



**Project Impact  
Assessment  
Report**

# **Project Impact Assessment Report**

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For more information about monitoring of ERA Priority 4 implementation, please contact us at **[info@genderaction.eu](mailto:info@genderaction.eu)**



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# Executive Summary



This deliverable report addresses the impact of the project outcomes particularly in relation to advancing gender equality in research and innovation at the national level in the project partner countries, at the EU level, and globally.

The report provides information about the mid-term evaluation of project activities with a view to maximising impact, which resulted in the decision to adopt three new instruments – the National Impact Plans, the EU Impact Plan, and the European Gender Equality Taskforce. These new developments were aimed primarily at building uptake during the second half of the project of the project outcomes that were generated in the first half, and to further supporting the less advanced countries.

The review of the impacts reached is structured along the defined specific impacts planned in the grant agreement and provides information about the relevant WPs in which the impact was achieved, the target audiences, indicators, communication channels, project outputs, impacts, and, where relevant, the most important venues and opportunities for amplifying the uptake by different stakeholders. The impact of COVID-19 is also considered.

The report opens with highlights of the impacts on policy-making for gender equality in R&I recorded over the course of the project and the project's recognition. The conclusion addresses lessons learnt and future actions.

# Abbreviations

<b>AP</b>	Associated Partner
<b>AT</b>	Austria
<b>BA</b>	Bosnia and Herzegovina
<b>BE</b>	Belgium
<b>BMBWF</b>	Federal Ministry of Education, Science and Research, Austria
<b>CY</b>	Cyprus
<b>CZ</b>	The Czech Republic
<b>DE</b>	Germany
<b>DG RTD</b>	Directorate-General for Research and Innovation
<b>DLR</b>	Federal Republic of Germany's Research Centre for Aeronautics and Space
<b>DoA</b>	Description of Action
<b>EC</b>	European Commission
<b>EGET</b>	European Gender Equality Task Force
<b>EHEA</b>	European Higher Education Area
<b>EIGE</b>	European Institute for Gender Equality
<b>EL</b>	Greece
<b>EPWS</b>	European Platform of Women Scientist
<b>ERA</b>	European Research Area
<b>ERAC</b>	European Research Area and Innovation Committee
<b>ERDF</b>	European Regional Development Fund
<b>ES</b>	Spain
<b>ESF</b>	European Social Fund
<b>EU</b>	European Union
<b>FEMM</b>	Committee on Women's Rights and Gender Equality
<b>GEP</b>	Gender Equality Plan
<b>GPC</b>	High-Level Group on Joint Programming
<b>H2020</b>	Horizon 2020, EU funding scheme
<b>HE</b>	Horizon Europe
<b>HG</b>	Helsinki Group (predecessor of SWG GRI)
<b>ISAS</b>	Institute of Sociology of the Czech Academy of Sciences
<b>ITRE</b>	Committee on Industry, Research and Energy
<b>LU</b>	Luxembourg
<b>MEP</b>	Member of the European Parliament
<b>MICINN</b>	Ministry of Science, Innovation and Universities, ES
<b>MIZS</b>	Ministry of Education, Science and Sport, SI
<b>MLW</b>	Mutual Learning Workshop
<b>MS</b>	Member States
<b>MT</b>	Malta
<b>NAP</b>	National Action Plan
<b>NCPs</b>	National Contact Points

<b>NIPs</b>	National Impact Plans
<b>OECD</b>	Organisation for Economic Co-operation and Development
<b>OS/OI</b>	Open Science/Open Innovation
<b>PB</b>	Policy Brief
<b>PL</b>	Poland
<b>R&amp;I</b>	Research and Innovation
<b>RFOs</b>	Research Funding Organizations
<b>RIF</b>	Research and Innovation Foundation, CY
<b>RO</b>	Romania
<b>RPOs</b>	Research Performing Organizations
<b>SDGs</b>	Sustainable Development Goals
<b>SE</b>	Sweden
<b>SFIC</b>	Strategic Forum for International scientific and technological Cooperation
<b>SI</b>	Slovenia
<b>SK</b>	Slovakia
<b>STI</b>	Science, Technology & Innovation
<b>SWG GRI</b>	ERAC Standing Working Group on Gender in Research and Innovation
<b>TR</b>	Turkey
<b>UN</b>	United Nations
<b>UNESCO</b>	United Nations Educational, Scientific and Cultural Organization
<b>WP</b>	Work Package



# Introduction

The aim of GENDERACTION was to achieve long-term, sustainable impacts in the advancement of gender equality policy in the European Research Area, focusing primarily policy-makers, national representatives, stakeholders and NCPs.

## 1.1

### Highlights of GENDERACTION achievements

In 2019 GENDERACTION was presented as a success story<sup>1</sup> by the Commission.

In 2020 the European Commission recognised GENDERACTION and its policy briefs as among the most important contributions to gender equality in Horizon 2020 in its presentation of *Achievements in Horizon 2020 and recommendations on the way forward*<sup>2</sup> in the area of Gender Equality:

*'A significant contribution to Gender Equality policies at the national level stems from GENDERACTION's series of position papers and policy briefings with an emphasis on networking and community building. Notably, GENDERACTION, flagged as a success story by the Commission,*

*recommended in its [policy brief](#) to properly integrate gender equality policies in the Strengthening the ERA part of the proposal for Horizon Europe and in the future of the ERA.'*

As part of the implementation of its National Impact Plan, Slovenia made gender equality one of the priority topics of its Presidency, with a plan to address gender equality in the documents prepared during the Presidency (e.g. SI's contribution to Council Conclusions on governance, SI's contribution to the Council Conclusions on the Global Approach).

On 8-9 July 2021 GENDERACTION co-organised the conference [Deepening the ERA through Gender Equality together with the Slovenian Pres-](#)



- 1 <https://ec.europa.eu/research-and-innovation/en/projects/success-stories/all/advancing-gender-equality-research-and-innovation>
- 2 European Commission (2020) *Gender equality. Achievements in Horizon 2020 and recommendations on the way forward*. Available at: <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/8cf2353d-cbc9-11ea-adf7-01aa75ed71a1> per

[idency of the Council of the EU](#), which provided a platform for Member States, Research Funders, ERA stakeholders, and experts to reflect on the recent advances in gender equality at the national and European levels and on emerging needs to be addressed in the new ERA. The main results and achievements of GENDERACTION were presented at the conference, and a briefing on the joint conference was provided at the [Competitiveness Council](#) on 28 September 2021.

## 1.2

### Objectives of this report

The objective of this deliverable report is to provide an overview of the outcomes and impacts reached in relation to policy developments in the area of gender equality in research and innovation policy at the national level in the project partner countries, at the EU level, and globally.

## 1.3

### Relation to other WPs

This deliverable report builds on and valorises the results of all the other Work Packages (WP 3 ERA Roadmap Priority 4 Benchmarking, WP 4 Capacity building, WP 5 Strategic policy advice and WP 6 Gender equality in international cooperation in STI).

The concrete actions and outputs of all these WPs contributed directly to achieving the different specific impacts planned for the project.

## 1.4

### Project extension

An extension of the project by six months to the end of September 2021 was requested through an amendment and was granted. The primary reason for this project extension was that Slovenia was assuming the Presidency of the EU Council on 1 July 2021, and the organisation of a joint GENDERACTION final conference was successfully

negotiated with the SI PRES. This could only have been done after the start of the SI PRES. Since organising a joint conference with a Presidency is a major achievement and since it helped increase the impact of the project, this was the main factor behind the request for an extension.

The impact of COVID-19 was a contributing factor in the decision to extend the duration of the project.

## 1.5

### The impact of COVID-19 and mitigating strategies

Since March 2020 the project activities have been affected to some extent by the COVID-19 pandemic, which coincided with the second half of the project. At the beginning of the pandemic, the consortium made a decision to postpone the planned activities until it became clearer whether the activities that were planned as physical events could ultimately take place. Given this brief suspension of activities and the plan to refocus on online activities, an extension of the project by six months was deemed warranted.

