

Editorial

Dear GENDERACTION colleagues,

here below you will find the second issue of the GENDERACTION newsletter. Since the last newsletter we successfully organized seven webinars for Horizon 2020 National Contact Points (NCPs) with one still ahead of us before the end of the year. We published widely and positively accepted Policy Brief Series on gender in the proposal for the new framework program Horizon Europe. In September we had our first project review. Work continued on many other project activities. Ahead of us is another mutual learning workshop. It will take a place in Berlin in 25-26 March 2019. This time we will be discussing best practises in EU funded projects implementing gender equality plans. We hope to meet there as many of you as possible!

Kind regards,

Hana and Marcela

Policy Brief Series on gender in Horizon Europe

Under GENDERACTION WP5 we have published a series of policy briefs on Horizon Europe, to bring key gender issues to the ongoing negotiations. We are firmly convinced that gender equality policies and the gender dimension in research and innovation are crucial for the future Framework Programme and should be adequately reflected and integrated in the official documents as well as in further discussions, dissemination and visibility. Since 21 June we have published seven policy briefs on the proposal for Horizon Europe and two on other science & innovation topics.

We hope that this policy brief series will be of interest to you and your stakeholders and will be useful in our joint endeavours to promote gender equality in Research & Innovation across Europe.



7 September 2018, Briefing paper n.9:

Implementation of ERA Priority 4

Policy Brief Series



GENDER-RESPONSIBLE RULES FOR PARTICIPATION IN HORIZON EUROPE

30 August 2018, Briefing paper n.8:

[Gender-responsible rules for participation in Horizon Europe](#)

Policy Brief Series



**IMPLEMENTATION OF ERA PRIORITY 4
"Gender Equality and Gender Mainstreaming
in Research and Innovation"**

23 July 2018, Briefing paper n.7:

[Strengthening gender in the ERA](#)

Policy Brief Series



GENDER-RESPONSIVE INTERNATIONAL COOPERATION FOR HORIZON EUROPE

17 July 2018, Briefing paper n.6:

[Gender-responsive international cooperation for Horizon Europe](#)

Policy Brief Series



GENDER in OPEN SCIENCE & OPEN INNOVATION

10 July 2018, Briefing paper n.5:

[Gender in open science & open innovation](#)

Policy Brief Series



**GENDER FOR HORIZON EUROPE
RESEARCH & INNOVATION MISSIONS
ENSURING A FAST-TRACK TO BETTER FUTURE FOR ALL**

5 July 2018, Briefing paper n.4:

[Gender for Horizon Europe. Research & Innovation Missions](#)

Policy Brief Series



**THE ECONOMIC MODEL ENVISIONED BY HORIZON EUROPE
A GENDER PERSPECTIVE TO NATURAL RESOURCES AND INDUSTRY**

28 June 2018, Briefing paper n.3:

[The economic model envisioned by Horizon Europe](#)

Policy Brief Series



GENDER AS A GLOBAL CHALLENGE AND KEY DRIVER FOR INNOVATION

25 June 2018, Briefing paper n.2:

[Gender as a global challenge and key driver for innovation.](#)

Policy Brief Series



GENDER IN HORIZON EUROPE AN UNFINISHED BUSINESS

21 June 2018, Briefing paper n.1:

[Gender in Horizon Europe an unfinished business](#)

GENDERACTION webinars

Marina Angelaki



In the context of its mutual learning and capacity building activities the GENDERACTION project organized a series of webinars for Horizon 2020 National Contact Points (NCPs) in 2018. The webinars aimed at enhancing the capacities of NCPs in addressing the gender priorities in research and within the different Horizon 2020 thematic areas, taking into consideration the current work programme.

In particular, participants had the opportunity to familiarize themselves with the basic concepts related to sex, gender and gender equality, learn about the relevance of sex and gender through examples from specific H2020 thematic areas. In addition, using practical examples trainers showed how gender can be integrated in different sections of a H2020 proposal. Each presentation was followed by a Q&A session, allowing interaction with webinar participants.

The webinars have been designed with the active cooperation of NCP networks in an effort to provide support tailored to the different Horizon2020 thematic areas. The webinars have been organized in cooperation with gender experts from Yellow Window.

The feedback received has been very positive and project members are currently discussing the content of the 2019 webinars.

The recordings are available at the [GENDERACTION website](#).

GENDERACTION panel on GEHE2018

Marcela Linková

Some progress achieved but a strong push for gender equality to be maintained. Cooperation between Member States and the Commission is crucial for advancing gender equality in European research. Provisions for gender equality in Horizon Europe must be strengthened.



The GENDERACTION panel titled ***What are we talking about when we talk about gender equality*** took place on 22 August 2018, day 3 of the 10th European conference on gender equality in higher education organized at the Trinity College Dublin, Ireland. We are proud that the GENDERACTION panel had a balanced number of participants from older and newer Member States, as the overall number of participants from Central and Eastern Europe at the conference was unfortunately negligible.

