

Editorial

Dear colleagues,

Spring 2019 was really busy for us at GENDERACTION, with two mutual learning workshops organized in March, a mid-term conference about future of gender equality in European research in April and a very inspiring General Assembly in May. Since the last newsletter distributed in November 2018 we produced two new policy briefs, carried out five trainings on diverse aspects of gender equality in research and supported an exchange of experience among gender equality professionals working in the governmental sector during a [traineeship](#). As last time, this newsletter brings not only information about the project (outcomes) but the news about upcoming events and recent developments in gender equality in research as well.

We wish you a pleasant reading and send warm welcome to all our new subscribers!

Hana and Marcela

#Future4Gender

Marcela Linková

On 9 April 2019 GENDERACTION organised a [conference](#) to mark its two year's existence together with the 20th anniversary of EU activities to promote gender equality in research and innovation. With the next framework programme and a review of the European Research Area and its priorities on the horizon, the conference brought together 68 key stakeholders to discuss recent developments in Member States and the European Commission and address priorities and concerns for the future.

To set the agenda for the conference, GENDERACTION prepared a [policy brief on the future of gender equality in European research and innovation](#) which identifies key recommendations for future policy. The key recommendations include: taking an intersectional approach to gender equality, developing provisions in Horizon Europe to incentivize Widening countries to take concrete actions for gender equality, involving the Business Enterprise Sector in gender equality work, reinforcing the requirements related to the integration of gender dimension in research and innovation in Horizon Europe and national funding programmes, and active promotion of gender equality in international cooperation.



GENDERACTION invited Professor **Mieke Verloo**, a prominent feminist political scientist, to frame the conference discussions. Professor Verloo addressed the complexity of gender equality from three perspectives: intersectionality, the dynamic nature of gender relations including the engagement of mainstream non-gender actors and the embeddedness of these processes in fast changing Europe, which has seen a resurgence of conservative politics and attacks on gender equality.

Verloo concluded with a call for more research into how Bad Practices travel and how to continue safeguarding gender equality work in a situation of negative feedback loops.

Research funders have a potent role in research and innovation today: They have the power to set the rules for working conditions and institutional practices as well as the requirements for how sex and gender is addressed in research. GENDERACTION invited Research Council of Norway, the Czech Technology Agency and the Spanish State Research Agency to share their vision for further gender equality work and concrete actions they are taking.



The Spanish State Research Agency provides incentives for gender equality measures, focusing on flexibility, human resources and work-life balance; also, gender studies are supported and the gender dimension has become an evaluation sub-criterion.

The Research Council of Norway (RCN) recognizes that gender equality work must be sustained, otherwise other priorities become more important. It has instituted a moderate preference for women investigators all other things being equal, and the gender perspective is integrated in all work programmes. There is recognition that the Business Enterprise Sector and STEM fields pose the biggest problem. The RCN also aims to stop the prevalence of temporary contracts and address hyper-competition in the system to manage quality and productivity. According to **Jesper Simonsen**, hyper-competition is the main problem today.

Artificial intelligence is one of the hottest research areas today and there is a growing body of research showcasing how the failure to address gender and racial biases negatively affects AI. GENDERACTION wanted to highlight AI as a research field requiring immediate gender equality action, and invited **Sabine Theresia Köszegi**, a member of the Commission High Level Expert Group on Artificial Intelligence and a Full Professor of Labour Science and Organisation at the TU Wien, **Gina Neff**, Senior Research Fellow and Associate Professor at the Oxford Internet Institute, and **Milagros Sáinz Ibáñez**, the leader of the Gender and ICT research group at the Internet Interdisciplinary Institute, Universitat Oberta de Catalunya. Some of the important messages we took from the discussions were the following: Algorithms are an aggregation of the world, and we have no idea of what can happen when they enter the world. We need to study the everyday practices of people using AI. We need to track systemic



failures of systems in a database of AI abuses and carry out detailed audits on general AI and machine learning systems. Gender inequalities in AI are canaries in the coalmine, said Professor Neff, and the ICT research community must take ownership of the problem in AI. It was suggested that AI should get a pass to enter the market. In the final discussion Professor Verloo noted that AI is most used today in the military and sex industry, and we need public budgets to counter-balance this.

It indeed appears that we are at a breaking point. We are making advances in gender equality and awareness in some quarters is growing while, at the same time, opposition to “gender ideology” and attacks are mounting. Representing European Commission’s Directorate-General for Research, Jean-David Malo called for new, disruptive solutions. GENDERACTION will take up this call and provide further policy recommendations on the missions Europe will set out to tackle through Horizon Europe while continuing the work at Member State level.