This switch to online meetings and events created, firstly, an opportunity for more people to participate in the events and, secondly, an opportunity to develop new training formats on the gender provisions of the new Framework Programme, Horizon Europe (2021-2027), which could be delivered in the form of webinars to the newly appointed NCPs. On the downside, this development limited the opportunities for interaction, for formal and informal exchanges of views, and, in particular, for bilateral capacity-building events, and it was impossible for the activities of the European Gender Equality Task Force (EGET) to be carried out to the full extent that had been planned.

The documents developed in the project (policy briefs, position papers, reports, etc.) were disseminated only electronically, which increased the project's focus on social media. Moreover, because of travel restrictions imposed by the pandemic, the unspent travel budget allowed the consortium to request a change in the budget to create five project videos presenting

the most important messages and impacts of the project.

Lastly, the termination of one project partner that did not want to continue (working with/on the project) during the extended period and the unspent budget made it possible for two Associated Partners (AP) to join as project partners with new tasks, which made it possible to increase the project output. That output consists of the policy briefs on gender in SDGs that were created by Partner 20 UGOT (task 5.6), and the online Dashboard created by Partner 19 OPI (task 7.2.6).

## 1.6

### Evolution of the impact measures during the course of the project

At the beginning of the project, the [Communication and Dissemination Strategy](#) (Deliverable 7.1) was developed for the GENDERACTION project as the main tool for achieving the planned impact.

The strategy defined clear and coherent messages that were tailored to the various project target groups identified in the strategy and reflected the diversity of these actors as well as the EU policy cycle. It also set out a detailed plan for communicating the various project outputs and results and addressed the evaluation of the strategy's implementation.<sup>3</sup> The Final Dissemination and Communication Report provides an evaluation and assessment of the strategy (Deliverable 7.2).

Overall, more people were reached and more activities were carried out than planned. GENDERACTION used a wide range of communication activities in terms of their content and form and successfully reached all of the project's important target groups.



3 Communication and dissemination strategy (2017) Available at: [https://genderaction.eu/wp-content/uploads/2021/02/GENDERACTION\\_D17\\_Communication-and-dissemination-strategy.pdf](https://genderaction.eu/wp-content/uploads/2021/02/GENDERACTION_D17_Communication-and-dissemination-strategy.pdf).

### Mid-term evaluation

Following a discussion at the General Assembly in April 2019, the coordinator drafted an impact monitoring tool, which was distributed to the project partners in April 2019. The aim was to produce a formative evaluation of the project's implementation as the basis for a potential adaptation of events and to support the uptake of recommendations and project outputs in the second half of the project. The monitoring tool focused on 1) monitoring the impacts foreseen in the DoA (completed by WP Leaders and the coordinator primarily) and 2) monitoring the impacts of the project's individual outputs.

The main findings of the evaluation of the mid-term impact were the following:

- **Horizon Europe negotiations**

The most important area of action at that point was the ongoing negotiation of the new Framework Programme, Horizon Europe. To this end, GENDERACTION launched a **Horizon Europe Policy Brief Series**, which was one of the main outputs of the project. Project Partners and Associate Partners concentrated on distributing the Policy Brief Series to relevant stakeholders at the national level, [the aim of which was to impact the negotiations]. The Series was also sent to the European Commission DG RTD as input for negotiations. In September 2019 two position papers were prepared presenting the GENDERACTION positions for two Horizon Europe consultations, and these papers were also submitted to the Commission. Several project partners reported that the policy briefs informed the national positions they negotiated in the Research Working Party. At the beginning of RP 3, the policy brief booklet and the position papers were distributed at the Finnish Presidency Conference *Research and Innovation Excellence through Gender Equality: New Pathways and Challenges*, which was organised on 23 and 24 October 2019.

- **Structural change for gender equality**

Structural change designed to promoting gender equality through Gender Equality Plans (GEPs) is the dominant approach to promoting

GE in Research Funding and Performing Organizations (RPOs, RFOs). A MLW was organised in WP 4 in March 2019, which resulted in a policy brief that was finalised on 30 August 2019. This policy brief was delivered to the Finnish Presidency, and its recommendations were presented and discussed at the Finnish Presidency Conference *Research and Innovation Excellence through Gender Equality: New Pathways and Challenges* on 23 and 24 October 2019 at the beginning of RP3.

- **ERA NAPS benchmarking**

GENDERACTION analyses showed that the ERA National Action Plans and Strategies have proven to be a catalytic document in many EU countries, particularly the countries that are less active in [that are doing/have done less to address] gender equality in R&I. Monitoring the implementation of the ERA NAPS provided an important analysis of the different approaches that were taken to implementing the ERA Priority 4 across Member States and the lessons that were learned and can be used in the upcoming policy cycle. To this end, a Policy Brief on NAPS implementation was drafted to facilitate the monitoring, evaluation, and revision of NAPS. A short executive summary of the main findings from D3.2 was prepared for use at the national level by project partners as the discussion on the future of the ERA was being launched at this time. GENDERACTION presented the position that gender equality must remain a priority for the European Research Area post-2020, and that specific actions need to be developed to further foster policy implementation in the less active countries. Furthermore, GENDERACTION findings were useful for the design of the future monitoring indicators as the analysis of the current ERA indicators shows that they are poorly suited to the task and provide a highly skewed view of gender equality implementation across MS.

Based on the mid-term formative assessment, the following changes have been proposed for the final stage of project implementation:

- **National Impact Plans (NIPs)**

At the 6<sup>th</sup> General Assembly on 22 October 2019, the GA dedicated a session to discuss-

ing measures to further increase impact. The GA decided that a Mutual Learning Workshop (MLW) should be organised that the project partners could use to advance **national dissemination, communication, and impact plans to be implemented between March 2020 and March 2021 as the National Impact Plans (NIPs)**. The MLW **Communicating Gender Equality Policy in R&I and Creating Impact** took place in February 2020 in Prague.

- **EU Impact Plan**

The GA also agreed to establish the dedicated position of an **EU Impact Coordinator** at the coordinator institution. The person in this position would be responsible for the development and execution of a communication, dissemination, and impact strategy at the EU level that would be directed primarily at **new MEPs, the Commission, and ERA stakeholders**. This position would also exist between March 2020 and March 2021. The GA agreed to finance this position by pooling unused resources, particularly the personnel cost resources of partners who are unable to use personnel costs (primarily partner 7 UL and partner 9 MIZS). Following a discussion at the project review, an amendment was prepared and adopted to this effect.

- **European Gender Equality Task Force**

Another decision of the GA was to establish the **European Gender Equality Task Force (EGET)**, which was set up in response to internal discussions of the needs of the project partners in order to help and support the execution of the NIPs through activities designed in cooperation with interested partners.

Moreover, during the project's implementation it became evident that good timing and the knowledge of how different stakeholders work can contribute a great deal to ensuring the impact and uptake of project outputs. There are, however, many circumstances that are unforeseeable. It therefore proved appropriate to devote a part of the working time to actively searching for windows of opportunity and using them.

# 2 >

## Expected impacts defined in the Grant Agreement

GENDERACTION responded to the overall goal of developing inclusive, anticipatory governance for R&I outlined in the Work Programme by ensuring that gender equality considerations are incorporated in the 'strategic priority-setting for future R&I (funding) policy in Europe'. Policy briefs and position papers with recommendations were drawn up 'in time to inform the R&I and other EC policies when preparing the post-2020 period'.

