



INSPIRE

D2.2 Central West Country Cluster Report

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19 September 2023



Funded by
the European Union

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Project no.	101058537
Project acronym:	INSPIRE
Project title:	INSPIRE: Centre of Excellence on Inclusive Gender Equality in Research & Innovation: Creating Knowledge & Engaging in Collaborative Action
Call:	HORIZON-WIDERA-2021-ERA-01
Start date of project:	01.10.2022
Duration:	48 months
Deliverable title:	D2.2 4 x Country-cluster reports, Member States country information - Central West Country Cluster Report
Due date of deliverable:	29 September 2023
Actual date of submission:	29 September 2023
Deliverable Lead Partner:	Notus
Dissemination level:	Public

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This project has received funding from the European Union's Horizon Europe research and innovation programme under grant agreement No 101058537.

Consortium

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INNO	Innosystems Symvouleutikes Ypiresies Kai Efarmoges Pliroforikis Ypsilis Technologias Monoprosopi Idiotiki Kefalaiochiki Etaireia, Greece

Document History			
Version	Date	Summary of changes	Revised by
01	27.06.2023	First draft	Sara Beranek, David Walker
02	03.07.2023	First review, suggestions and comments	Maria Caprile, Lorena Pajares, Dalia Argudo
03	11.07.2023	Second draft	Sara Beranek, David Walker
04	27.07.2023	External review	Maria Caprile, Lorena Pajares, Dalia Argudo
05	11.08.2023	Revised version	Sara Beranek, David Walker
06	12.08.2023	Quality Assessment Edition	Paola Chaves
07	19.09.2023	Final version	Sara Beranek, David Walker

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List of Acronyms

CCR	Country Cluster Report
CoP	Community of Practice
CV	Curriculum Vitae
EC	European Commission
EDI	Equality, Diversity and Inclusion
EO	Equal Opportunities
ERA	European Research Area
GE	Gender Equality
GEP	Gender Equality Plan
GBV	Gender-based violence
GI	Gendered Innovation
HE	Higher Education
HEI	Higher Education Institution
HR	Human Resources
ICT	Information and communications technology
NAP	National Action Plan
NGO	Non-governmental Organisation
PFI	Pact for Research and Innovation
RFO	Research funding organisation
RPO	Research performing organisation
R&I	Research and Innovation
R&D	Research and Development
SDG	Sustainable development goals
STEM	Science, Technology, Engineering, Mathematics

1 Introduction

This is one of the four EU27 country cluster reports which analyse the results of the expert survey conducted by INSPIRE, a Horizon Europe project aimed at building a sustainable centre of excellence on inclusive gender equality in research and innovation (R&I).

INSPIRE survey

The survey involved at least 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 information collected was also meant to be a useful resource for the R&I ecosystem in Europe and beyond, including policy makers, researchers and equality practitioners across Europe.

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 report

The comparative analysis of the survey was conducted in four country cluster reports: North West countries, Central West countries, Southern countries and Central East and Eastern countries.

This Central West country cluster report analyses the results of the survey in six EU countries: **Austria, Belgium, France, Germany, Luxembourg and the Netherlands.**

The information used to elaborate this report was collated by the following experts:

- Austria: Julia Greithanner, Florian Holzinger, and David Walker
- Belgium: Dounia Bourabain
- France: Suzanne de Cheveigné
- Germany: Carolina Wienand-Sangaré, Merve Yorulmaz, and Susanne Bühner
- Luxembourg: Jennifer Dusdal
- the Netherlands: Yvonne Benschop

For further details regarding the methodology followed to collect the information and elaborate this report, please refer to the Methodological Annex.

2 Legal and policy framework

This chapter describes changes in the legal and policy framework since 2021 regarding GE in R&I organisations within the Central West European Country Cluster, including the countries of Austria, Belgium, France, Germany, Luxembourg and the Netherlands. This is followed by a brief analysis of the general situation regarding intersectional policies, policies on gender innovations, and non-discrimination legislation in the region, as well as an abstract of the national experts' assessment of the current legal and policy framework in each country across the five thematic areas.

Changes in legal frameworks

The experts from Belgium, France, Germany, and the Netherlands reported legal changes in their respective countries since the GEAR tool was updated in 2021. These changes encompass various domains such as labor law, civil service, private businesses, and the R&I sector. The Annex contains further information regarding the individual changes to the legislative framework.

In **Belgium**, the considered legal changes were not at the national level, but rather at the federal state level of the Wallonia-Brussels federation, focusing on addressing discrimination, harassment, and other forms of violence in Higher Education. In **France**, legislative changes dating from 2018 to 2021 target various areas. Some explicitly target the HEI sector and/or R&I sector in general, for example, by requiring gender action plans for the civil service (thus most RPOs) and HEIs. Different Ministries are also required to monitor gender equality efforts. Also, the mandatory publication of a GE index in HEIs and RPOs was imposed. The legislation in the private sector targets medium to large companies. For example, companies with more than 50 employees are required to publish a GE index and companies with more than 1000 employees a quota of the under-represented sex among executive managers and governing bodies applies. The **German** expert explained that the presence of former Chancellor Angela Merkel marked a positive advance in favour of GE, especially in the private sector. For instance, a bill was introduced mandating the appointment of at least one woman on private companies' boards with four or more executives. Likewise, legal changes in the scientific field were mentioned by the experts such as the establishment of a Federal Foundation for Gender Equality, along with substantial amendments to the Higher Education Laws, among others. However, some of these amendments are not on the national level, but rather at the federal state level. In the **Netherlands**, legislation also addresses the gender composition of different decision-making bodies of companies setting targets and quotas.

The experts from **Austria and Luxembourg**, on the other hand, consider that since the GEAR tool's information in 2021, there have not been any regulatory changes in these two countries regarding GE in R&I. In conclusion, in the Central West cluster, the experts from four out of six countries referred to various legal changes. However, it has to be noted that not all of them were implemented after 2021, but also earlier changes were considered of high relevance by the experts.

Changes in policy framework

Similarly to the legal frameworks, the experts from Austria, Belgium, France and Germany affirm that since the GEAR tool update (2021) there have been policy changes, such as the introduction of new strategies and plans within their respective countries. Some of the mentioned policies precede 2021, yet they were included due to their acknowledged significance by national experts. National experts from **Luxembourg** and **the Netherlands**, did not report any policy changes in this field and timeframe.

In **Austria**, the policy reforms include the Austrian National ERA Action Plan and the Overall Austrian University Development Plan (2025-2030) that were both published in 2022 and include numerous objectives on GE. The former aims to support HEIs, RPOs and RFOs with the GEP process, and features activities on the gender dimension in R&I, gender based violence, sexual harassment and promote cross-sectoral GE dialogue. The latter also provides an important basis for the performance agreements - contracts that Austrian universities negotiate with the Federal Ministry of Education, Science and Research every three years. In addition, one Austrian Ministry has also issued a guideline on GEPs for HEIs and RPOs. In **Belgium**, the reported political activities are all at the federal state level and not at the national level. In Flanders, the activities target gender based violence and sexual harassment, for instance, by planning to create an external central complaints office for transgressive behaviours. In the Brussels region, the 'Regional Innovation Plan' was introduced, which expects the R&I agency Innoviris to work on gender balance in juries and expert panels, funding models that enable equal opportunities, and considers diversity in the group of end users. In **France**, several action plans have been introduced. Two are applicable to the public sector and address the topics of professional equality between men and women (Plan d'Action pour l'égalité Femmes-Hommes et la prise en compte du genre 2020-2023), as well as gender based violence (Une nouvelle étape dans la lutte contre les violences sexistes et sexuelles dans l'enseignement supérieur et la recherche - Plan d'action national 2021-2025). One is an inter-ministerial plan for GE and targets all sectors; it includes a section on economic and professional equality (Toutes et tous égaux - Plan interministériel pour l'égalité entre les femmes et les hommes 2023-2027). Moreover, one French Ministry issued a guide to good and innovative practice for equality in industry workplaces. In **Germany**, the national expert reports that the Federal Ministry of Education and Research views the consideration of gender diversity and equality as an essential quality standard for conducting research and a strategic advantage in R&I. Thus, it plays a vital role in many of their policies such as in the Excellence Strategy – a funding programme for cutting-edge research. The fourth funding phase of the “Professorinnenprogramm” (2023-2030) has started in 2023, which amongst others, features the concepts of gender controlling and gender-sensitive professorial appointment management.

Remarkably, gender based violence was addressed in policy frameworks of several countries (Austria, Belgium – Flemish Region, France). In conclusion, it can be stated that since the GEAR tool's last information was published in 2021, policy changes have been more common than legal changes in the Central West cluster.

Intersectional policies

According to the national experts, no explicit intersectional policies can be identified in Belgium, France, the Netherlands, or Luxembourg. In the **Netherlands**, however, there is the National action plan for greater diversity and inclusion in higher education and research, which claims to follow an intersectional and integrated approach. In **Germany**, one funding programme for migrant women (by the European Social Fund for Germany, 2021-2027) was mentioned and one report, which acknowledges multidimensional discrimination (“mehrdimensionale Diskriminierung”). In addition, in 2022, the German Research Foundation (DFG) introduced a new initiative regarding their research-oriented equality and diversity standards. This initiative aims to incorporate the concept of intersectionality. In **Austria**, one strategy in the higher education context explicitly considers intersectional aspects (Nationale Strategie zur sozialen Dimension in der Hochschulbildung). Within this strategy, intersectional aspects of university drop out are recognised. Other policies, which take further inequality dimensions into account, frame this as inclusion or diversity rather than intersectionality. For example, the Austrian National Higher Education Development Plan 2019-2024 considers educational background of parents, ethnic origin, family background, sexual orientation, etc., as single dimensions, but does not pay close attention on how they intersect and mutually reinforce patterns of marginalization.

Policies on gendered innovation / private sector

The EU Commission has proposed that, in the near future, any European company with more than 100 employees will be required to publish data on the difference in salaries between men and women on a regular basis. This still has to be approved by the individual member states. In Austria, Germany and Luxembourg, the experts reported a variety of policies addressing R&I companies. While there are gendered innovation policies in place addressing RPOs and HEIs, in some countries, namely Belgium, France and the Netherlands, the national experts reported that there are no policies in place that directly target gendered innovations in the private sector. This does not imply that R&I companies in Belgium, France and the Netherlands are not subject to requirements by RFOs. For instance, the French CNRS requires the incorporation of gender dimension into the content of R&I projects and considers it when evaluating project proposals.

