

D 4.1 Report on Training Seminars Provided for National Representatives, Stakeholders and NCPs

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Executive Summary

The objective of GENDERACTION's Work Package 4 (WP4) "**Mutual Learning and Capacity Building**" was to support policy coordination by actively engaging national representatives from EU Member States and Associated Countries National Contact Points (NCPs), Civil Servants, Research Funding Organisation and Research Performing Organisation representatives) through Mutual Learning Workshops, targeted trainings, webinars and other events enabling them to contribute effectively to the implementation of the gender equality priority of the national ERA Roadmaps.

WP4 consists of the following two Tasks:

- Task 4.1 Targeted Training Seminars
- Task 4.2 Best Practice Exchange

The partners involved in WP4 were RIF (Work Package Leader), EKT, DLR (Task Leaders) and ISAS. This Report relates to the activities of the former Task and the partners involved were RIF, EKT and ISAS.

Task 4.1 dealt with the design, organisation and follow-up of capacity building activities, namely trainings and webinars offered to national representatives, stakeholders and Horizon 2020 National Contact Points (NCPs), from across Europe. The present Report covers the activities "Targeted Training Seminars for National Representatives and Stakeholders", "Targeted Training Seminars for Horizon 2020 National Contact Points - NCPs" and "Webinars".

In total, **two (2) Trainings for National Representatives, five (5) for NCPs and twelve (12) webinars** were successfully organised during the course of the project (Month 1 to Month 56) with around 850 participants and all objectives and planned activities have been fulfilled.

Based on the feedback received, overall, the events were successful, met the original objectives and enhanced the participants' knowledge on gender equality. Particularly, the large number of NCPs attending GENDERACTION's events provides evidence of the interest on the topic. However, more trainings for national representatives and stakeholders had been planned but this was not possible, for a number of reasons, one being the outbreak of the COVID-19 pandemic in 2020 which limited the opportunities for interactive trainings. The project adapted successfully to the new situation by switching to on-line events. This, on the one hand, gave the opportunity to more people to participate and, on the other, the extension granted to the project gave the opportunity to offer webinars on the gender provisions of the new Framework Programme Horizon Europe (2021-2027) to the newly appointed NCPs. On the downside, this development limited the opportunities for interaction and formal and informal exchange of views.

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List of Abbreviations

| | |
|---------|---|
| AT | Austria |
| BE | Belgium |
| BMBFW | Federal Ministry of Education, Science and Research, AT |
| CY | Cyprus |
| CZ | The Czech Republic |
| DE | Germany |
| DG R&I | The European Commission's Directorate-General for Research and Innovation |
| DLR | Federal Republic of Germany's Research Centre for Aeronautics and Space |
| DoA | Description of Action |
| EC | European Commission |
| EGET | Gender Equality Task Force |
| EKT | National Documentation Centre, EL |
| EL | Greece |
| ERA | European Research Area |
| ERAC | European Research Area and Innovation Committee |
| ES | Spain |
| EU | European Union |
| GEP | Gender Equality Plan |
| GPC | High-Level Group on Joint Programming |
| H2020 | Horizon 2020, EU funding scheme |
| HG | Helsinki Group (predecessor of SWG GRI) |
| ISAS | Institute of Sociology of the Czech Academy of Sciences |
| JRC | Joint Research Centre |
| MICCIN | Ministry of Science, Innovation and Universities, ES |
| MIZS | Ministry of Education, Science and Sport, SL |
| MLW | Mutual Learning Workshop |
| MS | Member States |
| MT | Malta |
| NAP | National Action Plan |
| NCPs | National Contact Points |
| NIPs | National Impact Plans |
| PL | Poland |
| R&I | Research and Innovation |
| RFOs | Research Funding Organizations |
| RIF | Research and Innovation Foundation, CY |
| RPOs | Research Performing Organizations |
| SE | Sweden |
| SK | Slovakia |
| SI | Slovenia |
| STI | Science, Technology & Innovation |
| SWG GRI | ERAC Standing Working Group on Gender in Research and Innovation |
| SWG HRM | ERAC Standing Working Group on Human Resources and Mobility |
| WP | Work Package |

Deliverable 4.1

“Report on Training Seminars Provided for National Representatives and Stakeholders and NCPs”

1. Introduction

The Deliverable Report on “**Training Seminars Provided for National Representatives and Stakeholders and NCPs**” of the GENDERACTION Project relates to the activities of "Task 4.1 Targeted Training Seminars" and more specifically, sub-Tasks 4.1.1 “Targeted Training Seminars for National Representatives and Stakeholders”, 4.1.2 “Targeted Training Seminars for Horizon 2020 National Contact Points” and 4.1.3 “Webinars”.

The overall objective of Work Package 4 (WP4) was to support policy coordination by actively engaging national representatives from EU Member States and Associated Countries (National Contact Points-NCPs, Civil Servants, Research Funding Organisation and Research Performing Organisation representatives), enabling them to contribute effectively in the implementation of the gender equality priority of the national ERA Roadmap.

The proposed activities were expected to improve capacities at national level by designing interactive, targeted trainings and webinars for stakeholders and NCPs, based on the requirements and expectations of participants who were drawn from across Europe and reflected the project’s target groups. The themes of the trainings were initially determined based on the results of the benchmarking activities in Work Package 3 (WP), as well as the identified needs of each target group. Trainers included professionals and experienced national representatives.

The trainings were designed to incorporate different learning methods, including PowerPoint Presentations, case studies, energizers and interactive exercises to encourage active engagement of participants. The material produced is made available via the project’s website.

This report focuses on all training activities during the lifetime of the GENDERACTION project (Months 1 to 56). It provides information on their design as well as a summary outline of each event and an evaluation of its effectiveness, based on the feedback received.

In the first part of the report, all background information that led to each training’s design is introduced. In the second part, an overview of each event and an assessment of its usefulness is presented. In the end, the lessons learned are discussed as concluding remarks.

It should be noted that in the second half of the project, all capacity building activities were affected by the Covid-19 pandemic outbreak and the restrictions imposed on travelling. This led to unavoidably shifting the focus on online events at the expense of physical meetings.