### 2.1

#### Specific impacts

Responding specifically to SwafS-19-2016 in the Science with and for Society Work Programme, call H2020-SwafS-2016-17 'Networking of National Representatives and Resources Centres on Gender in R&I', GENDERACTION has proposed achieving the following specific impacts:

- Develop a methodology **to measure progress** in the implementation of Priority 4 Gender Equality and Gender Mainstreaming (WP 3)
- **Build consistent and professional capacity** to implement the ERA Roadmap Priority 4

among responsible national representatives (WP 3, 4)

- **Coordinate the efforts** of Member States in ERA Priority 4 (WP 5)
- **Enhance expertise** in gender equality and gender mainstreaming among key stakeholders (including NCPs and RFOs most notably), with a particular focus on the relatively inactive countries (WP 4)
- Contribute to **building consistency** between national gender equality strategies in research and innovation and Horizon 2020 (WP 3, 4, 5)
- Contribute to the inclusion of gender equality and gender mainstreaming in **international cooperation in science, technology, and innovation** (WP 6)

**These actions have the overarching goal of shifting the imbalance between the proactive and the relatively inactive countries in Europe.**

To assess progress toward achieving these specific impacts, the following indicators were defined in the proposal stage:

- The participation of more and less experienced countries in the project

- A qualitative evaluation of trainings and mutual learning workshops
- The development of an efficient methodology to assess the implementation of ERA Roadmap Priority 4
- The achievement of progress in the implementation of ERA Roadmap Priority 4
- The number of trainings organised and people trained, with two trainings planned each year for 20-25 people and aimed at national representatives, and one training for NCPs each year with 20-25 participants
- The number of mutual learning workshops organised (one mutual learning workshop for SWG GRI members, cultural and institutional change projects for approx. 65 participants; and one-on-one and small group twinning events to be identified during the course of the project based on a needs-mapping process)
- A qualitative evaluation of the knowledge gained through trainings and mutual learning workshops
- Policy communications with relevant target groups
- Reports to and meetings with the SWG GRI
- The number of policy briefs prepared
- Evaluation of the degree of coordination in the implementation of the ERA Roadmap at the EU and MS levels
- The establishment of a number of new collaborations with EU and international stakeholders and organisations
- An assessment of new liaisons with relevant stakeholders beyond the EU to foster international cooperation in STI
- An assessment of reaching defined target audiences

### 2.2

#### The main instruments for achieving the impact

The following activities were planned to maximise the impact:

- Training and mutual learning workshops and EGET to build capacities;
- The mapping and analysis of ERA Priority 4 implementation and the related development of policy briefs and recommendations to coordi-

- nate gender equality policy between Member States and Horizon 2020;
- Liaising with the Standing Working Group on Gender in Research and Innovation as well as other stakeholders at the national and the EU levels and participation in public consultations, to engage in the policy-making process (the National Impact Plans and the EU Impact Plan);
- Dissemination of the joint SFIC/SWG GRI guidelines, developing recommendations on gender equality in international cooperation in STI, and building liaisons and exchanges globally, to contribute to European science diplomacy in gender equality in research and innovation (R&I);
- A regularly updated project website and social media (Twitter account), conference presentations, and other engagements, as well as videos, to increase awareness of policy advice developments and communicate the results of the project to broader audiences.

### 2.3

#### Target groups

The project aimed to target the following national and European authorities and stakeholders:

- National level: national authorities, research attachés, civil servants, NCP Academy and NCP projects, RFOs, RPOs
- European level: SWG GRI, Competitiveness Council, European Commission, European Parliament
- Global level: stakeholders focused on international cooperation in STI and gender equality in R&I and women in science organisations across the globe
- Research Community: EIGE, The ERA Stakeholder Platform, EPWS, ERA-NET, GENDERNET, Gender Portal, EU-funded sister projects
- Other: the media, general public

# 3 >

## An evaluation of objectives and impacts achieved

The overall objective of GENDERACTION was to create an innovative policy community for the implementation of gender priority in the European Research Area by setting up a network of national representatives from EU Member States and Associated Countries.

During the project, this network of policy makers was solidified, and new contacts were built primarily through the dissemination of the Policy Brief Series, Position Papers, and Briefing Notes developed in WP 5. New engagements were established with Research Funding Organisations, which were the recipients of a policy brief with recommendations, and with experts and policy-makers in particular research fields such as Artificial Intelligence. In addition, GENDERACTION expanded its community outside the EU particularly through WP 6 focused on gender in international cooperation in STI.

The policy community now consists of the following primary organisations:

- national representatives from project partner organisations and AP
- ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI)

- delegates of the European Research and Innovation Advisory Committee (ERAC)
- umbrella organisations in the ERA Stakeholder Platform
- National Contact Points and their projects and networks
- members of the European Parliament (particularly ITRE and FEMM committees)
- the community of practitioners and scholars active in the field of gender equality in research in Europe
- third-country policy-makers, civil servants, and individuals working towards gender equality in research and innovation

**The specific impacts were built through the design and implementation of National Impact Plans, the EU Impact Plan, and the EGET.**

- **National Impact Plans**  
To support dissemination and enhance the awareness raising and uptake of GENDERACTION policy recommendations at the national level, consortium partners decided to develop National Impact Plans (NIPs) in the beginning of 2020. Overall, 11 NIPs were created, each

with a different thematic focus and scope, depending on the opportunities and position that each partner organisation had and on current developments at the national level and in the budget allocated for the communication and dissemination activities in WP7. The implementation of the NIPs was influenced by the COVID-19 pandemic, especially in 2020, when many planned activities were postponed or moved online. However, in general, NIPs have contributed to the better and more coordinated dissemination of GENDERACTION outputs and the more efficient targeting of the most important GENDERACTION stakeholders at the national level.

- **EU Impact Plan**

The EU impact plan was developed in 2020 and updated in 2021 to keep track and plan communication and dissemination activities and to support the uptake of GENDERACTION outputs on the side of the stakeholders at the EU and global levels. The activities of the EU impact plan reached almost 90 persons working in the European Commission and its advisory/working organs, more than 50 individuals from the European Parliament, and almost 20 stakeholder umbrella organisations. In many cases contacts were established and further developed. The EU Impact Plan made it possible to check and use such windows of opportunity as the Horizon EU Mission boards or the discussion of the document on Horizon Europe Partnerships in the ITRE Committee in EP. GENDERACTION outputs have been used repeatedly for public consultations.

- **European Gender Equality Task Force**

The EGET worked within the framework of WP4 Mutual Learning and Capacity Building as a new format. It was responsible for drafting and executing a plan of onsite visits in countries less advanced in gender equality in research and innovation policy and strategy, the building capacity of local civil servants and stakeholders, raising awareness of the issue, and sharing experiences from more advanced countries.

The EGET consisted of: Fredrik Bondestam from Swedish Secretariat for Gender Research

(SE), Gemma Irvine from Maynooth University (IE) and Linda Rustad from Kilden (NO).

Twelve on-site visits in the EU MS were initially offered between May 2020 and September 2021. Notification of interest from GENDERACTION project partners and the scheduling of on-site visits were developed in March 2020. Owing to the pandemic, which directly affected planned on-site visits, the EGET activities were postponed and then reformulated into online webinars. For different reasons, but mainly due to time constraints and the continuing effects of the pandemic on key national stakeholders, ultimately only a small number of visits (two) took place and they had to be organised on-line in September 2021. The two EGET events took the form of online webinars on 7 September 2021 (Poland) and on 30 September (Austria). Local EGET organisers have evaluated EGET online activities as equally successful and beneficial for the participants. An assessment of the two EGET online webinars revealed some productive experiences and some suggestions for future improvements (for more see Deliverable 4.2).