The panel was convened by **Angela Wroblewski**, senior researcher at the Institute of Advanced Studies in Vienna, and GENDERACTION coordinator **Marcela Linková** from the Institute of Sociology of the Czech Academy of Sciences, and featured four panellists: **Magdalena Chrobak-Tatara**, Chief Specialist at Department of Innovation and Development, Ministry of Science and Higher Education, Poland; **Veronika Fajmonová**, gender equality coordinator at the Ministry of Education, Youth and Sports, Czech Republic; **Anne Pépin**, Senior Policy Officer at the Gender Sector

of DG RTD, European Commission, and **Roberta Schaller-Steidl**, Head of the Department Gender Equality and Diversity Management at the Federal Ministry of Education, Science and Research, Austria.

Following a brief presentation of the GENDERACTION project and its main achievements so far, Angela Wroblewski presented the results of her analysis of the ERA Roadmap National Action Plans and Strategies (NAPS). The analysis shows marked differences between how gender equality is conceptualized in the NAPS. 62% of the NAPS do not contain any definition of gender (equality), 57% of NAPS address all 3 objectives in context/gender analysis but most of the NAPS do not contain any concrete objectives and tasks. A minority of four countries has comprehensive NAPS with a fully developed understanding of gender equality but most countries tend to focus on one or two of the objectives. Some contain only a general commitment to gender equality or do not have concrete actions at all. There appears to be a gap between the older and newer Member States although this is not linear (Slovenia has a complex understanding of gender equality).



The panel was convened to discuss the opportunities for and barriers to advancing gender equality in research in Member States and the European Commission. The panellists from Member States all agreed that the role of the European Commission and the European Research Area with the NAPS are crucial for advancing the gender equality agenda in the national context. “The narrative in the Czech Republic is currently changing toward human resources development, work-life balance issues and the pay gap”, said Veronika Fajmonová of the Czech Republic, and stressed that the EU was important in terms of both strategies and funding. In Poland, the EU is an important point of reference. “Gender equality policies are generally framed as a women’s issue, and the dominant frameworks are excellence and equal opportunities,” said Magdalena Chrobak-Tatara. Not enough attention is paid to the gender dimension in research. In addition, on 1 October 2018 a new law on higher education and science comes into effect in Poland, which will strengthen the autonomy of universities. It will be up to the Higher Education Institutions to develop their own strategies and up to the academic community to decide how universities should function. Austria combines both top-down and bottom-up approaches. “The national ERA roadmap is the most important policy document, and EU recommendations are treated as an obligation,” explained Roberta Schaller-Steidl. Active links exist with national gender equality stakeholders.



For the European Commission, Member States are at the core of its policy work; the ERAC Standing Working Group on Gender in Research and Innovation is one of the key structures in which dialogue takes place among MS on the one hand and the MS and the European Commission on the other. “The Commission funded initiatives in recent years to build the ground for research performing and research funding institutions to take up gender equality plans, such as the GEAR tool co-developed by the European Institute for Gender Equality and DG RTD, and several Horizon 2020 projects funded under the Science-with-and-for-Society such as the ACT project for developing communities of practice launched this year, and the Gender Equality Academy to be launched in 2019,” said Anne Pépin. There are also projects for Member States and Associated Countries to exchange and learn from each other such as GENDERACTION, she continued. Panel moderator Marcela Linková concluded that cooperation is necessary at all levels – between stakeholders and national representatives at national level and there must also be a two-way traffic on gender equality between the European Commission and the Member States, in order to “create a self-reinforcing spiral of gender equality policy in the EU”.

The discussion with the panellists and the audience tended to revolve around the Horizon Europe proposal. The main messages of the panel discussion and audience are the following:

- Gender equality must be preserved as one of the priorities of the European Research Area.
- Gender equality must be strengthened in the proposal for Horizon Europe.
- Research and Innovation Actions on gender equality should be supported in Horizon Europe.
- Bottom-up gender equality plan projects should continue in Horizon Europe; a recognition mechanism should be put in place for institutions that have a Gender Equality Plan.
- The budget line for the Horizon Europe 'Strengthening the ERA' programme part, and particularly the intervention area on gender equality within the sub-part on 'Reforming and enhancing the EU R&I system' should be increased. With 11 areas of intervention that are wider than those of the Horizon 2020 Science With and For Society programme, the budget is smaller.
- A particular issue discussed was the inclusion of parental leave / work-life balance provisions in Horizon Europe.
- The ERAC Standing Working Group on Gender in Research and Innovation has an important role and its visibility and cooperation with, and accountability to, stakeholders must be strengthened at the EC level (e.g. ERA Stakeholders Platform) and national level (gender experts and practitioners).

