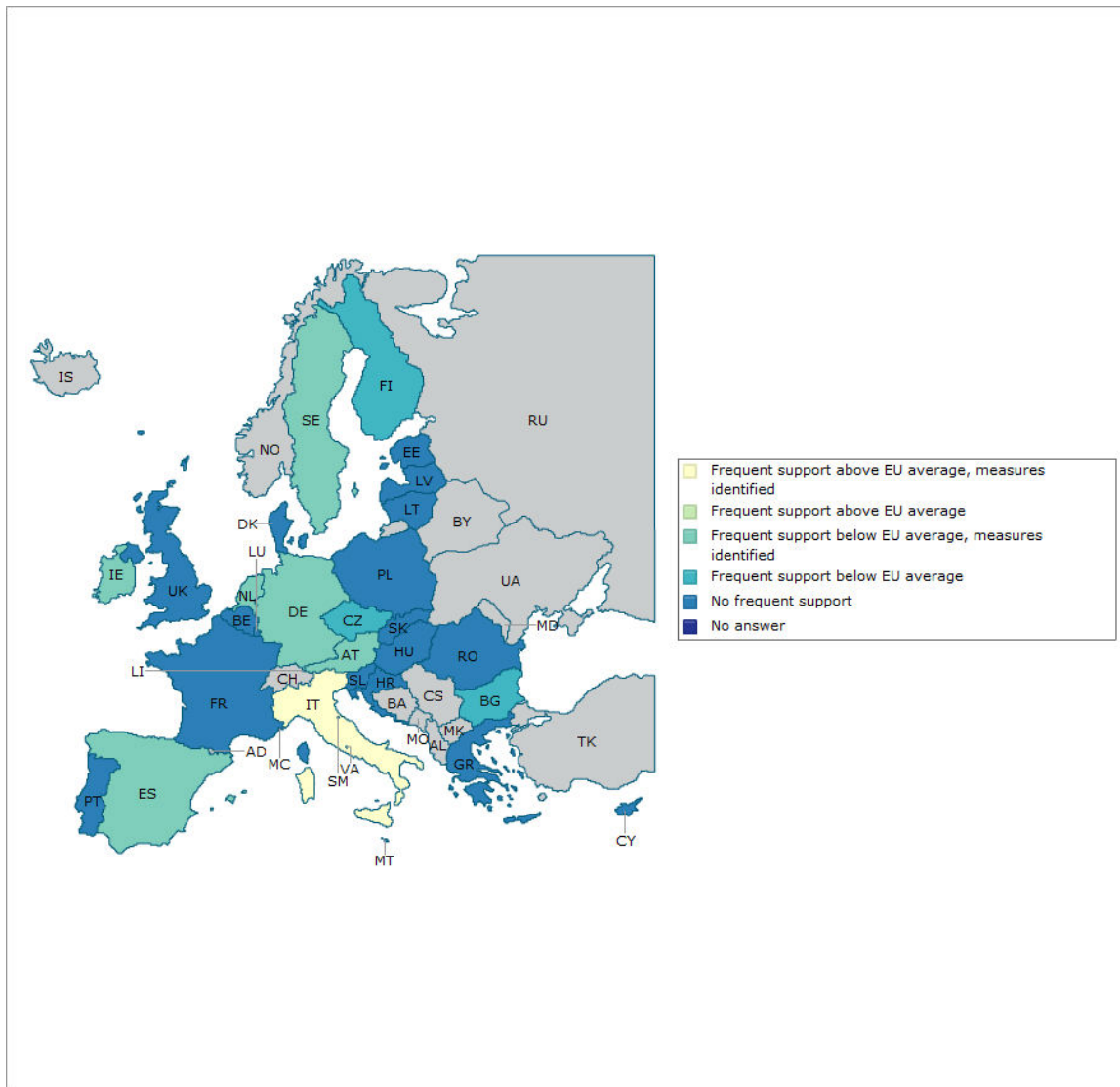


Source: ERA survey 2014

In comparative terms (see Map 4), according to survey results the share of respondent funders supporting the frequent inclusion of gender dimension in research content/programmes is above the EU average in one Member State.