**In the sections that follow we will assess the specific impacts planned and actions taken towards their achievement.**

### 3.1

#### **Develop a methodology to measure progress in the implementation of ERA Priority 4 Gender Equality and Gender Mainstreaming**

**Relevant WP:** WP 3

**Relevant target groups:**

- National level: national authorities (members of SWG GRI, civil servants)
- EU level: EC, ERAC

**Defined indicators:**

- Efficient methodology developed to assess the ERA Roadmap priority

### Communication and dissemination channels:

- Mutual learning workshops organised to raise awareness and build capacity among representatives of national authorities
- Website and social media
- Targeted communication and dissemination implemented to reach ERAC and other stakeholders at the national level

### Actions performed:

- Mapping, benchmarking and identification of best practices in [D3.1 \(Wroblewski 2018\)](#), [D3.2 \(Wroblewski 2020\)](#), and [D3.3 \(Wroblewski 2021\)](#)
- Methods and a set of indicators developed to measure progress in ERA Priority 4, which complements the existing ERA monitoring indicators, in [D3.1 \(Wroblewski 2018\)](#), [D3.2 \(Wroblewski 2020\)](#), and [D3.3 \(Wroblewski 2021\)](#)
- Assessment of the implementation of ERA Priority 4 presented in [D3.3 \(Wroblewski 2021\)](#)

### Relevant project outputs:

- A set of indicators developed to assess ERA NAPs and their implementation, which complement the existing ERA monitoring indicators ([D3.3](#))
- The clustering of ERA NAPs according to compliance with the good practice criteria developed in the project ([D3.1](#))
- Policy Brief 9 [Implementation of ERA Priority 4](#)
- Policy Brief 12 [Guidelines on Criteria of Good Practice for Strengthening the Implementation of ERA Priority 4](#)
- Briefing Note 1 [Gender Equality and Research and Innovation Performance Go Hand in Hand](#)
- Briefing Note 2 [Why We Need Gender in the ERA](#)
- Position Paper 4 [Relevance of Monitoring for Effective Gender Equality Policy Implementation](#)

### Impacts achieved:

- **Indicators and correlations:** WP 3 provided a nuanced understanding of the indicators used to assess the progress in ERA Priority 4 and in particular highlighted the issue with using the headline indicator on the proportion of women in Grade A as the main indicator. While the GENDERACTION assessment focuses on the implementation process of gender equality

policies based on multiple data sources and indicators, the ERA progress report focuses on the development of the headline indicator and two supporting indicators. This approach is too limited to provide meaningful information with which to assess progress towards gender equality in R&I. GENDERACTION analyses argue that a meaningful set of indicators for monitoring NAP implementation needs to be developed that would be based on a combined approach using quantitative (available) indicators and qualitative/survey data provided by individual countries. To this end, the WP 3 analysis presents correlations between various indicators which further underscore the fact that the headline indicator may be, in fact, misleading if used on its own.

- **Good practice policy-making:** Based on the WP 3 analysis, a set of qualitative indicators for NAP implementation were defined that derive relevant qualitative indicators from an analysis of NAP documents.
- **Understanding the impact of NAPS on advancing gender equality policy in the ERA:** The WP 3 analysis shed light on the role of the ERA and specifically the NAPs as a steering document and on the contribution of the NAPs to advancing gender equality in the ERA. The analysis shows that for several countries, the ERA Roadmap was the initial spark that triggered the development of their first-ever gender equality strategy for R&I (e.g. Cyprus, Luxembourg, Malta, and Norway). In others, the NAP was used to consolidate and further develop existing policies which support gender equality in R&I. An online survey revealed differences between EU15 countries and newer Member States (EU13 countries that joined the EU from 2004 onwards) in several respects. For 57% of newer Member States, the NAP was the first policy document on gender equality in R&I, while this is only true of 25% of EU15 countries. Priority 4 is more likely to be interlinked with other priorities in EU15 countries (39% versus 14%). Experiences with NAP implementation and the results achieved so far show the potential of the instrument to initiate the (further) development of gender equality policies. However, it is also evident that the process linked to the development, implementation, and moni-

toring of the ERA Roadmap does not provide incentives to increase the level of activity aimed at gender equality in R&I in those countries that are relatively inactive. Consequently, the gap between experienced and inactive countries in gender equality in R&I is widening.

- **Understanding the concept of gender equality used in the ERA NAPs:** While some countries address all three ERA gender equality objectives (increasing the share of women in all fields and hierarchical levels of R&I; structural change to abolish barriers to women's careers; integration of the gender dimension in research content and teaching), others only focus on one or two. Member States had considerable scope when it came to developing a NAP within the framework of the ERA Roadmap. This allowed the NAPs to be aligned with the actual circumstances in each country (e.g. by addressing specific gender inequalities, building on existing experience with gender equality policies, and involving relevant national stakeholders).

### Examples of the main policy uptake and dissemination venues:

- Results, including clusters and the indicators for monitoring NAP implementation, were presented to and discussed with members of the SWG GRI.
- Results, including clusters and the indicators for monitoring NAP implementation, were presented to and discussed with members of ERAC at two ERAC workshops (Malta 2017, Brussels 2019).
- Results of analyses have been reflected in policy advice developed by SWG GRI ([ERAC 1204/20](#))

## 3.2

### Build consistent and professional capacity to implement ERA Roadmap Priority 4 among responsible national representatives

**Relevant WP:** WP 3, 4

### Relevant target groups:

- National level: national authorities (civil servants)
- EU level: members of SWG GRI, EC

### Defined indicators:

- Three capacity building and mutual learning workshops

### Communication channels:

- Mutual learning workshops
- Targeted trainings
- Website

### Actions performed:

- 3 capacity-building and Mutual Learning Workshops for members of the SWG GRI and other national stakeholders (for both advanced and less advanced countries)
- Training Seminar on the Evaluation of Gender Equality Policies

### Relevant project outputs:

- 23. – 24. 11. 2020 | [3rd MLW on Monitoring ERA Priority 4 | online](#) – report available
- 7. – 8. 3. 2019 | [2nd MLW on monitoring and evaluation | Vienna](#) – report available
- 7. – 8. 2. 2018 | [1st MLW on gender in NAPS | Vienna](#) – report available

### Impacts achieved

- Mutual learning for national representatives from more and less experienced states developed their knowledge in terms of content and in terms of strategies to implement Gender Equality policies at the national level.
- Building a shared understanding that, despite organisational, bureaucratic, cultural and, polit-

ical differences, the key aspects that hinder and create obstacles to gender equality are similar across the countries participating and contributing to these MLWs.

- Building capacity on the topic of the ‘Monitoring and Evaluation of Gender Equality Policies’ among civil servants, which was identified as the most pressing issue by the target group.
- Highlighting different approaches and examples of best practice with the potential to inspire stakeholders and contribute to the further promotion of gender equality in participating countries.
- Good practice criteria developed in WP 3 have been used in particular by BMBWF. The criteria of good practices were presented and discussed in January 2021 during the Gender Equality and Diversity Management training for BMBWF departments dealing with performance agreements. A total of 45 participants attended the event. In the end, the criteria were included among the requirements for the next period in performance agreements with public universities, the performance agreement of the Austrian Academy of Science, and the performance agreement of IST Austria.