In **Austria**, the most prominent policy is the FEMtech programme, which supports GE in R&I in multiple ways: first, by supporting female researchers, and second, by facilitating exchanges between gender experts, practitioners and women in R&I. In addition, the programme supports research-intensive companies to implement GE initiatives (and supports internship opportunities). The Ministry also promotes research projects with gender-relevant content through calls for FEMtech RTI projects and FEMtech research projects, where gender relevance and the integration of gender experts is a mandatory criterion. Another prime example is the Laura Bassi 4.0 programme that was initiated by the Ministry of Digital and Economic Affairs and implemented by the FFG. The second call of this programme was targeted at organisations that want to contribute to a digital future with equal opportunities. The Laura Bassi 4.0 Network on Digitisation and Equal Opportunities provides an opportunity for those seeking equal opportunities in digitisation to contribute their experience, knowledge and energy. In **Germany**, the Act to Promote the Transparency of Remuneration Structures was

introduced to improve the gender pay gap¹. The Act also applies to the private sector. Additionally, the Federal Ministry of Education and Research issued a call for proposals titled "Gender aspects in research" with the goal of strengthening Germany's excellence and international competitiveness in research, development and innovation by improving the living conditions of all people regardless of gender, age or other aspects of diversity. Another goal of the calls was to gain scientific knowledge about causes and mechanisms that impede equality. Within the programme, funding was provided for innovative structural projects with a model character that systematically and permanently integrate gender aspects into the research process for excellence in research, science and innovation. In **Luxembourg**, there are few gendered innovation policies, but rather policies that target companies. For instance, the IMS Luxembourg initiated the Diversity Charter Lëtzebuerg, which is signed by a variety of organisations that are committed to diversity promotion and management through concrete actions promoting cohesion and social equity. Another example, provided by the national experts, is the Positive Actions programme by the Ministry of Equality between Women and Men (MEGA). This voluntary programme supports companies who wish to have their best practices in the workplace certified and it helps companies to develop best practices.

Prohibition of discrimination

All of the countries of the cluster have non-discrimination legislation in place. Some with reference to the European anti-discrimination laws, while others refer to national legislation. In some countries, non-discrimination e.g. as a human right is part of the constitution, namely in Germany and the Netherlands, while others have broad equal treatment acts in place, others are in the area of employment, and others have specific acts implemented (e.g. the Gender Anti-Discrimination Act in Belgium). It is striking that the number of protected characteristics varies between countries; while they are very detailed in Belgium and France, in Austria, for instance, they are less detailed.

All of the countries in our Cluster prohibit discrimination based on sexual orientation, sex and/or gender. However, in some countries there are further specificities: For instance, in France, gender identity and pregnancy are included and in Belgium, there are additional related features such as motherhood, pregnancy, gender expression and gender reassignment. In addition, all countries have established non-discrimination legislation regarding religious or philosophical beliefs. Countries such as Luxembourg, Belgium and France also include political or other opinions. Disability is also a characteristic, which can be found in the non-discrimination legislation of all countries. Belgium and France have also included health-related characteristics such as genetic characteristics, or actual or future state of health. Characteristics regarding the cultural and ethnical background of a person such as ethnicity, race, colour, descent, national/ethnic origin, nationality, language, or surname are also part of all of the countries' non-discrimination legislation. Austria, Belgium, Germany, Luxembourg

¹ The gender pay gap refers to the disparity in earnings between men and women in the workforce. It represents the average difference in pay between all men and women, usually expressed as a percentage and highlights the unequal distribution of income between genders, often indicating that women, on average, earn less than men for performing similar work or occupying similar positions (Bishu und Alkadry 2017). The gender pay gap can be influenced by various factors, including occupations segregation, discrimination and differences in work experience or education, and societal norms. Reducing the gender pay gap is an important aspect of achieving gender equality in the workplace. For additional information on the gender pay gap in the EU (EC 2022).

and France also prohibit discrimination on the basis of age. Some countries (Belgium, France, Luxembourg) also included characteristics related to the social situation of a person such as civil status, (birth) property, social origin, family situation, economic situation, loss of autonomy, association with a national minority, place of residence or bank account. Interestingly, the Netherlands have included an open characteristic (“on any ground whatsoever”).

Assessment of current legal and policy framework

According to the assessment of the national experts, regarding initiating change, all countries are deemed to have reached an adequate level of development. However, sustaining change reveals a dichotomy. Austria, Germany, and Luxembourg are considered to have made adequate progress, while Belgium, France, and the Netherlands seem to fall short with insufficient results. Concerning the adoption of intersectional approaches, the majority of countries are classified as having either highly insufficient or insufficient progress, with the exception of Germany, which is regarded as having an adequate approach. Austria and Germany are deemed to have adequate gendered innovation policies, whereas France, the Netherlands and Belgium as well as Luxembourg are considered to have insufficient or highly insufficient legal and policy frameworks in place. Only two countries, Austria and France, achieve an adequate level of monitoring, while in the Netherlands and Germany it is considered insufficient, and Belgium as well as Luxembourg fall into the highly insufficient category.

In general, it appears that within the Central West cluster initiating change stands out, but other topics, particularly the intersectional approach are inadequately addressed. According to the national experts, Belgium appears to be trailing behind, while the performance of other countries seem to vary depending on the specific subject.

Table 1. Assessment of national legal and political framework, by topic

Country	Initiating change	Sustaining and deepening change	Adopting an intersectional approach	Implementing gendered innovations	Monitoring inclusive gender equality
Austria	Adequate	Adequate	Insufficient	Adequate	Adequate
Belgium	Adequate	Insufficient	Highly insufficient	Highly insufficient	Highly insufficient
France	Adequate	Insufficient	Highly insufficient	Insufficient	Adequate
Germany	Adequate	Adequate	Adequate	Adequate	Insufficient
Luxembourg	Adequate	Adequate	Highly insufficient	Highly insufficient	Highly insufficient
Netherlands	Adequate	Insufficient	Highly insufficient	Insufficient	Insufficient

3 Structural Change

This chapter gives insights into structural change regarding GE in R&I in the Central West country cluster. First, an overview of the results of the literature review by the national experts is given. Then, the topics of initiating change, sustaining change, as well as intersectionality and their respective barriers and facilitators are addressed. This is followed by a brief description of the topics of gendered innovations and data monitoring.

3.1 Literature Review

National experts were requested to provide at least five relevant documents as sources from their countries including sources in their national language. Based on the abstracts, the literature was classified according to the topics and the type of R&I organisation it addresses (see Table 1). The full references and related codes are displayed in the Annex.

A large part of the literature that was provided by the national experts addresses HEIs. It should be noted, however, that the national experts in this country cluster are mostly from the higher education sector and thus have the most expertise in this area. The literature on RFOs mainly originates from Austria. The topics of Sustaining and Deepening Change, as well as Initiating Change, seems to be well covered in the body of literature of this cluster. It is striking that only experts from the Netherlands and Austria provided literature with an intersectional perspective. Additionally, there was not much literature provided on the subject of gendered innovation.

Table 2. Selected literature by country, topic and type of R&I organisations

Topics	Research funding organisations	Higher education institutions	Other public research performing organisations	Private companies (working on R&I)	NGOs and other non-profit research performing organisations	Not specified / overall society
Initiating change	AT2; LU1	AT2; BE1; BE2; BE5; BE7; LU1; LU2; FR6; DE1; DE2; NL8	AT2; LU1; LU2; DE1; DE2	AT2; BE7; FR1; FR4; FR9; FR10;		BE9; LU1; FR1; FR2
Sustaining and deepening change	AT5	AT1; AT3; AT4; AT9; AT11; BE3; BE4; BE5; BE6; BE7; BE10; BE11; FR8; DE2; DE3; DE4; DE5; DE6; NL2; NL4; NL5	AT10; AT11; FR8; DE2	AT10; BE7; FR10; NL7		AT8; FR5; NL6
Adopting an intersectional approach		AT1; NL4				NL1
Implementing gendered innovations	AT2;	AT10; BE2; FR3; DE2	AT10; DE2	AT2; AT10		NL6
Monitoring inclusive gender equality	AT5	AT4; AT12; BE6; BE7; BE8; BE11; FR7; FR8	AT7; AT10; AT12; BE7; BE8; FR7; FR8	AT6; AT10; AT12; BE8?; FR7; FR11; NL7	AT12; BE8?	BE9; NL3

Assessment of current knowledge

This section is based on the assessment of the national experts on the current state of knowledge in their country. The current knowledge on the topic of initiating change is assessed as highly adequate in all countries. However, regarding sustaining change, it is striking that Belgium is considered to have highly insufficient knowledge, while for the rest of the countries it has been assessed as highly adequate. Current knowledge on intersectionality was assessed as insufficient or highly insufficient in all countries except Germany. Germany and Austria seem to be the frontrunners in this cluster regarding the knowledge on gendered innovation, while it is considered insufficient in the other countries. In Germany and the Netherlands, the current knowledge on monitoring inclusive gender equality is rated as insufficient, while in the other countries it was rated highly adequate.

In conclusion, it can be stated that similar to the legal and policy framework, the current knowledge base covers the topic of initiating change well. While sustaining change is also well covered in most countries, the others topics (particularly intersectionality) seem to have received less attention.

Country	Initiating change	Sustaining and deepening change	Adopting an intersectional approach	Implementing gendered innovations	Monitoring inclusive gender equality
Austria	Highly adequate	Highly adequate	Insufficient	Highly adequate	Highly adequate
Belgium	Highly adequate	Highly insufficient	Highly insufficient	Insufficient	Highly adequate
France	Highly adequate	Highly adequate	Insufficient	Insufficient	Highly adequate
Germany	Highly adequate	Highly adequate	Highly adequate	Highly adequate	Insufficient
Luxembourg	Highly adequate	Highly adequate	Highly insufficient	Insufficient	Highly adequate
Netherlands	Highly adequate	Highly adequate	Highly insufficient	Insufficient	Insufficient

3.2 Initiating Change

Degree of uptake of GEPs

This section describes the national experts' assessment of the degree of uptake of GEPs in the different types of R&I organisations. The presence of GEPs appears to be widespread across HEIs and RFOs. With other public RPOs, the situation is more diverse, characterised by varying degrees of adoption. Notably, France appears to be a leader in the implementation of GEPs across multiple sectors.

GEPs have been adopted by many or most RFOs in almost all of the countries, with the exception of Germany, where only some have done so. Similarly, in all countries, most or many

HEIs have introduced GEPs. In Austria, France and the Netherlands, most or many other public RPOs have adopted GEPs, whereas in Belgium, Germany and Luxembourg only some other public RPOs have done so. The adoption of GEPs in private companies varies among countries, with some having GEPs in France, a few or none in Austria and Belgium, and unknown status in Germany, Luxembourg, and the Netherlands. Concerning NGOs, there is little information available about the adoption of GEPs in most countries, however, it was mentioned that in France some have adopted GEPs and a few or none in Belgium.

Table 4. Degree of uptake of GEPs by type of R&I organisation

Country	Research funding organisations	Higher education institutions	Other public research performing organisations	Private companies working on R&I	Non-profit research performing organisations
Austria	Most or many have GEPs	Most or many have GEPs	Most or many have GEPs	A few or none have GEPs	n.a.
Belgium	Most or many have GEPs	Most or many have GEPs	Some have GEPs	A few or none have GEPs	A few or none have GEPs
France	Most or many have GEPs	Most or many have GEPs	Most or many have GEPs	Some have GEPs	Some have GEPs
Germany	Some have GEPs	Most or many have GEPs	Some have GEPs	n.a.	n.a.
Luxembourg	Most or many have GEPs	Most or many have GEPs	Some have GEPs	n.a.	n.a.
Netherlands	Most or many have GEPs	Most or many have GEPs	Most or many have GEPs	n.a.	n.a.

