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**GENDER  
ACTION**

# Taking Structural Change into the Future

**PLOTINA final conference, BOLOGNA**

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# Messages from the sister project **GENDERACTION**

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GENDERACTION: H2020 project No. 741466 (2017-2021)

Key objective: to create an innovative policy community for the implementation of the gender priority in the ERA by setting up a network of representatives appointed by national authorities in 13 Member States (MS) and Associated Countries, with 5 associate partners.

# GENDERACTION goals

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- (1) map, monitor and assess implementation of actions in priority 4 gender equality and gender mainstreaming in national ERA roadmaps;*
- (2) foster exchange and mutual learning among representatives of national authorities in order to achieve policy coordination in priority 4;*
- (3) provide interactive trainings to relevant stakeholders such as national authorities, RFOs and RPOs and NCPs with a view to building competences in priority 4;*
- (4) give strategic advice to key stakeholders to achieve gender equality in R&I in Europe;*
- (5) foster the inclusion of gender equality in international science cooperation (supporting the work of relevant ERA-related groups).*

# GENDERACTION Policy Briefs Series

- One of the outcomes of the project: policy briefs series
- 13 policy briefs present policy recommendations, mainly focused on the future Horizon Europe programme and its various aspects (R&I missions, rules of participation, open science, international co-operation, role of RFOs in the promotion of gender equality or structural change)
- <https://genderaction.eu/dissemination>

# Structural change: the future (Policy brief No 13)

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- Reinforcing structural change – a dominant approach to fostering gender equality in the EU
- Structural change – more than just adopting GEPs – it addresses change at 4 levels (cultural, institutional, inter-personal and personal)
- Achieving structural change requires a complex and comprehensive set of actions addressing 3 ERA gender equality objectives simultaneously
- Gender – socially constructed (relations constantly reconstructed, based on stereotypes and bias)
- Gender must be addressed as intersectional
- Top-down and bottom-up approaches

# Disruptive measures

- Despite achievements, the change is too slow
- In order to achieve substantive change in coming years, ambitious temporary special and disruptive measures need to be applied:
  1. Temporary special measures (such as quotas)
  2. Novel disruptive measures (such as reverse mentoring, leadership initiatives for women professors) as well as sanctions for the failure to comply
  3. In Horizon Europe, the EC should include gender in funding applications
  4. In evaluations: gender balance-1st ranking factor

# Capacity building

- Structural change – a comprehensive process that requires the involvement of various stakeholders
- Successful implementation depends on availability of capacities and capabilities (knowledge, skills and attitudes)
- Incentives for exchange, mutual learning and capacity building should continue
- Structural change projects have to continue – to provide funding for building capacities and combating serious imbalances among MSs in implementing structural change

# Remaining challenges

- Funding and incentives (the role of the EC in Horizon Europe, MSs, RFOs, use of structural funds, awards...)
- Monitoring and evaluation (info about the adoption of structural changes is so far rather limited)
- Involvement of BES – mainly start-ups and SMEs do not have a structural change approach to gender



**THANK YOU VERY MUCH  
GRAZIE MILLE**