Marcela Linková in European Parliament

Marcela Linková, GENDERACTION coordinator, appeared in the European Parliament.

On 25 September, the [Women and Science Conference](#), organized under the auspices of the Spanish MEP Soledad Caberon Ruiz and rapporteur for the legislative proposal of the Horizon Europe programme MEP Dan Nica, took place in the European Parliament. In her speech, Marcela presented proposals to integrate the gender perspective and explained their importance in the new Horizon Europe framework program.

[Read Marcela's speech >>>](#)



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Vincent Van Doornick

Where can you meet us?

16.11.2018 | Luxembourg | Open Science Forum 2018 | Marcela Linková, GENDERACTION coordinator and chair of the ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI), was invited to address gender issues in open science and open innovation.

In her speech Marcela will explore possible intersections between gender and Open Science and Open Innovation (OS/OI). Focusing on selected key aspects of OS/OI policies and practices, she will show that most analyses and policy documents related to OS/OI adopt a gender blind approach, with such an approach being more pronounced in the case of OS policies and practices than in the case of OI. She will argue that the consideration of gender issues in the development of OS/OI policies could have a positive impact on the promotion of gender equality goals and elimination of gender biases.



She will first examine what the gender issues are in selected aspects of Open Science, for instance through open access to publications and research data or the ways in which open access practices can be embedded in research evaluation/assessment procedures. Given the existing knowledge about gender differences in research publication as well as gender bias in

research evaluation and assessment, it is for example pertinent to examine open peer review and altmetrics for potential relevance of gender. She will go on to consider the ways in which open innovation practices (such as crowdsourcing and citizen science) can contribute to advancing gender equality and gendered innovations. She will highlight the need to address the gender dimension on innovation processes overall, as well as the need to address diversity and gender balance in open innovation processes. In conclusion, she will formulate recommendations in selected priority areas for action addressed to different stakeholders, which I will open for discussion with the participants.

Source of the abstract: <https://teamup.com/event/show/id/ESuoNk1yGovHKQfmPaeVC2tCNs5kh>

Event website: <https://openscience2018.uni.lu/>

More info on GENDERACTION's activities in the field of open science and open innovation:

<http://genderaction.eu/gender-in-open-science-and-open-innovation/>

What is ahead of us

25.-26.3.2018 | Berlin | Mutual Learning Workshop: Best-practise event of EU funded projects. More info soon on our website!

EPWS on Horizon Europe

On 14th October European Platform for Women Scientists (EPWS) published its 1st Memorandum on the European Commission's Proposal for the next EU Research & Innovation Programme Horizon Europe. Two later EPWS Memoranda will deal with other issues related to *Horizon Europe*.

The Memorandum "*Courageous Revolution speeds up Evolution* – First EPWS Memorandum on the European Commission's Proposal for the next EU Research & Innovation Programme (2021-2027) *Horizon Europe*", is an initial reaction from EPWS to the proposal as well as a call for action for an even more consequent integration of gender equality and the gender dimension in *Horizon Europe*.

It is the vision of the EPWS that the new Framework Programme should have a clear and strict directive promoting equal opportunities in research and innovation, as is currently postulated in *Horizon 2020*, in order to close existing gaps, enhance the programme's orientation towards present priorities in research and innovation, and ensure a more substantial and sustainable European added value.

We invite you to read the [full text of the Memorandum](#).

1st Gender Equality Plan of Cypriot Research Promotion Foundation adopted

Kalypso Sepou



The Research Promotion Foundation (RPF), as the national research and innovation funding agency of Cyprus, adopted its 1st Gender Equality Plan 2018-2020 within the framework of the TARGET Project formalising a set of actions aiming at long-term institutional transformation.

The actions proposed reflect the scope of Priority 4 of the European Research Area on Gender Equality and Gender Mainstreaming in Research, and are categorized in three priority fields, namely:

- gender equality in human resource management
- gender balance in decision making processes
- gender dimension in research programmes

All three priority fields are understood as mutually reinforcing with an overall aim to mitigate perceived factors that limit equal participation and hinder the advancement of women in science. The Gender Equality Plan was adopted as a policy document of the Foundation by the Board of Directors and its official initiation date is October 1, 2018.

Conference on Structural Change at Universities and RFO

The Conference on “Structural Gender Change at Universities and Research Funding Organizations” is organized within the framework of the Horizon 2020 Project SUPERA “Supporting the Promotion of Equality in Research and Academia”. The event takes place on 16th November 2018 in Madrid.

The Conference programme will explore the commitments of European research policies on gender equality, approach key aspects for achieving real equality in institutions, and identify how gender stereotypes and biases affect the academic performance and grant applications evaluation. More information [here](#).



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