

Why we need GENDERACTION

Marcela Linková



Gender equality is one of the five priorities of the European Research Area. While it is clear that we are making progress in Europe, a lot remains to be done, and at various levels. **Member States play a crucial role in this endeavour** as they are responsible for creating the legislative and institutional environment. This is important for research and higher education institutions as well as funding agencies to be able to implement gender equality plans in order to achieve cultural and institutional change.

This is where GENDERACTION comes into play. Funded by Horizon 2020, our goal is to create a policy community to advance the implementation of the gender priority in the European Research Area. We are doing this through **networking, sharing good practices and exchanging on various policy solutions as well as providing trainings to relevant stakeholders.** To achieve this we have set up a network of national representatives from EU Member States and Associated Countries.

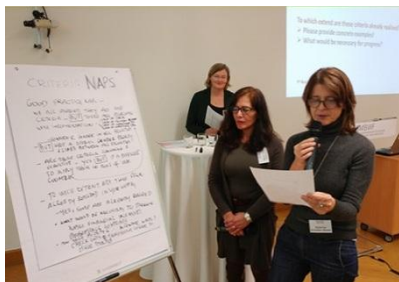
In GENDERACTION we recognize that we are at different stages of gender equality implementation in Europe. We want to learn from these differences but also push for further advancement so that gender equality actions do not focus just on partial topics that are perhaps less controversial such as work-life balance but also on the more comprehensive approach embodied in the cultural and institutional changes approach. Cooperation with the ERAC Standing Working Group on Gender in Research and Innovation is clearly a high priority for us, and some of the SWG GRI members are involved in GENDERACTION.

Our **target groups for trainings, mutual learning, policy advice and communication** include: national authorities and bodies related to ERA implementation and EU R&I policy, relevant members of the European Parliament, National Contact Points, H2020 programme committee members, ERA Stakeholder Platform Organizations, EU-funded projects promoting gender equality in research organizations, European Institute for Gender Equality, European Platform of Women Scientists, and others.

We hope that with GENDERACTION we will create a platform that will set the gender equality agenda until 2020 and beyond.

1st Mutual Learning Workshop on the implementation of ERA Priority 4

Roberta Schaller-Steidl, Angela Wroblewski



On 7 and 8 February, the First Mutual Learning Workshop of GENDERACTION took place in the premises of the Austrian Federal Ministry of Education, Science and Research in Vienna with participants from 17 countries. The workshop aimed at (1) gathering feedback on an initial analysis of the implementation of Priority 4 gender equality within national action plans (NAPs), (2) developing criteria for good practices, both at the level of NAPs and at the level of concrete policies and measures, and (3) initiating an exchange between countries with different approaches to gender equality in

research and innovation.

After opening words by Iris Rauskala from the Austrian Federal Ministry of Education, Science and Research and an overview of GENDERACTION by project coordinator Marcela Linková, ERAC co-chair Christian Naczinsky gave an introduction on the ERA priorities and described the links between ERA priorities and other key elements of EU research policy, highlighting the Austrian experience. Angela Wroblewski followed with a presentation of the main results of the survey on ERA priority 4 implementation. After these presentations, the participants were invited to work on a set of criteria for good practices for NAPs and measures. Six subgroups were organized on the following topics: Increasing the number of female professors, Performance Contracts, Gender in Research Content, Gender Equality Plans, Monitoring, and Evidence-based policy development. As a starting point for discussion, each subgroup started with introductory presentations on specific measures/policies by the participants. In total thirteen good practice examples from Belgium, Czech Republic, Germany, Luxembourg, Netherlands, Switzerland and Austria were presented.



The results of the workshop, especially the set of criteria for good practices for NAPs and measures, will be taken up in the first report on priority 4 implementation within NAPs. A second mutual learning workshop is planned for early 2019, which will focus on indicators and monitoring.

See [full report](#) and [more photos](#) on our website.

Gender in Open Science and Open Innovation

Almudena Carrero, Ana Puy



GENDERACTION will soon release a report on “Strategic advice for enhancing the gender dimension of Open Science and Innovation Policy”, result of the analysis of existing literature, the contribution of gender and open science experts, as well as the main conclusions of a workshop held in Brussels in October 2017.

The report reveals that most analyses and policy documents related to Open Science (OS) and/or Open Innovation (OI) adopt a gender blind approach, especially in the case of OS. To revert this situation, while emphasizing the need for further studies and analyses, the report lays out a set of

recommendations clustered into five priorities for action which target different stakeholders such as the European Commission, researchers, innovative enterprises, Member States, Research Funding and Performing Organisations (RPOs, RFOs), etc.