Newcomers to the implementation of GEPs

France stands out as a frontrunner in the implementation of GEPs across many sectors, as no type of R&I organisation was considered a relative newcomer to GEP implementation by the national expert. However, in the remaining cluster, the prevalence of newcomers varies from country to country in relation to the different types of R&I organisations.

While GEPs in RFOs were described as widespread in the section above, RFOs are considered relative newcomers in Austria, Luxembourg and the Netherlands. In Belgium, France and Germany, RFOs were not considered newcomers. HEIs are considered as relative newcomers in the Netherlands and Luxembourg, but in other countries, this is not the case. With the exception of France and Germany, other RPOs are generally perceived as newcomers in the field of GEP implementation. Similarly, with the exception of France, private companies are regarded as newcomers by the national experts. Unfortunately, the current lack of relevant information precludes any assessment of the status of private companies in Luxembourg. France is the only country within the cluster where NGOs are not considered newcomers to GEPs. In the other countries of the cluster, NGOs are either regarded as newcomers in the case of Belgium, Germany, and the Netherlands or there is a lack of sufficient information on this matter in Austria and Luxembourg.

For some countries, further information on the background of the assessments is available: In **Austria**, while many RFOs have long been committed to promoting GE, they are still relatively

new in terms of GEPs. Many other Austrian RPOs have introduced GEPs as part of Horizon Europe requirements, although some have been active in GE work for some time. Private R&I companies in Austria are often small and medium sized businesses and rarely have GEPs or similar documents in place, even if they have sporadic measures such as flexible working hours arrangements. Only larger and international companies sometimes have diversity plans in place. In **Belgium**, the picture is similar. Other RPOs are considered newcomers compared to HEIs, and those operating in the HE context and under funding programs such as Horizon Europe have only relatively recently introduced GEPs. The national expert from Belgium considers that there is not enough encouragement, incentives, or sanctions for private companies and NGOs to implement GEPs. For NGOs, a lack of structural resources for hiring diversity/equality officers is also perceived as a relevant factor. In **Germany**, the low uptake of GEPs in NGOs and private companies is explained by the lack of enforcement through the legal or policy framework. In the **Netherlands**, the adoption of GEPs in RFOs, universities, and other RPOs has been driven primarily by Horizon Europe requirements; while NGOs and private companies GE work, if any, is voluntary based. In **Luxembourg**, all types of R&I organizations are either considered relative newcomers or there is no conclusive answer, as the Luxembourg Gender Working Group, which includes the university, other public RPOs and the RFO, was launched in 2020 and all GEPs were adopted thereafter.

Table 5. Type of organisations as ‘newcomer’ implementing GEPs

Country	Research funding organisations	Higher education institutions	Other public research performing organisations	Private companies working on R&I	Non-profit research performing organisations
Austria	Yes	No	Yes	Yes	n.a.
Belgium	No	No	Yes	Yes	Yes
France	No	No	No	No	No
Germany	No	No	No	Yes	Yes
Luxembourg	Yes	Yes	Yes	n.a.	n.a.
Netherlands	Yes	Yes	Yes	Yes	Yes

Alternative instruments to GEPs

In many countries, HEIs and private companies often appear to rely on alternative instruments² rather than GEPs. With respect to RFOs and other public RPOs, the situation seems somewhat varied, however, there is not enough information to draw conclusions. Alternative instruments are more often used in France and the Netherlands, while they seem to be less common in Germany. Alternative instruments often cover the area of diversity.

While alternative instruments are commonly used by RFOs in France, Luxembourg, and the Netherlands, they have seen limited uptake in RFOs in Austria, Belgium, and Germany. Except for Germany, most countries adopt alternative instruments in HEIs. Other RPOs widely use

² Alternative instruments may focus only on gender or be interventions that fall under the umbrella of Equality, Diversity, Inclusion policies, or just diversity policies.

alternative instruments in France, Luxembourg and the Netherlands, but not in Austria, Belgium and Germany. Alternative instruments are commonly used in private companies in Austria, France, and the Netherlands, but not in Luxembourg. There was no reliable information available about alternative instruments in private companies in Belgium and Germany. Except in France, where alternative instruments are not frequently used, there is little information available on their use by NGOs.

When looking at the type of alternative instruments, it is apparent that diversity and inclusion plans or strategies are the most common instruments. In **Austria**, HEIs had to introduce women promotion plans due to legislation, while in bigger private R&I companies they sometimes have diversity strategies, which often focus on the inclusion of employees with different cultural backgrounds or ethnicity. In **Belgium**, all HEIs have a diversity or EDI policy, and GE is one of the topics included. In **France**, there is a national diversity certification called AFNOR for all types of R&I organizations except NGOs, which now includes GE (previously the two standards were separate). In **Luxembourg**, there is the Positive Actions Programme by the Ministry of Gender Equality, which supports companies in their GE efforts (see chapter 2). One public RPO has adopted a diversity charter and the University of Luxembourg a GE policy, as well as a code of conduct, which features a section on LGBT+. In the **Netherlands**, Diversity and Inclusion Plans are common in RFOs, other RPOs and private R&I companies, while Diversity Equity (or Equality) and Inclusion plans are common in HEIs.

3.2.1 Main barriers and facilitators for initiating change

Regarding main barriers and facilitators for initiating change, it can be observed that supportive policy frameworks, as well as strong gender/feminist movements and frontrunner organisations (as orientation) seem to support initiating change. A lack of resources and lack of commitment were common barriers in the cluster.

Luxembourg stands out in the Central West cluster, because the only university dedicated to research was established in 2003 and the RFO Luxembourg National Research Fund (FNR) was established in 1999, making it a relative newcomer in the fields of R&I. According to the national expert, promising GE movements and top management commitment in R&I organisations can be observed, but they are not yet consolidated. The legal framework in Luxembourg was described as well elaborated and a Ministry of Equality between Women and Men was established in 2015, which both are considered facilitating factors. There is also a strong commitment towards GE and willingness to support structural change as a consequence of the Horizon Europe GEP criterion. All types of R&I organizations are believed to be affected by these factors, with the exception of NGOs and private businesses, for which no literature or other information was available.

In **Austria**, the structural and cultural environment with gender stereotypes and strict hierarchies in HEIs seem to be difficult to change and were considered a barrier for RPOs and HEIs. For RFOs, GE can be thought at odds with prevailing notions of excellence, which can have an effect on how funding is structured. For other RPOs and private companies, there is also a lack of structural support, for example due to the lack of policy framework, and awareness or sometimes even interest. In contrast, the supportive legal and policy framework that proposes GE goals in the performance agreements between universities and the Ministry was considered a facilitator for HEIs. Active working groups on EO and feminist activism were

also identified as facilitators. Other RPOs seem to be positively influenced by the gender criteria in funding programmes (both national and international), feminist research and the commitment of their top management. The first also seems to apply to private R&I companies, which apply for funding or other incentives, but there is a tendency to reach companies, which already have a basic understanding of GE. For Austrian NGOs, there is not sufficient information available.

In **Belgium**, several facilitating factors have been identified for HEIs and RFOs. These factors include structural support like policy frameworks and gender audits. For HEIs, the presence of diversity officers and gender experts, as well as the existence of robust GE movements and networks were also noted as facilitators. Conversely, for RPOs, collaborations with HEIs have a positive impact. On the other hand, a lack of diversity or GE officers is observed across various RFOs, RPOs and private companies. This could be attributed to either insufficient resources or a lack of commitment. Furthermore, strong GE movements appear to lack in the field of RPOs and NGOs. Moreover, structural change in private companies and NGOs does not seem to be supported by either the legal or the policy framework. Concerning RFOs, their commitment has been noted to be primarily centered around gender monitoring, rather than more comprehensive initiatives, and the commitment of private companies was assessed as low. There were no particular facilitating factors noted for private companies.

In **France**, a lack of awareness, as well as a lack of human resources can be observed as a barrier in all types of R&I organisations. Also, the republican tradition, which refuses discrimination by principle and thus seems to have the potential to ignore actual discrimination appears to act as a barrier according to the national expert. In private companies, there seems to be a lack of conviction about cost efficiency, which inhibits initiating change. Regarding facilitators, the #MeToo-debate and policy frameworks from EU and national level were named. For HEIs, there is also a policy framework by the Ministry of Research, which proactively supports GEPs. Moreover, there is a gender research tradition in some universities (e.g. Toulouse, Lyon), which is assessed to trigger change. Other RPOs seem to be influenced by the proactive role of the Centre national de la recherche scientifique (CNRS) regarding initiating change and its gender research tradition.

In **Germany**, GEPs designed with the involvement of all relevant organisational stakeholders and tailored to the organisation have been found to facilitate initiating change in all R&I organisations. Transparent public objectives and monitoring and evaluation processes that promote awareness and accountability were also considered as facilitating change. Linking GE to R&I excellence also seems to support the initiation of change as it can reduce resistance.

For the **Netherlands**, it is most striking that there were no barriers noted in relation to RFOs and HEIs initiating change, as they all have already done so. However, for other public RPOs, as well as for private companies and NGOs, an absence of urgency, lack of ownership of the topic, low management commitment, as well as organisational cultural beliefs in non-discrimination and equal opportunities were identified as barriers. For RFOs, HEIs and other RPOs, the national policy framework is considered as a facilitator of change. This framework includes EU policies and funding, the UN Sustainable Development Goals (SDGs) and the National Plan for Greater Diversity and Inclusion in Higher Education and Research. For HEIs, it was furthermore noted that aligning with more advanced R&I organisations seems to

facilitate the initiation of changes. For private organisations, individual change agents, such as managers and EDI experts who advocate for GE seems to be a relevant factor for change.

3.3 Sustaining Change

Stakeholders for and against structural change

In most countries, stakeholders were relatively similar across the different types of organisations – with some exceptions across the types of organisations (e.g. Ministries that apply to private companies, but not to HEI). In many countries such as Austria, Belgium, France, Germany and Luxembourg, Ministries were identified as stakeholders promoting structural change. In Austria, Belgium and Germany, according to national experts, concrete inter-organisational associations and networks are also key agents for change. Within the organizations, GE and EDI staff and researchers, and, in many cases, top management are seen favourably. Right-wing parties and sometimes neo liberal company associations (e.g. in Austria) are mentioned as the most common stakeholders against structural change. However, in many countries, there were no specific stakeholders mentioned which work explicitly against structural change. However, the national experts of Germany, Luxembourg and France have listed stakeholders who they suspect are potentially working against structural change.

The main stakeholders in the **Netherlands** for structural change for all R&I organisations are internal stakeholders like EDI staff and EDI-minded managers, in the case of HEIs, deans, academics with EDI specialisation and diversity networks. Political right-wing parties and movements, as well as mixed loose coalition of privileged majority are considered stakeholders against structural change. In **Luxembourg**, the European Commission, policymakers at the Ministry level, top management, internal working groups, and trade unions (with the exception of RFOs) are among the supportive stakeholders. Gender officers are also present in HEIs and RPOs. In HEIs, there is also a very strong staff delegation mainly established by administrative staff and staff with permanent contracts. There were no explicit stakeholders mentioned against structural change, except for potentially the board of governors that decides upon the university's general policies and strategies and oversees the university's activities.