## 3.3

### Coordinate the efforts of Member States in ERA Priority 4

**Relevant WP:** WP 5

**Relevant target groups:**

- National level: national authorities (research attachés, civil servants), national representatives, NCPs, RFOs
- EU level: members of SWG GRI, EC

**Defined indicators:**

- Number of reports to and meetings with the SWG GRI
- Number of policy communications with relevant target groups
- Number of policy briefs

**Communication channels:**

- Policy briefs
- Position papers
- Reports
- Public consultations
- Social media

**Actions performed:**

- 9 reports to and exchanges with the Standing Working Group on Gender in Research and Innovation (see D5.2 [Annual Reports to the Standing Working Group on Gender in Research and Innovation](#))
- Liaising with members of SWG GRI on MLWs and trainings, through the dissemination of project outputs and through the GENDERACTION advisory structure
- Preparing inputs for the public consultations of the European Commission
- Identification of and communication with responsible national representatives
- Engaging with national authorities in the Member States as part of the NIPs
- Communication and liaison with research attachés at national representations to the EU
- Dissemination of the policy briefs

**Relevant project outputs:**

- 22 policy briefs in total
- 8 [policy briefs on Gender in Horizon Europe](#)
- 2 policy briefs on RFOs and [Disruptive measures](#)
- Position Paper 1 [Gender in Horizon Europe Co-design 2021-2024 for the 1<sup>st</sup> Strategic Plan](#)
- Position Paper 2 [Gender for the Implementation Strategy of Horizon Europe](#)
- 5 recommendations on [Gender in HE Mission Boards](#)
- Policy Brief 16 [How to Promote Gender in Partnerships](#)
- 5 policy briefs on [Gender in SDGs](#)
- Policy Brief 5 [Gender in Open Science & Open Innovation](#)
- Deliverable 5.1 [Report on Strategic Advice for Enhancing the Gender Dimension of Open Science and Innovation Policy](#)

**Impacts achieved:**

- **Influencing negotiations for Horizon Europe** WP 5 produced eleven policy advice documents related to Horizon Europe with the aim of influ-

encing negotiations and mobilising stakeholders. The issues addressed were influenced by the EC’s calendar and the pace of work was determined by the path of negotiations. This means that the WP 5 team adapted their timeline to the negotiation schedule of the EC in order to maximise impact and to facilitate the work of European stakeholders. Thus, these policy briefs were quite reactive and focused on the short term.

Dissemination efforts were made by all the partners at the national and European levels, including translation efforts into national languages. Policy briefs and position papers were used to boost the calls for participation in Horizon Europe consultations. The joint efforts on the dissemination of the policy brief series led to significant impact on social media and researchers’ networks. The GENDERACTION Twitter account and web analytics also showed significant impact thanks to the policy brief series – the launch of the policy briefs made a huge peak in impressions/page views.

- **The role of Research Funding Organisations**

WP 5 also produced policy briefs on RFOs. These outcomes have enabled the project to address different issues and target audiences, and to practice a different approach in the development of ideas through discussions among partners. The policy brief on ‘The Role of Funding Agencies in the Promotion of GE in R&I’ was among the most translated policy briefs into different languages based on partners’ preferences about what they considered the most useful at the national level.

Out of the 11 NIPs created, 10 at some stage addressed representatives and employees of RFOs. In Czechia, the guidelines for implementing gender equality measures at RFOs were created in 2020 and used the GENDERACTION policy brief on the role of research funders as a background document. The policy brief on RFOs was also translated into Czech and distributed at several online and offline national events among around 60 representatives of state RFOs. In Spain, GENDERACTION materials were promoted at the regular meetings with RFOs in an effort to inspire the design of the calls issued by the State Research Agency. In Malta, Cyprus, and Greece, existing contacts

with RFOs were strengthened by means of ad hoc information-sharing activities. In Poland, in September 2021 EGET experts participated in the workshop organised among other groups as well as for representatives of Polish RFOs. The event focused, among other things, on fair grant applications, the scientific evaluation of proposals, and internal peer-review processes.

- **Strategic advice on gender in Open Science and Open Innovation**

The GENDERACTION report on ‘Strategic Advice for Enhancing the Gender Dimension of Open Science and Innovation Policy’ explored ways in which gender issues figure in several key areas of Open Science and Open Innovation. The interest in exploring this topic stems from the fact that while both OS/OI and gender are among the ERA priorities and a cross-cutting issue in the H2020, they are treated as parallel and independent topics. The most important finding therefore is that current OS/OI policies and expert studies tend to be gender blind and do not in any way address gender issues. The report should be considered a starting point for stakeholders to reflect on how these two issues could create reinforcing synergies. It also points to the need for further analysis in this topic. Policy Brief 5 [Gender in Open Science & Open Innovation](#) summarises the main findings of the Report.

– 14.06.2020 | Questionnaire for inputs into the development of the UNESCO Open Science recommendations

– 16.11.2018 | Open Science Forum 2018 | Luxembourg | DEBATE – Gender issues in Open Science and Open Innovation | Marcela Linková, ISAS

- **Introducing gender in Missions and European Partnerships**

GENDERACTION established contact with mission board members, informed them about the gender dimension in research, and asked them about their opinion on this issue and the status of the implementation of gender equality measures and perspectives in the work of their mission board. Those mission board members who replied stated that they will take this issue into account. One of the mission board mem-

bers initiated a call with the WP 5 team to debate in more detail about the implementation of this approach and during the call expressed an interest in having a short document tailored to each mission that would describe specifically what gender in this topic contains. The GENDERACTION team then created 5 papers on gender in each mission and distributed them to mission board members during September 2020. The materials were also used at the national level by members of the ministerial shadow committees on Horizon Europe<sup>4</sup>.

Regarding partnerships, the WP5 team produced a policy brief on ‘[How to Promote Gender in Partnerships](#)’ with the target of reaching the discussions at the EP level and supporting members of the ITRE Committee in its commitment to promote gender equality in R&I. One of the most important outcomes of this initiative was the meeting held on 23 April with one MEP interested in knowing more about GENDERACTION recommendations. This policy communication was the result of dissemination efforts among ITRE and FEMM members. The contact with a MEP and further advice provided by the WP 5 team contributed to reinforce gender issues in different ITRE documents related to Partnerships.

This lobbying activity and mission board papers are a result of the EU impact plan which includes looking for windows of opportunities as well as an example of mutual cooperation between WP 7 & WP 5.

- **Mainstreaming gender in the European Structural Funds**

The GENDERACTION Mutual Learning Workshop<sup>5</sup> on Gender in the European Social Fund (ESF) and the European Regional Development Fund (ERDF) was organised on 12 May 2021 to provide GENDERACTION partners and members of the SWG GRI with the opportunity to



4 Czech Ministry of Education, Youth and Sports.  
5 To watch the recorded workshop and access the programme and all the presentations by the speakers, please visit: <https://genderaction.eu/mlw-on-ge-esf-erdf-funds/>.

learn about how these funds contribute to promoting gender equality in R&I. The timing of this MLW was crucial, as MS and regions are programming the new Funds (formerly known as European Structural and Investment Funds, ESIF) to be implemented in the 2021-2027 period in the context of the COVID-19 pandemic and recovery.

The [Policy Brief on Gender Mainstreaming in ESF and ERDF](#) was elaborated as a result of this workshop. It raises awareness about the need for mainstreaming gender at the **programme level in the core documents** because the lack of specific requirements in the 2014-2020 period led to gender-blind funding.

In its Policy Brief 11, GENDERACTION recommended that Member States should use the European Social Fund to supplement these Commission efforts at the national level, by supporting institutional changes through gender equality plans or similar instruments.

- **Mainstreaming gender in the SDGs**

Enhancing the knowledge and understanding of gender and the Agenda 2030/SDGs for policy development in European Funds for R&I. This GENDERACTION task focuses on mapping and disseminating recent research results, benchmarking policy development, and identifying promising concepts and tools for gender and sustainability in the design of European Funds for R&I (Horizon Europe, FP9, ERA). The results will be delivered to the SWG GRI and will be presented to the SwafS Programme Committee representatives at the national level and can be further used to be presented to the European Parliament and at public consultations from the EC.

- **Engagement with the Standing Working Group on Gender in Research and Innovation**

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 it was the conduit through which the communication between GENDERACTION and SWG GRI was channelled. The approval granted to have GENDERACTION reports 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. 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. Moreover, GENDERACTION supported the work of the SWG GRI by contributing to the work of the SWG GRI task forces on gender and digitisation, and to the SWG GRI task force on Gender Equality Plans.

- **Engaging with national authorities in the Member States**

GENDERACTION policy briefs, in particular the Horizon Europe policy brief series, attracted sustained attention and have been used by several MS national authorities in Horizon Europe negotiations.

Overall, GENDERACTION provided access to developments at the EU level and the opportunity to be actively involved in the gender and R&I dialogue (e.g. Austria, Belgium, Cyprus, Malta, Poland, and Slovenia).

