

Editorial

Dear colleagues,

the year of 2019 is coming to an end. Since our last newsletter, we have continued our efforts to push for more gender equality provisions in Horizon Europe. We also released two new policy briefs and successfully organized two mutual learning workshops. Our analysis of the implementation of ERA National Action Plans and Strategies in Priority 4 brings important findings about the differences among MS as well as correlations between the different ERA indicators for gender equality and innovation and research performance indicators. GENDERACTION has just finished its second reporting period, successfully went through another project review and has entered the final stage of its implementation. We would like to thank all of the GENDERACTION team members, partners and colleagues for their dedication, cooperation, and support.

We wish you a pleasant reading and a peaceful holiday. Have a rest and recharge your batteries for the next year!

Hana and Marcela

Meeting with Allies from All Over the World

On 7th and 8th of November 2019 GENDERACTION organized a Mutual Learning Workshop on Gender in international cooperation in science, technology and innovation (under WP6).

Participants of the workshop came from Croatia, the Czech Republic, Egypt, El Salvador, France, Jordan, Kosovo, Malta, the Netherlands, Romania, Senegal, Slovenia, South Africa, Spain, Tunisia and Turkey and the UK to establish contacts and network on gender equality in STI, debate the results of a GENDERACTION survey on women/gender organizations in 3rd countries, share their experience and identify barriers that hinder greater involvement of women researchers from 3rd countries in international cooperation in STI.

The keynote lecture was given by Louise Morley from the Centre for Higher Education and Equity Research (CHEER), University of Sussex, UK. She talked about the conditions needed for the improvement of women researchers' situation in STI and about the unequal geographies of knowledge, knowledge economy, epistemic exclusion and reproduction of privileges: "It's not only about who produces knowledge – and who doesn't -, but as well how and where knowledge is created," she stressed.

In the next session six representatives of organizations that attended the workshop introduced their activities and position of women in STI in their country. These were:

- CAWSTEM presented by Temilade Adeoye from Nigeria,
- Circle of Alemat represented by Rana Dajani from Jordan,
- GenderInSITE introduced by Phyllis Kalele from Kenya,
- AMUS represented by Mirella Schoenenberg from El Salvador,
- WISWB whose activities described Amal Amin Ibrahim S. Nada from Egypt and
- AFSTech introduced by Fatoumata Balde from Senegal.

In the next section of the program participants discussed challenges to international mobility such as material and economic issues and work/life balance or career opportunities for women researchers. In the break-out session on gender in research content we concentrated especially on health and climate change and its relation to local communities' knowledge.

The outcome of the meeting will be recommendations to the European Commission and Member States for actions on gender in international cooperation with 3rd countries in Horizon Europe, both for structural change/gender balance and gender in research content. We are planning further collaboration with the participants and expand the network of organisations that we will address in the future. An unexpected result of the meeting was high interests of post-communist countries whose representatives participated in the workshop in the highest number of all our events held by GENDERACTION so far.



Gender Equality in R&I in Advanced Countries

Apart from the above mentioned Mutual Learning Workshop in Malta, GENDERACTION another event was organized on 7th and 8th of November 2019 - Mutual Learning Workshop for countries advanced in gender equality in science in Oslo.

Participants of the workshop have shared how their countries deal with the disturbing reality of women's underrepresentation in the academy, exchanged experiences about gender equality and diversity measures, gender balance among professors and debated about gender equality work in RFOs.

Diverse work in countries such as Sweden, Norway, Ireland and the Czech Republic was discussed. Participants stated that they were leaving Oslo inspired for further work. A number of them have indicated that some measures they learned about may be used or implemented in the future in their work or in their countries. The workshop was, to our joy, found useful, productive and intellectually very stimulating.

Some of the participants from less advanced countries realised that without real involvement and commitment by the management or ministry no real changes can be achieved. It was suggested for future mutual learning workshops to focus not only on good practice and successful actions but as

well on exploration of actions and barriers in each of the countries. To learn more about the difficulties and unsuccessful steps, objections, and implicit practices, which hinder the efforts may expose unseen resistances could be helpful too.

We thank to all participants for their inputs and suggestions for our further activities and the organisers for bringing attention to practical and working measures that inspire!



