

D 5.2 Annual Reports to the Helsinki Group

Project acronym	GENDERACTION
Project name	GENDER equality in the ERA Community To Innovate policy implementatiON
Grant Agreement no.	741466
Project type	Coordination and Support Action
Start date of the project	01 / 04 / 2017
End date of the project	30 / 09 / 2021
Contributing WP	WP 5
WP lead partner	MICINN
Other partners involved	ISAS
Deliverable identifier	D5.2
Contractual delivery date	30 / 09 /2021
Actual delivery date	30 / 09 / 2021
Deliverable type	Report
Dissemination level	Public
 <p>This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741466.</p>	
<p>Disclaimer: The views and opinions expressed in this document are solely those of the project, not those of the European Commission.</p>	

Executive Summary

The aim of WP5 in the GENDERACTION project has been to provide strategic advice on gender equality policies in R&I. One of the specific objectives of WP5 has been to liaise with and support the work of the Standing Working Group on Gender in Research and Innovation (formerly, the Helsinki Group on Gender in Research and Innovation), as one of the key target audiences of the project. This deliverable report reviews the work carried out in Task 5.1. Reporting to the Helsinki Group on Gender in Research and Innovation in the course of the project implementation.

Revision history			
Version	Date	Created/Modified by:	Comments
0.0	28 / 07 /2021	Marcela Linkova, ISAS	Initial draft
0.1	02 / 09 /2021	Lydia Gonzáles, FECYT Zulema Altamirano, MICINN	Draft review by WP leader
1.0	22 / 09 /2021	Marcela Linkova, ISAS	Deliverable report finalised for submission

Table of contents

Executive Summary	2
List of abbreviations	3
1. Introduction	4
1.1 Note on the change of the ERA advisory structure	4
1.2 Impact of COVID-19 and mitigating strategies.....	5
2. Reporting to SWG GRI	5
3. Other engagements with the SWG GRI	8
4. Support to SWG GRI on specific tasks of its Work Programme	9
5. Concluding remarks	10

List of abbreviations

AB	Advisory Board
EC	European Commission
ERA	European Research Area
ERAC	European Research Area and Innovation Committee
ERDF	European Regional Development Fund
ESF	European Structural Funds
EU	European Union
GA	General Assembly
GE	Gender Equality
GEPs	Gender Equality Plans
HG	Helsinki Group on Gender in Research and Innovation
ISAS	Institute of Sociology of the Czech Academy of Sciences
MICINN	Ministerio de Ciencia e Innovación
MS	Member States
R&I	Research and Innovation
SGHRM	Steering Group on Human Resources and Mobility
STI	Science, Technology and Innovation
SWG GRI	Standing Working Group on Gender in Research and Innovation
WP	Work Package

1. Introduction

The aim of WP5 in the GENDERACTION project has been to provide strategic advice on gender equality policies in R&I. Specifically, one of the objectives of WP5 has been to liaise with and support the work of **the Standing Working Group on Gender in Research and Innovation (formerly, the Helsinki Group on Gender in Research and Innovation), as one of the key target audiences** of the project. This deliverable report reviews the work carried out in Task 5.1. Reporting to the Helsinki Group on Gender in Research and Innovation in the course of the project implementation.

1.1 Note on the change of the ERA advisory structure

In the original project proposal, the ERA-related group that was identified as the key target audience was the Helsinki Group on Gender in Research and Innovation (referred to as “the HG”). Established in 1999 as the Helsinki Group on Women in Science and later the Helsinki Group on Gender in Research and Innovation, the HG was an advisory body to the Commission which consisted of representatives of Member States (MS) and Associated Countries (AC). The 2015 Council Conclusions on the review of the European Research Area advisory structure ([9342/15](#)) recall that “the advisory work for the development and implementation of the ERA is currently undertaken by the European Research Area and Innovation Committee (ERAC) and a number of different ERA-related groups”; the HG is an ERA-related group responsible for ERA Priority 4 Gender equality and gender mainstreaming. Furthermore, the 2015 Council Conclusions on Review of the European Research Advisory Structure ([14875/15](#)) agree with the approach taken by the ERAC that “all ERA-related groups should be ultimately under the remit of the Council” and therefore invited the Commission “to consider the mandates of the HG and SGHRM with a view to converting these groups into standing working groups of ERAC no later than the first triennial review by 2018”.