2. Description of Task 4.1

2.1. Overall Objectives of Task 4.1

The overall objectives of Work Package 4 (WP4) focus on supporting and involving national representatives through joint workshops, targeted trainings and other events, enabling them

to contribute effectively in the implementation of the gender equality priority of the National ERA Roadmap.

The proposed activities in WP4 and specifically Task 4.1 were expected to improve the participants' capacities by:

- Designing interactive, targeted trainings based on the requirements and expectations of the target groups, and
- Enabling the creation of networking ties through the organisation of events.

The partners involved in WP4 are RIF (Work Package Leader), EKT, UoM, DLR (Task Leaders) and ISAS. Task 4.1 was under the responsibility of RIF, EKT and ISAS.

WP4 aimed to involve national representatives in a wide range of events and activities, specifically designed for the following target groups:

- **Officially appointed national representatives:** Active partners of the consortium, as well as representatives who were in a position to influence policy at national level or in key positions for the implementation of the ERA roadmap.
- **Major stakeholders at national level:** Research Funding Organisations (RFOs) and Research Performing Organisations (RPOs) and/or umbrella organisations.
- **National Contact Points (NCPs) for Horizon 2020 and Horizon Europe Programmes** (the latter as a result of the granted extension to the project). As experts and advisers in European research and innovation in various fields, NCPs were invited to participate in events with a view to make an impact on the preparation of research proposals and enable the implementation of the gender equality objectives and initiatives in Horizon 2020 and Horizon Europe Programmes.

The present Deliverable Report covers all the activities that took place in Task 4.1 "Targeted Training Seminars". Task 4.1 consisted of the three sub-tasks, as follows:

- T4.1.1 Targeted Training Seminars for National Representatives and Stakeholders
- T 4.1.2 Targeted Training Seminars for Horizon 2020 NCPs
- T 4.1.3 Webinars

It should be noted that one Milestone was foreseen in WP4, which related to the creation in the first six months of the project, of a "Database" of contacts of officially appointed national representatives, major stakeholders at national level and Horizon 2020 National Contact Points (NCPs) in partner countries.

2.2. Impact of COVID-19 and Mitigating Strategies

In March 2020, the outbreak of the COVID-19 pandemic had a tremendous impact on the planning and organization of the remaining planned trainings. A number of events planned for the last two years of the project, were postponed a number of times, waiting for the situation to ameliorate. Unfortunately, up until the completion of the project, it has not been possible to organise events with the physical presence of participants / trainees.

As a consequence, due to the travel restrictions imposed by the pandemic, from 2020 onwards all the remaining activities took a different format and were hosted online using platforms such as "Zoom" and "GoToMeetings". It is believed that this had an impact on the number of the planning of the on-line trainings for the last two year of the project. However, it is recognised

that in an online environment it was feasible for more participants to attend the events and efforts were made to eliminate as much as possible the disadvantages of the on-line meeting, namely not to lose the interaction between them and the trainers and mentors.

2.3. Planned Numbers

In the DoA, quantitative indicators were defined to assess the achievement of the objectives. The indicators relevant for WP4 – Task 4.1 were the following:

| | Number of Trainings | Number of People Trained |
|---|---------------------|--------------------------|
| National Representatives and Stakeholders | 2 per year | 20-25 |
| National Contact Points | 1 per year | Not specified |
| Webinars | Up to 2 per year | Not specified |

In total, **16 training events and webinars were foreseen** and budgeted in the DoA.

From the initial stages of the project (and long before the pandemic outbreak), a number of NCP network project coordinators and WP leaders expressed a preference for webinars, over trainings with physical presence for NCPs (one of the main target groups and potential recipients of trainings and webinars).

In March 2020 onwards, the shift towards webinars and on-line trainings was unavoidable following the COVID-19 pandemic outbreak, since the travel restrictions imposed made it impossible to proceed with the organisation of any event with physical presence.

By the end of the project's lifetime, **two (2) Targeted Trainings for National Representatives and Stakeholders** with physical presence were organized before the pandemic outbreak, **five (5) Targeted Training Seminars for Horizon 2020 National Contact Points** (one on-line in July 2020) and **twelve (12) Webinars**. In total, **19 capacity building events** were organised in Task 4.1, with more than 480 participants, outnumbering the number of originally estimated events.

Table 1 provides an overview of the events organised as part of Task 4.1:

Table 1: Events Organized as Part of Task 4.1

| | Actual | | | | | | | |
|--|----------|-----------------|----------|------------------|----------|------------------|----------|------------------|
| | 2018 | | 2019 | | 2000 | | 2021 | |
| | No. | No of Attendees | No. | No. of Attendees | No. | No. of Attendees | No. | No. of Attendees |
| Targeted Training Seminars for National Representatives and Stakeholders | 0 | 0 | 2 | 39 | 0 | 0 | 0 | 0 |
| Targeted Training Seminars for Horizon 2020 / Horizon Europe NCPs | 1 | 21 | 3 | 47 | 1 | 32 | 0 | 0 |
| Webinars | 8 | 267 | 0 | 0 | 0 | 0 | 4 | 135 |
| TOTAL NUMBER OF EVENTS & PARTICIPANTS | 9 | 288 | 5 | 86 | 1 | 32 | 4 | 135 |

Overall, the impact of this Task, incl. the qualitative evaluation of all the events, has been measured through the impact assessment conducted after each event organized, with the use of online feedback questionnaires.

The evaluation of the trainings and webinars has been overwhelmingly positive and there was a genuine interest among the NCPs for the trainings offered. The webinars raised awareness; developed knowledge and provide concrete examples in the respective fields the NCPs can use in working with Horizon 2020 applicants. Additional information has also been provided during all webinars, so NCPs interested further in the gender dimension could read further on the subject or disseminate this information to researchers.

However, only two events for stakeholders and national representatives were organised, despite the continuous efforts of the Project Coordinator and the WP Leader. It was evident that the interest in the trainings offered to this target group was not as high as that of the interest of NCPs. Nevertheless, the two targeted events for stakeholders and national representatives were deemed successful.