In Sweden, GENDERACTION brought attention to the need for a more active role for Sweden as a Member State in developing notions of gender in Horizon Europe and the ERA.

In Bosnia and Herzegovina, Slovenia, and Malta, GENDERACTION drove home the need for further improvement, while also raising an awareness of the variety of legislative and policy solutions across EU countries.

In Spain, GENDERACTION ushered in opportunities to strengthen the role of Spanish gender equality structures in R&I to advocate for advancing gender equality at the EU level.

GENDERACTION played a very important role by connecting the people in charge of gender equality across the EU. Many of GENDERACTION’s outputs, especially the policy briefs and exchanges of good practice, through webinars, trainings, and mutual learning workshops, nurtured policy design in Cyprus, Belgium, Malta, Austria, Slovenia, Spain, and Poland, and helped raise awareness of the actors in its research landscape.

In Cyprus, Slovenia, and Belgium, GENDERACTION enabled the creation of networking ties, through participation in joint events.

In Greece, Germany, and Poland, it helped strengthen the network of institutions working on gender issues involved in EU-funded projects.

In the Czech Republic, it successfully mobilised the Czech gender community outside Research and Innovation to support gender equality in Horizon Europe consultations.

In Malta, GENDERACTION was key to mobilising efforts across many institutions and to synergising the various initiatives taken on an institutional level, but also across ministries, NGOs, and other stakeholders.

In Spain, the policy briefs were key drivers for mobilising the gender & science community and particularly national women scientists’ organisations during the Horizon Europe consultations.

**Examples of main policy uptake and dissemination venues:**

- The GENDERACTION coordinator was invited to speak at the European Parliament to discuss gender issues in Horizon Europe (September 2018).
- A mid-term conference was organised in April 2019 to discuss the recommendations developed by GENDERACTION in Policy Brief 11 on [the Future of Gender Equality in European Research and Innovation](#) that were circulated among all the conference participants as background for the panel discussions.
- GENDERACTION participated in the Conference on ‘Research and Innovation Excellence through Gender Equality: New Pathways and Challenges - Helsinki Call for Action’ (November 2019) as one of the main actors involved in the EU R&I policy.
- The SI PRES and GENDERACTION jointly organised the final conference ‘Deepening ERA through Gender Equality’ on 8 and 9 July 2021, where the Ljubljana Declaration was presented, the drafting of which GENDERACTION contributed to in spring 2021.

## 3.4

### Enhance expertise in gender equality and gender mainstreaming among key stakeholders

**Relevant WP:** WP 4

**Relevant target groups:**

- National level: NCPs, national authorities (civil servants), national representatives, RFOs, RPOs
- New relevant MEPs and Commission officials, relevant European umbrella organisations including the ERA Stakeholder Platform and others.

**Defined indicators:**

- Number of trainings and people trained
- Number of mutual learning workshops
- Qualitative evaluation of trainings and mutual learning workshops

**Communication channels:**

- Mutual learning workshops (MLW)
- Targeted trainings
- Workshops
- Webinars
- Website
- Website – repository

**Actions performed:**

- 10 Mutual learning workshops for members of the SWG GRI and other national stakeholders (for both advanced and less advanced countries)
- 1 Mutual learning workshop for advanced countries
- 2 EGET visits
- 1 MLW for cultural and institutional change projects
- One-to-one MLW
- 14 webinars (3 for NCPs of HE)
- 3 physical trainings (due to the COVID-19 situation fewer than planned)
- The Common Information Archive (repository)
- Training on ‘Enhancing the Gender Dimension in Research & Innovation’

- 11 National Impact Plans developed and executed
- EU Impact Plan developed and executed
- European Gender Equality Task Force (EGET)

**Relevant project outputs:**

- Deliverable 4.1 [Report on Training Seminars Provided for National Representatives, Stakeholders and NCPs](#)
- Deliverable 4.2 [Report on Best Practice Exchange and Mutual Learning Workshops](#)
- Deliverable 4.3. [Report on the Best-Practice Exchange Event of EU Funded Projects](#)
- Policy Brief 13 [Taking Structural Change into the Future](#) (recommendations to the European Commission and / or Member States / Associated Countries)
- Common Information Archive (Repository)

**Impacts achieved:**

- Overall, GENDERACTION increased the professionalisation of national authorities and their capacity to promote gender equality in R&I. Further details about actions to enhance expertise are reported in D 4.1.
- For example, in Belgium, Spain, Poland, and Austria, GENDERACTION contributed to the further professionalisation of the work for gender equality at the ministry level by demonstrating examples of good practice within the GENDERACTION Community of Practice. In Poland, Cyprus, and Malta, it helped to identify and implement best practices based on examples from countries that are more advanced on gender equality.
- **Mutual learning for national representatives:** national representatives developed their knowledge in terms of content and strategies for implementing Gender Equality policies at the national level.
- **Building capacity** among civil servants on the topic of the ‘Monitoring and Evaluation of Gender Equality Policies’, which was identified as the most pressing by the target group.
- **Mutual learning visits:** Based on the evaluation forms, the face-to-face visits in particular proved to be very successful and a key learning tool for mentors and mentees and these experiences had an impact on the home institutions of participants in the mutual learning

visits. For example, one of the outputs was that, following the visit, a new forum for female researchers was initiated to help them advance their research and trainee would contribute with a session on creating a more inviting environment for female researchers in her university. In another instance, the expertise gained by the trainee was used to develop a new strategic document for the higher education sector and supported the work on the promotion of gender equality units at all universities in the country. This confirms the impact of such mutual learning actions at a grassroots level.

- **NCPs:** The trainings provided NCPs with a solid understanding of key concepts related to sex/gender analysis, and a better understanding of how to integrate the gender dimension in research proposals/projects. This has been especially important for both new NCPs and for NCPs in less experienced countries.
- Highlighting different approaches and examples of best practice with the potential to inspire stakeholders and contribute to the further promotion of gender equality in participating countries.
- An increased general awareness and built ownership and uptake of gender equality objectives and measures in R&I in terms of (1) implementation in HE and the ERA and (2) implementation by the Commission, the EP, and other ERA stakeholders (e.g., Mission Boards members, the EP members, etc.).

## 3.5

### Build consistency between national gender equality strategies in research and innovation and Horizon 2020

**Relevant WP:** WP 3, 4, 5

**Relevant target groups:**

- National level: national authorities (research attachés, civil servants), national representatives
- EU level: SWG GRI, EC, Presidencies of the Council of the EU (Finland, Slovenia)

**Defined indicators:**

- Evaluation of the degree of coordination in the implementation of the ERA Roadmap at the EU and MS level

**Communication channels:**

- Policy briefs
- Positions papers
- Conferences, in particular the 2019 mid-term conference and the 2021 joint GENDERACTION and SI PRES conference ‘Deepening the ERA through Gender Equality’
- Website
- Social media

**Actions performed:**

- The drafting of strategic policy advice on various topics
- Presentations at conferences (EU Parliament, EU R&I Days, 2019 FI PRES and 2021 SI PRES conferences)
- Consultations with the Gender Sector
- Monitoring the agenda and meetings of relevant EU stakeholders to identify windows of opportunity in order to deliver the policy advice developed in the project and to raise awareness, the overriding objective being to contribute to building consistency in gender equality policy in R&I

**Relevant project outputs:**

- [Horizon Europe Policy Briefs](#)
- Deliverable 5.4 Guidance on GEP implementation for national authorities in MS
- Policy Brief 11 [The Future of Gender Equality in European Research and Innovation](#)
- Contribution to the Ljubljana Declaration

**Impacts achieved**

- **Horizon Europe negotiations:** In June 2018 GENDERACTION launched its Policy Brief Series on Horizon Europe<sup>6</sup> to introduce key gender issues into the ongoing negotiations. In total, eleven policy briefs relating to Horizon Europe were prepared. The policy briefs were distributed to a wide range



6 Available at <http://genderaction.eu/horizon-europe/>.

of stakeholders: internally to the consortium and their national counterparts, and externally to the ERAC SWG GRI members, research attachés, and responsible civil servants at ministries involved in the negotiation. The feedback from the different stakeholders on the usefulness of the Policy Briefs was overwhelmingly positive. MS and stakeholders have used the policy briefs in the consultations and their positions.

