

### Editorial

Dear readers, dear colleagues,

We present to you the 6th GENDERACTION newsletter covering what has been happening over the second half of 2020. You will find a message from our project coordinator, Marcela Linková followed by articles about the impact of GENDERACTION at the European and national levels on R&I policies, and on moving further for gender equality in the next Framework Programme Horizon Europe. We also share with you our latest media productions and future events.

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We hope that you will enjoy reading this and that you will find it of interest. Let us express our warmest wishes for the end of this year and the beginning of a new one, which brings hope in the light of the possible [vaccines](#) being tested as we write this newsletter. This promising news is one more example of the importance of international cooperation linking research, EU funders and the Industry.

Best regards,

**Averil Huck, Hana Tenglerová, and Martina Fucimanová on behalf of the GENDERACTION consortium**



## A word from our Coordinator

Dear colleagues,

These are exciting times for gender equality policy in European Research and Innovation. Discussions about the future of the European Research Area (ERA) are ongoing, and the message both from the European Commission and Member States is clear. Gender equality will continue to be an important element of the ERA.

On 30 September, the Commission published its Communication **A new ERA for Research and Innovation** the first element of which is the deepening of existing priorities and initiatives with new and stronger approaches. For gender equality, where progress is identified to be slow and insufficient, the plan is to develop gender equality plans with Member States and stakeholders. The Commission has announced that gender equality plans should be an eligibility criterion for Horizon Europe applicants. The expectations are high!

On 1 December, the Member States joined with Council **Conclusions on the new European Research Area** which call on the Commission and Member States to renew focus on gender equality and mainstreaming, including through the instrument of gender equality plans and the integration of the gender dimension into R&I content. The conclusions also invite Member States and research funding organisations to advance measures to ensure that research funding is not affected by gender bias. While the negotiations were not easy, the adoption of the Council text gives me hope that Europe can come together and mobilise on gender equality as one of its vital values.

Because of COVID-19, GENDERACTION will be extending its duration by six months until September 2021. This will give us an opportunity to engage with these recent policy messages which we strongly welcome and endorse. We will be developing training materials on gender equality plans to be delivered to national authorities and NCPs.

In the meantime, with wishes of health, good spirits and high energy levels, Merry Christmas to you and your families,



**Marcela Linková**

GENDERACTION coordinator

Re-elected Chair of the ERAC Standing Working Group on Gender in Research and Innovation

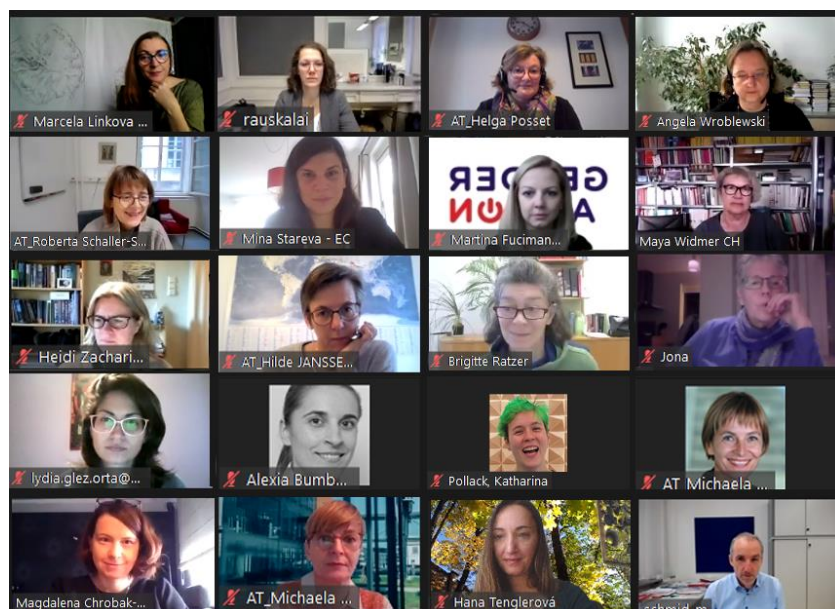
## Recent achievements from Member States: Spotlight on Austria

### 36 new recommendations for gender competencies for a gender-equal cultural change

Our Austrian team jointly with the Austrian University Conference developed 36 recommendations for the broadening of gender competences for a gender-equal cultural change in higher education processes. These 36 recommendations were identified as a lever to promote the desired cultural change at higher education institutions and research facilities in a lasting manner and an answer to the ERA gender equality objective on structural change.

To read more about the recommendations, follow this link: <https://genderaction.eu/austria-36-recommendations-for-gender-competencies-for-a-gender-equal-cultural-change>

### 3<sup>rd</sup> Mutual Learning Workshop on monitoring ERA Priority 4



On 23 and 24 November 2020, the 3<sup>rd</sup> Mutual Learning Workshop on Monitoring ERA Priority 4 of GENDERACTION took place **online**, with 43 people from 16 countries.

Discussions about the governance and steering instruments for the next ERA period are still ongoing, therefore the workshop aimed to support stakeholders involved in gender equality policies in preparing for the next ERA period. It has been already announced that Horizon Europe will put emphasis on Gender Equality Plans (GEPs) for Research Performing Organisations (RPOs) applying for funding. Hence, experiences of countries which have compulsory GEPs were presented and discussed. The discussion focused on the following questions: How may Member States support RPOs in developing GEPs? Which criteria for GEPs should be applied? How to develop related processes or structures at national level?