2.4. Contributing to Expected Project Impacts

The activities undertaken in sub-Tasks 4.1.1, 4.1.2 and 4.1.3 responded to the following expected impacts of the GENDERACTION project:

- i. **Build competences and enhance expertise to implement gender equality policies and actions through mutual learning workshops and trainings for national representatives and relevant stakeholders such as Horizon 2020 National Contact Points (NCPs), Representatives from Research Performing Organizations (RPOs) and Research Funding Organisations (RFOs) and decision makers.**
- A **training** on monitoring and evaluation for national authorities (particularly members of the SWG GRI) was organized in 2018 on the topic of “Monitoring and Evaluation of Gender Equality Policies”, in order to build the capacity of the civil servants in this area, which was identified as the most pressing by the target group.
 - A **policy forum** was organized in Athens, Greece with the title “Enhancing Gender Equality and the Gender Dimension in Research and Innovation”. Particular focus was placed during the event on stimulating a dialogue with participants in an effort to highlight different approaches and examples of best practice that could inspire stakeholders and contribute to the further promotion of gender equality in the country.

In total **39 national representatives / stakeholders** attended the two events.

- **Twelve** webinars in total were delivered to Horizon 2020 and Horizon Europe NCPs through their corresponding networks. The webinars targeted NCP networks:
 - Research Infrastructures (RICH¹),
 - Health Demographic Change and Wellbeing (HHN-2²),
 - Secure, Clean and Efficient Energy (C-Energy2020³),
 - Spreading Excellence and Widening Participation (Wide.Net⁴),
 - EURATOM (NUCL-EU-2020⁵),
 - Inclusive, Innovative and Reflective Societies (Net4Society⁶),
 - ICT (Idealist 2018⁷).

Two webinars were also organized for organizations hosting NCPs of Cyprus at the request of the Research and Innovation Foundation, which at the same time is the national Funding Agency of Cyprus (Cyprus) and for the Italian NCPs at the request of APRE (Italy). It should be noted that in 2021, three thematic webinars were organized covering the new gender equality provisions in Horizon Europe, namely:

- (i) Gender in Horizon Europe (general webinar);
- (ii) The Gender Dimension of Research, and
- (iii) Gender Equality Plans in Horizon Europe.

In total, **340 NCPs** attended the webinars offered by the project.

¹ <http://www.rich2020.eu/>

² <https://www.healthncp.net/>

³ <https://www.c-energy2020.eu>

⁴ <https://www.ncpwidenet.eu/>

⁵ <http://www.nucleu2020.eu/index.php/about/>

⁶ <https://www.net4society.eu/>

⁷ <https://www.ideal-ist.eu/about>

- **Five trainings** with physical presence were organized for the following Horizon 2020 NCP networks:
 - Research Infrastructures (RICH),
 - Space (COSMOS2020),
 - Science with and for Society (SiS), and
 - EURAXESS network.

Moreover, one training for the Marie Skłodowska Curie Actions NCPs (Net4Mobility) was held online due to the restrictions imposed by the pandemic outbreak.

In total, **102 NCPs** attended the five trainings organised.

ii. **Consistency between national gender equality strategies in R&I and Horizon 2020 (and Horizon Europe) by the organisation of interactive trainings and Mutual Learning Workshops**

- One of the target groups for the capacity building events were **national representatives**, primarily members of the ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI) but also other delegates. These trainings (and Mutual Learning Workshops organized as part of Task 4.2) were planned to reflect the needs of the national representatives. To this end, the survey carried out in WP3 on the implementation of ERA Priority 4 contained a set of questions addressing the training needs of these stakeholders. As a result, a **training** on “monitoring and evaluation” for national authorities (particularly members of the SWG GRI) was organized to build the capacity of the civil servants in this area, which was identified as one of the most pressing by the target group.

iii. **Shift in the imbalance between the proactive and relatively inactive countries in Europe, by creating conditions for less experienced countries to align their initiatives for gender equality in R&I with more experienced countries.**

- This was an ongoing effort of the project whereby participants from less experienced countries were encouraged to participate in the events. In all events participants from less experienced countries from the European area were present (e.g. Slovakia, Slovenia, Cyprus, FYROM, Malta, Romania, Turkey). Moreover, in some events, partners from third countries participated (e.g. Peru, Moldova, Belarus). However, in all events the participants from the more experienced countries outnumbered the participants from less experienced countries.

2.5. Relation to Other Work Packages

WP4 had a pivotal role in GENDERACTION project relating to the attempt to build competences to implement gender equality policies and actions for national representatives and relevant stakeholders throughout Europe, namely the Horizon 2020 and the Horizon Europe NCPs, national representatives and decision makers.

For this reason, WP4 activities were interconnected to all the other main Work Packages, either by receiving or providing feedback for their activities. Task 4.1 was closely related to WP3

“ERA Roadmap Priority 4 Benchmarking”, and utilized the input provided by the work completed in this WP, as described below:

Input from WP3 (ERA Roadmap Priority 3 and Benchmarking) to WP4 (Mutual Learning and Capacity Building Activities)

- WP3 “ERA Roadmap Priority 4 Benchmarking” measured the progress in Implementing the ERA Roadmap Priority 4 “Gender Equality and Gender Mainstreaming”. The focus was to identify best practices at national legal and policy environments which support progress towards achieving Priority 4. The observations, results and conclusions arising from this work, informed and fed the work of WP4. A document (abstract from a WP3 Report) with the main outcomes of the work regarding what further trainings and MLW within the GENDERACTION project should focus on, is presented below.
- The key findings from GENDERACTION benchmarking exercise were presented in the training for policy makers (20.06.2019, Athens).