Implementation of Gender in ERA

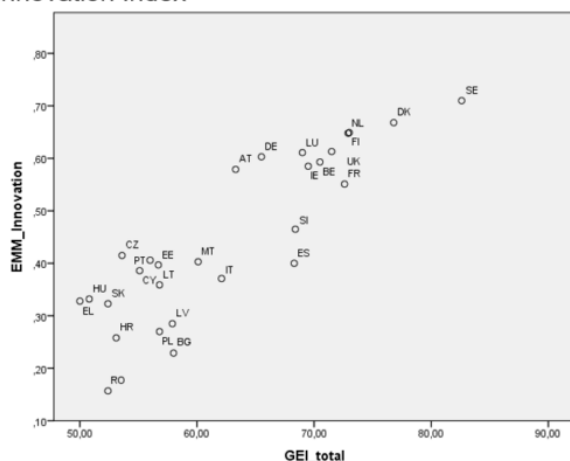
European Research Area (ERA) Priority 4 focuses on gender equality and gender mainstreaming in research and innovation. The objective is to foster scientific excellence and a breadth of research by fully utilising gender diversity and equality and avoiding an indefensible waste of talent. Within their National Action Plans (NAPs), European Union Member States (MS) and Associated Countries are asked to develop policies to address gender imbalances particularly at senior levels and in decision making and to strengthen the gender dimension in research.

GENDERACTION project has analysed the implementation of the NAPS drawing on multiple data sources (results from an analysis of NAP documents, an online survey conducted in 2017 and an update of the survey in early 2019, interviews with members of the Standing Working Group Gender in R&I) and pursues a threefold aim:

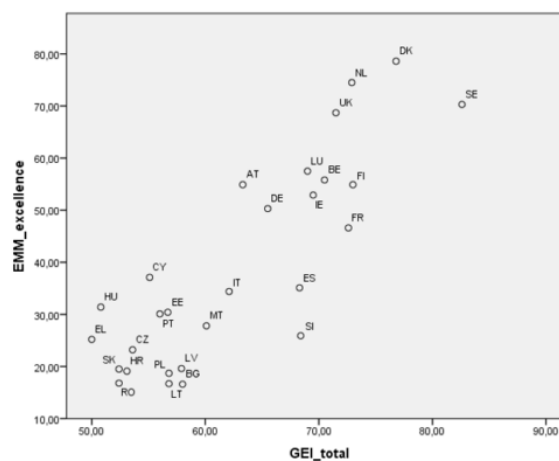
- 1) to provide a set of indicators for monitoring NAP implementation,
- 2) to assess NAP implementation based on these indicators, and
- 3) to formulate recommendations for the next period of ERA implementation.

The analysis clearly indicates the need for further action to promote gender equality in R&I, mainly because **gender equality is highly correlated with a country innovation potential and excellence**. No country can afford to ignore this innovative force.

Scatter plot of Gender Equality Index and European Innovation Scoreboard Summary Innovation Index



Scatter plot of Gender Equality Index and Adjusted Research Excellence Indicator



Source: ERA Progress Report 2018, EIGE 2017.

State of Implementation of the NAPs

The analysis shows that 26 of the 28 EU Member States participated in the ERA process by submitting and implementing a National Action Plan (NAP). 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 or Malta). In others, the NAP was used to consolidate and further develop existing policies which support gender equality in R&I. However, not all countries used the NAP to establish gender equality policies or to further develop the existing ones. Consequently, it is necessary to strengthen the NAPs as a steering instrument for gender equality in R&I. A meaningful monitoring would support such a steering function of the NAPs.

ERA Indicators vs. GENDERACTION Indicators

The **development of a meaningful set of indicators** to monitor NAP implementation is necessary because the existing **monitoring based on the ERA progress report is misleading**, and for two reasons: (1) the headline indicator “share of women in Grade A” only represents one of the three ERA gender equality objectives and (2) the headline indicator does not correlate with the EIGE Gender Equality Index.

As a consequence, the assessment of NAP implementation according to GENDERACTION and the ERA progress report differ significantly. The recent ERA progress report identifies Croatia, Lithuania, Latvia and Romania as top performing countries regarding gender equality. The GENDERACTION analysis identified Austria, Belgium, Germany, the Netherlands, Slovenia, Spain and Sweden as the countries with comprehensive and consistent NAPs.

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 headline indicator and two supporting indicators. This approach is **too limited to provide meaningful information for the assessment of progress towards gender equality in R&I**.