[Event website](#)

[Press release \(PDF\)](#)

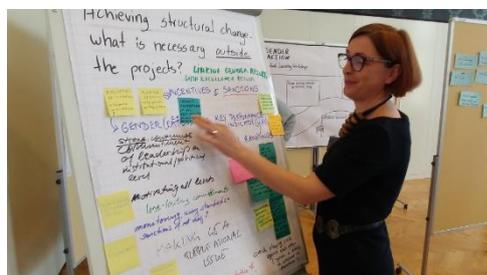
[Policy brief \(PDF\)](#)

[Photos & video](#)

[Welcome message by Commissioner Vera Jourova](#)

Mutual Learning Workshop on Structural Change Projects

Astrid Schwarzenberger, Marcela Linková



On 25 and 26 March 2019, a Mutual Learning Workshop on “Best-practice exchange of EU-funded projects (FP7; SiS / H2020; SwafS) and SWG GRI to support institutional change” took place in Berlin. Organised by the Contact Point “Women into EU research (FiF)”, the event gathered some 40 participants from 15 countries; participants came from the European Commission, SWG GRI, SiS/SwafS projects and other stakeholders.

The objective of the workshop was to come up with policy recommendations to both the European Commission and Member States / Associated Countries on taking structural change further. During the workshop the participants first discussed the requirements to achieve structural change both inside and outside the institutions, thus coming up with the critical success factors. The debate then moved on to the most important barriers to structural change inside and outside of institutions and strategies to overcome them. Based on this, recommendations were formulated in six areas:

- budget and incentives
- legislation, rules and standards
- integration of gender analysis
- monitoring data and impact
- intersectional, non-binary approach
- inclusion of all actors (including private sector)

These recommendations will be further developed in a policy brief on the structural change approach.



[Event website](#)

[Programme](#)

[Photos](#)

Mutual Learning Workshop on Monitoring and Evaluation

Angela Wroblewski



On 7 and 8 March 2019, the Second Mutual Learning Workshop related to the National Action Plans and Strategies took place in the premises of the Austrian Federal Ministry of Education, Science and Research in Vienna with 36 participants from 14 countries.

The aim of the workshop was to familiarize participants with the concept of monitoring and its relevance for policy development and implementation (improvement of policies, efficient use of resources). After opening words by Iris Rauskala from the Austrian Federal Ministry of Education, Science and Research and an

overview on the current state of GENDERACTION by project coordinator Marcela Linková, ERAC co-chair Christian Naczinsky outlined future perspectives for gender equality policies in ERA.

Angela Wroblewski gave an introduction to monitoring which focused on the purpose and general principles of monitoring as well as different approaches to monitoring for NAP implementation. Three examples of national monitoring systems complemented this general introduction. Heidi Holt Zachariassen and Lise Christensen presented the Norwegian experiences with monitoring NAP implementation regarding the gender dimension in research content. Capitolina Díaz Martínez described the status quo of monitoring gender equality in R&I in Spain. Finally, Bernhard Koch and Peter Koller introduced the Austrian ERA Progress Report which focuses on the implementation of policies mentioned in the Austrian NAP.

During the workshop different approaches to monitoring of NAP implementation were presented. For each of the approaches concrete indicators were presented and the pros and cons for each approach were discussed. Furthermore, participants discussed the possibilities of using indicators as steering instruments as well as possibilities for linking the different levels of monitoring, in order to strengthen national gender equality policies.

The results of the workshop – especially the assessment of the proposed set of indicators for monitoring NAP implementation – will feed into the second report of WP3 which will assess NAP implementation. The report will be available in Autumn 2019.



[Event website](#)

[Snapshots](#)

[Full report of the event \(PDF\)](#)