Input from WP3 (Survey) for WP4 (Mutual Learning and Capacity Building)

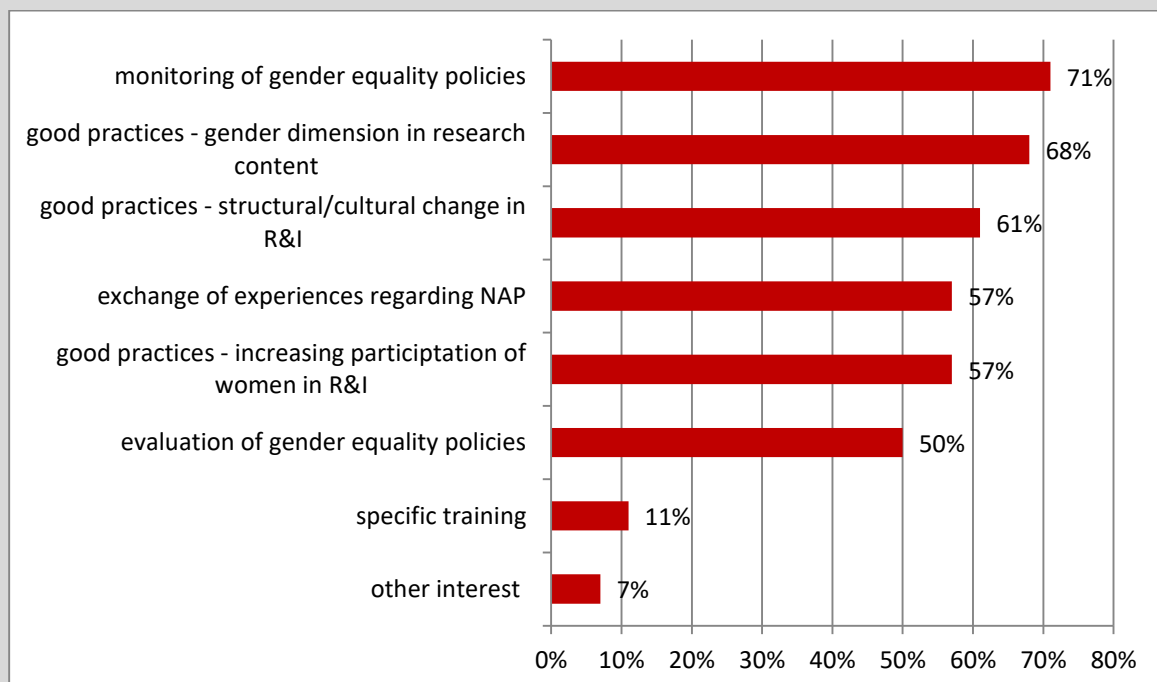
Roberta Schaller-Steidl, Angela Wroblewski

Interest in capacity building activities mentioned by respondents

Respondents have been asked if they were interested in capacity building activities in the context of development or implementation of ERA Priority 4. 25 respondents mentioned at least one aspect to be addressed in capacity building activities. The maximum number of mentioned aspects amounts to seven. On average respondents from EU15 countries mention 3.7 topics, respondents from countries joining the EU from 2004 on name 4.5 topics and respondents from associated countries 3.2 topics.

Monitoring of gender equality policies is the most frequently mentioned topic, followed by good practices to integrate the gender dimension in research and teaching and good practices to initiate structural change in R&I. More than half of respondents are interested in exchange on experiences regarding development and implementation of NAPs and good practices to increase female participation in R&I. Half of the respondents are interested in the evaluation of gender equality policies. Three respondents formulated an interest in specific training and two mentioned other interests.

Figure 1. Topics for capacity building activities



n = 28 questionnaires. Source: task 3 survey

EU countries joining EU from 2004 on show an above-average interest in monitoring gender equality policies (100%), good practices to initiate structural change (75%) and evaluation of gender equality policies (63%).

Representatives from countries which already implemented concrete policies are slightly more interested in the topic evaluation of gender equality policies compared to countries without concrete policies (57% versus 43%). Furthermore representatives from countries with concrete policies are more interested in good practices addressing structural or cultural change (71% versus 50%).

Some respondents mention concrete and innovative fields regarding good practice policies, like budgeting for gender equality policies, avoiding gender bias in researcher mobility, combatting gender-based violence in RPOs, mainstreaming gender in STI cooperation with third countries.

Respondents who request specific training explicitly mention gender competence trainings. Gender competence training should especially address higher education managers, HR managers and members of decision-making bodies.

Other interest is specified as follows: economic loss of neglecting of half of the research potential and intersectional approaches (going beyond gender, including other characteristics).

Conclusions regarding capacity building activities

Besides the mentioned topics for capacity building activities by survey respondents some topics arise from the overall analysis of NAP implementation. The different foci in NAPs might be interpreted as different positions of countries in the process of developing a gender equality policy or as the result of a different conceptualisation of gender equality. Both aspects should be addressed with capacity building activities:

- Capacity building activities should focus on the gender concept the NAPs are based on and the deviances from the ERA concept of gender equality. Furthermore, it would be important to problematize the main focus of gender equality policies on women only and to focus more on gender differences or the underrepresented sex.
- Capacity building activities should provide support for the further development of NAPs, priority 4 within NAPs or concrete policies to achieve the status of good practice. This includes the development of evaluation competences and self-reflexive competences of stakeholders to assess measures and policies, empirical based decision making, coordination of implementation of NAPs and involvement of relevant stakeholders.

Additional topic emerged in the first Mutual Learning Workshop (see workshop report, www.genderaction.eu):

- Capacity building activities should provide support for stakeholders responsible of priority 4 to mainstream gender into the other priorities. Workshop participants suggested identifying relevant topics or interlinkages and provide representatives of priority 4 with a list of topics or guidelines.
- Participants formulated interest in an ongoing and in-depth exchange on good practices (this was also mentioned by survey respondents).
- Participants were interested in discussion on how decentral implementation of gender equality policies can be supported effectively by federal authorities (e.g. ministries). How to establish structures for gender equality policies (similar to the example of ERA correspondents, see minutes p. 18).

It also became evident in the context of the first Mutual Learning Workshop that SWG GRI members have different institutional backgrounds and are embedded in different structures. It seems to be important that SWG GRI members have the possibility to involve their main national stakeholders (e.g. representatives from universities or funding organisations) in capacity building activities too. This applies especially for the context of policies addressing cultural change.

3. Report on the Training Activities

In the Section the activities organised as part of Task 4.1 are described.

3.1. Pre-activity Planning

3.1.1. Database of Contacts (Milestone)

One of the first activities of Task 4.1 was to create in the first six months of the project, a “Database” of contacts in partner countries of officially appointed national representatives, major stakeholders at national level and Horizon 2020 National Contact Points (NCPs). Moreover, the contact details of all NCP Network Project Coordinators were collected. The Milestone was completed with a slight delay in the first six months of the project.