In **France**, several political stakeholders are highlighted: the EU and national political actors (particularly the Ministry of Higher Education and Research, as well as the Ministry of Equality among women and men, diversity, and equal opportunities for companies and NGOs). Similar to Luxembourg, there are no particular stakeholders against structural change, but the national expert observed right-wing parties beginning to put the topic into “wokeism”. In **Austria**, there are also several political supportive stakeholders: The Federal Ministry for Education, Science, and Research (BMBWF) is relevant for all R&I organisations (a bit less for companies), while the Federal Ministry for Climate Action, Environment, Energy, Mobility, Innovation and Technology (BMK) is relevant to RFOs, other RPOs and NGOs. The Ministry for Social Affairs, Health, Care and Consumer Protection (BMSGPK) was named relevant for NGOs and the Ministry for Labour and Economy (BMWA) for companies. The HEIs also have the Rectors Conference (UNIKO) and ARGE Gluna (Working Group for Equal Treatment and Equality at Austrian Universities). The Austrian Funding Agencies are also seen as stakeholders for structural change, for example the Austrian Research Promotion Agency (FFG) (for other RPOs and private companies), the Austrian Science Fund (FWF) (for HEIs) and the Austrian

Promotional Bank (AWS) (for companies). The political parties ÖVP and FPÖ are considered stakeholders against structural change in all R&I organisations. For private companies, the Chamber of Commerce and Industry (WKÖ) and Federation of Austrian Industries (IV) can also be named as stakeholders who potentially work against structural change.

In **Belgium**, there are supportive associations for RFOs such as BeWise (Belgian Women in Science) or the Comité Femmes & Sciences in the Brussels Region, or the Standing Working Group on Gender in R&I in Wallonia-Brussels. RFOs also have the Department of Economics, Science and Innovation (EWI) in Flanders as a supportive stakeholder. For HEIs, there is also the Flemish Inter University Council with a specific working group on GE in academia and Rose (network of gender studies). Internally, several gender researchers and practitioners are considered relevant stakeholders. Similar to Austria, RFOs such as the National Fund for Scientific Research (FNRS) and Research Foundation - Flanders (FWO) are mentioned as supporting structural change in Belgian HEIs. Belgian stakeholders against structural change also come from the right-wing political context. In HEIs, some top management were also against effective GEPs. There was no information available for private companies in Belgium.

In **Germany**, the national political bodies, as well as the state level bodies are described as supportive for the RFOs and the HEIs. The RFOs in turn are seen as supportive for the HEIs. One key stakeholder for structural change is the DFG (German Research Foundation), which introduced research-oriented equity and diversity standards, the 'cascade-model', and the Pact for Research and Innovation between the four large German research societies (Fraunhofer, Helmholtz, Leibniz and Max-Planck), which foresees annual GE monitoring. Another key stakeholder is the GWK (Joint Science Conference). For HEIs, there are also the German Rectors' Conference, the German Council of Science and Humanities, and professional associations, often specifically for women. There are also networks of EO officers.

Impact of socio-cultural, political and economic contexts on institutionalisation of GE in R&I³

The national experts of the Central West cluster notice positive developments regarding the institutionalisation of GE (e.g. support by legal/policy frameworks, funding programmes), but progress is often described as slow. Cultural change seems to be hard to achieve as gender stereotypes and/or gendered norms and values still play a key role across the cluster.

In **Austria**, within the political context, frameworks and binding targets to develop and carry out policies promoting GE are issued and there is a strong commitment and policy support, which is a strong driver for the institutionalisation of GE in R&I. For example, the Ministry responsible for research aims at promoting EO and gender studies in HEIs (Wroblewski, 2017; 2018). The support and funding provided by Austrian RFOs and EU projects also promotes this institutionalisation and initiated the GEP development in most HEIs, other RPOs, as well as permanent positions for GE and diversity work. However, the institutionalisation in non-university RPOs and private companies is limited (Schacherl, 2021; Wroblewski, 2017). As for the socio-cultural context, despite increasing efforts to promote GE in academia, the central practices of research and evaluation have not changed significantly. Thus, a cultural shift is necessary in order to tackle cultural and structural barriers (e.g. gendered hierarchies)

³ This section is based on the summative assessments of the national experts and does include the national expert's references.

(Wroblewski, 2017). Even though activism and stakeholder networks could achieve awareness-raising and capacity building, Wicher & Frankus (2021) argue that it is a long way until significant cultural and structural change will materialise.

In **Belgium**, gendered norms and traditional gender values are persistent. This is reflected in a gendered division of labour (IGVM 2016), which can lead to a leaky pipeline, as part-time work is possible, but less favourable for an academic career. In addition, gender bias in relation to women in power positions remains a persistent issue (VLIR-JA 2019; Voorspoels 2018; Voorspoels and Bleijenberg 2019). Furthermore, women are underrepresented in R&I due to a gendered labour market, but are roughly equally affected by precarious working conditions as men (EC, 2021). Belgium's political environment is characterised by a complicated federal structure, in which responsibility for GE measures is divided between the national and federal state governments. Even though gender inequality in general was addressed relatively early on by policy makers and there is a supportive legal framework, it is, according to the national expert, still not considered a top priority in the R&I sector (Meier and Celis 2009; Schandevyl, Woodward, Valgaeren and De Metsenaere, 2013)⁴. The law on gender mainstreaming, however, established in 2007, aims for an integrated approach to the gender dimension in all areas of government policy. One of these domains is science, where the department of science policy (BELSPO) is in charge of introducing structural change and is committed to several aims, like GE in juries and commissions of research programs (BELSPO 2023). Economically, R&I funding is highest in Flanders, but in general, it is almost equal to the EU-27 average (Statistiek Vlaanderen 2022). There is insufficient information available on the budget for GE measures, but it is expected to be low according to the national expert.

Similar to Belgium, the R&I system in **Germany** is not only regulated by the national level, but also strongly by the federal state level. Within the wide range of the applicable state law and the federal German Framework Act, each RPO has the freedom to choose the scope and the extent of its GE policy. As a result, RPOs adopted GE targets and incentives were implemented, but because there are few legally binding measures, GE in R&I progress is slow. Thus, the national expert assesses that for decades the German R&I system has been characterised by strong R&I capacities (especially in STEM disciplines) on the one hand, and a low share of women among researchers and inventors (especially in STEM and businesses) on the other hand. According to the expert, culturally, the traditional division of labour plays a strong role, which is reflected in women working more part-time than men. These existing stereotypes prevent women's' career advancement. Moreover, social and fiscal policies reinforce these traditional gender roles according to the expert.

In **Luxembourg**, gender stereotypes are still reported to be persistent in R&I, particularly in STEM. Furthermore, the R&I sector is influenced by Luxembourg's culturally diverse and international society (nearly 50% expats), which may pose challenges when institutionalizing GE and accounting for socio-cultural variances. Gender parity does play a role in the FNR's funding programmes such as ATTRACT or RESCOM and the research culture is described as inclusive by the national expert. Despite the fact that Luxembourg is the only country in the cluster with a Ministry exclusively dedicated to GE, the Ministry's efforts in the R&I sector should be expanded according to the national expert. Regarding economic context, it can be observed that Luxembourg's R&D expenditure is lower than the European average, yet it

⁴ The literature listed on the subject is from over a decade ago, which may possibly reflect this.

comes with the lowest gender pay gap in the EU (in general, not only R&I) (Leythienne and Pérez-Julián 2021; Eurostat 2022).

In **France**, even though GE is apparently not a ‘very legitimate issue’ according to the French national expert, GE in R&I is becoming more important, with progress being made in both the public and private sectors. Thus, the public R&I sector and significant corporations are introducing change, but sustainable change is moving slowly. The public sector pays attention to gender based violence, with universities required to put up anti-harassment units. Intersectionality is being criticized as ‘wokeism’. The French National Research Agency (ANR) supports gendered innovations. Legal responsibilities to publish statistics and gender indices provide a monitoring framework. French research apparently approaches GE from an individualistic standpoint, focusing on school-level choices and stereotypes (Collet, 2019). Yet, recent research investigates collective factors such as trade unions' roles or performs critical analysis of GE policies in industry – which predominantly benefits women in executive positions (Pochic, 2021; 2022). There are some elements of GEP evaluations or assessment beginning to become apparent (e.g. Laville, 2022 or by the Ministry MESRI, 2022).

In the **Netherlands**, GE efforts receive mixed reactions. Some members of parliament, for example, have questioned the necessity of the National Action Plan for Greater Diversity and Inclusion in Higher Education, while others would prefer additional measures. Furthermore, there are resistances visible as a study revealed that diversity professionals at universities face (online) intimidation (NOS Nieuws 2022). Populist parties are growing in political power and, while they applaud some aspects of diversity like the “gay-friendly” Netherlands, they condemn others such as gender-neutral restrooms and non-binary people. Implicit gender stereotypes have a significant impact on academic careers, particularly full professorships, especially when combined with apparently ineffectual gender balancing policies and a masculine and competitive academic culture (Teelken et al 2021). Recently, awareness of sexism, racism, harassment, and bullying in the Netherlands has grown in response to reporting of problems in academics, sports, and the media. The conversation has switched to social safety, a larger and presumably more appealing concept. In academia, social safety is regarded as a precondition for effective science, and it is seen as a systematic issue linked to organizational structures and cultures (KNAW report 2022). In general, part-time work (below 35 hours per week) is described as a fundamental element of Dutch society, in terms of the sociocultural and economic context. Although part-time employment is considered as a general strategy for a better work-life balance and to combat stress and burnout and the Netherlands are the country with the highest percentage of part-time work for women and men, more women (70%) than men (20%) work part-time (Emancipatiemonitor 2022). Thus the implementation of such measures is not gender equal.

Main practical lessons and good practices

The practical lessons from the Central West cluster address a variety of topics and activities, which shows a multitude of learning opportunities. An overarching topic includes for example the role of monitoring and what needs to be considered in this regard. Countries such as Austria, Belgium, France and the Netherlands have learnings in the area of recruitment, gender balance and HR development. Practical lessons also address the importance of specific stakeholders such as trade unions in France or inter-organisational working groups in Luxembourg.

In **Austria**, it can be observed that due to external pressure, Austrian HEIs have made more progress in GE in comparison to other RPOs. Formal GEPs and diversity plans in RPOs frequently fail to materialise without continuous monitoring and pressure on management (Englmaier, 2021). The AntiBias program of the University of Graz was a successful activity as stakeholders from all areas of the university participated (Wroblewski & Striedinger, 2018). Another example is the concept of the “Non-binary university” at Vienna’s University of Fine Arts, which is the first and only Austrian university with an equal gender distribution. It now has a significant focus on feminist, gender, queer and decolonial studies and aims at deconstructing binary gender roles and promoting gender diversity (Schacherl, 2021). While quotas in the Austrian university law regarding university committees enhanced female participation, prejudice and marginalisation remain issues in the work of the women in these committees. Thus, for an inclusive environment, a cultural transformation is required (Enzenhofer et al., 2021).

