



## Committee for Gender Balance and Diversity in Research

### **Input on the future of ERA from Committee for Gender Balance and Diversity in Research (KIF)**

Thank you for the invitation to comment on the future of the European Research Area (ERA). KIFs input is informed by the *ERAC Opinion on the future of ERA* where gender equality as a priority is removed and instead included as elements in priority 1 and 4. KIFs input is based on its mandate given by the Ministry of Higher Education and Research and focus on gender balance and diversity in research.

#### **KIFs has three main messages for the future of ERA:**

- Gender equality and gender mainstreaming in research and innovation should continue to be a priority in ERA.
- The goals for gender equality and gender perspectives in research in the ERA Roadmap must be retained and reinforced.
- The priorities in ERA must conform with other policies initiated by the EU: Horizon Europe and European Gender Equality Strategy 2020-2025.

#### **Gender equality and gender mainstreaming in research and innovation should continue to be a priority in ERA.**

In recent years Member States and Associated Countries, the Commission and research funding and performing institutions have implemented major initiatives to advance gender equality in research and innovation in the European Research Area (ERA). These efforts must continue and expand for research and innovation to contribute to the resilience and quality of our democratic institutions, sustainability and competitiveness in the EU. This calls for a continued existence of a policy platform (such as the current Standing Working Group on Gender in Research and Innovation) for mutual learning, policy exchange and capacity building among Member States, Associated Countries and the Commission. Robust and properly placed gender structure in the DG RTD is vital to give support and professional monitoring to the implementation and evaluation of Horizon Europe from a gender perspective.

#### **The goals for gender equality and gender perspectives in research in the ERA Roadmap must be retained and reinforced.**

The ERA Roadmaps including goals and actions for gender equality and gender mainstreaming in research, has been a catalyst for gender equality policy and measures in many EU countries, both the advanced countries and especially those where such measures have not been in place previously. The goals for a new ERA must be updated and in line with recent EU policies and research policies. The mention of developing a European framework for career evaluation in the ERAC Opinion where gender equality is linked to Open science and Open Innovation principles is highly supported by the Kif-committee. Special measures need to be identified and monitored in this area. Intersectionality with a focus on ethnicity, socio-economic status etc. must be included as it is crucial for addressing the multiple axes of inequality that researchers experience. The mention of inclusiveness and ethnic minorities ensuring access to research careers and in research content in the ERAC Opinion is positive and opens for an intersectional approach, but this needs to be specified further.

#### **The priorities in ERA must conform with other policies initiated by the EU**

With an increased focus on gender equality by the new Commissioner also stated by the newly launched **European Gender Equality Strategy 2020-2025** where gender equality is mentioned several times, the new ERA should work in line with these signals and keep gender equality and gender mainstreaming in research as a priority. As an example, the new Strategy proposes the possibility of requiring gender action plans from

Horizon Europe applicants. **Horizon Europe** also has a strong focus on gender equality in research that needs to be harmonized with the ERA priorities. In addition, all priorities in ERA should include a gender and intersectional perspective. This is in line with what is stated in the European Gender Equality Strategy 2020-2025 where the Commissioner for Equality, Helena Dalli, through the Commission will integrate a gender perspective in all EU policies and major initiatives (gender mainstreaming). This applies to for example climate change and digital transformation that does have a gender dimension.

**Additional resources:**

[The Helsinki Call for Action](#)

[Gender Action policy brief on gender in ERA](#)

[ERAC SWG GRI Report on the implementation of Council Conclusions of 1 Dec 2015 on Advancing Gender Equality in the ERA](#)

Vennlig hilsen

Curt Rice  
leder, Kif-komiteen

Heidi Holt Zachariassen  
seniorrådgiver

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