3.1.2. Themes of the Training Seminars

The themes of the trainings were determined based on the results of the benchmarking and mapping activities in WP3, concluded in March 2018. A specific question was included in the Benchmarking Questionnaire relating to the respondents’ interest in capacity building activities in the context of development and implementation of ERA Roadmap Priority 4.

Following the analysis of the Benchmarking Questionnaire undertaken in the framework of WP3, the following topics were identified:

- Monitoring of Gender Equality Policies
- Good Practices to Integrate Gender Dimension in Research Content
- Good Practices to Initiate Structural / Cultural Change in R&I
- Exchange of Experiences on Developing and Implementing NAPs
- Increase Female Participation in Research
- Evaluation of Gender Equality Policies

More themes for potential trainings were defined during the course of WP4 among target groups, prior to the design of the agenda of each event. The additional themes identified related to gender imbalances in decision-making processes; strengthening the gender dimension in research programmes, and identifying and removing barriers to the recruitment, retention and career progression of women researchers. In 2021, the gender-related provisions in the Horizon Europe Programmes and especially the provisions relating to the Gender Equality Plans (GEPs) as an eligibility criterion, became a topic of great interest.

In the case of NCPs, the specific needs and interests of the NCPs were identified via the NCP network Project Coordinators or responsible WP leaders (incl. the NCP Academy Coordinator) in an effort to follow closely trainings organized by NCP network projects, avoid overlaps and pursue joint initiatives. It was recognised from the beginning, that NCPs – as multipliers - have to be able to pass important messages to the research community and to convince and advise researchers on gender issues. On the other hand, the trainers themselves should be ready to deal with resistances, both during the trainings, but also assisting NCPs to effectively deal with the issue when organizing their own trainings.

It should be noted that the content of trainings and webinars were adjusted following the analysis of the Feedback Forms collected after each event and the main conclusions were discussed with the trainers, in order to improve events.

3.1.3. Communication with Potential Trainees

The target groups for the capacity building activities in WP4 were the following:

- **Officially appointed national representatives:** Active partners of the consortium, as well as representatives who were in a position to influence policy at national level or in key positions for the implementation of the ERA roadmap.
- **Major stakeholders at national level:** Research Funding Organisations (RFOs) and Research Performing Organisations (RPOs) and/or umbrella organisations.
- **National Contact Points (NCPs) for Horizon 2020 and Horizon Europe Programmes.**

For the first two groups of potential trainees a list of officially appointed representatives and major stakeholders was drawn at the initial stages of the project and included:

- Research Working Party
- ERA Related Groups
- Standing Working Group on Gender in Research and Innovation
- European Commission and REA Personnel
- Major National Stakeholders (following suggestions by partners)
- Network Organizations or Networks (e.g., EURAXESS)

The effort for identifying potential trainees was continuous and discussed with in the Executive Board meetings but also with all consortium members during the General Assembly Meetings.

For example, in 2017 communication took place with GENDERACTION's Project Officer, in order to discuss the possibility of offering or co-organizing a training for European Commission and REA personnel. However, this was not possible since we were informed that EC officials cannot receive trainings from EU funded projects.

Moreover, in 2021 during discussions in the General Assembly the WP leader was informed of the Joint Research Centre's (JRC) initiative to offer trainings for policy makers. As a result, JRC officials were contacted in order to enquire whether JRC will be interested in co-organizing such a training and/or webinar on "*Gender Equality Policy in the new ERA*". Again, after thorough examination of the invitation, this could not materialise.

For the third group of trainees, the contact details of all NCP Network Project Coordinators (18 in total) were collected during the initial stages of the project. An electronic message was sent in January 2018 to all the coordinators (incl. the NCP Academy Coordinator), offering collaboration in organizing targeted trainings for the HORIZON 2020 NCPs. Some coordinators preferred to organize a webinar; others mentioned that they would discuss the offer with consortium members, while several did not respond at all.

Reminders and updates were sent, during the course of the project especially following the extension granted to the project due to the pandemic outbreak and the need to prepare the NCPs with the new provisions in the new Framework Programme 2021-2027 on Gender Equality Plans.

3.1.4. Identification of Potential Trainers

In the DoA, it was stated that the trainers will include professionals and experienced national representatives, as well as experts from the European Commission.

For this reason, discussions within the consortium took place regarding potential trainers for the planned trainings and webinars. All consortium members were invited to send suggestions and ideas to the WP leader regarding experts who could act as trainers. A preliminary list was drafted and potential trainers were contacted to enquire about their availability.

Moreover, the consortium members exchanged views regarding potential trainers for the trainings and webinars for NCPs. Following a thorough discussion of trainers that fit the profile requested, it was decided to contact Yellow Window⁸ first, because they combine extensive experience on gender equality training in R&I with knowledge on what is expected by NCPs. Moreover, the “*Toolkit*” developed by Yellow Window in the 6th Framework Programme was considered as a useful resource, although the aim was to build on this and provide a more in-depth insight.

Yellow Window expressed an interest to collaborate and the first events (webinars) were organised in collaboration with the organization’s gender experts. For a number of other events (trainings for national stakeholders, webinars for GEPs) gender experts were identified and invited. It should be noted that efforts have been made to involve at least two (2) trainers per training event.

3.1.5. GENDERACTION Training Guidelines

In the early stages of the project, a document entitled “GENDERACTION Training Guidelines” was prepared. The purpose of the document was to set out the types of training offered by the GENDERACTION project, the target groups benefiting from these trainings, the expected outcomes and the practical aspects involved in the organisation of such trainings. In addition, it aimed to set out the roles and responsibilities of each party involved in the organisation and delivery of the training. The “Training Guidelines” are presented in the Annex of the Report.

3.1.6. Procedure for the Reimbursement of Expenses

The budget for all the capacity building activities within the project was administered by WP4. The budget included the expenses of trainers (fee, travel and accommodation) but also the travel cost of Associated Partners and external participants in the training activities (stakeholders and NCPs).

To facilitate the reimbursement process, a document was prepared describing the procedure and eligible expenses of all Associated Partners, Trainers, stakeholders and NCPs participating in the project’s events. The budget allocated for the travelling of NCPs was not utilized since all of the trainings with physical presence were organised back-to-back with other NCP network events and covered from other sources.

