



INSPIRE

D2.2 4 x Country-cluster reports, Member States country information

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Consortium

FUOC	Fundació per a la Universitat Oberta de Catalunya, Spain
JR	Joanneum Research Forschungsgesellschaft Mbh, Austria
SDU	Syddansk Universitet, Denmark
UJ	Uniwersytet Jagiellonski, Poland
Notus	Notus, Spain
FLACSO	Facultad Latinoamericana De Ciencias Sociales, Argentina
EM	Europa Media Szolgaltato Non Profitkozhasznu Kft, Hungary
Portia	Portia gGmbH, Germany
SRU	Stichting Radboud Universiteit
Fraunhofer	Fraunhofer Gesellschaft zur Forderung der Angewandten Forschung EV, Germany
UH	Universiteit Hasselt, Belgium
ZRC SAZU	Znanstvenoraziskovalni Center Slovenske Akademije Znanosti In Umetnosti, Slovenia
GESIS	GESIS-Leibniz-Institut für Sozialwissenschaften EV, Germany
INNO	Innosystems Symvouleutikes Ypiresies Kai Efarmoges Pliroforikis Ypsilis Technologias Monoprosopi Idiotiki Kefalaiouchiki Etaireia, Greece



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02	27.08.2023	Quality Assessment Edition	Rachel Palmén, Aran Romero
03	28.09.2023	Final version	Maria Caprile, Dalia Argudo, Lorena Pajares



Executive Summary

This deliverable contains 4 Country Cluster Reports (CCRs) that are the outcome of a survey carried out by INSPIRE, a Horizon Europe project aimed at building a sustainable centre of excellence on inclusive gender equality in research and innovation (R&I). The survey was completed by 27 experts from the four clusters (Northern West, Central West, Southern and Central East and Eastern countries) representing the EU Member States. Each report compiles and analyses the results of the expert survey, which gathered information from each country regarding structural change aimed at promoting inclusive gender equality in R&I organisations for the four INSPIRE's domains: widening participation, deepening / sustaining change, intersectionality and innovation / private sector.

The objective of the CCRs is to provide crucial support to the INSPIRE project on structural change towards inclusive gender equality in R&I, by feeding into WP3 research (case studies) and supporting the Knowledge and Support Hubs (KSH) set up, identifying priorities for each KSH. Additionally, the information collected is a useful resource for the R&I ecosystem in Europe and beyond, including policymakers, researchers, and equality practitioners across Europe.

INSPIRE survey

The survey involved one expert in each EU27 Member State and provided crucial support to the INSPIRE research programme on structural change towards inclusive gender equality in R&I, through:

- collecting information and analysis on policy developments and research debates at the national level; and
- identifying engaged stakeholders, other potential experts and relevant resources in the country, as well as collecting suggestions to support existing or potential initiatives for developing new communities of practices (CoPs).

The survey focused on **structural change towards inclusive gender equality in R&I organisations** in the country, defined as a long-term, sustainable process aimed at building an institutional environment (values, norms, structures and procedures) in which inclusive gender equality is widely discussed and explicitly embraced in organisational and individuals' practices having a demonstrable impact on reducing gender and other axes of inequality and discrimination within the organisation.

A **Gender Equality Plan (GEP)** is an **instrument** to institutionalise a gender equality policy and implement a structural change process. In the survey, GEP was defined according to the eligibility criterion and minimum requirements established by the European Commission to participate in Horizon Europe. Organisations may adopt similar/equivalent instruments to implement structural change or alternative instruments. These **alternative instruments** may focus only on gender or be interventions that fall under the umbrella of Equality, Diversity, Inclusion (EDI) policies, or just diversity policies.