In **Belgium**, there is a lack of monitoring and research on the success of GE initiatives in R&I, particularly outside of HEIs (Bourabain, 2021). Two types of interventions could be identified by the national expert as successful. First, most HEIs have focused on implementing gender inclusive hiring, recruitment and promotion procedures, e.g. through bias training, gender inclusive language, and active recruitment. Even though this has led to increased awareness and a higher number of recruited women, their targets of gender balance were not reached. Second, most HEIs plan to develop gender monitoring among students and staff, which will increase accountability.

In **France**, a report on private-sector equality plans and agreements emphasised the need for stronger HR policies and underlined the role of trade unions (Pochic 2019). They also point out that computerised CV analysis and the requirement of organised training in engineering schools, tend to favour men. Attention also needs to be paid to lower-skilled workers, who are often less well reached by GEPs (Pochic 2021, 2022). Individual Ministerial support has been beneficial in developing GEPs in universities (MESRI, 2022), but training on the gender pay gap and collaboration among universities are required.

In **Germany**, there are various information and advisory services offered by the Ministry such as a GE check for SMEs (BMFSFJ 2020). The audit “Beruf und Familie” is a voluntary strategic management tool for businesses and institutions and is similar to GEPs. It targets e.g. the areas of In-kind services for families or work organisation. Another good practice example is the voluntary Diversity Charter (Charta der Vielfalt), which aims for a prejudice-free working environment and has a search function for success stories (including SMEs).

One good practice example from **Luxembourg** is the Gender Working Group, which brings together 14 representatives from six R&I organisations in order to combat gender inequality. The coordination is managed by the FNR and the initial outcomes involve the adoption of GEPs along with the provision of data on gender (im)balance in many R&I organisations (e.g. University of Luxembourg). However, until now, the working group does not include companies. The Luxembourg Institute of Science and Technology (LIST) is considered as a role model organisation in Luxembourg due to its commitment to diversity and inclusion.

The Inclusion Monitor in the **Netherlands** (not restricted to R&I) draws the conclusion that comprehensive attention is needed throughout the entire employment experience, not only

recruitment and selection. Second, goals should be SMART in order to permit proper progress monitoring (EIGE). Third, activities should not only address all employees, but also specific groups of staff in tailored programs. Fourth, EDI efforts in recruiting and selection should be integrated into the larger EDI plan. Fifth, the effectiveness of interventions should be monitored (Senen et al. 2021). An analysis of EDI policies and work of diversity officers at universities shows that a rhetorical change from 'gender' to 'diversity and inclusion' is not sufficient; it also needs to be clearly reflected in responsibilities and tasks and an increase in resources, as well as additional support by boards and management (Bonjour et al. 2021). Essanhaji and van den Brink (2022) bring to attention that the area of organisational structures and cultures receives more attention than fixing the numbers and fixing the knowledge. Another practical lesson is that algorithms need to be designed in a deliberately non-discriminatory manner in order to not be biased (Netherlands Institute for Human Rights 2020). Practical lessons on intersectional approaches are firstly to ask questions about identities that matter and question institutional and historical structures. Secondly, continuous improvement is necessary. Third, marginalised groups should be included in activities/research ('nothing about us, without us'), and fourth, marginalised groups should be represented at all levels (BKB 2021).

3.3.1 Main barriers and facilitators for sustaining change

Overall, a lack of resources and sufficient commitment seem to present common barriers for sustaining change in the Central West country cluster. Common facilitating factors include commitment, supportive policy frameworks, regular monitoring and evaluation, and adequate resources.

In **Austria**, RFOs are monitored internally and externally, which enables them to take further steps. Also, gender mainstreaming and diversity management is anchored in their strategies. However, for sustainable change in RFOs, the criteria for excellence would need to be designed in a more inclusive way. This is also reflected in HEIs, in which the male-dominated meritocracy oriented culture hinders sustainable changes. However, via the performance agreements with the state, GE work is well institutionalised within Austrian universities. Austria has also implemented a comprehensive gender monitoring systems for universities. Most universities have statutory provisions on GE, active working groups on equal opportunities and implement activities across various areas of GE work. At other RPOs, there is often a lack of adequate resources allocated by the management, a lack of discourse on GE in institutions, insufficient commitment and the absence of sanctions for non-compliance. While there are positive examples and many have adopted EO plans, there is often a lack of knowledge about the goals of GE work and/or resistance. The legal framework is less supportive for sustaining change at other RPOs than at universities. At private companies, there is still a lack of expertise, management support and resources for GE work. While many companies are taking measures to increase the number of female staff, the gender dimension does not receive the same attention. The GE criteria for funding act are conducive to sustaining change in other RPOs and private companies. There is insufficient information available on NGOs.

In **Belgium**, there are some differences across R&I organisations. For RFOs, a lack of external evaluations, as well as adequate resources was noted as hindering for sustaining change. In addition, GE movements are described as weak in the field of RFOs. While regular gender monitoring was described as facilitating sustaining change at RFOs, the monitoring seems to not be used to improve the practices, which is in turn hindering. Similar to RFOs, monitoring

and external evaluations at HEIs do not lead to improvements due to a lack of potential sanctions. Management support and commitment in HEIs is viewed as not extending beyond initiating change, which is reflected in not providing the resources necessary for sustaining change. In other RPOs, private companies and NGOs, the management commitment is described as even less than in HEIs and RFOs. Some RPOs, private companies and NGOs also lack a supportive legal and policy framework and strong GE movements.

In **France**, the national expert assesses a lack of human resources and the concentration of GE work on individual change agents who might leave the organisation as hindering factors. As for facilitators, the #MeToo-type events seem to have increased overall awareness on gender issues. These barriers and facilitators apply to all types of R&I organisations, according to the national expert.

For **Germany**, adequate financial resources, a supportive governance framework, gender expertise, top management commitment, target values and a clear strategy, suitable communication and promotion of GE interventions, participation, as well as willingness and interest of staff are mentioned as facilitating factors for sustaining change in all R&I organisation types. Thus, the whole organisation should be involved and interventions should be tailored to the needs of the respective organisation. In addition, synergies with other initiatives can act as facilitating factors. The framing of gender issues as being inextricably linked to excellence in research at the EU level had a positive effect on funding and helped to create a change in discourse.

In **Luxembourg**, the resources are estimated as adequate for sustaining change in RFOs. A regular monitoring was initiated for RFOs and internal and external evaluations are available for HEIs. The legal and policy framework was rated as supportive for HEIs and other RPOs. The GE movements are rated stronger within other RPOs than in HEIs, which is reflected in faster implementation of GEPs. There is commitment of the top management at HEIs, but some lack competence. In HEIs, there is a high mobility of researchers and big cultural diversity within R&I organisations, which might complicate sustainable changes due to potentially less motivation to get involved, different understandings of GE in R&I or communicative difficulties. In general, as the topic of GE is rather new in Luxembourg and change was recently initiated, it seems that the foundation was laid, but more time is needed to unfold its potential for sustaining change. There is not sufficient information available on private companies and NGOs in Luxembourg.

In the **Netherlands**, the barriers and facilitators were the same across the different types of R&I organisations. Passionate individuals who push the change, managers and policy makers who prioritise EDI, are identified as facilitators of sustaining change. In addition, adequate time and financial resources and regular monitoring and measuring impacts of activities are relevant for sustaining change. Identified barriers include a lack of resources such as: time and budget, coordination with social movements and interest organisations, accountability and clarity of responsibility, in addition to high turnover of EDI officers. Furthermore, there seems to be more attention paid to representation than to structural / institutional GE work or the gender dimension. There also seem to be resistance against concrete EDI measures. Paper tigers are also described as a barrier, as is the perception that discriminated groups are problematised rather than the organisational structures or culture behind the discrimination.

3.4 Intersectionality

As already described above, intersectionality is not yet well anchored in the policy frameworks of the Central West cluster. In Belgium, France and Luxembourg, no policies were found to be explicitly intersectional, while there are some sporadic examples in Germany, Austria and the Netherlands. Thus, the national experts deem the legal and policy framework concerning intersectionality as insufficient or highly insufficient in all of the cluster's countries save Germany. In addition, the knowledge on intersectionality is considered not sufficient by the experts and with the exception of some literature from the Netherlands and Austria, national literature provided by national experts rarely demonstrated an intersectional approach. Similarly, only few engaged stakeholders were reported to be active in the context of intersectionality (see chapter 5). In the next section, we will shed more light on the situation of intersectionality in each country and present main barriers and facilitators for adopting an intersectional approach.

3.4.1 Main barriers and facilitators for adopting an intersectional approach

The main barriers and facilitators for adopting an intersectional approach as well the progress made for adopting such approach differs significantly across the countries, as well as across the respective R&I organisations. Barriers for adopting an intersectional approach in all countries include limited knowledge and awareness of intersectionality, inadequate institutional commitment and limited engagement with intersectional approaches. Facilitators are projects and funding lines that include the integration of intersectionality into research content, collaborations with activists and the institutionalisation (e.g. diversity strategies or dedicated offices for GE and diversity). While there are shared barriers and facilitators across these countries, each has its own unique context and challenges.

In **Austria**, there are some policy documents referring to the promotion of diversity and inclusion in HEI, but there is no clear commitment from Ministries (and the European level) regarding intersectionality in research funding and it is unclear who is responsible for intersectional approaches in research funding (Ministry or RFOs). There is also a lack of expertise and knowledge on what intersectionality means for RFOs. Therefore, the criteria for excellence need to be further developed in an evidence-based way and more inclusive criteria based on intersectional approaches need to be adopted. However, the relatively strong policy framework that commits RFOs to implement GE measures (GEPs are in place) and the fact that RFOs have GE or Equal Opportunity offices does show that there is a great potential for expanding the focus to intersectional approaches by making use of existing resources. One of the two major Austrian RFOs has already mentioned the concept of intersectionality in their GEP, but at this point, they do not require an intersectional approach within project applications. Concerning RPOs, there is also a lack of awareness as inclusivity is only incorporated in some HEI diversity strategies. Moreover, there is a lack of data monitoring for discriminated categories other than gender. It has to be noted that is not due to legislation, but because the monitoring is not developed and therefore mainly focuses on GE and no other diversity dimensions. Some RPOs also include other diversity dimensions in their monitoring, but to this point, they are not required. While some have taken comprehensive measures, others only made general statements against discrimination. There is a lack of commitment on the level of RPOs. A related issue is that most of the diversity strategies and measures are voluntary. Nonetheless, HEIs often fulfil the institutional prerequisites that can increase the

commitment towards intersectionality. These include the establishment of working groups for equal treatment and coordination offices for GE and diversity. Another facilitator is the collaboration with activists, which has expanded the focus to include the rights of LGBTQIA+ individuals. HEIs also support campaigns in which experiences of discrimination at universities can be shared or groups that advocate for inter* individuals (e.g. VIMÖ). Other examples could be the “Non-Binary-University” or the “AntiBias programme”. Regarding other RPOs, the lack of binding regulation and target goals for the adoption of an intersectional approach poses a barrier. The national expert underlines that GE measures often do not include non-binary perspectives. While the diversity strategies contain measures that affect the internal organisation, the adoption of intersectional approaches in research content remains underdeveloped. As with private R&I companies, for other RPOs guidelines and criteria of funders are strong facilitators that can lead to an adoption of intersectional approaches in the future. Most RPOs have GE and EO officers that could facilitate the adoption of intersectional approaches. They perform diversity monitoring to track progress. The calls for positions also specifically target individuals with diverse backgrounds. Within R&I companies, diversity aspects are often included in GE strategies. However, diversity is often understood as inclusion of employees with different cultural backgrounds and ethnicity and often only focus on representation. In R&I companies, there is still a lack of knowledge and expertise regarding intersectionality. However, a strong facilitator, as in the case of GE, could be legal obligations as well as requirements by funding agencies. For instance, the Austrian Constitutional Court recognised the right to an individual gender identity, leading to an inclusion of other categories.