Map 4: Classification of EU Member States according to the support to the inclusion of gender content in research programmes and frequent support provided by funders, 2013

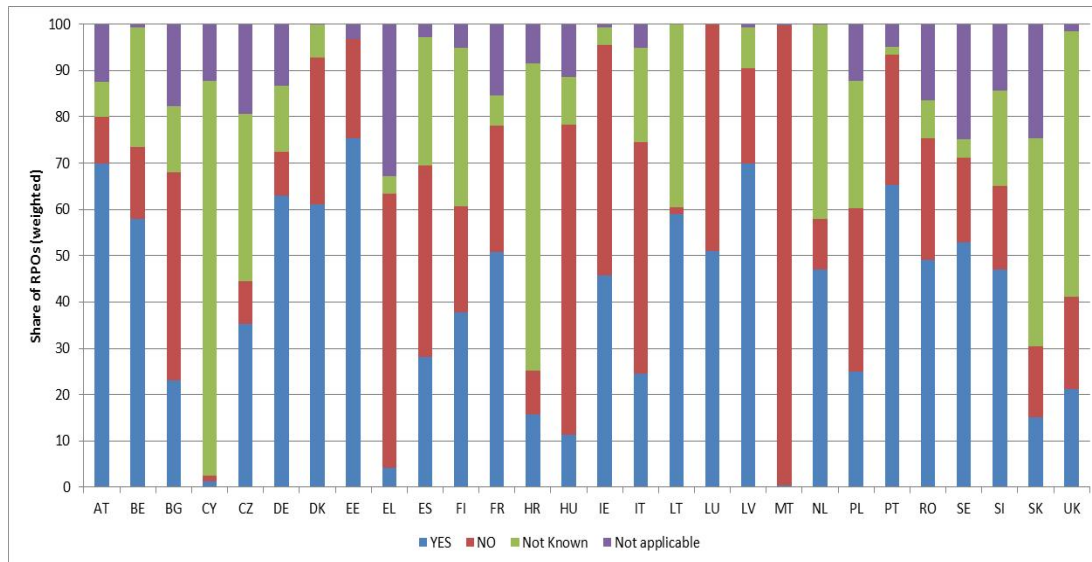
⁷ It should be noted that these figures concern funders which answered the ERA survey in 2014, which represent 34% of total EU GBAORD.



Among the rest of the countries, in six Member States (AT, DE, ES, IE, NL, SE) the Commission could identify measures supporting the inclusion of the gender dimension included in research content / programmes.

According to the results of the ERA survey 2014, on average 44% of RPOs which are ERA compliant include the gender dimension in research content (see Graph 9). The share of institutions doing so varies significantly among Member States. It should be noted that these figures concern RPOs who answered the ERA survey in 2014, which employ 515,000 researchers (around 20% of total EU researchers).