⁸ <https://www.yellowwindow.com/>

Gender equality features among Yellow Window’s key areas of expertise.

One of the first missions, in 2003, was a feasibility study for the European Parliament on the setting-up of an autonomous EU agency, the “Gender Equality Institute”. Following this study, the European Institute for Gender Equality (EIGE) was established in Vilnius.

Their track record includes missions to shape and implement policies, including through the development of toolkits and capacity building programmes on GE in Research and Academia, Gender Based Violence and Gender Mainstreaming.

3.2. Designing the Targeted Training Activities

Trainings were designed with the aim to incorporate different learning methods that promote the active engagement of the participants. In addition to PowerPoint Presentations, these included case studies, energizers and interactive exercises to encourage active engagement of participants.

The project aimed at providing high quality trainings that reflect the realities of Horizon 2020 (and consequently Horizon Europe) and provide an in-depth insight. Moreover, it was considered of utmost importance to produce excellent training material for each training which was made available to the participants.

3.2.1. Bridging the Gap between the More and Less Active Countries

The trainings (either physical trainings or webinars) developed by GENDERACTION have targeted participants from both “more” and “less” active countries.

In the case of the events offered to NCPs and as these took place in the context of broader NCP network meetings, an analysis of the presence of “more” and “less” advanced countries is believed to be of no particular relevance.

The content of the trainings focused on the gender aspects and provisions of Horizon 2020 and Horizon Europe (following the project extension and the organisation of a new series of webinars). In that respect, it could be argued that the distinction between “more” and “less” active was not as important as in the design of the Mutual Learning Events (under Task 4.2 of the project). Attention was rather placed on explaining basic concepts related to sex and gender to support less experienced/newly appointed NCPs or NCPs who were not very familiar with the related concepts, irrespective of the country of origin.

It is also of interest to note the increased interest in the webinar on “Gender Equality Plans” (GEPs) and the new gender-related provisions in Horizon Europe. As this is a new eligibility requirement in Horizon Europe, it has attracted the attention of NCPs, especially from countries that are now starting to adopt GEPs and would like to learn more. It also comes as no surprise that in the announcement of the webinars on the project website (05/03/21), an expression of interest was received from non-NCPs from countries like Turkey, yet interested in learning more about the new provisions.

Nonetheless, examining the participation from various countries, “more active” countries like Germany and Poland have had an active presence during the trainings. By contrast, countries like Greece did not have as a high presence. Cyprus, on the other hand, had an active presence which could also be linked to RIF’s engagement and mobilizing capacity in the WP and the fact that NCPs are located in RIF.

In the case of trainings for national representatives, efforts have been made to engage all representatives (both from “more” and “less” advanced countries in terms of gender equality in R&I) and this is the reason behind the organization of the event that took place in Athens in 2019, where all trainees were from various **Greek** organizations. In the event in Vienna, Austria the participating countries included **Austria, Belgium, Bosnia and Herzegovina, the Czech Republic, France, Germany, Iceland, Ireland, Israel, Lithuania, Malta, the Netherlands, Portugal, Slovakia, Spain, Poland and Switzerland.**

3.2.2. The Targeted Training Seminars for National Representatives and Stakeholders (Task Leader: RIF, EKT)

Task 4.1 entailed the design and organization of training seminars for national representatives and stakeholders. **Two seminars were foreseen to be organized per year.**

In total, two **trainings** for national representatives were organized and presented in the following Table:

Table 2: Overview of Targeted Training Seminars for National Representatives and Stakeholders

| Target Group | Date / Place of Training | Topic | Number of Trainees | Name of Trainer(s) |
|---|---------------------------------|---|--------------------|---|
| ERAC Standing Working Group for Gender in Research and Innovation | 8.3.2019 Vienna, Austria | Monitoring and Evaluation of Gender Equality Policies | 18 | Anke Lipinsky |
| Policy Makers | 20.06.2019 Athens, Greece | Enhancing Gender Equality and the Gender Dimension in Research and Innovation | 21 | Angela Wroblewski Katrien Maes Sonay Gonenli Ana Puy Nancy Papalexandris Dia Anagnostou Katerina Loukidou Magdalena Chrobak-Tatara |

After a thorough discussion with the project Coordinator, the selected theme for the first trainings was on “Monitoring and Evaluation of Gender Equality Policies”. The first trainings were designed for the members of the ERAC Standing Working Group for Gender in Research and Innovation (SWG GRI) and took place **in Vienna in March 2019**. The two objectives of the training were for participants to develop an understanding of (pre-)conditions for planning and commissioning meaningful and useful evaluations and an understanding strengths & limitations of different methods and types of evaluations, including impact models. The trainer was Dr Anke Lipinsky.⁹

A specific characteristic of the training was that it was organised back-to-back with a GENDERACTION Mutual Learning Workshop (Task 4.2.2). The training provided an introduction to the evaluation of policies which was very useful since it shaped the discussion and collaboration in the workshop as participants shared a common background knowledge.

⁹ For more information see: <http://genderaction.eu/monitoring-and-evaluation-training/>

17 participants submitted the evaluation form. The overall evaluation of how satisfied the participants were with the training revealed that the majority was “*satisfied*”.

The second training for national stakeholders was organized by **EKT in Athens in June 2019**. A round-table discussion with the participation of representatives of key European organisations and groups provided an opportunity to explore the ways of moving forward the gender equality agenda at both national and European level. Particular focus was placed on stimulating a dialogue with participants in an effort to highlight different approaches and examples of best practice that could inspire less advanced stakeholders. The active participation of the audience throughout the event gave the opportunity to discuss in more details the issues raised, while giving participants the opportunity to also share their experiences from their institutions. At the same time, the vivid discussions that took place confirmed the significant contribution of projects like GENDERACTION in advancing gender equality, as was confirmed by participants.

The active presence of representatives from ELIAMEP and the General Secretariat of Gender Equality, two institutions that were also involved in EU-funded projects for the promotion of gender equality provided the opportunity for further strengthening the ties and exploring possible synergies. Their presence following the participation of EKT in events organized by the two institutions mentioned above, showing in practice the significance of creating a national community and of working together towards reaching a common goal at the national level.

