



Gender issues as anticipated in the Slovenian EU
Presidency

ERA context

1. September 2020 Commission Communication *A new ERA for Research and Innovation*

*“Despite the continuous policy attention to gender equality in R&I, **progress has been slow and remains insufficient.**”*

*New requirement of **Gender Equality Plans** to receive funding through Horizon Europe*

2. December 2020 Council Conclusions on the New European Research Area

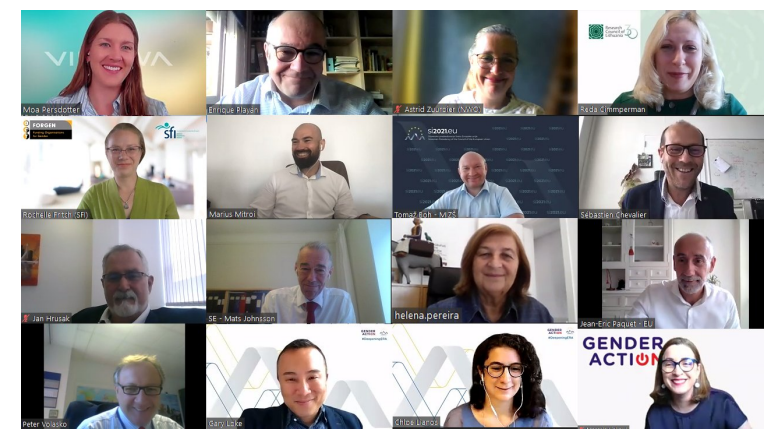
*“**major gender imbalance** preventing Europe from using the **full potential of its R&I system**”*

*need for a “**renewed focus on gender equality and mainstreaming**, including through the instrument of gender equality plans”*

Deepening the ERA through Gender Equality Conference

8-9 July 2021

GENDER ACTION
#DeepeningERA



Ljubljana Declaration on Gender Equality in Research and Innovation

36 parties endorsed

- 25 Member States
- 3 EFTA
- 5 Western Balkans
- 2 other countries
- the Commission

3 statements of general support from 3rd countries



6 Priorities

Final text presented at
26 November 2021
Competitiveness Council

Next steps

Take the work forward in
the new ERA Policy
Agenda priority Actions

Ljubljana Declaration on Gender Equality in Research and Innovation - Priorities

- 1. To ensure fair, open, inclusive and gender equal career paths in research, and consider intersectional perspectives on gender inequalities;**
- 2. To facilitate mutual learning opportunities through form-follows-function robust governance;**
- 3. To employ existing and newly developed tools, such as Gender Equality Plans, to facilitate systemic institutional change and remove institutional barriers;**

Ljubljana Declaration on Gender Equality in Research and Innovation - Priorities

- 4. To address and counteract gender-based violence;**
- 5. To support active monitoring and evaluation to ensure continuous improvement;**
- 6. Leverage synergies to enhance gender equality achievements within the European Research Area, but also within complementary fields such as the European Higher Education Area, structural funds, innovation, as well as in international cooperation.**

Council Conclusions on ERA Governance

- RECALLS the **importance of mainstreaming gender equality** in the design, implementation and monitoring of R&I policies and TAKES NOTE of the **contribution of the Ljubljana Declaration** on Gender Equality in R&I to the **ERA Action** in this area;
- AGREES that the... **Standing Working Groups... on Gender in Research and Innovation... are discontinued** as groups under the remit of the Council; **RECOMMENDS that their work is taken into account** and, if so decided within the ERA Forum, **continued within the ERA Forum**, to the extent where it contributes to the implementation of the new ERA Policy Agenda;

ERA Policy Agenda

Priority Area: Deepening a truly functioning internal market for knowledge

5. Promote gender equality and foster inclusiveness, taking note of the Ljubljana declaration

- Develop a policy coordination mechanism to support all aspects of gender equality through inclusive Gender Equality Plans and policies, and a dedicated EU network on their implementation
- Strategy to counteract gender-based violence including sexual harassment in the European R&I system and to assure gender equality in working environments through institutional change in any research funding or performing organisation
- A policy approach to strengthen gender equality, that addresses gender mainstreaming to advance the new ERA
- Develop principles for the integration and evaluation of the gender perspective in research and innovation content in cooperation with national Research Funding Organisations

Council Recommendation on the Pact for Research and Innovation in Europe

- Values and principles for research and innovation in the Union:
 - *Gender equality and equal opportunities for all*: Encompassing **gender balance in research teams at all levels**, including in management and decision-making, **combatting gender-based violence and harassment** and **tackling gender bias**, and the integration of the **gender dimension in the content** of R&I, and taking account of **diversity in the broader sense**, including, inter alia, gender, racial or ethnic origin, religion or belief, social diversity, disability, age, sexual orientation and combating discrimination on all grounds

- Priority areas for joint action in the Union:
 - *Gender equality, equal opportunities for all and inclusiveness*: Ensure fair, open, inclusive and **gender-equal career paths** in research to facilitate **systemic institutional and structural change** in R&I funding and performing organisations; **counteract gender-based violence and sexual harassment**; **remove inequities** regardless of gender, racial or ethnic origin, religion or belief, disability, age or sexual orientation; **monitor and evaluate national gender equality policies and plans** in R&I



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Thank you

Hvala