

Capturing Data-Driven Research Manager Equality, Diversity, and Inclusion Profiles

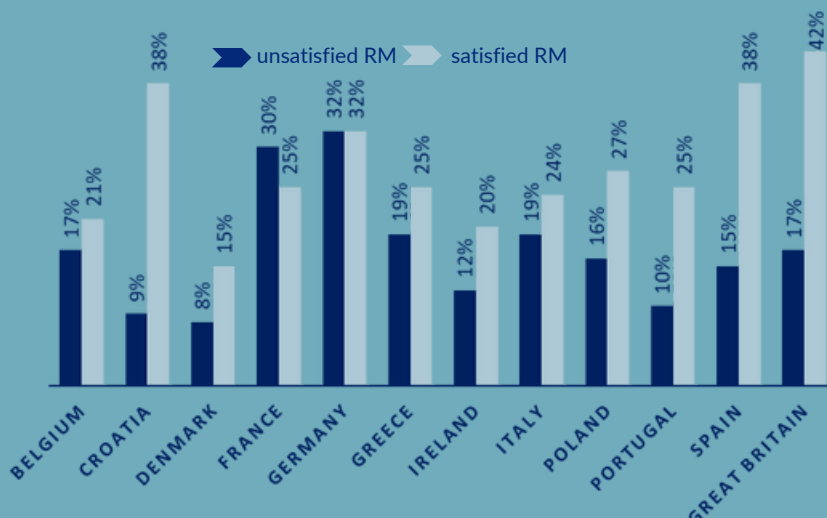
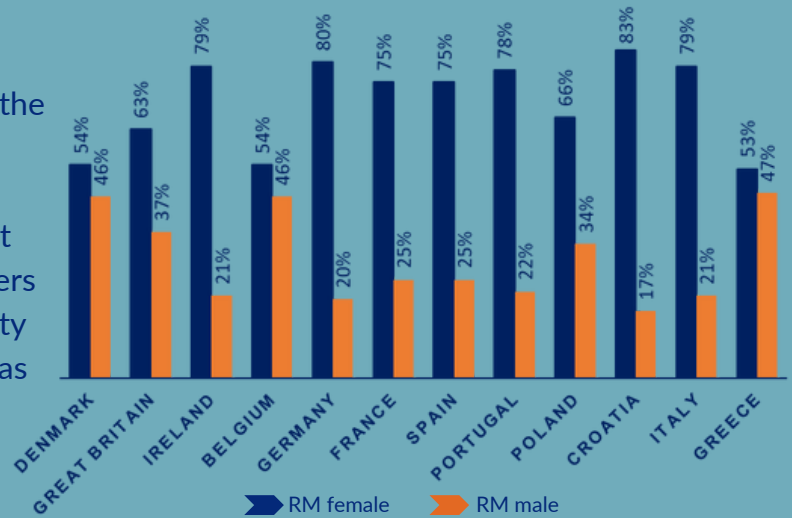
One of our objectives was to have a more detailed and in-depth analysis of the data from the main CARDEA survey. This was not only for the purpose of identifying possible problem areas in the nature of the EDI values, but also for clarification of whether further research would be necessary.



Based on the analysis of the data collected in the CARDEA main survey, we were able to identify three main areas that need to be addressed in relation to EDI value. The following areas are described and illustrated with graphs for ease of reference and to highlight the importance of the issues that should be taken into account when a policy recommendation is being developed.

Gender Balance Area

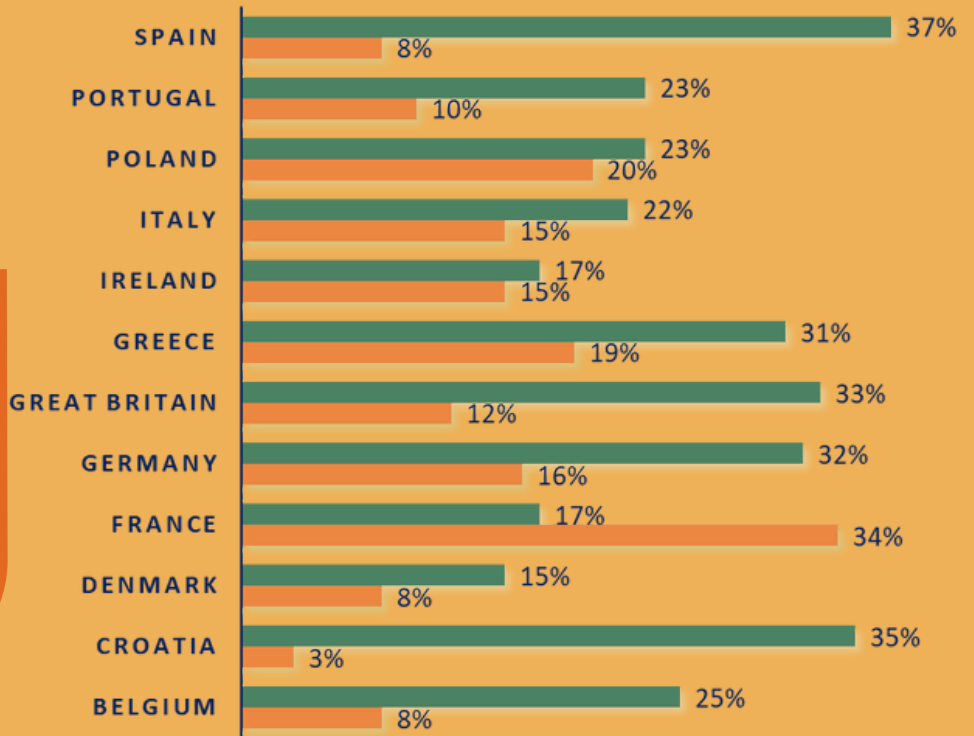
The first and most problematic of the broad areas is that of gender balance. In analysing the data, we focused not only on the primary indicator, gender segregation, but also on levels of satisfaction in work or development areas. Based on a survey of research managers conducted by the CARDEA Team, the majority (73%) of respondents identified themselves as women. Looking at all the European data, according to a CARDEA Team survey, it is possible to see that Denmark, Belgium and Greece stand out from the others, where the gender ratio is balanced at close to 50%. This applies to both genders. On the less advantageous side is Croatia, where only 17% of RMs are men.



