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# National legislative and policy measures

# Czech Minister of Healthcare announcing strict measures on 13 October 2020



# Standing Working Group on Gender in Research and Innovation

- Established in 2017 as part of the advisory structure of the European Research and Innovation Committee (ERAC) under the Council of the EU as a successor to the Helsinki Group on Gender in Research and Innovation (1999-2017)
- Brings together representatives of national authorities in 24 Member States and 6 Associated Countries
- Provides advice on addressing policy challenges related to gender equality in R&I
- More information at <https://era.gv.at/directory/85>
- [Report on the Implementation of Targets: Follow-Up on the 2018 \*Guidance\* Recommendations](#)

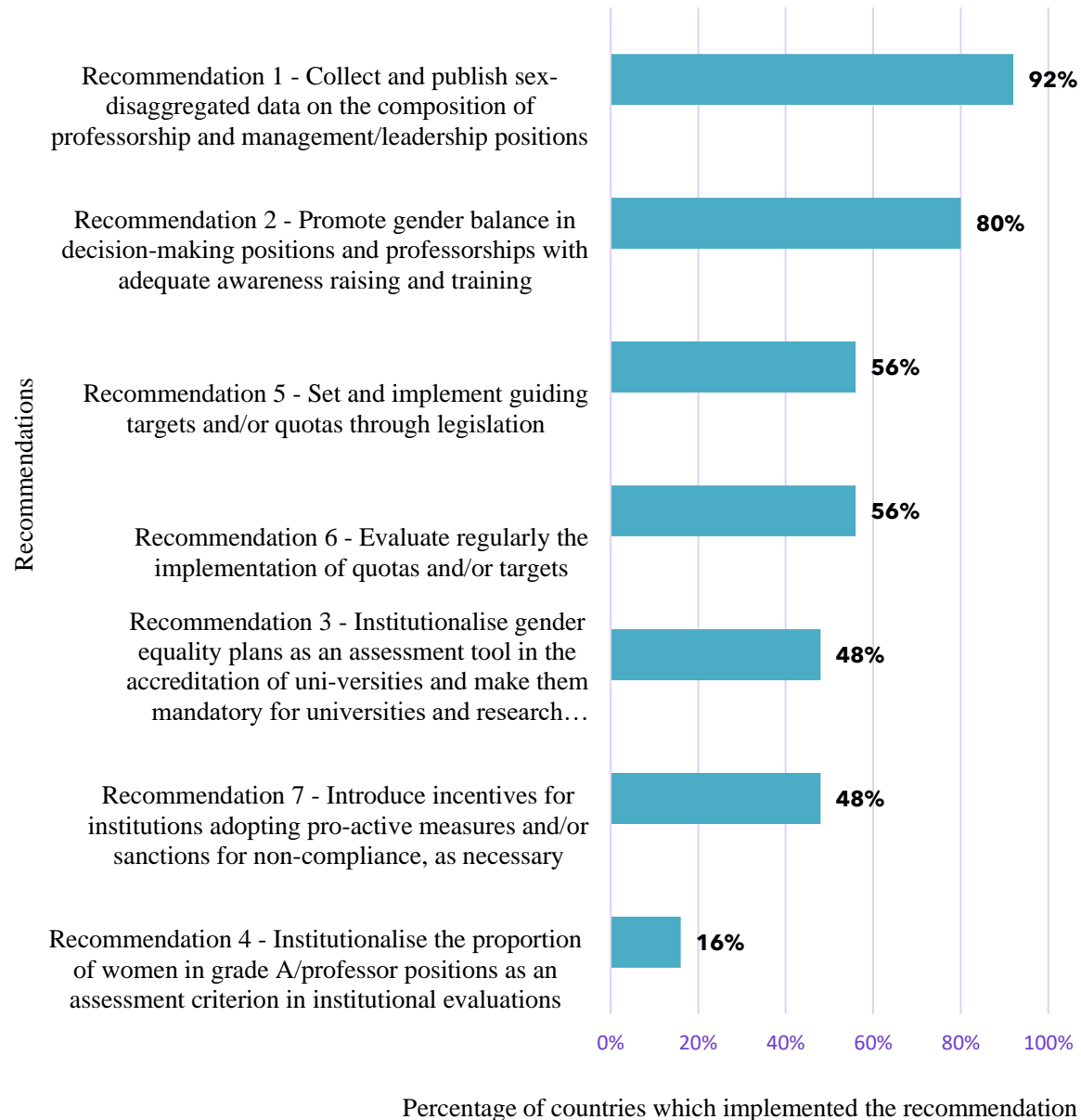
# The follow-up report

- 2018 *Guidance to Facilitate the Implementation of Targets to Promote Gender Equality in Research and Innovation*
  - In response to the 2015 Council Conclusions on Advancing Gender Equality in the European Research Area, put forth **7 recommendations**
  - The Council of the European Union ‘invite[d] Member States and institutions to strive for **guiding targets** for a more even **gender balance for professors**’ and ‘invite[d] 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 panels** and encourage[d] research funding and performing organisations to reach these targets by 2020’.
  - Due to existing differences and to ensure uptake, designed “from easier actions to more ambitious and challenging ones, to be defined according to the national policy environments”
- Response from 19 MS and 6 AC (no response: CY, IT, SK; not members: BG, HU, LV, RO)

# The seven recommendations

1. Collect and publish **sex-disaggregated data** on the composition of professorship and management/leadership positions.
2. Promote gender balance in decision-making positions and professorships with adequate **awareness-raising and training**.
3. Institutionalise **gender-equality plans as an assessment tool** in the accreditation of universities and make them mandatory for universities and research organisations.