New Policy Briefs

Policy Brief Series

**GENDER
ACTION**
GENDER EQUALITY IN THE ERA COMMUNITY
TO INCREASE POLICY IMPLEMENTATION

**THE FUTURE OF GENDER EQUALITY IN
EUROPEAN RESEARCH AND INNOVATION**

4 April 2019, Briefing paper n.11:

The future of Gender Equality in European R & I

Policy Brief Series

**GENDER
ACTION**
GENDER EQUALITY IN THE ERA COMMUNITY
TO INCREASE POLICY IMPLEMENTATION

**The role of Funding Agencies in the promotion
of Gender Equality in R&I**

8 March 2019, Briefing paper n.10:

**The role of Funding Agencies in the promotion of
GE in R&I**

Horizon Europe Updates

In 2018 GENDERACTION released [policy briefs on Horizon Europe](#), to bring the key gender issues to the ongoing negotiations. After the trialog negotiations on the Horizon Europe [regulation](#) and the specific programme implementing the new framework program of European research and innovation ([decision of the Council](#) and [European Parliament resolution](#)) gender equality as a guiding principle and priority seem to be somewhat weakened compared to the previous Horizon 2020. We will now focus our attention at implementing tools and documents. We have published and disseminated a [call for gender experts into Horizon Europe Missions](#) and addressed specifically selected scholars working in the Mission areas. We will continue to follow developments in this area and touring the newly elected Members of the Parliament in autumn to present our work and the importance of gender equality in research and innovation for tackling the huge issues ahead of us in climate change, sustainable energy, migration and welfare systems.

GENDERACTION Trainings

Providing trainings to build consistent and professional capacity in gender equality in R&I among responsible national representatives and Horizon 2020 NCPs is one of our tasks in GENDERACTION. Since November 2018 we have organised [five trainings](#) in Lisbon, Vienna, Prague, Vilnius and Athens. The trainings covered areas such as gender and space research, monitoring and evaluation of gender equality policies, gendering of research management and enhancing gender equality and the gender dimension in research and innovation. We also accepted an invitation to address the MSCA IGLO ([see the presentation in PDF](#)).

In case you want to organize training or webinar you are welcome to express your interest to [Marina Angelaki](#).

Gender and International Cooperation in STI

One of the goals of GENDERACTION is to see how gender equality concerns can be better addressed in international cooperation in STI. Here we are building on the initial assessment carried out by Strategic Forum in International Cooperation in STI and the Standing Working Group on Gender in Research and Innovation in 2018 among national authorities and Research Funding Organisations in the EU. In the coming months we will be in contact with third countries to gain a deeper understanding of the gender equality concerns they are addressing in Research and Innovation and how to better reflect these concerns in EU policy for international cooperation. To this end, we are conducting a questionnaire survey among civil society organizations working on gender/women in R&I, and we will also contact national authorities in selected third countries to see whether the issue of gender equality is an area of concern in their international cooperation. We will be delivering a report with recommendations at the beginning of next year.

Where Can You Meet Us

New pathways into gender and equality in research and innovation

The Finnish Ministry of Education and Culture is organizing a conference on 23 and 24 October in Helsinki, on the occasion of the 20th anniversary of EU activities to support gender equality in research and innovation. The event is part of the Finnish Presidency of the European Union and is financed by the European Commission. The aim of the conference will be to discuss and plan the next steps for advancement of gender equality in R&I and to contribute to the ongoing Horizon Europe planning process. The themes will include structural and institutional change in research and innovation, intersectionality or broader concept of equality in R&I, gender equality in digitalization and artificial intelligence and women in innovation. Marcela Linková, GENDERACTION coordinator will present her views in a panel on the future of gender equality in European research and innovation.

GENDERACTION General Assembly 2019

On 16th and 17th May 2019 GENDERACTION General Assembly took place in Protaras, Cyprus organised by Kalypto Sepou and her team from Research Promotion Foundation CYPRUS. The meeting set a new high in terms of camaraderie and engagement, with two wonderful days of inspiring discussions about our upcoming work. It was the first time we had members of our Advisory Board in gender in international cooperation in Science, Technology and Innovation with us, and we are truly thankful for having such an inspiring group supporting us.

With so many project outputs we are thinking hard about how to best disseminate them and how to best communicate on policy developments and recommendations, not the easiest topic to communicate. It was a great time!





We stand in solidarity with Ayse Gül Altınay

GENDERACTION stands in solidarity with Professor of Anthropology and Director of Sabancı University Gender and Women's Studies Center of Excellence (SU Gender) Ayse Gül Altınay. Prof Altınay was sentenced to 25 months in prison for an act of "propagandizing for a terrorist organization" that she committed by having signed the declaration entitled We will not be a party to this crime. More information about the case [here](#).



She Figures 2018 Published

Regularly published data on women in European R&I were published on the 8th of March 2019 out. Check the situation in EU Member States and its development. Download the She Figures 2018 [here](#) (in PDF).



European Research & Innovation Days

Bringing stakeholders together to shape future research and innovation policy is the aim of European event organised by the European Commission on 24th, 25th and 26th September 2019. One of more than nine tens parallel sessions will focus on integration of the gender dimension in research and innovation content across Horizon Europe. Learn more on the [website of European Commission](#).



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