Gender Equality in the European Research Area (ERA): the Austrian example

May 18, 2016

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Austrian Federal Ministry of Science, Research and Economy
Current requirements – EU and national level

EU 1. EC-Communication July, 2012
2. ERA Roadmap Priority 4: GE and GM

AT 3. Austrian ERA Roadmap
   ERA Dashboard Indicators for Gender
4. Development and implementation in AT
European Research Area

Effective National Research Systems

Jointly addressing grand challenges

Optimal use of public investments in research infrastructures

Gender Equality and GM in research

Open labour market for researchers

International cooperation

Circulation and transfer of scientific knowledge
**EC Communication, Priority 4**

**Gender Equality and GM in Research**

<table>
<thead>
<tr>
<th>Member States should:</th>
<th>RFO should:</th>
<th>EC will</th>
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<tbody>
<tr>
<td>Create a legal and policy environment for gender equality</td>
<td>Remove gender imbalances in decision-making</td>
<td>foster GE gender dimension in H2020: programmes, projects – incentives</td>
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<tr>
<td>Strengthen the gender dimension in research programmes</td>
<td>Foster a cultural and institutional change on gender</td>
<td>Recommendations to MS with common guidelines</td>
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<td></td>
<td>Institutional change</td>
<td>HR Management</td>
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<td>Funding</td>
<td>Decision-making e.g. internal gender equality plans</td>
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[Image of Federal Ministry of Science, Research and Economy]
• Adopted in May 2015 by the Competitiveness Council
• duration: 2015-2020
• Includes content of the 5 priorities and expands by a 6th priority – international Cooperation
• Main focus on „top action priorities“
Governance of ERA Roadmap

Priority 1
"Effective national research systems"

Priority 2a
"Jointly addressing Grand Challenges"

Priority 2b
"Make optimal use of public investments in Research Infrastructures"

Priority 3
"An open labour market for researchers"

Priority 4
"Gender equality and gender mainstreaming in research"

Priority 5
"Optimal circulation and transfer of scientific knowledge"

Priority 6
"International cooperation"

ERAC Steering Board

ERAC

GPC

ESFRI

SGHRM

Helsinki Group

New group...

SFIC

www.bmwf.w.gv.at

Federal Ministry of Science, Research and Economy
## Top Action Priorities European ERA Roadmap 2020

### Priority Area | Top Action Priority (TAP)
--- | ---
**Priority 1** | **EFFECTIVE NATIONAL RESEARCH SYSTEMS**
Strengthening the evaluation of research and innovation policies and seeking complementarities between, and rationalisation of, Instruments at EU and national levels.

**Priority 2(a)** | **JOINTLY ADDRESSING GRAND CHALLENGES**
Improving alignment within and across the Joint Programming Process and the resulting initiatives (e.g. Joint Programming Initiatives (JPOs)) and speeding up their implementation.

**Priority 2(b)** | **MAKE OPTIMAL USE OF PUBLIC INVESTMENTS IN RESEARCH INFRASTRUCTURES**
Making optimal use of public investments in RIs by setting national priorities compatible with the ESFRI priorities and criteria taking full account of long-term sustainability.

**Priority 3** | **AN OPEN LABOUR MARKET FOR RESEARCHERS**
Using open, transparent and merit-based recruitment practices with regard to research positions.

**Priority 4** | **GENDER EQUALITY AND GENDER MAINSTREAMING IN RESEARCH**
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&D policies, programmes and projects.

**Priority 5** | **OPTIMAL CIRCULATION AND TRANSFER OF SCIENTIFIC KNOWLEDGE**
Fully implementing knowledge transfer policies at national level in order to maximize the dissemination, uptake and exploitation of scientific results. RPOs and RFOs should make knowledge transfer second nature by integrating it in their everyday work. Promotion Open access to scientific publications.

**Priority 6** | **INTERNATIONAL COOPERATION**
Develop and implement appropriate joint strategic approaches and actions for International STI cooperation on the basis of Member States’ national priorities.
High Level Indicator

Proportion of women (grade A) in Higher Education Sector (HES)

What is measured?
Number of female professorships in HES-institutions compared to the number of all professorships in HES

Source: SHE Figures – AT: R&D Survey
Where do we stand in terms of gender balance at public universities?

www.bmfwf.gov.at

Career patterns of women at public universities, 2014

Austrian universities female ratio in %
Austrian context – facts and figures

www.bmfw.gv.at

- **22 Public Universities**
- **Total 208,550 students**
- **50% female quota in all university bodies**
- **Universities Act Amendment 2015**
- **Gender Equality Plans**
- **Work-life-balance**
- **22 Performance agreements**
  - Gender in research content
  - Promotion of female professors (unlimited tenure tracks)
  - Measures to support work-life-balance
AT ERA Roadmap-Structure

www.bmfw.gv.at
### Aims

<table>
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<tr>
<th>Aims</th>
<th>Measures</th>
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<td>increase representation of women in science and research</td>
<td>Equality measures – performance agreements and FEMtech</td>
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<tr>
<td>incorporate gender policies in structures and processes of science and research</td>
<td>Cultural change and Gender Equality Mission Statement</td>
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<tr>
<td>anchor gender in research content and research-based teaching</td>
<td>Networking, cooperation and visibility</td>
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Subindicator 1

Female scientists as a percentage of the total scientific staff
(Source: R&D Survey)

What is measured?
Percentage of female scientists in the total scientific workforce (Source: R&D Survey)

Subindicator 2

Glass Ceiling Index
(SHE Figures)

What is measured?
The proportion of women in grade A positions in relation to the proportion of women in academia (Source: R&D Survey)
ERA Round Table
Regular get together of the ERAC delegate, ERA delegates (including the Austrian delegate to the Helsinki Group) as well as relevant national stakeholders and research institutions to share information on the ERA related context.
ERA Dashboard Working Group
formed of high-level national research institutions suggesting sub-indicators (two are regarding gender equality in research and science) for all priorities in cooperation with the ERAC delegate, ERA delegates and relevant national stakeholders
Implementing Gender equality in the Austrian ERA Roadmap

ERA Portal Austria (https://era.gv.at) knowledge-sharing platform providing information on EU-related research policy and its implementation in Austria and in Europe. One directory regarding gender aspects and the Helsinki Group.
AT ERA Roadmap-Timeframe

10/11/2015
1st ERA Draft by ERA Groups

12/2015
Consultation by Stakeholder and the Ministries

1/2016
Revision of the 1st Draft

2/2016
European Research Forum – final discussion

4/2016
Finalizing the AT ERA Roadmap in the Ministry

5/2016
Presentation at Minister Level, Brussels
Thank you for your attention!
Any Questions?