In line with these Council Conclusions, the HG was terminated as an ERA-related group and Commission expert group as of 30/6/2017 and as of 1/7/2017 the ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI) was constituted. The SWG GRI built on and in some cases continued the work of the HG, following a review of its mandate. SWG GRI members have been, as was the case with the HG, national delegates appointed by national authorities; in many cases the members of the HG and the SWG GRI were identical.

Due to the HG’s termination and constitution of the SWG GRI in the first months of the GENDERACTION project, any mention of HG and Helsinki Group on Gender in Research and Innovation has been replaced with SWG GRI and Standing Working Group on Gender in Research and Innovation as the relevant body for the implementation of ERA Priority 4. This change was officially addressed through **Amendment AMD-741466-7** where the Helsinki Group on Gender in Research and Innovation was replaced with the Standing Working Group on Gender in Research and Innovation and HG with SWG GRI.

1.2 Impact of COVID-19 and mitigating strategies

The impact of COVID-19 on this task has not been significant. As the meetings of the SWG GRI moved online in spring 2020, so did the reporting from GENDERACTION to SWG GRI and the coordinator participated in the online meetings. As regards the other types of engagements, a similar situation occurred where events were moved online.

2. Reporting to SWG GRI

Reporting to the SWG GRI has been at the core of this task, particularly as regards the outcomes of ERA priority 4 benchmarking in WP 3, policy advice developed in the other tasks of WP 5 and the results of the other WPs. According to the project plan, reports from GENDERACTION were conceived as standing points on the agenda of the SWG GRI.

As stated, the SWG GRI was established as of 1 July 2017 as an advisory group to ERAC under the Council of the EU. Given the change in the remit, a clarification was requested by GENDERACTION from the ERAC Steering Board co-chaired by the Council and the Commission, as to the potential cooperation of GENDERACTION with the SWG GRI. Both Council and the Commission agreed, and a further legal check was carried out by the Council to confirm the framework of the cooperation.

As of the second meeting of SWG GRI, GENDERACTION had a standing point on the SWG GRI agenda. Therefore, although the change in the ERA advisory structure produced some delay in the work of Task 5.1, ISAS as the task leader reached Milestone 8 “Communication established” with the SWG GRI as planned.

GENDERACTION General Assemblies (GA) have been organised back to back with SWG GRI meeting prior to the COVID-19 lockdown. During lockdown this was not done due to the time demands of holding consecutive multiple meetings; SWG GRI members have been invited to all GENDERACTION project events held online during the lockdown and related travel suspension (MLWs, final conference).

Meeting	Topics presented and addressed
SWG GRI 01 18/10/2017	<ul style="list-style-type: none">• Introduction of the project• Report on work performed since project start on 1/4/2017• The draft report on Gender in Open Science and Open Innovation distributed for comment• SWG GRI members were invited to the workshop held on 19 October 2017 on gender in open access and open innovation• Meeting held back to back with GENDERACTION GA in order for SWG GRI members who are members of the AB to participate in the GA

<p>SWG GRI 02 19/04/2018</p>	<ul style="list-style-type: none"> • Report on work performed (document WK 4762/2018) • Presentation of results of a questionnaire on mutual learning activities in WP 4 and input requested on WP 4 design of mutual learning workshops. • Presentation of the dissemination plan for the Joint SFIC/GRI guidelines and the discussion of the methodological framework drafted by GENERATION (document WK 4294/2018) <p>Presentations delivered:</p> <ul style="list-style-type: none"> • GENERATION: Project introduction (PowerPoint presentation made at the ERAC SWG GRI meeting on 19 April 2018) (WK 4762/2018 INIT) • GENERATION – Work Package 6: Draft dissemination plan for the joint SFIC/GRI guidelines (WK 4294/2018 INIT) • GENERATION – Work Package 4: Mutual Learning and Capacity Building (PowerPoint presentation made at the ERAC SWG GRI meeting on 19 April 2018) (WK 4755/2018 INIT) <p>Meeting held back to back with the GA, in order for SWG GRI members who are members of the AB to participate in the GA.</p>
<p>SWG GRI 03 17/10/2018</p>	<ul style="list-style-type: none"> • Report on the main achievements during the first fifteen months of GENERATION implementation and on plans for next stages
<p>SWG GRI 04 10/04/2019</p>	<ul style="list-style-type: none"> • A presentation (document WK 5040/2019) on activities and project outputs disseminated to the SWG GRI and on plans of GENERATION, including an overview of upcoming engagements with the SWG GRI, specifically: <ul style="list-style-type: none"> ○ WP 4: Call for an expression of interest in MLW – hosts and trainees ○ WP 4: Call for an expression of interest in MLW – more advanced countries ○ WP 3: NAPS implementation round 2 – interviews carried out with selected SWG GRI members ○ WP 6: Gender in international cooperation in STI – a follow-up on the SFIC/GRI report (questionnaire survey and interviews) ○ WP 7: Debrief on the outcome of a GENERATION conference held on 9 April, where the policy brief on the future of gender equality in European R&I was presented

