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**WORKING PAPER**

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**WORKING DOCUMENT**

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From:	General Secretariat of the Council
To:	ERAC Standing Working Group on Gender in Research and Innovation
Subject:	Position of the ERAC SWG GRI on the future ERA governance structure

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Dear ERAC SWG on Gender in Research and Innovation,

Please find attached the position of the ERAC SWG GRI on the future ERA governance structure, as approved by written procedure.

Best regards,

ERAC SWG GRI Secretariat

## **Inclusive gender+ equality in the ERA policy agenda and future ERA governance structure**

We, the delegates of the Standing Working Group on Gender in Research and Innovation,

Having regard for **long-term commitments to gender mainstreaming and the new ambition for inclusive gender+ equality in European R&I** defined in:

- The Union for Equality
- The Ljubljana Declaration
- The Council conclusions on the new ERA
- The Communication on the new ERA for R&I
- The European Pact for Research and Innovation
- Agenda 2030 and Sustainable Development Goals and
- Horizon Europe

REITERATE that:

- Achieving inclusive institutional change requires a comprehensive set of actions addressing the three main ERA gender equality objectives<sup>1</sup> simultaneously to support a gender-equal culture within organisations;

STRESS AND UNDERLINE that:

- Gender mainstreaming and intersectionality as a cross-cutting principle are two basic principles in the EU policy and underpin the success of EU strategic political goals;<sup>2</sup>
- Broad inclusiveness is a top ERA priority endorsed by ERAC in its Opinion on the new ERA;<sup>3</sup>
- Sustained political coordination and stability along the policy cycle are necessary to address the crucial policy development toward intersectional gender+ approach in the new ERA as well as the transversal, structural and long-term character of gender equality. For this, an adequate and sustainable policy platform must be maintained.
- Highlighting the impact of the Standing Working Group on Gender in Research and Innovation in policy formulation, exchange and mutual learning, such a policy platform should continue in the future, to ensure the formulation and dissemination of cross-cutting state-of-the-art knowledge on gender+ equality and gender in research content in EU, and policy dialogue, mutual learning and coordination as well as the development of policy solutions among and within MS and AC and at the interface with the Commission.

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<sup>1</sup> Gender equality in scientific careers; gender balance in decision making and leadership; integration of the gender dimension into the content of research, teaching and innovation (source: Gender equality in research and innovation | European Commission (europa.eu).

<sup>2</sup> COM/2020/152 final

<sup>3</sup> ERAC 1201/20

CALL ON THE MEMBER STATES AND COMMISSION TO:

- 1) Include inclusive gender+ equality as an autonomous ERA Action in the ERA Policy Priority Area Deepening a truly functioning internal market for knowledge, in line with these political commitments;
- 2) Establish a sustainable European platform equivalent to the current Standing Working Group on Gender in Research and Innovation, to address inclusive gender+ equality in Research and Innovation and teaching in the new ERA, involving national and Commission representatives and increased cooperation with other European Research Area stakeholders, notably with the umbrella organisations.
- 3) Maintain the deliverable of developing a strategy on gender based violence and sexual harassment and reformulate it to take into account the essential gender+ perspective;
- 4) Include as deliverables in the ERA Action:
  - a. a policy approach to inclusiveness and intersectionality to advance the gender+ policy solutions in the new ERA;
  - b. a policy approach to multidimensional monitoring and evaluation of Gender Equality Plans with a focus on advancing inclusive gender+ approaches for achieving institutional change;
  - c. developing principles for the integration of the gender+ dimension in research, innovation and teaching content in cooperation with national/regional Research Funding Organisations;
- 5) Include concrete ERA Action deliverables in the Council Recommendation on a Pact for R&I in Europe.