The event brought together 21 participants (plus 10 participants following the training online). As this was a national event, participants came from Greek universities and research centres, funding agencies and public authorities. Nonetheless, as focus was placed on the exchange of experiences and good practices, the event benefited from the input of Angela Wroblewski (Institute of Advanced Studies-Austria), Ana Puy (Spanish Ministry of Research and Innovation), Sonay Gonenli (TUBITAK, Turkey), Katrien Maes (LERU), and Magdalena Chobrak-Tatara (SWG GRI).



Videos from this event are available on the project [website](#). A short report on the event has also been published (in both Greek and English) on EKT's website in order to disseminate further the key findings and messages.

As for the evaluation of the event, feedback was received from six (6) participants. All respondents stated that they would be interested in participating in a future GENDERACTION event, an element which shows the interest of stakeholders in the country in gender issues and the need for pushing gender more on the policy agenda. Respondents have also highlighted as topics of interest for future events the following: status of women in workplace, violence, activities from other countries, gender aspects in research projects.

The evaluation of the two trainings was overwhelmingly positive.

3.2.3. Targeted Training Seminars for Horizon 2020 NCPs (Task Leader: EKT)

Task 4.1.2 dealt with the design of targeted trainings for NCPs on how to advise proposers to introduce a gender dimension in their proposals and/or project management and how to effectively communicate gender issues to HORIZON 2020 stakeholders. It was foreseen to organize **one seminar per year**.

In total, five (5) trainings were organised one (1) in 2018, three (3) in 2019 and one (1) in 2020. An overview of all trainings delivered to NCPs is presented in Table 2.

Table 3: Overview of Targeted Training Seminars for NCPs

| NCP Network | NCP Area | Date / Place of Training | Topic | No. of Participants | Name of Trainer(s) |
|------------------|------------------------------|--------------------------------------|--|---------------------|-------------------------------|
| RICH | Research Infrastructures | 21.11.2018 Lisbon, Portugal | Cross-Cutting Issues in Horizon 2020 | 21 | Maxime Forest |
| Euraxess Network | Mobility | 20.05.2019 Prague, Czech Republic | Gendering Research Management | 11 | Maxime Forest |
| COSMOS2020 | Space | 13.06.2019 Vilnius Lithuania | Gender in research: Space sciences | 14 | Katrien Van der Heyden |
| SiS | Science with and for Society | 6.9. 2019 Zagreb, Croatia | Gender in Research | 22 | Katrien Van der Heyden |
| Net4Mobility | MSCA | 6.07.2020 Online | Gender in R&I, integrating gender in H2020 proposals | 32 | Maxime Forest (Yellow Window) |

All information regarding the trainings is available on the project's website at <http://genderaction.eu/trainings/>.

Overall, one hundred (100) NCPs participated in the five trainings.

The training for the **Research Infrastructures (RICH) Network** was organized in Lisbon on 21 November 2018. 21 NCPs participated, including NCPs from Poland, Greece, Turkey and Slovakia. 15 of them provided feedback about the event through the evaluation form that was distributed to participants. The trainer received positive evaluations, while the practical examples presented were also among the issues that have been positively evaluated. One participant stated that for future trainings it would be useful to improve the total duration of the training. As the RICH training has been part of a wider training provided to RI NCPs that has also covered other cross-cutting topics such as open access and RRI, it would be useful to think the duration of the training maybe also in relation to the other trainings.

It should be noted that in the case of the training offered for the RICH NCP network project, a webinar preceded the physical training, a practice that allowed trainers to go into more depth during the physical meeting, something that can be considered a good practice. The pandemic outbreak however, created further obstacles in applying the same practice in the other trainings.

The training for **EURAXESS** was organized on the 20 May 2019 in Prague and was attended by 11 NCPs. The majority of NCPs came from more advanced countries in relation to gender equality issues such as Denmark, Spain and Belgium, while from less advanced countries there was one participant from Slovakia. The imbalance between more and less advanced countries may not only result from the failure to effectively mobilize NCPs, but could be also linked to need to convey in a better way how gender is present in all H2020 thematic areas, including space.

The training for the National Contact Points for **Space (COSMOS)** was organized on the 13 June 2019 in Vilnius and was attended by 14 NCPs. Regarding participants, those came from countries like Turkey, Greece, Bulgaria and Poland, while the training benefited from the NCPs from Germany a more advanced country in tackling gender equality. Therefore, it could be argued that in the case of this training the participation of less advanced countries has been more successful.



The training organized for the **Network of National Contact Points for Science with and for Society in Horizon 2020 (SiS.Net)** gathered 22 NCPs. The training took place in Zagreb on 6 September 2019. Feedback was received from 17 of them. 11 have been very satisfied with the overall training and 4 satisfied. Among the aspects they liked/ were positive about was the trainer, the open atmosphere that allowed for discussion. At the same time, two participants stressed the existence of more interactive elements as ways of improving future trainings.

The **webinar “Spreading Excellence and Widening Participation”** was held on 6 July 2020 in cooperation with the **Net4Mobility NCP Network (MSCA NCPs)**. The event consisted of two sessions. The morning session was devoted to setting up the scene and transferring knowledge about gender and research, taking participants through the main issues at stake and introducing the gender dimensions covered in H2020 and MSCA Work Programmes. The afternoon session gave a chance to get a more practical stance on gendering MSCAs applications, through brainstorming and hands on exercises in smaller groups.

It is of interest to note that for this particular training, participants also came from Latin American countries. As for the participation of NCPs, the presence of less advanced countries could be assessed as satisfactory as around a third of the 32 participants came from them (e.g. Croatia, Poland, Bulgaria, Romania, Turkey).

Feedback was received from twelve (12) participants. The evaluation was overall positive as all respondents agreed that they would recommend the webinar to other NCPs (six strongly agreed and six agreed). In terms of the preparation of the trainers and the analysis of the topic the evaluation was also positive (nine strongly agreed and three agreed). In terms of suggestions for improving the webinar, one participant suggested more exercise to make the webinar more interactive, while another participant felt that the break-out sessions did not work very well. Another participant found the webinar really good and did not feel that something should be changed/ improved.