August 2019	<ul style="list-style-type: none"> • Consultation of SWG GRI delegations on disruptive measures for gender policies in R&I (for the purpose of GENDERACTION policy brief no. 14 Disruptive Measures for GE in R&I)
SWG GRI 05 25/10/2021	<p>Update (document WK 12084/2019) on activities and plans of GENDERACTION, including an overview of upcoming engagements with the SWG GRI, specifically:</p> <ul style="list-style-type: none"> • Gender in international cooperation in STI – a follow-up on the SFIC/GRI report – response requested from delegations • Expression of interest for individual MLW
SWG GRI 06 1-2/04/2020 online	<p>Update (document WK 3620/2020) on activities and plans of GENDERACTION, including an overview of upcoming engagements with the SWG GRI, specifically:</p> <ul style="list-style-type: none"> • WP 3: Analysis of NAPs implementation – presentation and exchange of views • WP 4: Report on capacity building events organised • WP 5: Report on policy advice delivered (4 policy briefs on Horizon Europe; 2 position papers as input to Horizon Europe consultations) • Update on the upcoming events and MLW in WP 4 and policy briefs and position papers (Why we need GE in ERA, Gender equality: a means to boost excellence and innovation) in WP 5 building on Deliverable 3.2
SWG GRI 07 25/09/2020 online	<p>Update from GENDERACTION cancelled due to full meeting agenda.</p>
SWG GRI 08 02/12/2020 online	<p>Update on activities and plans of GENDERACTION, including an overview of upcoming engagements with the SWG GRI, specifically:</p> <ul style="list-style-type: none"> • Project extension and additional trainings • MLW on gender in ERDF/ESF funds • Final conference organised with the SI PRES
SWG GRI 09 29-30/03/2021 online	<p>Update (document WK 4529 2021) on activities and plans of GENDERACTION, including an overview of upcoming engagements with the SWG GRI, specifically:</p> <ul style="list-style-type: none"> • joint SI PRES & GENDERACTION conference on 8-9 July (online)

	<ul style="list-style-type: none"> • invitation to upcoming MLW • Feedback requested on the future guidance on GEP implementation • Input requested on National Action Plans
<p>SWG GRI 10 21/06/2021 online</p>	<p>Update (document WK 8344 2021) on activities and plans of GENDERACTION, including an overview of upcoming engagements with the SWG GRI, specifically:</p> <ul style="list-style-type: none"> • systematic review and policy briefs on gender and SDGs • update on NAPS monitoring round 3 – responses from delegations, interviews to be conducted • online availability of MLW organised • joint SI PRES & GENDERACTION conference on 8-9 July (online) • videos created and available online

3. Other engagements with the SWG GRI

This task was related to other Work Packages (WPs) engaging with the SWG GRI members in the following ways:

- **WP 3:** SWG GRI members were the primary target audience of the Mutual Learning Workshops (MLW) organised jointly by WP 3 and WP 4 on the ERA National Action Plans and Strategies (ERA NAPS) and their implementation in [2018](#), [2019](#) and [2020](#). Furthermore, SWG GRI members contributed to the implementation of the WP by providing regular updates on the implementation of their respective ERA NAPS as a basis for the analysis.
- **WP 4:** SWG GRI members were one of the primary target audiences both for the trainings in task 4.1 and best practice exchange in task 4.2. In particular, [a MLW on structural change projects](#) carried out in task 4.3 in March 2019 was intended to act as a platform for exchange between policy makers and civil servants and EU-funded structural change projects on the implementation of institutional changes through gender equality plans. Furthermore, SWG GRI members were also the primary audience for a [MLW on communicating and impact building](#) in February 2020. Lastly, GENDERACTION supported the work of the SWG GRI by contributing to the work of the SWG GRI task forces on gender and digitalisation and SWG GRI task force on Gender Equality Plans.
- **WP 5:** Task 5.2 on gender in Open science and Open Innovation (D5.1); Task 5.5 on policy advice on gender in European Funds for R&I together with a [MLW on gender equality in ESF/ERDF](#) fund in May 2021 organised by MICINN; and Task 5.6 on gender and SDGs have all generated reports and policy briefs that were all highly relevant for the SWG GRI and disseminated to the group.

