

Editorial

Dear readers,

this is the last of GENDERACTION's newsletters. We are happy to bring you information about the latest developments in the project and overall in the area of gender equality in European R&I. We also use this opportunity to recapitulate our achievements and introduce our amazing team that stands behind them. Our project has ended on 30 September; however, we have been working hard over the last three months on preparations of GENDERACTIONplus project to continue and extend our work in the future. In case you want to stay in touch with us - if we succeed -, please click at the button below to sign up for the mailing list for the GENDERACTIONplus newsletter.

Thank you all very much for your interest and support. It's been a pleasure to work and cooperate with you. And we look forward to meeting you in the future!

In this newsletter:

- [A word from our coordinator](#)
- [GENDERACTION achievements and impact](#)
- [Meet our great team!](#)
- [New policy briefs and positions](#)
- [Data dashboard](#)
- [GENDERACTION Final Event](#)
- [News from consortium partner countries](#)
- [GENDERACTIONplus project](#)

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A word from our coordinator



Marcela Linková

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

It has been tremendous privilege to work on GENDERACTION with such an outstanding and motivated crew of people. Reading our final deliverable reports now, seeing the whole work put together, really gives me a sense of achievement.

Angela Wroblewski from IHS has carried out really important analyses of how individual European countries have implemented their national actions plans in the gender equality priority, has developed a classification system and has helped us understand the different situations in the countries at policy making level.

Kalypso Sepou from RIF together with other colleagues has taken care of our capacity building and mutual learning activities, and it is great to read the testimonials of how our mutual learning actions in particular have been beneficial, allowing the participants to use what they have gained in their work.

Lydia Gonzales from FECYT together with her colleagues has done a tremendous job with the Horizon Europe policy brief series which have made impact during the negotiations, and really put GENDERACTION on the map of stakeholders contributing to the negotiation process. We are happy to see that some of our advice has been taken up.

One of our early results focused on gender aspects of Open Science and Open Innovation, and here I want to thank Marina Angelaki from EKT and again colleagues from FECYT. Another area where we worked to underscore the importance of gender equality considerations was international cooperation in Science, Technology and Innovation.

It has been an amazing experience to meet with women policy makers, representatives of civil society organisations and scholars to discuss how issues of power and marginalization affect women researchers from third countries and what we can do here, in Europe, to counteract this.

I also want to thank my colleagues from ISAS. Martina Fucimanova for keeping us on track, watching our deadlines and being the project management support one can only wish for. And Hana Tenglerova for her incredible job in communication and dissemination, making us heard on Twitter and putting effort into our EU impact plan with the result of raising awareness of our outputs and concrete recommendations among various groups of stakeholders.

Among other highlights is the great opportunity to present our recommendations for Horizon Europe in the European Parliament in 2018, and then the final conference Deepening ERA through gender equality organized with the Slovenian Presidency of the Council of the EU in July 2021. With Uršula Konečnik and her team we made a great tandem and the introductory messages from Minister Kustec and Commission Gabriel really give us faith in the future.

Policy makers and femocrats are in the same need of exchange, sharing and support as anyone else working on a topic that can, sometimes, generate a lot of controversy. Together, we can achieve a lot, and GENDERACTION is a testament that we can advance, we can prop each other, and that we can also laugh together and have great time working on things we deeply care about.

GENDERACTION achievements and impact

Long story short. The two videos below introduce the main successes at the national level of the consortium members and partner countries and at the EU level. **Click the pictures to watch it!** 



Meet our great team!



**GENDER
ACTION**

GENDERACTION project is at its end. There is a lot of work behind us; we have reached many achievements and successfully met our goals. We want to take this opportunity to introduce the colleagues who stand behind these great accomplishments!

[Check us out!](#)

Policy briefs and positions

We have continued our work in the field of policy advice. Since the last newsletter we have new outputs that are worthy of your attention.



A new GENDERACTION policy brief with strategic advice for the integration of gender into the content and evaluation of the ESF+ & ERDF operational programmes for research and innovation as part of advancing gender equality in ERA is now available. According to us, the ESF+ & ERDF programming should be more ambitious, going beyond a gender-balanced labour market and mainstreaming gender through all the planned interventions and phases.

[Click to read our new policy brief](#)

Enhancing the knowledge and understanding of gender and Agenda 2030/SDGs for policy development in European Funds for R&I was the aim of a new GENDERACTION task that focused on mapping and disseminating recent research results, as well as benchmarking policy development, identifying promising concepts and tools for gender and sustainability in the design of European Funds for R&I (Horizon Europe, FP9, ERA). All the outputs of this task were published at the end of the September 2021 and are available for download on the website dedicated to policy advice in the area of gender & SDGs in R&I.



[Click to see all outputs on gender and SDGs](#)

Report

GENDER ACTION
EUROPEAN UNION TO THE SKILL ECONOMY
 FOR ECONOMIC GROWTH AND EMPLOYMENT

**Monitoring of ERA Priority 4 Implementation
 – Update and Final Assessment**

We have also published a new report on monitoring and implementation of ERA priority 4. This report is an update of the previous [reports](#) and complements the analysis by considering not only Member States but also Associated Countries.