In **Belgium**, intersectionality is not considered at all according to the national expert, because there is a lack of legal/policy framework and a lack of intersectional GE movements that could facilitate public discourse. According to the expert, this is also due to a general lack of knowledge on intersectionality. Although several diversity policies have been introduced at RPOs, private R&I companies and NGOs, they are not put into practice as the different minoritised groups are still considered separately. However, the GE movements start to pick up on intersectionality according to the national expert.

In **France**, the national expert states that there is a resistance to considering intersectional approaches, as there is a culture of denial towards gender and race discrimination. The expert states that “race discrimination in particular ‘can’t happen’”, which is why surveys are generally not allowed to cover these issues. According to the expert, intersectional approaches are at present depicted as “wokism” and there is a general lack of awareness. However, some RPOs integrate an intersectional perspective in their research content. A strong supporting factor for an adoption of intersectional approaches by RPOs and RFOs could be the international influence on the funding system through exchanges with networks of funding organisations.

In comparison with other EU countries, **Germany** is lagging behind in taking GE measures and policies according to the national expert. Considering further criteria of discrimination has only been covered by the anti-discrimination agency of the German government, but the last report was issued in 2011. Still, the national expert has a positive outlook and states that Germany is in the middle of a cultural revolution where gender, cultural and ethnic identities are being disrupted and conservative thinking clashes with the claims of new generations. Therefore, at this point, there are diversity measures in place that aim at increasing diverse representation and try to mitigate discrimination and the integration of intersectional

approaches is not very progressed. However, there are some funding programmes and initiatives that include several diversity dimensions such as a programme on migrant women (funded by the European Social Fund), which acknowledges multidimensional discrimination and the DFG has issued a new initiative regarding research-oriented diversity standard in 2022, which aims to take intersectionality into account.

In **Luxembourg**, in general for all R&I organisations intersectional GE movements are considered weak or non-existing according to the national expert. However, the Ministry of Equality between Women and Men (MEGA) shows some awareness of intersectional approaches as there are some paragraphs on diversity in legal documents, but there is no practical implementation yet. RFOs such as the FNR are strong promoters of GE in R&I and highlight the importance of diversity policies, but there is no information on the practical implementation within the organisation. Nonetheless, all guidelines for research proposals include sections on GE and intersectionality to be taken into accounts by applicants. In some funding lines, this is an explicit criterion (e.g. RESCOM, Attract in). There is also some research on GE and intersectionality within Luxembourg's universities. However, the national expert underlines that researchers could be more involved in the development of strong gender and diversity policies by the top management. An additional facilitator on the HEI level could be the very active LGBT+ Students' association at the University of Luxembourg. Some, but not all institutes have specialised staff that is responsible for monitoring and implementing GE measures and policies and at times also take intersectionality into account. Concerning RPOs, especially in STEM fields there is no diverse composition of staff as the majority are male researchers. According to the national expert, this can have an impact on the disciplinary culture and about the perceived need to implement diversity policies. However, while this could be considered a barrier, it could also be a facilitator as these organisations try to attract and retain female researchers. RPOs are involved in networks that specifically focus on intersectionality and GE in R&I organisations, this could facilitate changes. According to the national expert, there is limited information on R&I companies as well as NGOs and it is unclear whether they adopt intersectional approaches.

In the **Netherlands**, there is also a lack of policy framework. According to the expert, this is due to a lack of knowledge on how to “work intersectionally” and because of the complexity of multiple intersecting categories. However, there is a National Action Plan for Greater Diversity and Inclusion in Higher Education and Research, which claims to follow an intersectional and integrated approach. In addition, there are funding lines of RFOs and consequent research projects performed by RPOs that at times include a relevant number of social categories. For instance, work on women of colour, people with different religious backgrounds, people with disabilities, LGBTQI+ community and people from diverse backgrounds with (dis-)abilities and elderly LGBTQI+. Therefore, at times an intersectional perspective is integrated in the research content.

3.5 Gendered Innovations

The topic of gendered innovations does not seem to be implemented in the private R&I sector systematically, but rather sporadically, if at all. In some countries, no real advancement can be observed (Netherlands, France, Germany) or there is limited information about it (Belgium), while in other countries measures or activities are in place (Austria, Luxembourg).

In **Austria**, there are not many private R&I companies working on gendered innovations. However, RFOs have taken a two-way approach to promoting gendered innovations. Firstly, by introducing funding schemes and secondly by requiring the integration of gender dimension in research content. In addition, the funding of networks contributes to the advancement of gendered innovations. For instance, the Austrian Research Promotion Agency's funding scheme on gendered innovations in the domain of technology development ("FEMtech research projects") aims at developing gender-sensitive technologies. The FEMtech research projects are leading to the advancement of gendered innovation, as they create visibility for the integration of gender dimensions and build up capacities and expertise in the domain. Another positive example leading to progress in the field of gendered innovations is the implementation of gender criteria in most of the research programmes of the Austrian Research Promotion Agency. Most research programmes require applicants to describe the gender relevance of their research topics and provide explanations if they do not deem it relevant. An example of a network promoting gendered innovations is the Laura Bassi Network on Equal Opportunities in Digitalisation, which leads to an advancement because it promotes gendered innovations in the ICT sector. While these three examples of the promotion of gendered innovations can be considered a first step, the impact of these policies was limited. On the one hand, the FEMtech funding programme was rather small in terms of budget and the amount of projects funded, on the other hand, gender criteria in funding programmes were assessed in the application phase, but not considered in the project reviews.

In **Luxembourg**, gendered innovations are not widespread in the landscape of R&I organisations, especially in the private sector and, at this point, specific innovation policies are not in place. Nonetheless, the national expert argues that there is some awareness about their importance. For instance, the research funding organisation FNR plays a pioneering role by implementing criteria into their guidelines for research proposals in certain funding schemes that address collaborative projects with R&I companies. In these project calls, applicants are required to outline how and in which way their research integrates gender dimensions and how they are planning to transfer findings into practice. According to the national expert, especially in the bio-medical field, collaborative projects are most promising as they integrate gendered innovations as important elements in their research process.

In **Belgium, France, the Netherlands and Germany**, according to the national experts, there is limited reliable information on the advancement regarding gendered innovations in private R&I companies. In **Belgium**, the national experts obtained information from the Department of Economy, Science and Innovation. However, the Department has indicated that gendered innovations have solely been introduced in RFOs and HEIs and gendered innovation policies have not addressed R&I companies. In **France**, there are no visible examples of gendered innovations, but according to the national expert, international practices could play a role. In the **Netherlands**, there is no reliable information on gendered innovations in private R&I companies. In **Germany**, gendered innovations are not well established or communicated and are rather absent in the portfolio of R&I companies. Policies and measures taken by private R&I companies are more targeted at diversity and equal career opportunities for all (e.g. female representation), than on integrating the gender dimension in research content. For instance, more than 4.800 R&I companies such as Biontech have signed a diversity charter ("Charta der Vielfalt"), promoting diversity in companies.

In sum, if there are activities, most of them seem to originate from funding organisations, which implement gender criteria or guidelines in their funding programmes or implement specific calls integrating the gender dimension. Overall, however, gendered innovations do not seem to be on the agenda of private companies in all countries. Some activities that were mentioned in the context of private R&I companies rather address activities that target the organisation (gender composition, working conditions, etc.) and not the gender dimension. It could thus be suspected that this part of GE work is more widespread than gendered innovation.

3.6 Data Monitoring

The data collection and monitoring of GE is a crucial aspect for understanding progress and can help to identify potential facilitators and barriers. While some countries have made significant progress in data collection and monitoring efforts (Austria, France, Germany, Luxembourg), others (the Netherlands) seem to lag behind. The national experts reported several challenges and gaps. For instance, the lack of standardisation and accessibility and the exclusion of diverse indicators are notable obstacles. However, several facilitators such as legislation, guidelines and working groups have also been reported. It can be observed that HEIs are more often subject to regulations than private R&I companies. As a result, the latter rarely provide relevant data on GE. Another trend is the shifting focus on intersectionality, as more diverse indicators are taken into account (e.g. in Austria).

In **Austria**, the data collection is advanced in HEIs and other RPOs, but there is a lack of data on private R&I companies. The GE survey in Austria includes diverse indicators such as staff composition, job contracts, age distribution, income structure, caregiving responsibilities, and challenges like the COVID-19 pandemic. However, there remains a gap in the inclusion of trans, inter*, and non-binary individuals in data collection. Additionally, since monitoring is voluntary, not all RPOs and R&I companies participate. In **Belgium**, the landscape for GE data is fragmented, with major differences in data collection methods. Progress has been made in specific sectors, driven by legislation and initiatives like the Gender Action Plan. However, accessing the collected data is still challenging, and areas like the intake and retention of women in academic careers lack comprehensive data. Guidelines provided by working groups have facilitated data collection and monitoring efforts, but there is a need for stronger networks in the private sector to support gender equality goals. In **France**, the Ministry of Higher Education and Research provides extensive statistics on GE in the public R&I sector. Obligations to publish statistics and gender indexes exist for HEIs, other RPOs, and private R&I companies. The legal requirements include targets for increasing the share of women in executive and governing positions and publishing corresponding statistics. All companies with over 50 employees must publish a GE index. In **Germany**, the research funding agency DFG monitors the achievements in the realm of GE and other research policy objectives defined in the "Pakt für Forschung und Innovation IV 2021-2030" (PFI) for the German research societies (Fraunhofer, Helmholtz, Leibniz and Max-Planck). The Pact for Research and Innovation has the goal of concerted action by the federal government and the states as well as the publicly funded RPOs and obliges organisations to comply with targets and monitor them accordingly. The PFI also contains targets for increasing the share of women on all levels. While the HEIs are also legally obliged for data collection and monitoring, there are no such obligations for private R&I companies according to the national expert. In **Luxembourg**, HEIs, RFOs, and public RPOs publish relevant data on GE in their annual reports. The "Gender Working Group"

focuses on monitoring and evaluating GE. The available data is descriptive and large-scale national data is missing. There is also room for improvement, particularly in advancing data collection and monitoring for inclusive GE and intersectionality. In the **Netherlands**, monitoring and progress in data collection are limited. Diversity plans across Dutch universities lack specificity in terms of responsibility, implementation timelines, and expected results. The importance of acceptability and relevance over specificity and measurability is emphasized. Data on other RPOs and private R&I companies are not available.