- **EU policy coordination**

GENDERACTION contributed to reviewing documents from EU institutions to reinforce the gender perspective in the final versions of the documents that were adopted, and it mobilised all the countries involved in GENDERACTION to contribute along the same lines. This has created the conditions to influence EU policy in R&I from more and less experienced countries.

Project activities provided opportunities for one-to-one mentoring and mutual learning from partners for less experienced countries. At the same time, the selected themes for the MLWs covered a wide range of topics on gender equality and gender mainstreaming, thus providing the necessary information to participants from varied backgrounds.

Participation in the UNESCO Open Science consultation and using of the policy brief on gender in open science and open innovation developed within WP 5.

- In terms of the **impact at the national level:** The dissemination of GENDERACTION outputs was more coordinated and more efficient targeting of the most important GENDERACTION stakeholders was achieved at the national level thanks to the National Impact Plans.

In Slovakia, Spain, Slovenia, and Cyprus, GENDERACTION policy briefs significantly improved the understanding of gender equality in research and innovation, while initiating a much-needed national debate on the topic. In Greece, GENDERACTION helped to raise awareness about gender in R&I, and it supplements the collection of statistical data. In Malta and Cyprus, GENDERACTION helped to broaden individual and institutional knowledge

on gender in R&I. In Malta, GENDERACTION provided access to advanced information on related developments at the EU level and an opportunity to be actively involved and make a contribution to the gender and R&I dialogue with the EU.

In the Czech Republic, GENDERACTION outputs provided arguments that helped to shift the gender equality agenda in R&I, and these arguments were also included in the main national policy strategies for the forthcoming period.

In Germany, the Contact Point 'Women into EU Research', mandated by the Federal Ministry of Education and Research, liaised with the scientific community and the NCP system that advises on the framework programme - more than 500 scientists and multipliers were reached.

In Austria, BMBWF prepared a position paper regarding a possible alignment of European requirements within the framework of Horizon Europe with national research funding programmes based on EGET in September 2021. The EGET event focused on finding a common position on GEPs in RPOs within the framework of Horizon Europe and on related support structures that could be shared by the three federal ministries involved in science, research, and innovation.

In Spain, the policy advice on gender equality in R&I allowed Spanish gender equality structures in R&I to deepen their knowledge of gender equality policies at the EU level in the STI sector and their mechanisms. MICINN is now better equipped to address and influence the combination of objectives, decisions, and actions that come from the EU policy on R&I.

## 3.6

### Contribute to the inclusion of gender equality and gender mainstreaming in international cooperation in science, technology, and innovation

**Relevant WP:** WP 6

**Relevant target groups:**

- EU level: EC, EU civil servants and policy makers responsible for international cooperation (through contact with the Strategic Forum for International Cooperation in STI)
- Relevant stakeholders responsible for international cooperation in STI (RFOs, RPOs, the EC and MS, SWG GRI, SFIC)
- Bodies for international cooperation (UN, OECD etc.)
- Third-country civil servants and policy-makers responsible for international cooperation and/or gender equality
- Third country (regional and national) Women and Science / Gender and Science organisations in third countries in STI
- National level: national authorities (members of SWG GRI, civil servants)

**Defined indicators:**

- The number of new collaborations with EU and international stakeholders and organisations
- The assessment of new liaisons with relevant stakeholders beyond the EU to foster international cooperation in STI

**Communication and dissemination channels:**

- Mutual learning workshops
- Policy briefs
- Position papers
- Reports

**Actions performed:**

- Identification of relevant stakeholders at the national level
- Mapping procedures and processes for international cooperation in STI at the national level:
  - a survey among women in STI organisations in third countries

– a survey among national research authorities in the EU and Associated Countries on Horizon 2020

– a survey among Research Funding Organisations (RFOs) in the EU and Associated Countries

- The identification of relevant stakeholders at the international level with a view to creating the planned databases
- Building a network of relevant international and supranational bodies
- A MLW with representatives of organisations from third countries concerned with women in science and gender equality issues in STI
- A MLW with representatives of the Danube and Balkan regions

**Relevant project outputs:**

- [Deliverable 6.1 Methodological framework to assess gender in international cooperation in STI](#)
- A database of personnel/organisations responsible for international cooperation in STI
- A database of global gender in R&I/women in science organisations (regional and national) in third countries in STI
- [GENDERACTION website section](#) dedicated to policy advice on gender in international cooperation in STI
- Policy Brief 15 [Gender Perspectives in International Cooperation in STI](#)
- The [List of relevant organisations in Third countries focusing on women & gender in science, technology, and innovation](#)
- A literature review to gain a better understanding of the concerns and needs of women researchers and students in science, technology, and innovation outside Europe and North America, and to find out whether the implementation of gender perspectives in STI was an issue in those regions. The literature review was then annexed to [Deliverable report 6.3](#)

**Impacts achieved:**

- Overall, more than 100 stakeholders, such as UNESCO, the OECD, the European Commission's EU-Africa Advisory Group, the SFIC, and organisations in third countries that are dealing with women & gender in STI were approached by GENDERACTION with WP 6 outputs. UNESCO, the OECD, the Global Research Council,

and the EU-Africa Advisory Group were addressed.

- Similarities were identified in the key aspects that hinder and create obstacles to gender equality in STI across the countries participating and contributing to the MLWs, despite organisational, bureaucratic, cultural, and political differences.
- Examples of good practice on equality were identified in regions such as sub-Saharan Africa.
- Messages were identified that call on EU policy-makers to: properly address hindrances such as work stereotypes/toxic behaviours, systematic occupational gender discrimination; provide more funding, grant opportunities, and economic and material support; assist with visa and language/cultural barriers to women support work-life balance for women researchers in international mobility; and recognise the importance of networking and creating support groups for women researchers.
- Workshop participants apply the content of the MLW in practice and use some examples of best practice in their daily work.
- The provision of a useful approach to understand why gender equality is a cross-cutting issue and how it can be combined with the work of workshop participants.
- The presentation of the main messages related to correlation between gender quality and competitiveness and innovation as winning arguments for gender equality in the participants' countries.

#### **Examples of main policy uptake and dissemination venues:**

- A Mutual Learning Workshop with representatives of organisations from third countries concerned with women in science and gender equality issues in STI was held in Malta on 7-8 November 2019 with 32 policy-makers and representatives of grassroots organisations promoting gender equality in STI in third countries, and one was also held for the Balkan and Danube region in Serbia in March 2020.

## 3.7

### **Shift the imbalance between the proactive and relatively inactive countries in Europe**

**Relevant WPs:** WP 3, 4, 5, 7

#### **Relevant target groups:**

- National level: NCPs, national authorities (research attachés, civil servants), national representatives, RFOs
- EU level: SWG GRI

#### **Defined indicators:**

- The participation of more and less experienced countries in the project
- Consortium: 2 newly active countries with fewer women in research (AT, DE) and 1 with more women in research (ES), 7 relatively inactive countries (BA, CY, CZ, EL, LU, MT, SI, SK, TR)
- Associate partners: 2 global gender-equality leaders (IS, SE), 1 newly active country with fewer women (BE), and 2 relatively inactive countries (PL, RO)

#### **Communication channels:**

- Mutual learning workshops
- Mutual learning visits
- National level workshops and webinars with relevant national stakeholders reported in the NIPs assessment reports (ISAS, BMBWF, MICINN, MFER+UOM)
- Meetings and negotiations with relevant national stakeholders reported in the NIPs assessment reports (ISAS, BMBWF, MICINN, OPI, MFER+UOM, MIZS, TUBITAK)
- The mailing of project outputs (all project partners and Associated Partners)

#### **Actions performed:**

- Creating conditions for less experienced countries to align their initiatives for gender equality in research and innovation with the more experienced countries, through a range of activities such as mutual learning workshops and capacity-building activities, and the support of the European Gender Equality Task

Force reported in detail in Deliverable reports 4.1 and 4.2.