Participants agreed that GEPs will be a strong instrument to support gender equality. However, experience from Ireland, Spain and Austria reveals that a structure to support RPOs in GEP development is needed as well as the definition of compulsory elements of the GEPs (building blocks). Furthermore, a monitoring of GEP implementation - at institutional as well as national level - has been identified as crucial to exploit the full potential of GEPs. Hence, the development of meaningful indicators for GEP development and implementation should be included in the development of structures for the new ERA.

## EU Impact Plans & National Impact Plans

In February 2020, GENDERACTION organised a mutual learning **workshop** on communication and impact building in Prague for members of the GENDERACTION consortium. The EU impact plan was discussed and developed. Consortium members were also asked to compile their national impact plan. Both the EU and national impact plans are meant to use the GENDERACTION outputs and support or initiate progress in gender equality in research and innovation in their countries.

### EU Impact Plan in 2020

The main goal of the EU impact plan was to increase general awareness and build ownership and uptake of gender equality objectives and measures in R&I in terms of their implementation in Horizon Europe and the ERA. Although some of our planned activities have been postponed, reduced and/or given up due to the COVID-19 pandemic, we successfully managed to fulfil the 2020 impact plan, including, among other things, GENDERACTION's participation in Horizon Europe consultations, European Research and Innovations Days, Twitter campaigns, networking, and dissemination of our work among relevant EU stakeholders (including the Mission Board members), etc.

Click on this link to read about what GENDERACTION has managed to achieve at the European level: [https://genderaction.eu/genderaction\\_impact\\_plan-2020/](https://genderaction.eu/genderaction_impact_plan-2020/)

### National Impact Plans in 2020

At the national level, the COVID-19 situation did not allow us to start the work of our European Gender Equality Taskforce (EGET) which also affected the implementation of national impact plans of most consortium members. The Taskforce, run by **Linda Rustad** of Kilden, **Fredrik Bondestam** of the Swedish Secretariat for Gender Research, and **Gemma Irvine** of the Maynooth University, was planned to consist in visiting countries and helping consortium partners to make advances at the national level. This had to be postponed but the plan among several of our consortium members is to focus on research funding organisations (RFO).

Click here to read about what GENDERACTION local teams from Austria, Bosnia and Herzegovina, Cyprus, Czechia, Germany, Greece, Slovakia, and Spain have managed to achieve at the national level: <https://genderaction.eu/national-impact-plans-in-2020/>

## Our Papers on the gender dimension in Horizon Europe Missions

During summer 2019, GENDERACTION liaised with Horizon Europe Mission Boards members to help advancing gender equality in the new Framework Program and in ERA overall. We have introduced them to our work in the area, including our Horizon Europe consultations, our policy briefs and other ERA related topics.

We were happy to have the opportunity to speak with some of the mission board members and following this, in 2020, we decided to prepare five short documents on gender in Mission research content (Cancer, Cities, Oceans, Soil and Climate Change) in collaboration with two of our sister projects (**BalticGender** and **GenderSMART**). We are happy to report the documents were positively received.

Find the Missions Papers as well as other Horizon Europe-related documents here: <https://genderaction.eu/horizon-europe/>

## GENDERACTION videos: our main messages

We are delighted to announce the launch of our **YouTube** channel with three videos conveying GENDERACTION's main messages:

- **The role of Funding Agencies in promoting Gender Equality in R&I**
- **Gender Equality Policies in European Research - Good Practice Criteria**
- **Why we need gender equality actions in European research and innovation**

Let's spread the message!

## Other Information, News and Events

### Save the Date! GENDERACTION Final Conference 2021

GENDERACTION will organise its final conference jointly with the Slovenian Presidency of the Council of the EU on the **8-9 July 2021**. If everything goes well, it will happen in Brdo Congress Centre, Slovenia but of course, the back-up plan is to go fully online. GENDERACTION task force started working on the agenda for the conference.

### Mutual Learning Workshop on Gender & Digitalisation

GENDERACTION will team up with the Standing Working Group on Gender in Research and Innovation under the European Research Area Committee (**ERAC SWG GRI**) to organise an online Zoom Mutual Learning Workshop in **February 2021**. The MLW will take a two-pronged approach: on the scientific side, we will discuss the latest developments in terms of gender and digitalisation with invited experts in the field and on the policy side we will share experience and good practices

from Member States and Associated countries, and identify barriers that hinder greater involvement of women researchers, innovators, and entrepreneurs. The expected outcome is to develop recommendations to the European Commission, Member States and Associated countries on gender and digitalisation in Horizon Europe.

Stay tuned for the dates, we will share the information on our website and on [Twitter!](#)

### **Policy briefs translations**

GENDERACTION is in the process of translating its policy briefs into the languages of its consortium members. So far, policy briefs are available in [Czech](#), [French](#), [Polish](#), [Serbian](#), [Slovak](#), and in [Spanish](#). Do not hesitate to disseminate them to your local stakeholders!

We also made a [PDF booklet](#) that contains the fifteen policy briefs we have produced in English to make it easier for you to find them and to disseminate them. We hope you will find them useful!

### **The importance of GEPs made visible during R&I Days**

GENDERACTION and [GEARING-Roles](#) invited sister projects, R&I organisations, and individuals to join our Twitter campaign to raise awareness about the importance of Gender Equality Plans (GEPs) on September 22 (see the [call for action](#)). The campaign engaged 147 users (of which 91% female and 9% male) and counted on 369 posts with more than 1.500 likes, reaching around 500.000 users and getting more than 830.000 impressions (see the [GEARING-Roles report](#)).

Read more: <https://genderaction.eu/the-importance-of-geps-made-visible-during-ri-days/>

Stay in touch with GENDERACTION!



This project is funded by the European Union's Horizon 2020 research and innovation programme under grant agreement no.741466.

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