- **WP 6:** Given the original work of the HG and SFIC (ERAC SFIC and ERAC SWG GRI opinion on developing joint guidelines on a gender perspective for international cooperation in Science, Technology and Innovation / [ERAC-SFIC 1352/18](#)), [D6.1 Methodological framework to assess gender in international cooperation in STI](#) and [D6.3 Comparative analysis and recommendations on gender in international cooperation in STI](#)) have been distributed to the HG as work fulfilling the recommendations from the Opinion. Furthermore, Task 6.1 entailed specifically the dissemination of the above-mentioned HG-SFIC Opinion and a report on this dissemination activity is detailed in [Deliverable D6.2](#)).
- **GENDERACTION advisory structure:** SWG GRI representatives who are not Beneficiaries or Associated Partners have been invited to contribute and engage with the project through the **Advisory Board on ERA Priority 4 implementation**, ensuring that GENDERACTION outputs as well as all relevant information are timely disseminated to this most relevant policy body. The members of the Advisory Board represent the following MS and AC: DE, DK and BA, CH, NO.

4. Support to SWG GRI on specific tasks of its Work Programme

In line with the planned support for the SWG GRI and its sub-groups and taskforces reflecting the evolving interests of the SWG GRI and the tasks to be delivered to the ERAC Steering Board during the project, GENDRACTION contributed with the following tasks:

- **Subgroup on gender and digitalisation**

In 2020 the SWG GRI launched a sub-group on gender and digitalization headed by EI (Gemma Irvine) with members from CZ, CY, DE, ES, LU, PT and IL and NO, with the support of external experts (Nicola Marsden – DE, Lore Funk – DE and Orna Barnes Kopolovitch – IL).

The subgroup collected input from members of SWG GRI on national policies and strategies on innovation and digitalization. Based on this input, GENDERACTION was tasked with preparing a background paper to facilitate discussions at a series of three exploratory [workshops organized by the SWG GRI in 26 March and 15 April 2021](#). The background paper was drafted and discussed by the subgroup and shared with the workshop participants prior to the workshops and members of SWG GRI.

- **Task force on gender equality plans**

In response to the announcement of Gender Equality Plans (GEPs) as the new eligibility criterion in Horizon Europe, the SWG GRI launched a task force on GEPs in 2020 co-led by CZ and NO, with AT, ES, SK, IE, FI, IL, TR and the support of two GENDERACTION external experts Averil Huck (CZ) and Lydia Gonzales (ES) to support the task force. To conduct its task, the task force developed and launched a survey on GEPs implementation at national

level and the needs of national authorities related to the GEP requirement. The external experts carried out analyses of the survey results and drafted the empirical parts of the report together with the members of the task force. The report Gender Equality Plans as a Catalyst for Change is available [here](#).

5. Concluding remarks

The outputs of GENDERACTION have proven to be highly relevant and useful for the work of the SWG GRI. Task 5.1 specifically focused on supporting and liaising with the SWG GRI, and was the conduit through which the communication between GENDERACTION and SWG GRI was channelled.

The approval of having reports from GENDERACTION as a standing point on the agenda of the SWG GRI has been vital to streamline reporting from GENDERACTION to the SWG GRI at regular intervals.

Due to the overlap in membership in the SWG GRI and members of the GENDERACTION consortium, it was possible to react timely to the rising needs of the SWG GRI as well as to feed the policy advice, position papers and policy briefs to the SWG GRI members.

The regular reports at the SWG GRI meetings have been particularly useful for disseminating information about GENDERACTION outputs among those national representatives not involved in the project directly.

It can be concluded that the objective of this task was fulfilled without any obstacles after the initial clarification of the cooperation between the SWG GRI and GENDERACTION after the transition of the ERA advisory structure under ERAC.