Overall, continued efforts are required to address challenges, improve data collection, set standards, foster inclusivity and prioritise intersectionality in the monitoring of data in R&I organisations across countries.

4 R&I Organisations

The table below includes an overview of various countries, as well as the number of HEIs, RPOs, and estimates for the number of R&I companies in each. Germany has the greatest number of HEIs and public RPOs, 120 of these HEIs are general universities, 246 are universities of applied sciences and 57 are universities of arts. A limited number of German HEIs are privately run (e.g., by the catholic church), but the majority of them are supported by the state (HRK 2022). France and Germany have extensive R&I ecosystems, whereas Austria and Luxembourg have smaller ecosystems, corresponding to the size of the countries (see Table 2). The Netherlands have a relatively small number of HEIs, but a strikingly high number of R&I companies, which also accounts for a high proportion of Research and Development expenditure (Goedhart and van Roekel 2022).

	# of HEIs	# of public RPOs	# of R&I companies
Austria	73	35	3872
Belgium	83	82	10840
France	64	6	21024
Germany	423	492	NA
Luxembourg	3	8	84
Netherlands	14	71	19720

5 Engaged Stakeholders

In general, policy makers, RFOs, and RPOs in the Central West cluster seem to be primarily engaged in the areas of initiating change and sustaining change. This is often followed by the topic of monitoring, while gendered innovations and an intersectional approach lag behind.

In countries such as Austria, Belgium and the Netherlands, specialised consultancies for initiating change as well as for sustaining change were identified. In Austria, France and the Netherlands, specialised consultancies for applying an intersectional approach were also listed, while only in Austria and France at least one consultancy for monitoring and only in Austria one for gender innovations was found. Moreover, experts on all the topics relevant for this research could be found in all countries, with the exception of Germany and Luxembourg in the area of gendered innovations, and Germany in the area of monitoring.

5.1 Policy makers

The national experts were asked to name up to three relevant policy makers who are engaged in structural change towards (inclusive) gender equality in R&I in their respective country and mark topics, in which these policy makers are engaged in.

Policymakers of the Central West cluster demonstrate a high level of participation in the domains of initiating and sustaining change. They also demonstrate involvement in the realms of monitoring and gendered innovation. It is noteworthy that only two policymakers from all

countries are known to be actively involved in the topic of intersectionality, indicating a potential area for additional investigation and involvement.

Table 7. Number of policy makers mentioned, by topic

	Initiating change	Sustaining and deepening change	Intersectional approach	Gendered innovations	Monitoring
Austria	2	2	0	1	2
Belgium	3	3	0	3	3
France	2	2	0	0	2
Germany	3	3	1	3	1
Luxembourg	2	2	0	0	2
Netherlands	3	3	1	0	0
Total	15	15	2	7	10

Please note: Policy makers can be active in more than one topic

5.2 Research Funding Organisations

The national experts were also asked to name up to three relevant RFOs who are engaged in structural change towards (inclusive) gender equality in R&I in their respective country and mark the topics, in which these RFOs are engaged in.

The listed RFOs are mostly engaged in the realm of initiating change. Following that is sustaining and deepening change, monitoring, and gendered innovation. However, only a few RFOs are interested in intersectional approaches, primarily in Germany and the Netherlands, reflecting a very limited concentration on this particular topic in other countries. Only German organizations are found to be involved in all five domains among the RFOs, indicating their broad involvement and dedication to fostering research in diverse areas.

Table 8. Number of RFOs mentioned, by topic

	Initiating change	Sustaining and deepening change	Intersectional approach	Gendered innovation	Monitoring
Austria	3	2	0	3	3
Belgium	2	0	0	2	2
France	2	2	0	1	2
Germany	3	3	1	2	2
Luxembourg	1	1	0	1	0
Netherlands	2	2	2	0	0
Total	13	10	3	9	9

Please note: RFOs can be active in more than one topic

5.3 Research Performing Organisations

Similarly, the national experts were asked to name up to three relevant RPOs who are engaged in structural change towards (inclusive) gender equality in R&I in their respective country and mark the topics, in which these RPOs are engaged in.

The RPOs are reported to be most active in the areas of sustaining and deepening change, as well as initiating change. Subsequent to the aforementioned categories, are monitoring, intersectional approach and gendered innovation. Only in Belgium and Germany the listed RPOs seem to cover all five thematic areas.

Table 9. Number of RPOs mentioned, by topic

	Initiating change	Sustaining and deepening change	Intersectional approach	Gendered innovation	Monitoring
Austria	0	3	3	0	1
Belgium	3	3	1	2	3
France	3	3	0	1	3
Germany	3	3	1	1	1
Luxembourg	3	1	1	2	0
Netherlands	3	3	1	0	1
Total	15	16	7	6	9

Please note: RPOs can be active in more than one topic

5.4 Communities of Practice

Based on the information supplied, the networks and Communities of Practice (CoPs) indicated have been identified as being very active in the domains of sustaining and deepening change and initiating change. Furthermore, they are involved in monitoring, gendered innovations, and an intersectional approach. Only networks and CoPs in Germany and Luxembourg have been identified in all domains.

Table 10. Number of CoPs mentioned, by topic

	Initiating change	Sustaining and deepening change	Intersectional approach	Gendered innovations	Monitoring
Austria	1	2	0	2	0
Belgium	3	3	0	0	0
France	3	3	0	1	3
Germany	3	3	1	1	2
Luxembourg	2	2	1	1	1
Netherlands	3	3	3	0	3
Total	15	16	5	5	9

Please note: CoPs can be active in more than one topic

5.4.1 Suggestions to support Communities of Practice

While there were few suggestions that included pre-existing Communities of Practice, national experts developed their own ideas of what might be valuable to address in a CoP. These ideas cover a wide range of topics across all of the thematic areas of initiating change, sustaining and deepening change, gendered innovation, intersectional approach and monitoring. Collaboration and practical implementation tools appear to be shared interests across topics. Furthermore, the extension of GE work to diversity and/or intersectionality was suggested not only on the topic of the intersectional approach, but across topics; from general suggestions

such as a framework for the practical implementation of intersectionality in general to more specific topics such as intersectional monitoring. The Annex contains a complete list of the suggestions across the domains.

6 Training Resources

The national experts were asked to provide one training resource in English, which is not already included in the GEAR tool or GE Academy, as well as one training resource in their respective language.

English training resources: The suggested training resources from Austria, Belgium, France, and the Netherlands cover many different areas and are not concentrated on one domain. The topics range from GEP experiences, GEP monitoring, male gender construction, RRI tools, gender balance/representation, over a gender stereotype board game to inclusive leadership. A list of the individual training resources can be found hereafter. The German and French national expert could not find any training resources in English, which were not already included in the GEAR tool.

Table 11. Training resources in English

Country	Title	Description	Link
AT	"Designing, Implementing and Monitoring a Gender Equality Plan - Practical Insights for Newcomers. Anita Thaler (IFZ Graz) and Jennifer Dahmen-Adkins (RWTH Aachen)	Description: In this presentation, the two presenters shared their experiences and expertise on the topic of designing, implementing and monitoring a GEP. The resource is a power point presentation. There is no audio available.	https://www.innovationsrael.org.il/ISERD/sites/default/files/inline-files/Tips_Newcomers_25.10.2021_final.pdf
AT	Monitoring GEPs in RPOs. Jennifer Dahmen-Adkins (RWTH Aachen) and Julian Anslinger (IFZ Graz).	Description: In this presentation, the two presenters give tips on how to monitor a GEP in a research organization. The resource is a power point presentation. There is no audio available.	https://www.change-h2020.eu/bilder/MonitoringGEPsinRPOs-Dahmen-AdkinsAnslinger.pdf
AT	Männer im Fokus (Men in focus) – TU Vienna	This page highlights gender relations from the perspective of men and presents their different realities of life in different areas. Common gender constructions strongly restrict many men in their actions. Predefined ideals are difficult to fulfil and are often not aspired to, but put a lot of pressure on them. The audio is in German, but there are English subtitles.	https://www.tuwien.at/tu-wien/organisation/zentrale-bereiche/genderkompetenz/gender-in-der-lehre/basiswissen/m-aenner-im-fokus
BE	RRI Tools	The RRI toolkit aims at involving society in science and innovation. It aims at connecting different aspects of the relationship between R&I and society: public engagement, open access, gender equality, science education, ethics and governance. When it	https://rri-tools.eu/about-rri

		<p>comes to gender equality, they look at the following aspects:</p> <ul style="list-style-type: none"> • promoting gender balanced research teams • breaking down gender stereotypes • Raising awareness towards and for gender-sensitive investment and funding • Ensuring gender-friendly workplace cultures • Considering the gender dimension in research and innovation • gender balance in decision making. <p>They target several stakeholders: policy makers, the research community, the education community, the business and industry and civil society organisations.</p>	
LU	Fonds National de la Recherche. "Where there is science, there is a woman." Accessed May 3, 2023	How does public research in Luxembourg measure up in terms of gender balance? What is being done to support and inspire a new generation of women in science? We delve into the situation in the Grand Duchy. It is hard to get around the word 'inequality' when speaking about women in science. In Luxembourg, a general trend in academia is reflected: The gender balance is nearly there in the beginning of the career, then the scales shift dramatically, and the proportion of women decreases on each career level. In addition to being underrepresented in numbers – or because of this – it is common for female scientists to experience bias in their career: Having to prove themselves more and to work harder to secure the same opportunities as their male peers, being disproportionately assigned teaching, feeling 'left out' after becoming a parent. In fields where women are the clear minority – such as engineering, maths, ICT and material sciences, this tends to ring particularly true. On this topic, discover the FNR series 'Science has no gender'. The source contains links to voices of female researchers in Luxembourg, some basic statistics, and an overview of selected initiatives that tackle the topic of interest.	https://www.fnr.lu/research-with-impact-fnr-highlight/wgiscience/
LU	GG	Board Game about gender stereotypes and research by Carole Blond-Hanten (Luxembourg Institute of Science and Research)	https://www.youtube.com/watch?v=7nz3EaL1Loo&t=6s
NL	Training Masterclass Inclusive leadership, Talent naar de Top	This is a commercial training, no material publicly available, but zooms in on the role that leaders have to play in setting the agenda and be a role model for inclusive behavior at work.	https://www.talentnaardetop.nl/en/training/training-courses-diversity-inclusion

Training resources in national language: Similar to the training resources in English, the suggested training resources in the national languages cover a wide range of topics and are not limited to a single thematic area. For Austria, three guidelines were mentioned, one on GEP development issued by a Ministry, one on designing teaching and learning spaces, and a third on non-binary / gender equitable universities. For Belgium, they included a toolbox on unconscious bias, for France a webinar on professional equality between men and women and for the Netherlands a training on (un)conscious bias in recruitment and a toolbox for inclusion for HR students. Below we include a list of the suggested individual training resources. The national expert from Luxembourg was not able to find training resources in the national language(s), which could be attributed to the prominence of English as the major language for

research communication or to the topic's relative novelty in Luxembourg. The German expert could not find any resource either.

