

GENDER EQUALITY AND RESEARCH AND INNOVATION PERFORMANCE GO HAND IN HAND

The higher a country scores on gender equality, the higher its innovation potential

- There is a positive correlation between the European Innovation Scoreboard¹, Adjusted Research Excellence Indicator² and Gender Equality Index³. **Countries which are interested in increasing their innovation potential should also invest in comprehensive gender equality policies.**
- No complicated calculations are required: countries that are able to use the whole potential of their population (women/parents included) have a higher return on investment spent on their education and training.

The more gender equality in research performing organisations (RPOs), the more innovation and excellence

- There is a positive correlation between the share of RPOs with gender equality plans (GEPs) and the innovation and excellence indicators.⁴ This means that a higher share of RPOs with GEPs is positively correlated with a country's innovation potential.
- Additionally, a country's Gender Equality Index is strongly positively correlated with a higher share of RPOs with GEPs and with the share of women in R&I boards.
- Research shows that diverse teams perform better and make better decisions. Individuals from different genders, races, backgrounds and with different experience bring different perspectives that can lead to innovative solutions. Gender equality measures pay off.

The share of women in R&I is not the only or ideal indicator of gender equality

- The Gender Equality Index is negatively correlated with the share of women in research (both among researchers and among professors/Grade A). A possible explanation for this negative relationship could be that public research is not attractive enough for men, who can find alternative positions in the labour market.⁵ Also, countries with a higher share of women in R&I have total lower expenditures on R&I, and therefore fewer opportunities and lower salaries.⁶ The higher representation of women may indicate poverty of the sector and the fact that women work for lower pay.
- The share of women in Grade A positions is an indirect indicator of progress and will therefore only be effective in the long-term perspective. GEPs appear to be a more precise indicator of gender equality than female representation alone.

Differences between EU15⁷ and EU13 countries

- Compared to EU13 countries, EU15 countries have a higher Adjusted Research Excellence Indicator (52.7 vs 23.3), European Innovation Scoreboard Index (0.55 vs 0.32) and Gender Equality Index (68.2 vs 56.3). They also have a significantly higher share of RPOs that have adopted gender equality plans (67.1 % vs 15.5 %). In many countries, GEPs implementation and regular evaluation are required by law (France, Germany, Spain). **Gender equality policies** in these countries seem to **compensate for the lower representation of women** in Grade A positions.
- **The gap between EU15 and EU13 countries is not insurmountable**, as the examples set by Slovenia, Cyprus and Malta show. What matters are the preconditions and the types of support that aided the development of a comprehensive gender equality policy in R&I.

The European Research Area and Horizon Europe

- The ERA Roadmap defines six priorities for policies to build the ERA at national level: priority 4 is Gender equality and gender mainstreaming in research.
- 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 and research funding organisations. They should also regularly monitor the effectiveness of such policies and adjust measures as necessary.
- The recently adopted EU Gender Equality Strategy 2020-2025 demonstrates the European Commission's strong commitment to gender equality. In the

area of research and innovation, the Strategy mentions the possibility to require a gender equality plan from applicants, among other things.

- Support for gender equality measures can bring advantages to EU13 coun-

tries not only in terms of innovation, excellence and the general quality of life and the success of the economy, it will also equip the potential applicants to succeed in the new Framework Programme, Horizon Europe.

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- 1 | The European Innovation Scoreboard assesses relative strengths and weaknesses of national innovation systems and helps countries identify areas they need to address. For more see: <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 in designing more effective gender equality measures. It reflects the situation in 6 core domains (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. For more see: <https://eige.europa.eu/gender-equality-index/about>.
 - 4 | The correlation between the share of RPOs with GEPs and the European Innovation Scoreboard Index is 0.732 and the correlation with Adjusted Research Excellence Indicator is 0.751.
 - 5 | Ministry of Education and Science of Republic of Latvia (2016) *Latvian European Research Area Roadmap 2016-2020*.
 - 6 | European Commission (2003) *Waste of talents: turning private struggles into a public issue. Women and Science in the Enwise countries*.
 - 7 | 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).

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