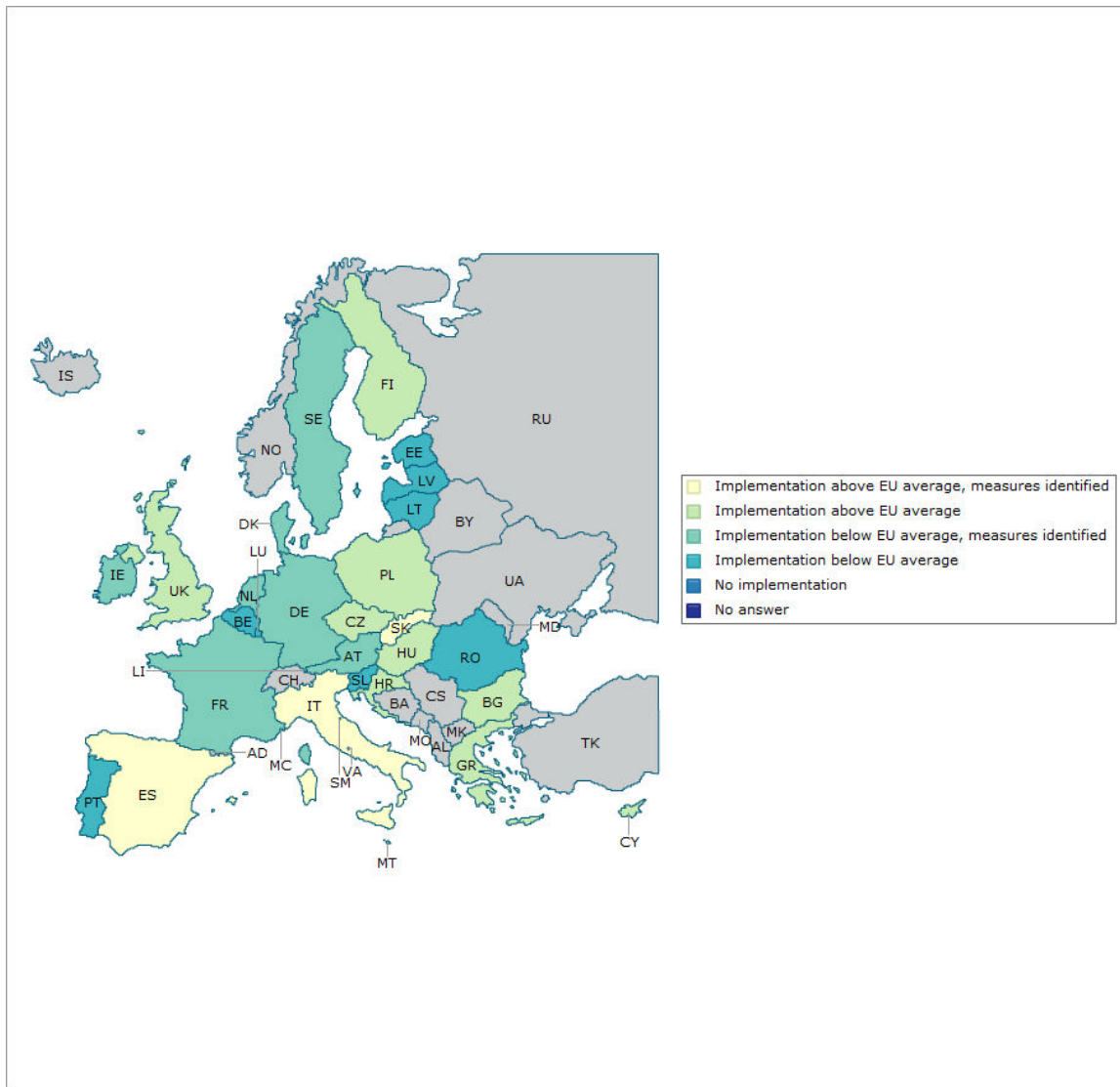
Graph 9: Share of RPOs which include the gender dimension in research content, 2013



Source: ERA survey 2014

In comparative terms (see Map 5), according to survey results in almost half (13) of Member States the share of research performing organisations including the gender dimension in research content is above the EU average.

Map 5: Classification of EU Member States according to the support to the inclusion of gender contents in research programmes and the implementation by research performing organisations, 2013



Among the other countries, where the share of organisations is below the EU average, eight countries have measures in this area (AT, DE, DK, IE, FR, IE, NL, SE).

3.4.4. Gender equality at EU level

Gender equality has been reinforced in Horizon 2020. The Commission is pursuing an effective application of the new gender equality provisions of Horizon 2020. This means integrating gender equality issues at each stage of the research cycle, from programming through implementation, monitoring and programme evaluation. To stimulate applicants' engagement at proposal level, gender balance in research teams is one of the ranking factors to prioritise proposals with the same scores. In Horizon 2020, applicants are invited to describe, where relevant, how sex and/or gender analysis (i.e. the gender dimension) is taken into account in their project's content. The gender dimension is explicitly integrated in more than a hundred topics across all sections of the Horizon 2020 Work Programmes 2014-2015. Topics with an explicit gender dimension are flagged, to facilitate their identification by potential applicants on the H2020 Participant Portal.

The need for institutional change in RPOs and funders, as well as a reinforced coordination at EU level, has been highlighted by the Stakeholder platform (see section 3.6) to overcome differences remaining among Member States concerning gender

equality in public research. To this end, the Commission has organised joint meetings with the doers' network "gender" of the Stakeholder platform. Moreover, the Commission provides financial support to transnational cooperation within the Gender-Net ERA-Net project. Through specific calls on "Gender Equality in Research and Innovation" (GERI) of the "Science With and For Society" programme, the Commission gives financial support to the setting of Gender Equality Plans in RPOs and funders to improve the participation and career paths of women researchers and to integrate the gender dimension in research programmes.