The survey addressed **five topics** of interest related to structural change:

- **Initiating change:** How organisations can be encouraged to adopt a gender equality policy (GEPs and equivalent/alternative measures) based on local knowledge, experience and change movements as well as evidence-based tools (e.g., gender equality audit).
- **Sustaining and deepening change:** How organisations can address resistances and sustain and deepen change by building institutional gender competence, dedicating resources and structures, promoting evidence-based measures and broadening the scope of intervention (e.g., integrating sex/gender analysis in curricula or research content; implementing a sexual harassment protocol).
- Adopting an **intersectional approach:** How organisations can move from GEPs and/or EDI interventions to inclusive intersectional GEPs fostering change towards equality.
- Implementing **gendered innovations:** How innovation clusters and private R&I companies can be encouraged to implement gendered innovations - that is to innovate by integrating methods of sex and gender analysis into their R&I products or services, ideally taking into account also other axes of inequality and discrimination.
- **Monitoring inclusive gender equality:** How organisations can support an evidence-based inclusive gender equality by implementing effective monitoring conceptual approaches, tools and indicators - in particular in the four topics identified above (initiating change; sustaining and deepening change; adopting an intersectional approach; implementing gendered innovations).

The survey addressed structural change in all types of R&I organisations:

- Research funding organisations (e.g., research Ministries and public bodies funding basic and applied research; innovation agencies; other public and private institutions funding research and/or innovation).
- Research performing organisations:
 - Higher education institutions (public and private)
 - Other public research performing organisations (publicly funded research institutes)
 - R&I companies (e.g., private companies providing R&I products or services)
 - NGOs and other non-profit research performing organisations (e.g., private R&I foundations)

Country cluster reports

The comparative analysis of the survey was conducted in four country cluster reports, covering the following EU countries:

- **North West** country cluster report: Denmark, Finland, Ireland, and Sweden.
- **Central West** country cluster report: Austria, Belgium, France, Germany, Luxembourg, and the Netherlands.
- **Southern** country cluster report: Cyprus, Greece, Italy, Malta, Portugal, and Spain.



- **Central East and Eastern** country cluster report: Bulgaria, Croatia, Czechia, Estonia, Hungary, Latvia, Lithuania, Poland, Romania, Slovakia, and Slovenia.

The information used to elaborate these reports was collated by the following national experts:

- Austria Julia Greithanner, Florian Holzinger and David Walker¹
- Belgium Dounia Bourabain
- Bulgaria Georgi Apostolov
- Croatia Brigita Miloš
- Czechia Jana Dvořáčková
- Denmark Liv Baisner Petersen and Eva Sophia Myers²
- Estonia Martin Jaigma
- Finland Suvi Heikkinen
- France Suzanne de Cheveigné
- Germany Carolina Wienand-Sangaré, Merve Yorulmaz, and Susanne Bühler³
- Hungary Beáta Nagy
- Ireland Eileen Drew
- Latvia Nina Linde
- Lithuania Aurelija Novelskaitė
- Luxembourg Jennifer Dusdal
- Netherlands Yvonne Benschop⁴
- Poland Marta Warat and Karolina Sikora⁵
- Romania Monica Stroe
- Slovakia Alexandra Bitušiková
- Slovenia Martin Pogačar, Iva Kosmos and Jovana Mihajlović Trbovc⁶
- Spain Maria Caprile and Lorena Pajares⁷
- Sweden Minna Salminen-Karlsson

The deliverable is completed with a Methodological annex, which includes further details regarding the methodology followed to design the survey, collect the information and elaborate the reports. It also includes the full survey template as delivered to the experts.

¹ The experts from Austria are affiliated to JR, an institution member of the INSPIRE consortium.

² The experts from Denmark are affiliated to SDU, an institution member of the INSPIRE consortium.

³ The experts from Germany are affiliated to Fraunhofer, an institution member of the INSPIRE consortium.

⁴ The expert from the Netherlands is affiliated to SRU, an institution member of the INSPIRE consortium.

⁵ The experts from Poland are affiliated to UJ, an institution member of the INSPIRE consortium.

⁶ The experts from Slovenia are affiliated to ZRC SAZU, an institution member of the INSPIRE consortium.

⁷ The experts from Spain are affiliated to Notus, an institution member of the INSPIRE consortium.



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