4. Institutionalise the **proportion of women in Grade A/professor positions as an assessment criterion** in institutional evaluations (higher education accreditation, performance contracts with universities).
5. Set and implement guiding targets and/or quotas through **legislation**.
6. **Evaluate** regularly the implementation of quotas and/or targets.
7. Introduce **incentives** for institutions adopting pro-active measures **and/or sanctions** for non-compliance, as necessary.

## Recommendations from the most implemented to the least implemented (%)







# Women in Grade A: useful indicator?

- Countries w/ the largest number of the seven recommendations (5 to 6) have comprehensive or focused ERA National Action Plans and Strategies (AT, DE, DK, ES, FI, FR, IE, LU, SE, SI + IS, NO) but fare more poorly on proportion of women in Grade A.
- Countries (BG, RO) w/ no actions to support GE in their ERA National Action Plan and Strategy & one of the seven recommendations, have the highest proportion of women in Grade A, w/ big increases in this proportion over 2007-2016.
- **% of women in Grade A is not suitable as the only or the main indicator of GE in ERA**
  - It is a key metric for IE, IS, NO – key metric; LU – new evaluation criterion in the performance contract w/UoL



# Continued differences MS-14 & MS-13

- None of the EU-13 countries has institutionalised GEPs as an assessment criterion
- With the exception of Slovenia none of the EU-13 has introduced quotas and targets at the national level
- 9 out of 13 EU-14 MS have institutionalised GEP
- **This has serious implications for the planned Commission requirement for Horizon Europe**

# Correlations

- 7 countries with 5-6 recommendations are also those that have the highest proportion of women on boards (FI, IE, LU, SE, SI, IS, NO)
  - Of these SE and SI also have the highest proportion of women as heads of HEIs (over 30%)
- 6 countries with 3-4 recommendations (BE, EL, NL, PT, CH, TR) are spread in terms of women on boards and as heads of HEIs (none ranks highest)
- 7 countries with 1-2 recommendations (CZ, EE, LT, MT, PL, BA, IL) are equally spread; EE and MT have over 30% of women as heads of HEIs

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