



Council of the
European Union

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NOTE

From: Presidency
To: Delegations

Subject: Draft Council conclusions on advancing gender equality in the European Research Area

Delegations will find attached draft Council conclusions on Advancing gender equality in the European Research Area with a view to the discussion by the Research Working Party at its meeting on 26 October 2015.

Changes to doc.12775/15 are indicated in **bold underlined** for additions and ~~strikethrough~~ for deletions.

**DRAFT COUNCIL CONCLUSIONS ON ADVANCING GENDER EQUALITY¹ IN THE
EUROPEAN RESEARCH AREA**

THE COUNCIL OF THE EUROPEAN UNION

RECALLING

- Its Conclusions of 18 April 2005 on reinforcing human resources in science and technology in the European Research Area² (ERA), which invited Member States to formulate targets for the participation of women in particular by increasing significantly the number of women in leading positions, with the aim of reaching initially the goal of 25% in the public sector, as well as boosting their participation in industrial research and technology;
- Its Conclusions of 30 May 2008 on Family-Friendly Scientific Careers - towards an Integrated Model³, which invited the Commission and Member States to develop an integrated model of scientific careers based on an appropriate policy mix ensuring a family-friendly environment for researchers;
- Its Conclusions of 11 December 2012⁴, setting gender equality and gender mainstreaming in research as one of the key priorities for the European Research Area, and considering that improving the integration of a gender dimension into the design, evaluation and implementation of research needs to be improved to effectively foster research and innovation (R&I) excellence;

¹ **For the purpose of this document "gender equality" encompasses gender balance in research teams at all levels, gender balance in decision making, and the integration of the gender dimension in the content of R&I.**

² Doc. 8194/05.

³ Doc. 10212/08.

⁴ Doc. 17649/12.

- Its Conclusions of 21 February 2014 on the progress report from the Commission on European Research Area (ERA) 2013⁵, which considered that stepping up the efforts to systematically mainstream gender equality and the gender dimension in R&I policies and programmes should be taken into account in developing the ERA roadmap at the European level;
 - Its Conclusions of 5 December 2014 on the European Research Area Progress Report 2014⁶, noting the persistence of gender bias in careers, gender imbalance in decision-making roles, and the lack of a gender dimension in most of the national research programmes, and inviting Member States to support gender mainstreaming and equal opportunities;
 - Its Conclusions of 29 May 2015 on the European Research Area Roadmap 2015-2020 in which it endorsed translating national equality legislation into effective action to address gender imbalances in research institutions and decision making bodies, and integrating the gender dimension better into R&I policies, programmes and projects as one of the top action priorities identified in the ERA Roadmap and called on the Member States and the Commission to start its implementation through appropriate actions in their action plans or strategies by mid-2016;
 - **The European Parliament resolution of 9 September 2015 on women’s careers in science and universities, and glass ceilings encountered**⁷;
 - **The Commission communication of 21 September 2010 entitled "Strategy for equality between women and men 2010-2015"**⁸;
1. UNDERLINES that gender inequalities ~~have been~~ **are still** persisting ~~for too long~~ and that future prosperity of Europe depends on scientific and technological innovation. Providing a more ~~equal playing field for women and men~~ **diverse workforce** as well as reducing gender-based inequalities in research **R&I** will allow Europe to fully exploit its pool of labour force and talent;

⁵ Doc. 6945/14.

⁶ Doc. 16599/14.

⁷ **Doc. 2014/2251(INI).**

⁸ **Doc. COM(2010)0491.**

2. ACKNOWLEDGES that gender equality in science will contribute to **diversity**, excellence and quality in outcomes and make research more responsive to social and societal challenges that are a shared responsibility between women and men. ~~Moreover, ensuring gender equality~~ **Making use of all talents and creating equal opportunities for men and women** is not only a matter of fairness, but it is also an issue of economic efficiency. Embracing gender equality will ~~strengthen~~ **contribute to** EU competitiveness and ~~contribute~~ to growth and job creation;

IMPLEMENTING THE ERA ROADMAP AS A FRAMEWORK

3. REAFFIRMS its commitment to enhance gender equality in the European Research Area. RECOGNISES 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 ~~integrating~~ the gender dimension better into R&D ~~I~~ policies, programmes and projects. INVITES **ENCOURAGES** Member States **and the Commission** to set ambitious goals on gender equality and to take ~~concrete~~ **appropriate** actions in their ~~national~~ action plans or strategies by mid-2016;

SUSTAINABLE CULTURAL AND INSTITUTIONAL CHANGES

4. RECOGNISES the need to foster sustainable cultural and institutional changes in the ERA national action plans or strategies for achieving gender equality and ENCOURAGES Member States to ~~take this into account in their national legal framework~~ **make institutional change a key element of their national policy framework on gender equality in R&I;**
5. INVITES Member States and research funding organisations to provide incentives to encourage research performing organisations, ~~as well as~~ **including** universities, to **revise or** develop gender equality plans and mobilise adequate resources to ensure their implementation, ~~including financial support;~~
6. CONSIDERS that transparency must apply to recruitment and career progression at all levels as well as in fellowship and scholarship awarding procedures in R&I;

7. INVITES research organisations, **including universities,** to support flexible working conditions and arrangements **for both women and men** in R&I, **including support for parenthood,** and to review the assessment of researchers' performance in order to eliminate gender bias;
8. ENCOURAGES Member States in collaboration with the Commission to advance appropriate gender awareness **raising** and capacity building tools **for in order to achieve** institutional change;
9. INVITES the Commission to strengthen the implementation of **all** gender equality objectives in Horizon 2020 **relating to participation as well as the gender dimension in research content,** at all possible stages, ranging from the preparation of work programmes to the evaluation and monitoring of research projects **and procedures** as well as in advisory and decision-making bodies; **INVITES the Commission to provide more comprehensive, transparent sex-disaggregated data on the participation of women as researchers as well as of the integration of the gender dimension as research subject in projects funded by Horizon 2020;**

GENDER BALANCE IN DECISION-MAKING POSITIONS

10. NOTES that women continue to be underrepresented in top academic decision making positions, both as members of scientific and administrative boards and as heads of higher education institutions⁹;
11. STRESSES the need to strive for ~~better~~ gender balance in leadership and decision making positions by appropriate measures. INVITES Member States to set up ~~quantitative~~ **guiding** targets for better gender balance in decision making bodies including leading scientific and administrative boards, recruitment and promotion committees as well as evaluation panels **and ENCOURAGES the research performing organisations** to be **try to** reached **these targets** by 2020;

⁹ Preliminary data for the upcoming 'She Figures 2015' publication.

12. CALLS on the Commission, **in close cooperation with the Helsinki Group**, to provide ~~guidance~~ **support** for Member States to address policy challenges related to gender balance, including ~~help to develop~~ **ing** a common approach to facilitate the implementation of **guiding** targets;

GENDER KNOWLEDGE AND MONITORING

13. INVITES Member States in collaboration with the Commission to make full use of mutual learning exercises, including within the framework of ERAC, and the exchange of good practices in the field of gender equality **in R&I**;
14. CALLS on Member States to ensure regular collection of sex-disaggregated data in the field of R&I;
15. INVITES Member States in cooperation with the Commission to monitor, **with appropriate indicators**, the implementation of gender policies, objectives, **targets** and actions at institutional, national and EU level and RECOGNISES that the assessment of the outcomes and impacts of the implemented measures is crucial for improvement.
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