The five priorities are:

1. The **European Commission and national policy makers** must continue addressing gender equality as a self-standing issue while mainstreaming gender on the OS/OI policy agenda.
2. **All stakeholders** should advance knowledge and awareness of gender issues in OS/OI, with special focus on open peer review, altmetrics and open software, among others.
3. Evaluation and assessment practices in **RFOs and RPOs**, including the encouragement to adopt multi-dimensional evaluation criteria that enhance openness and transparency, and to ensure that open innovation projects integrate sex/gender analysis.
4. Publication practices of **researchers and RPOs** recommending, among other actions, the adoption by researchers of the FAIR management of sex and gender data.
5. Regarding **innovative processes and firms**, stakeholders should ensure both the involvement of diverse groups including gender diversity and the integration of sex/gender analysis as a way to contribute to identify innovative solutions that benefit all segments of population.

The report will be available at the **GENDERACTION** webpage genderaction.eu.

Conference "Women in Science – How to increase women's participation in science?"

Alexandra Bitusikova



On the 21st November 2017 the conference "**Women in Science - How to increase women's participation in science?**" took place in Brussels, Belgium. The event was organised by the Slovak Liaison Office for Research and Development (SLORD) with cooperation of the Permanent Representation of the Slovak Republic to the EU. The conference brought together about 60 experts from 13 European countries with the aim to share experience and discuss challenges of women's participation in science and research. The speakers included Stephane Berghmans, Viviane Willis-Mazzichi and Alexandra Bitusikova, partner in the

GENDERACTION project. In her presentation, she used the opportunity to present the GENDERACTION project and promote its main activities.

The conference presenters and discussants focused on identifying key challenges of full female scientists' participation in science and research and agreed on a number of outcomes and recommendations, related namely to the following areas: the important role of the EU initiatives; transparency in recruitment and promotion policies; girls' and women's education and training in all scientific domains; the need for university leadership commitment and involvement; gathering data; role models and mentoring; work-life balance; and learning from and sharing good practices (including soft measures).

Main outcomes and recommendations of the conference can be found [here](#).

Where can you meet us?



The STEMM Equality Congress

Marcela Linková, GENDERACTION coordinator and chair of the ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI) was invited to talk at the 2018 STEMM Equality Congress about the implementation of gender equality policy in research and the factors that hinder and facilitate implementation in various Member States.

This year's STEMM Equality Congress will be held on 11 and 12 October in Amsterdam, the Netherlands.

Building on some of the key themes and issues presented during the 2017 Congress, 2018 will focus on: intersectionality; sharing success stories from around the world; practical measures that are working for other organisations; local challenges that organisations are facing and the tools they are using to address these challenges; and how these tools can be applied in other countries and regions. The STEMM Equality Congress 2018 will bring together around 350 senior delegates and will offer the opportunity to hear from, and interact with, thought leaders in equality, diversity and inclusion strategy, policy and practice in STEMM worldwide.

For further information or to register for the congress visit: www.stemmequality.com.

What is ahead of us

A promotional banner for the 10th European Conference on Gender Equality in Higher Education. On the left, there is a logo with the text "GENDER EQUALITY IN HIGHER EDUCATION" in blue, next to a stylized female symbol with an equals sign inside. To the right of the logo, the text "10th European Conference on Gender Equality in Higher Education" is written in a large, teal font. Below this, in a smaller teal font, is "Dublin 20th - 22nd August 2018" and the website "www.genderequalityconference2018.com". On the far right, there is a circular image of a building, likely Trinity College Dublin, with the text "Trinity College Dublin" and "Colaiste na Tríonóide, Baile Átha Cliath" and "The University of Dublin" above it. At the bottom of the banner, a teal bar contains the text "Trinity Centre for Gender Equality and Leadership".

Trinity College Dublin will host the [10th European Conference on Gender Equality in Higher Education](#). We are proud that two of our project participants, Ana Puy and Marcela Linkova, have been invited to serve on the International Advisory Committee of the conference.

We also hope to present some of the work that GENDERACTION is doing at the conference. Specifically, we have submitted a proposal for a panel to present and discuss the results of the analysis of the implementation of the National Action Plans and Strategies in Priority 4. We hope that you will join us for the session if we are selected to present.

Gender and Equal Opportunities under Horizon 2020

A new booklet from German Ministry of Education and Research about theory and practice under the EU's current framework programme for research and innovation. Download the publication [here](#).

LERU advice paper on Implicit bias in academia

On 18 January 2018, the League of European Research Universities (LERU) will present new advice paper, entitled “Implicit bias in academia: a challenge to the meritocratic principle and to women’s careers– and what to do about it”.

In this paper LERU examines the impact of implicit bias on the careers of women researchers, in particular on women’s working conditions, on recruitment and career advancement processes and on research funding. The paper reviews relevant research on implicit bias, examines current practices at LERU universities and sets out possible actions to counter implicit bias.

[For more information, go to the web of LERU.](#)



This project is funded by the European Union’s Horizon 2020 research and innovation programme under grant agreement No 74166.

Disclaimer —The views and opinions expressed in this document are solely those of the project, not those of the European Commission.

The European Commission is not responsible for any use that may be made of the information it contains.