Table 12. Training resources in national languages

Country	Title	Description	Link
AT	Leitfaden zur Entwicklung von Gleichstellungsplänen in österreichischen Hochschul- und Forschungseinrichtungen (Wroblewski, Angela; Englmaier Victoria). im Auftrag des Bundesministeriums für Bildung, Wissenschaft und Forschung und des Bundesministeriums für Klimaschutz, Umwelt, Energie, Mobilität, Innovation und Technologie.	This is a guideline for GEP development in Austrian Higher Education and Research organisations. It was written by two scholars (see above) and issued by the Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology.	https://www.google.com/url?sa=t&rct=j&q=&esrc=s&source=web&cd=&cad=rja&uact=8&ved=2ahUKEwjGyJ-f9dj-AhXfiv0HHZi0D6sQFnoECAkQAQ&url=https%3A%2F%2Fpubshop.bmbwf.gv.at%2Findex.php%3Frefx_media_type%3Dpubshop_download%26rex_media_file%3Dif_gleichstellungsplaene_hs.pdf&usq=AOvVaw1G2-VZzgLD0souENeKGrsi
AT	trans. inter*. non-binary. Teaching and learning spaces at universities reflecting on gender, critical of discrimination and and respectful	Guideline for designing teaching and learning spaces at universities	https://www.akbild.ac.at/de/universitaet/frauenfoerderung-geschlechterforschung-diversitaet/non-binary-universities/non-binary-uni-accessible-300ppi.pdf
AT	Academy of Fine Arts Vienna: Non-Binary Universities.	Vademecum for Gender Equitable Universities.	https://www.akbild.ac.at/de/universitaet/frauenfoerderung-geschlechterforschung-diversitaet/non-binary-universities/NonBinaryUniversitiesVADEMEKUM_AkademiederbildendenKunsteWien_2019.pdf
BE	Wetenschap=M+V+X	The Young Academy created a toolbox for gender equality available to all higher education institutions: The Young Academy wants to make students and academics aware of the existence of these unconscious biases and their impact on the (academic) career with a particular focus on women academics. On the website they share facts and figures, offer real life examples of how bias leads to gender inequality and practical tools on what can be done. This is related to the Gender Charter that the Young Academy demanded all universities in Flanders to sign.	https://www.jongeademie.be/nieuws/campagne-wetenschapmvx
FR	Égalité hommes-femmes : des leviers pour agir dans votre entreprise (Gender	Professional equality between women and men is far from being achieved: salaries, status, working conditions, sharing of tasks and responsibilities, stereotypes...	https://www.bpifrance-universite.fr/formation/egalite-hommes-femmes-des-leviers-pour-agir-dans-

D2.2 Central West Country Cluster Report

	equality: levers for action in your company)	How far do we still have to go? What are the contributions of the Equality Index and the Rixain law in this area? And what levers are available to you to take concrete action in your company, as a manager?	votre-entreprise/
NL	Training Selecteren zonder vooroordelen (Selection without prejudice), College Rechten van de Mens	Training on how to mitigate conscious and unconscious bias in recruitment and selection.	https://www.mensenrechten.nl/voorlichting/training/selecteren-zonder-vooroordelen
NL	Toolboxen Inclusie bevorderen en arbeidsmarktdiscriminatie voorkomen (stimulate inclusion and prevent labor market discrimination). KIS (knowledge platform Inclusive Society)	Geared to HRM programs to familiarize students HR with ways to facilitate inclusion and prevent discrimination	https://www.kis.nl/artikel/toolboxen-inclusie-bevorderen-en-arbeidsmarktdiscriminatie-voorkomen

7 Conclusions

In conclusion, progress toward GE in R&I in the Central West country cluster can be observed. However, amongst others, challenges remain in the areas of data collection and monitoring, as well as in including a gender dimension into R&I content and adopting an intersectional approach. There are also differences observable across the different types of R&I organisation.

According to national experts, all countries in the Central West cluster have reached an adequate level of development in **initiating change** in their legal and policy framework. Austria, Germany and Luxembourg are considered to have made adequate progress in **sustaining and deepening change**, while Belgium, France and the Netherlands are regarded as trailing behind. In addition, engaged stakeholders (e.g. policy makers) and Communities of Practice in tendency seem to be more active in the areas of initiating and sustaining change than in monitoring, intersectionality or gendered innovations. A comparable picture can be found in the areas of the provided national literature and knowledge.

While there is growing recognition of the importance of **intersectionality**, it is an area where further attention is required. The adoption of an intersectional perspective in the legal/policy framework is perceived as inadequate in most countries and the assessment reveals insufficient knowledge on intersectionality across all countries in the cluster. Therefore, policymakers, RFOs, HEIs, other RPOs and R&I companies should prioritise considering other diversity dimensions in their initiatives and activities in intersecting ways. There is also a lack of legal and policy frameworks, meaning that neither political entities such as ministries nor RFOs require the adoption of intersectional perspectives. In sum, there is limited knowledge and awareness of intersectionality, inadequate institutional commitment and a lack of binding regulations and target goals as the adoption is voluntary in nature as well as a lack of data monitoring in areas other than gender. However, there are some funding lines integrating intersectionality into research content.

Gendered Innovation is another crucial aspect of promoting GE in R&I. Efforts are being made to foster gendered innovations, but more work is needed to fully integrate this approach into practice. So far, only Austria and Luxembourg are considered to have adequate gendered innovation policies, while other countries have an insufficient framework and knowledge in this area. Especially regarding gendered innovations in private R&I companies there is limited advancement as gendered innovation policies focus mainly on RFOs and other RPOs. RFOs can implement gender criteria within their funding programmes and provide guidelines to applicants.

Challenges also remain regarding **data collection and monitoring** although some advancements have been made. In Austria, Germany and France, legislation, guidelines, and/or working groups have facilitated data collection and the monitoring. However, inconsistencies, limited accessibility and the exclusion of diverse indicators still hinder comprehensive data collection and while there has been progress in monitoring effects in HEIs and some RPOs, private R&I companies' monitoring is still rather limited and they rarely provide relevant data on GE as monitoring is often voluntary. Nevertheless, there seems to be a trend towards including more diverse indicators (e.g. Austria), even if gender beyond the binary is still neglected. In sum, continuous efforts are required to address challenges, improve

data collection, ensure data transparency and accessibility, set standards, foster inclusivity (e.g. by providing “intersectional data”) in data monitoring and expand monitoring efforts to include a broader range of organisations within the R&I sector across countries.

When comparing the **different types of R&I organisations**, it seems that there is most knowledge available on HEIs, while there seem to be gaps in knowledge especially with regard to NGOs. In comparison, HEIs also seem to be the type of R&I organisation that have most frequently implemented GEPs. In the Central West cluster, however, RFOs are only close behind. Even though GEPs seem to be more widespread with HEIs and RFOs, these two types of R&I organisations are still considered relative newcomers to GEPs in many countries of the cluster. HEIs and private companies seem to use alternative instruments rather than GEPs (e.g. diversity and inclusion plans) in many countries.

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Annex. Complementary tables

Table 13. Literature from the national experts, by country	
Full reference	Code
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Table 14. Legal changes since the GEAR tool update, by country

Country	Legal changes
Belgium	• Wallonia-Brussels: Decree 'Paysage' https://www.gallilex.cfwb.be/document/pdf/39681_060.pdf
France	• Modification to the Labour Code: Loi n°2018-771 du 5 septembre 2018, https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000037367660/ • legislation regarding civil service/public sector: loi n° 2019-828 du 6 août 2019, https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000038889182/ ; Décret n° 2020-528 du 4 mai 2020, https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000041853744/ ; Décret n° 2020-256 du 13 mars 2020, https://www.legifrance.gouv.fr/loda/id/JORFTEXT000041722970/ • Higher Education and Research law: Loi n° 2020-1674 du 24 décembre 2020, https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000042738027 • for the private sector: Loi n° 2021-1774 du 24 décembre 2021, known as Rixain law, https://www.legifrance.gouv.fr/jorf/id/JORFTEXT000044559192

Germany	<ul style="list-style-type: none"> • General Equal Treatment Act (AGG) (2006) https://www.antidiskriminierungsstelle.de/EN/about-discrimination/order-and-law/general-equal-treatment-act/general-equal-treatment-act-node.html • legislation regarding boards in private sector (2021): https://www.dw.com/en/german-cabinet-approves-gender-quota-bill-for-company-boards/a-56144530 • Federal Foundation for Gender Equality (approved 2021): https://www.bundestag.de/dokumente/textarchiv/2021/kw15-de-bundesstiftung-gleichstellung-830888 https://www.bundestag.de/dokumente/textarchiv/2021/kw15-de-bundesstiftung-gleichstellung-830888 https://www.bundestag.de/dokumente/textarchiv/2021/kw15-de-bundesstiftung-gleichstellung-830888 • amendments of Higher Education Acts in numerous German states (e.g., Bavaria, Lower Saxony or Berlin)
Netherlands	<ul style="list-style-type: none"> • law on equal representation in boards of directors and supervisory boards (2022): https://zoek.officielebekendmakingen.nl/stb-2021-495.pdf

Table 15. Suggestions Communities of Practice

Topic	Suggestions
Initiating change	<ul style="list-style-type: none"> • BE: Evidence-based toolkit to convince top management in public and private R&I of the importance of gender equality within their institutions • DE: How bridge from gender equality to diversity/intersectionality • LU: cross-collaboration among R&I organizations and companies working on R&D (exchange about potential collaborations and joint initiatives), as well as researchers working on GE • NL: social safety (or rather avoiding sexism and racism)
Sustaining change	<ul style="list-style-type: none"> • BE: Need to go beyond the discussion of gender bias, more attention to structural gender impediments looking into organisational structures and culture • LU: cultural differences that might affect gender equality in R&I organizations; • LU: in general: more visibility of the existing working groups and initiatives within R&I organizations • LU: practical implementation of aims (of GEPs) • NL: leadership of EDI, dealing with resistance
Intersectional approach	<ul style="list-style-type: none"> • BE: a framework that makes intersectionality 'accessible' is necessary (practitioners often have a hard time understanding how to implement an intersectional approach without losing sight of the core aim of equality; intersectionality often means complexity) • DE: How bridge from gender equality to diversity/intersectionality (practices and policies) • LU: Inclusion of the LGBTQIA+ community; their needs and challenges in R&I organizations • NL: how to make policies and practices intersectional
Gendered innovations	<ul style="list-style-type: none"> • AT: Digitalization and Equal Opportunities • BE: promote an intersectional gender analysis into all R&I services • LU: Raise awareness about gendered innovations and what it actually means in general
Monitoring	<ul style="list-style-type: none"> • BE: Development of a procedure for transparent, clear and standardized monitoring. Especially introducing an intersectional lens is particularly necessary in Belgium, but is tied to the difficulty of collecting "equality data"

that is standardized across all R&I institutions. So need for development of clear definitions on not only gender, but in particular also ethnicity and race.

- LU: Distribution/sharing/wider discussion of the already existing good knowledge on gender equality in Luxembourg
 - NL: effective monitoring
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Funded by
the European Union

This project has received funding from the European Union's Horizon Europe research and innovation programme under grant agreement No 101058537.



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