

GEP Summary: ETAg

GEP Quick Facts

- Estonian Research Council (ETAg) started preparing for its GEP in July 2019 by composing an institutional analysis. In the analysis, both quantitative (national statistics, ETAg's statistics about allocation of grants, compositions of decision-making bodies, etc.) as well as qualitative data was collected and analysed.
- The ETAg's team also conducted interviews with the heads of the organisations and heads of departments. Following on from this, the main gender equality issues were mapped.
- ETAg's team undertook an institutional analysis to map the organisation's gender equality issues. As a next step, the GEAR tool and examples of other countries' research funding organisation's gender equality plans and good practices were observed. Following on from that a series of meetings with the heads of the organisation as well as other employees were held. Collective principles were agreed upon, key issues were identified, planned actions were discussed. Based on the mapped issues, shared principles and other countries' best practices, a gender equality plan was composed.
- The GEP was approved on 15 September 2020

Institutional context

ETAg was founded in 2012. The organisation is a foundation of the Estonian Ministry of Education and Research. Its main functions include providing research and mobility grants, supporting the development and implementation of research and innovation policy, promoting and presenting Estonian research both internationally and domestically including popularisation of science among children and students. Additionally, promoting cooperation between the government, businesses and research institutions.

There are 62 employees at ETAg (79% women, 21% men)- women dominate both among leaders as well as among lower positions. However, ETAg is largely an administrative organisation. Looking at the board and the decision-making bodies of ETAg, men strongly dominate. Similarly, men are dominating among grant receivers, as well as grant applicants. The lack of women in the top of research in Estonia is noticeable and thus ETAg has stepped into the role of making the issue of gender inequality in Estonian academia more visible and promoting equal opportunities. This is in the context of a seemingly progressive country currently having both a woman president as well as a woman prime minister, but also the largest gender wage gap in the European Union.

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ETAg's gender equality plan was composed for 2020-2027 and includes five main objectives:

- Raising gender awareness among the employees and among the members of the panels and committees of the Council
- Adhering to the principles of equal treatment
- Improving gender balance among the members of the panels, committees, and among the reviewers
- Improving gender balance among the applicants and recipients of research grants, awards, and funding
- Implementing a gender-sensitive communication strategy

All five objectives will be worked on simultaneously by measures such as organising and participating in gender equality trainings, creating public information materials and statistical overviews, revising rules and regulations from the perspective of gender equality, highlighting gender inequality issues in events organised, creating gender-sensitive calls, social media posts and other communication materials, etc.

Organisational Achievements

ETAg's organisational achievements include:

- Revising all organisation's rules and regulations from the perspective of gender equality.
- Organising a training on gender equality in academia for the heads of the organisation and task force group members.
- Integrating gender inequality issues into yearly trainings for members of the Evaluation Committee.
- Implementing a gender-sensitive communication strategy.
- Active participation in gender equality trainings by ETAg-s employees.
- Creation of gender equality info materials and statistical overviews.
- Creation of a nationwide task force group of representatives of R&D institution for gender equality information sharing.