#### **Relevant project outputs:**

- All the policy briefs, position papers, deliverable reports, and other materials that were produced for communication and dissemination to the relevant stakeholders at national level

#### **Impacts achieved:**

- **WP 5 policy briefs:** maintained the focus on the imbalance between different countries in Europe, and several recommendations have referred to this gap.
- **Mutual learning visits:** a comparison of policies and gender structures at the national level; the exchange of experience and development of capacity; facilitating new strategies for gender mainstreaming and sharing examples of good practice in context; gaining new insights (e.g., ethnic background as a possible source of bias in research funding; the impetus for advancing structural change in the university, etc.). The coaching of less experienced national representatives on a one to one or small group basis by more experienced national representatives facilitated networking and knowledge sharing.
- **EGET meetings/visits:** created the opportunity for countries to get customised assistance offered by experienced partners on policies and initiatives. Despite the COVID-19 pandemic, project partners agree that the EGET online activities planned in the last months of the project were highly successful and beneficial for the participants.
- **NAPS benchmarking:** increasing the awareness of policy-makers of existing geographic differences, and highlighting the need for continued specific mutual learning activities at the policy level (reflected in the positions of the SWG GRI, in the Ljubljana Declaration, and in the ERA policy agenda).
- **Support for the SWG GRI taskforce on GEPs:** to produce a report on GEPs with recommendations to better align definitions, fields of action, and resources for the promotion of GEPs as catalysts of structural change towards gender equality in both the more proactive and relatively inactive countries in Europe.

#### **Examples of the main policy uptake and dissemination venues:**

- The current gender equality policy in the EU is defined as inclusive, wherein one dimension of inclusiveness is defined as addressing geographical inequalities in the EU. While geographical inequalities take multiple forms, GENDERACTION has been instrumental in highlighting the links between gender equality and innovation and research performance.

# 4 >

## Potential barriers and challenges to achieving impact

At the proposal stage, the following potential barriers were identified:

- Continued support by the European Commission for the implementation of the ERA Roadmap

During the course of the project, the European Commission stepped up its support for gender equality in R&I, which culminated with the adoption of the new eligibility criterion of GEPs and the gender dimension in R&I content as an excellence criterion in Horizon Europe, and with the publication of the Communication on the new ERA for R&I. It is safe to say that at this stage the DG RTD is firmly aligned behind gender equality, and GENDERACTION has been in close contact with the Gender Sector, communicating its policy recommendations and outputs.

- Continued policy support by the European Commission, the Council of Europe, and Member States for the implementation of gender equality and gender mainstreaming in research and innovation

Despite the challenges to gender equality (accusations of genderism) in some EU countries, it appears that there has been a clear alignment behind gender equality among MS, unlike, for example, at the end of 2018, when there was a risk that some MS would insist on using 'equal opportunities' instead of 'gender equality' as evidences in several Council Conclusions. At this moment, MS appear to support GE and show support for the Ljubljana Declaration, and gender equality has been addressed in the [Council Conclusions Deepening the European Research Area: Providing researchers with attractive and sustainable careers and working conditions and making brain circulation a reality \(9138/21\)](#).

- Member States continue to take responsibility for implementing ERA Roadmap Priority 4

While gender equality appears to have the support of MS and the Commission, the ERA advisory structure is currently being negotiated and will probably be adopted with Council Conclusions in December 2021. It is at this time uncertain whether the MS will decide to continue the standing advisory group dedicated to gender equality in R&I.

# 5 >

## Lessons learnt

In this section we address the lessons learnt in the course of the project in relation to the advancement of gender equality policy and its implementation in the EU Member States and Associated Countries.

### 5.1

#### Target groups

- It is difficult to get officially appointed representatives to participate in training.
- It proved impossible to engage with some of the defined stakeholders (most notably the Research Working Party and research attachés). This was due to the extremely busy schedule surrounding the Horizon Europe negotiations, which was when the policy advice developed by GENDERACTION started gathering pace. Even though GENDERACTION did not manage to engage the RWP directly, they were reached through national channels during the Horizon Europe negotiations and the use of the Horizon Europe policy brief series in the negotiations. Furthermore, it proved impossible to

engage with the national shadow committees for Horizon Europe, whose members were anonymous, and it would have been an ethical violation to try to contact them.

- EGET activity (esp. in the form of one-to-one support) has been very useful even though COVID-19 decreased the number of events carried out and all of them were shifted online.
- Webinars proved to be very popular in terms of not only participation but also the recordings; however, they cannot take the place of trainings (the aim was to increase the frequency of trainings).
- MLWs are a very useful tool, especially those organised on a one-to-one basis or in small groups.
- The EU Impact Plan and NIPs proved to be useful tools for creation impact, dissemination of GENDERACTION outputs and establishing contacts with stakeholders.

## 5.2

### The national level

- Effective and smooth coordination among MS requires common understandings on gender equality concepts as well as well-established and connected gender equality structures.
- Impact plans are a good tool for implementing and monitoring communication and dissemination and advocacy activities.
- However, improvement of coordination and reporting, providing feedback on what is planned, and more resources allocated, would be probably more appropriate.

## 5.3

### The EU level

- Projects such as GENDERACTION need to have some flexibility to be effective at creating a policy community.
- Work to disseminate ideas that are in support of human rights and SDGs is never in vain, although it is not always easy to appreciate the results in the short term.
- It is useful to devote some capacity to searching for and taking advantage of windows of opportunity.
- Cooperation with PRES proved to be very helpful in drawing attention to gender equality in R&I and GENDERACTION outputs.

## 5.4

### Global cooperation in STI

- GENDERACTION managed to establish a topic that has so far received minimal attention, and by gender mainstreaming this issue successfully reached stakeholders that are active in gender equality policy in R&I.
- The MLWs and communication with organisations focused on gender/women in science showed that they have a strong interest in further connecting and cooperating with European projects and stakeholders.

## 5.5

### Research community

- GENDERACTION managed to build its label, sustain its visibility, and draw attention to the outputs and the issues of gender equality in R&I, e.g. by organising its own events, by the participation of consortium members in other stakeholder activities, or by creating the videos explaining some of the project's outputs and findings.

## 5.6

### General public

- GENDERACTION successfully mobilised the interested public to join the Horizon Europe consultation procedures.
- The project website and Twitter account have had significant and increasing reach.
- Press releases did not prove to be a suitable tool for communicating with the general public, and no media usage was recorded.

# 6 >

## Future actions

GENDERACTION contributed to the drafting process of the Ljubljana Declaration and the identification of topics based on the ongoing discussions in the consortium and in MS.

The priority topics for future actions identified were:

- Gender equality plans for sustainable and inclusive institutional change
- Gender-based violence
- Monitoring, evaluation, and the revision of indicators
- Advancing the conceptualisation of inclusive gender equality with a focus on gender+ intersectional approaches
- Research evaluation, assessment merit, and gender
- Synergies with EHEA, Structural Funds, international cooperation through the Global Approach, and achieving the Agenda 2020's SDGs (specially SDG5).

In terms of process, there is a broad agreement that:

- A dedicated advisory policy platform for sharing, exchange, and coordination must be continued.

- Mutual learning and capacity-building are critical for successful implementation of ERA Priority 4.
- Continued attention needs to be paid to overcoming the geographical inequality that exists in the EU in terms of implementing GE policy in R&I.

### **Project Impact Assessment Report**

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