Conclusion

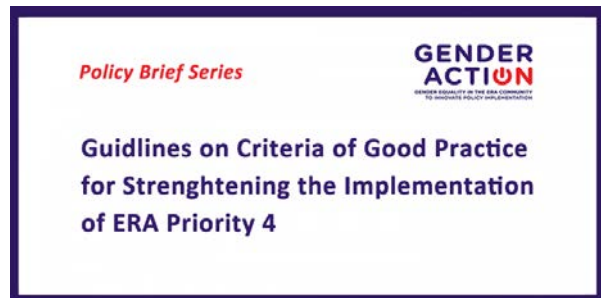
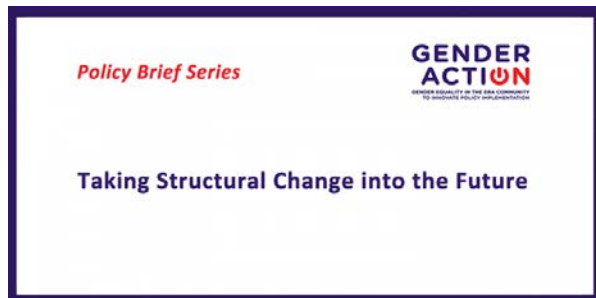
GENDERACTION suggests a **combined approach to monitoring** using existing quantitative indicators (e.g. She Figures), qualitative indicators derived from NAP documents and additional information provided by MS (e.g. through a report on NAP implementation).

The whole report will be issued in the beginning of 2020.

Our New Policy Briefs

Since June 2019 we have published two policy briefs, one on structural change and one on good practice for implementing ERA Priority 4. The former is based on discussions and experience of H2020 structural change projects whose representatives participated in a [mutual learning workshop in Berlin](#) this March. They agreed on the need to further reinforce activities associated with this approach, more intensively include intersectionality and to extend the implementation of GEPs to the business enterprise sector.

To advance the implementation of gender equality policies in research and innovation GENDERACTION developed specific criteria of good practice that can be used to assess national ERA Roadmaps and individual gender equality policies.



Horizon Europe Consultations

GENDERACTION responded to the two Horizon Europe consultations launched by the European Commission this June with two position papers on [the HE co-design](#) and [HE implementation](#). We have highlighted the room for improvement in the proposal of the new framework program and invited the interested public to join us in pushing for more gender equality provisions in both the consultations.



2 October 2019, [Position Paper on Gender for the Implementation of Horizon Europe](#)



30 August 2019, [Position Paper on Gender in Horizon Europe Co-design](#)

What is Ahead of Us

Plans for the next period were discussed at the GENDERACTION General Assembly in October 2019 in Helsinki. Among the decisions made was the intent to dedicate our next mutual learning workshop to the design of national and consortium dissemination plans in order to increase the impact of the

GENDERACTION outputs and outreach in the final stage of the project. We will meet in February 2020 in Prague to discuss our ideas and develop the schedules.

Other Information, News and Events

#NewPathwaysHelsinki: Call4action

The Finish Presidency conference *Research and Innovation Excellence through gender equality: New pathways and challenges* was held in Helsinki on 23rd and 24th October. The event was organized to celebrate the 20th anniversary of EU activities in the field of gender equality in research and brought interesting presentations and discussions about the most important issues we are facing today. GENDERACTION is proud that we could present and discuss our recommendations for the future of structural change through gender equality plans. [Read more >>>](#)

LERU on Equality, Diversity, and Inclusion at Universities

LERU released a manifesto which makes the case for why universities should engage with equality, diversity, and inclusion and how to do that. It analyses the opportunities and benefits for universities to engage with EDI and contains several research-based contributions on specific EDI challenges. Finally, the paper has a section with many examples of what LERU universities are currently doing to build equal, diverse and inclusive organisations. [Read more >>>](#)

SWG GRI: Innovating innovations

A Policy Brief delivered by ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI) presents a short overview of the key factors and trends in the participation of women in innovation and the integration of a gender dimension in innovation processes. The brief argues that there is a need to consider a broad range of issues in innovation and to adapt the policy framing of innovation so that innovation can benefit women and men equally, addressing their respective needs and respecting their different life experiences and opportunities. Gender is relevant for the design, development, and implementation of innovation, including innovation policy. [Read more >>>](#)

EU Project Repository Journal on Gender Equality in R&I

The Project Repository Journal produced by the European Dissemination Media Agency dedicated its July issue to gender equality in research and innovation. With the foreword from GENDERACTION's team member and the coordinator of the project GENDERTARGET Angela Wroblewsky, the feature introduces these two projects as well as other European activities and projects, such as Women's Engineering Society, Gearing-Roles, Gendered Innovations, EIGE and others. [For more visit pages 74-110 here >>>](#)

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