

Editorial

Dear readers,

We present to you the 5th GENDERACTION newsletter covering what has been happening over the first half of 2020. You will find a message from our project coordinator, Marcela Linková, as well as articles about different gender equality in R&I issues.

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We hope that you will enjoy reading this and that you will find it of interest.

Best regards,



Averil Huck

GENDERACTION project officer

A word from our Coordinator

Dear colleagues,

This GENDERACTION newsletter comes as we slowly emerge from the COVID-19 outbreak, which has brought to the fore a host of gender-related issues, including those facing researchers. We have first evidence of the disparities in the publication rates of women and men during the lockdown, and discussions are underway about how this should be reflected in future research evaluations for promotion or grants. The crisis has also underscored the importance of gender dimension of research not just in health sciences but across disciplines¹.

These past few months have also witnessed new efforts in some EU countries aimed at restricting LGBT+ and reproductive rights and shutting down gender studies as a research field. These developments are a threat to the European values; to me, these serve as extra impetus to stay focused on our objectives in GENDERACTION, making sure that gender equality is a firm element of the revamped European Research Area.

Hence, our consortium partners have designed their national impact plans, and we have also launched an EU impact plan for GENDERACTION, with the goal of advancing gender equality in the policy making processes in Horizon Europe and of building liaisons with relevant stakeholders. The new ERA communication is coming at the beginning of July. With the EU Gender Equality Strategy 2020-2025, published at the beginning of March, we have all the reasons to believe that gender equality will be a strong component of the Commission vision of the ERA. Our new policy papers and analyses (as well as the recent policy advice published by the Standing Working Group on Gender in Research and Innovation] bring further arguments why we need more gender equality in the new ERA and what new areas we have to focus on, including gender-based violence.

I hope that you will find our outputs useful and that together, we will be able to make sure that gender equality will continue as a clearly spelled-out value for the whole of the EU.



Marcela Linková

GENDERACTION coordinator
Chair of the ERAC Standing Working Group on Gender in Research and Innovation

¹ For those interested the Standing Working Group on Gender in Research and Innovation published a **[position paper on the current COVID-19 outbreak and gendered impacts on researchers and teachers](https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research-and-innovation/gender-equality_en)**. The Commission has also launched a dedicated website on Gender Equality in Coronavirus research and innovation at **https://ec.europa.eu/info/research-and-innovation/research-area/health-research-and-innovation/coronavirus-research-and-innovation/gender-equality_en**.

Communicating gender equality policy in R&I and creating impact

On the 18th and 19th of February 2020, GENDERACTION organised a mutual learning workshop with representatives of EU and AC national authorities and RPOs in Prague. On Day 1, participants underwent a training on resistances against and argumentation strategies for gender equality in research. Day two was dedicated to building national and European impact plan based of GENDERACTION outputs.



Are you interested in reading more? Click on this link to have access to the presentation of our wonderful facilitator, **Lucy Ferguson**, and for more pictures: <https://genderaction.eu/communication-impact-building/>

Gender in international cooperation in R&I in the Danube and Balkan regions



On the 10th and 11th of March 2020, we organised jointly with **Martina Hartl**, a member of our Advisory Board on gender in international cooperation and chair of the Strategic Forum for International Science and Technology Cooperation, a combined training and mutual learning workshop in Belgrade with members of national authorities and NCPs from the Balkan and Danube regions to discuss their countries' concerns in terms of implementing a gender perspective in their national and international research and innovation policies.

We are happy to say that the training was fruitful. It allowed the participants to have a better understanding of these regions' successes and difficulties and to learn from each other. For workshop highlights and pictures: <https://genderaction.eu/mlw-for-dabube-and-balkan-region/>

Monitoring the implementation of the gender equality priority in Member States' National Action Plans: new insights

The European Research Area is a joint undertaking of the Commission, national authorities, research funders and research and higher education institutions. All these actors should take action to make advances on the ERA priorities, one of which is gender equality and gender mainstreaming. One of the objectives of GENDERACTION is to monitor the progress made at the Member State level through the so-called National Action Plans and Strategies (NAPS). In our **previous newsletter**, we gave you a small taste of these findings. Now the full report, prepared by **Angela Wroblewski** from the Institute of Advanced Studies, is **available online**.

Here is a glimpse of what you can find in our new report:

- A typology of NAPs in the EU countries
- A new set of indicators proposed by GENDERACTION to monitor gender equality in ERA
- Correlations between the Gender Equality Index, research performance, and proportion of institutions with a GEP
- Examples of good practices implemented in the EU countries
- A set of recommendations on how the NAP should be developed
- A set of recommendations on NAP implementation
- A set of recommendations on the development of a policy discourse to advance gender equality in European research and innovation.