Position Paper

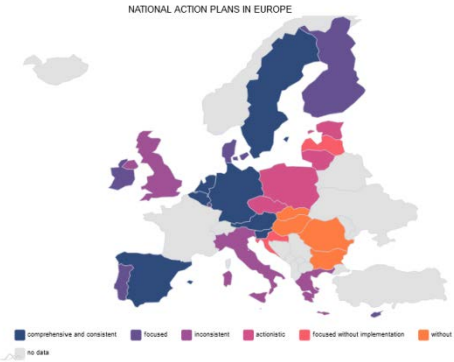
GENDER ACTION
EUROPEAN UNION TO THE SKILL ECONOMY
 FOR ECONOMIC GROWTH AND EMPLOYMENT

Relevance of Monitoring for Effective Gender Equality Policy Implementation

Our new position paper points out that the experience with the implementation of National Action Plans (NAPs) 2015-2020 demonstrates a need for adapting the procedure for developing and implementing follow-up plans. Also, a meaningful set of indicators for monitoring the NAP implementation has to be developed.

[To download the report and position paper click here](#)

Data dashboard



The dashboard presents various statistics on topics we tackled in the GENDERACTION project, regarding proportions of women in research and policies towards gender equality in R&I. It showcases, for example, the results of WP 3 analyses of NAPs implementation. The dashboard can be accessed via the project website. It offers not only visualizations but also insights into statistics and their interpretation. Users are able to interact with the dashboard content and may use its components (data or graphs) in their own reports or work, in particular, they will be able to download data (in a CSV or excel format) or graphs (PNG form) presented in the dashboard.

[Go to the Data dashboard](#)

GENDERACTION final event



#DeepeningERA



The Deepening ERA through Gender Equality event was attended by 195 people and gave a floor to 25 great speakers in four debates and two keynotes. It was a great opportunity for the Member States, Research Funders, ERA stakeholders, and experts to reflect on recent advances in gender equality at the national and European levels and emerging needs to be addressed in the new ERA.

The event was organised jointly by GENDERACTION and the Slovenian Presidency of the European Council and introduced, among other things, the draft of the Ljubljana Declaration containing the priorities of the current and forthcoming trio Presidencies of the Council of the European Union. The Declaration, to the creation of which GENDERACTION contributed, was introduced at Competitiveness Council on 28 September 2021 and the EU ministers for research were asked to express their final support for it.

We hope that this initiative will focus the attention on gender equality in R&I and support further improvement in this area!

[Click here to watch the videos from the event](#)

News from consortium partner countries

The implementation of National Impact Plans continues until the end of the project. In **Poland**, GENDERACTION team prepared the first local guide book on GEPs for RPOs. Now, you can [download it from our website](#). Furthermore, a European Gender Equality Taskforce workshop was organized for Polish RPOs and RFOs on 7 September. The event gathered around 20 participants, focused on a broad range of issues such as GEPs, gender in research content, and gender in evaluation. The workshop received very positive feedback from its participants.

[Click here to read more](#)

Austria's GENDERACTION team organised a workshop in June to discuss the good practice criteria for monitoring the implementation of ERA priority 4. Furthermore, four events took place to exchange on the importance of and experience with the implementation of GEPs. One of them has been organised together with our European Gender Equality Taskforce. The goal of this particular workshop was to agree on a common position regarding GEPs and relating support structures between the three Federal Ministries involved in science, research, and innovation.

In **the Czech Republic**, the working group for gender equality was established under Research, Development, and Innovation Council. It is comprised of representatives of RFOs, experts, and representatives of researchers. The WG will work to exchange and unify the practice and methodologically support the implementation of gender equality measures. Furthermore, the EGET members were nominated to the scientific board of the project STRATIN that aims to provide support for gender equality in research to Czech national authorities (including the new WG).

GENDERACTIONplus project



Over the summer we have been working hard with our colleagues on a follow-up project that aims to continue and expand the activities on which we have worked in the recent years. Based on the lessons learned and the new demands resulting from the current policy developments, the new GENDERACTIONplus project will go on with policy exchanges, capacity building and mutual learning workshops to continue the community of practice of representatives of national authorities (policy CoP). We also plan to develop European and National impact plans

to ensure the exploitation and dissemination of project outputs and we will continue to work on monitoring the implementation of ERA gender equality actions.

In addition, we plan to focus on intersectionality and inclusiveness; gender-based violence in academia; gender dimension in R&I, and monitoring and evaluating the implementation and impact of gender equality plans to create new knowledge and recommendations for stakeholders and policy makers. Apart from the policy CoP, the project also envisages to expand the FORGEN community of practice of RFOs developed under H2020 sister project ACT. The RFO CoP will address existing and emerging needs of RFOs and will continue mutual learning and policy development. A strong part of the new project will also be citizen and stakeholder engagement. The project consortium also significantly increased compared to GENDERACTION. If we succeed, the consortium will involve 19 partners and 15 associated partners from 23 European countries.

Wish us luck!

Stay in touch with us in the future! 🖱️

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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.