Gender balance in leadership and decision-making and management in RM role

When asked if RM employees are satisfied with the gender balance in decision-making and management, the UK stands out on the positive side with 42% of respondents satisfied, followed by Spain and Croatia (38%). France and Germany show this time: 30% and 32% of respondents respectively are dissatisfied.

➤ satisfied RM ➤ unsatisfied RM

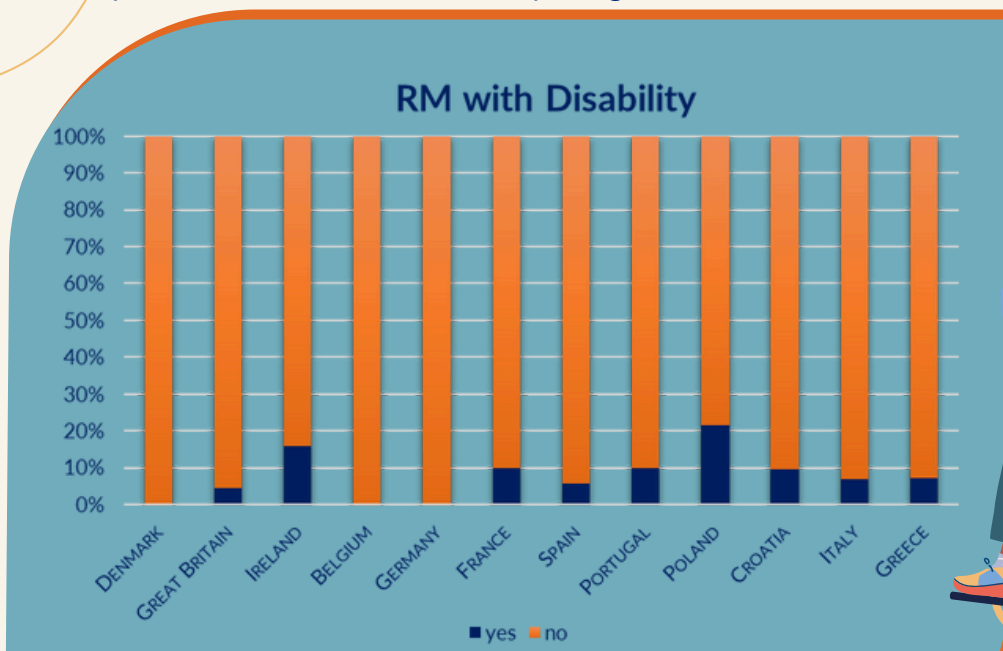


Gender balance in gender equality in career development

When it comes to satisfaction with gender balance in career development, Spain and Croatia stand out with 37% and 35% respectively. In France, however, 34% are dissatisfied.

Diversity and Inclusion Area

The second area of concern that we have been able to identify from the analysis of the main CARDEA survey is that of diversity and inclusion. The most important factor here is the number of people with disabilities in positions in the role of a research manager. This is because there are various campaigns and projects going on throughout the European Union to raise awareness about the participation of people with disabilities in different positions, but also about their right to civil rights. Following these guidelines, we have therefore decided to pay more attention to employing disabled people as research managers. Looking at the detailed data collected by CARDEA Team in the survey, two countries stand out: Ireland and Poland, where the percentage of surveyed RMs with a disability is 15% and 20% respectively. At the same time, none of the RMs surveyed had a disability in countries such as Germany, Belgium and Denmark.





National diversity

The third area that requires attention in terms of the values of the EDI is that of national inclusion. In all employment sectors, diversity is of great importance and development, not only in terms of gender and generation, but also in terms of ethnic origin. Mixing ages, genders and cultural backgrounds also adds cognitive diversity.

Not only do backgrounds lead to differing approaches or experiences, but backgrounds can also lead to differing perspectives. A study by the Diversity Council Australia found that employees in diverse teams were twice as likely to have regular career development and 19 times more likely to be satisfied with their jobs

RM NATIONALITY FORM MAIN CARDEA SURVEY

Spain	Italy	Germany	France	Portugal
France, Germany, Hungary, Italy, Pakistan, Slovenia, Spain, Turkey, Great Britain	Albania, France, Germany, Italy, Nambia, Russian Federation, Spain, Great Britain	Albania, France, Germany, Ireland, Spain, Turkey, Yemen	France, Hungary, Italy, Portugal, Slovakia, Spain	Brasil, Italy, Portugal, Spain, Tunisia
Ireland	Belgium	Denmark	Great Britain	Croatia
Brasil, France, Germany, Ireland, Poland, Spain, Great Britain, USA	Belgium, Canada, Germany, Greece, Philippines, Spain, Great Britain	Denmark, France, Greece, Guatemala, Norway, Great Britain	France, Germany, Ireland, Great Britain	Croatia, Nambia
				Poland
				Poland
				Greece
				Greece

Typically, 87% work in their country of birth among the RM groups surveyed in Europe. There are, however, some countries where the statistics stand out very clearly. Italy, Spain and Ireland have the greatest diversity in the origins of their RMs. At the other end of the scale are Poland and Greece, where RMs are exclusively from their country of work.