Click here to read our report: https://genderaction.eu/wp-content/uploads/2020/03/D3.2_MonitoringERApriority4implementation.pdf

And if you do not want to read the whole report, you can find the main messages distilled in these two policy briefs. Click on the images below to read the policy briefs:



Our new Policy Papers

Since the beginning of 2020, we published two policy papers. The first one deals with the implementation of a gender perspective in international science, technology, and innovation cooperation. We based this policy paper on surveys analyses, two mutual learning workshops and a set of other resources involving third countries organisations that work on these issues. The second addresses the need for disruptive measures for gender equality in R&I at policy, Research Performing and Research Funding organisations levels.

Have a look at them by clicking on the images below:



Feeling down, feeling blue? Lift your spirits with our new Twitter campaign

Inspired by [the Happy Broadcast](#), we launched in April a GENDERACTION **Twitter campaign** to spread good news about achievements and positive developments in the area of gender equality in research and innovation. If you have a tip to share, please contact us at info@genderaction.eu. We don't want to miss out on any good news.

Find our campaign here: <https://genderaction.eu/good-news-about-gender-equality-in-ri/>



GENDERACTION
@GENDERACTION_EU

A new resource section on our website with Sister Projects and information about the Standing Working Group on Gender in Research and Innovation

GENDERACTION website has a new resource page featuring all the amazing EU-funded Sister Projects supporting gender equality in research and innovation. Meet the 17 other projects in progress on gender in R&I by clicking on this link: <https://genderaction.eu/resources/sister-projects/>

The Resource section also brings information about the Standing Working Group on Gender in Research and Innovation, an ERA-related advisory group set up in mid-2017 as a successor group to the Helsinki Group on Gender in Research and Innovation. The section

has all the information about the reports, position papers and policy briefs that SWG GRI has produced to date. In May and June 2020, the Standing Working Group on Gender in R&I delivered three new Position Papers. The first outlines its recommendations for the future of gender equality in the ERA. The second deals with gender-based violence in the Research and Higher Education sectors. The third identifies gender-related issues related to the COVID-19 outbreak and its impact on research and researchers.

Read more about this and find the documents by clicking on the links below:

- [**ERAC SWGGRI on the future of gender equality in ERA**](#)
- [**ERAC SWGGRI on sexual harassment in Research and Higher Education Sectors**](#)
- [**ERAC SWGGRI on the gendered impacts of COVID-19 in R&I**](#)

What is ahead of us



National Impact Plans

If the previous two years were spent mainly developing policy recommendations for the new Horizon Europe and European Research Area, now is the time to push. To this end, consortium members have drafted their national impact plans and as the coordinator we have an EU impact plan. The COVID-19 lockdown has of course slowed us down, but we were able to launch at least some actions via online meetings. The main work is ahead of us in the autumn.

The European Gender Equality Taskforce (EGET)

We are very proud and happy to announce the formation of the European Gender Equality Taskforce (EGET). Fun fact: " eget" in Norwegian means "own". The Taskforce, run by **Linda Rustad** of Kilden, **Fredrik Bondestam** of the Swedish Secretariat for Gender Research, and **Gemma Irvine** of the Maynooth University, will consist in visiting countries and helping consortium partners to make advances at national level. So far it appears a lot of action will focus on Research Funders.

Athena SWAN Mutual Learning Workshop

If the situation allow, GENDERACTION is planning a mutual learning visit to share experience regarding the introduction of the Athena SWAN scheme. Some of the consortium partners are interested in exploring the certification mechanism and considering it for further action at national level.

We are also planning other Mutual Learning Workshops:

- Mutual Learning Workshop on gender and ESF/ERDF funds in October 2020 in Madrid
- Mutual Learning Workshop on NAP implementation, focusing on baby steps for gender equality in November in Vienna
- Mutual Learning Workshop on gender and digitalisation in Dublin

Other Information, News and Events

A New Strategy for Gender Equality 2020-2025

On March 5th 2020, the European Commission introduced the new **Gender Equality Strategy for years 2020-2025**.

"The Strategy presents policy objectives and actions to make significant progress by 2025 towards a gender-equal Europe".

Research & Innovation feature prominently, not only as a tool for increasing knowledge for better policies but as an area of intervention in its own rights. It is our sincere hope that Gender Equality Plans will indeed become a requirement for Horizon Europe applicants.

Follow this link to read our selection of tweets on the issue:

<https://genderaction.eu/gender-equality-strategy-ri/>

Stay in touch with GENDERACTION!



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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.