Overall, the emphasis on practical examples but also the need for more interaction have been highlighted as important elements of all trainings. The latter has been an important issue that has been discussed regarding the structure of future trainings. Unfortunately, the pandemic has not allowed the organization of additional “physical meetings”. It is also true that interaction (breakout sessions in the case of the online event) seemed to have worked better during physical meetings.

Organizing joint events, where other issues are presented/discussed (such as open access, RRI) seems to have benefited participation, as participants do not have to travel just for a one-day event on a specific topic.

Within the comments received in the evaluation forms of all five trainings, the following themes/comments were dominant in each of the sections:

I especially liked...

| |
|---|
| <i>“The attitude and the skills of the trainer” (RICH Training)</i> |
| <i>“The open discussion atmosphere” (SiS.Net Training)</i> |
| <i>“Exercises on gender balance issues” (RICH Training)</i> |

Next time I would improve...

| |
|--|
| <i>“Maybe include one more exercise so the training is a little more interactive” (NCPWide.Net Training)</i> |
| <i>“Maybe practical examples of how to include gender bias and gender dimension in proposals, best practices, do's and dont's” (NCP Wide Net Training)</i> |
| <i>“More examples with best practice on implementation of gender balance in projects” (RICH Training)</i> |
| <i>The practical session-more examples (RICH Training)</i> |

3.2.4. Webinars (Task Leader: EKT)

The Task dealt with the organization of webinars in order to increase the frequency of training opportunities for the target groups, on themes defined following the completion of the benchmarking exercise in WP3. It was foreseen **that up to two webinars would be organized per year.**

During the lifetime of the project, **twelve (12)** webinar sessions were organized. The webinars were mainly held in collaboration with gender experts from *Yellow Window*, selected by the consortium for their extensive experience in training NCPs on gender issues in the EU Framework Programme. In Table 4 an overview of the webinars organised is presented:

Table 4: Overview of Webinars

| | NCP Network | NCP Area | Date | Topic | Name of Trainer(s) | No of Attendees |
|---|------------------------------|--|-------------|--|--|------------------------|
| 1 | IDEALIST2018 | ICT | 27.3.2018 | How to Address Gender Issues in ICT Proposals | Katrien Van der Heyden Maria Sanguiliano Erika Abraham | 18 |
| 2 | Net4Society Network | Inclusive, Innovative and Reflective Societies | 28.5.2018 | How to Address Gender Issues in Societal Challenge 6 | Katrien Van der Heyden Maxime Forest | 59 |
| 3 | NUCL-EU 2020 Network Project | EURATOM | 20.6.2018 | Gender Priorities in Research and their Relevance in | Katrien Van der Heyden | 13 |

D 4.1. Training Seminars Provided for National Representatives, Stakeholders and NCPs

| | NCP Network | NCP Area | Date | Topic | Name of Trainer(s) | No of Attendees |
|-------------------------------------|--|---|------------|--|--|-----------------|
| | | | | the EURATOM Programme | | |
| 4 | Researcher's Night Stakeholders (Cyprus) | All | 20.6.2018 | Importance of Gender Equality in research | Katrien Van der Heyden | 24 |
| 5 | NCP Wide.Net | Spreading Excellence and Widening Participation | 19.09.2018 | Gender in Research- Dissemination, Exploitation and Evaluation | Katrien Van der Heyden | 32 |
| 6 | C-Energy2020 | Secure, Clean and Efficient Energy | 11.10.2018 | Gender in Research | Katrien Van der Heyden | 14 |
| 7 | HHN-2 | Health, Demographic Change and Wellbeing | 15.10.2018 | Gender Priorities in Research and their relevance within HNN 2.0 | Katrien Van der Heyden Vera Regitz-Zagrosek | 83 |
| 8 | RICH | Research Infrastructures | 26.10.2018 | The Gender dimension in H2020 and its relevance for Research Infrastructure projects | Katrien Van der Heyden | 24 |
| 9 | APRE (Italy) | APRE (Italy) NCPs | 20.04.2021 | GEPs in Horizon Europe | Pavla Araudo Timea Crofony | 27 |
| 10 | Horizon Europe NCPs | All NCPs | 25.05.2021 | Gender in Horizon Europe and general info on gender in research and innovation | Pavla Araudo and Timea Crofony | 53 |
| 11 | Horizon Europe NCPs | All NCPs | 01.06.2021 | The Gender Dimension of Research | Pavla Araudo and Timea Crofony | 11 |
| 12 | Horizon Europe NCPs | All NCPs | 15.06.2021 | GEPs in Horizon Europe | Pavla Araudo and Timea Crofony | 44 |
| Total Number of Participants | | | | | | 402 |

The content of each webinar was discussed between the Work Package and/or Task Leader with the Coordinator or other representative of the NCP network project beforehand and the trainer(s). Efforts were made to design “custom-made” webinars, with practical examples relating to the different NCP networks. It should be noted that for the “thematic” webinars, a handout was prepared with background information and reading list for all webinar participants.

It was agreed that the average duration of each webinar would be one hour. In designing the webinars, organizers ensured enough time for a Question & Answer session, allowing participants to ask trainers questions on the basis of their experience. All webinars were conducted using the “GoToMeeting” or “Zoom” Platforms, were recorded and uploaded to the GENDERACTION project website.

After each webinar, a feedback form was sent to the participants and the participants’ opinions were analysed and discussed. The feedback received was analysed by the Task Leader and sent to the WP Leader and Coordinator and discussed with the trainers to reflect the participant’s preferences in the upcoming planning of events.

More specifically, the webinars that took place during the course of the project were the following:

- The **1st webinar** was held on the 27 March 2018 for the HORIZON 2020 **Information and Communication Technologies** NCPs via the IDEALIST2018 Network on “**How to Address Gender Issues in ICT Proposals**”.

The webinar was attended by 18 NCPs and **feedback was received from 13 participants**, a good response rate for a webinar assessment. Of the 13 responses received, 10 participants agreed or strongly agreed that the webinar was useful for their daily work. Seven (7) participants strongly agreed that the speakers addressed the questions from the audience in an effective manner, while additional four (4) agreed with this. Ten (10) respondents strongly agreed (5/10) or agreed (5/10) that the webinar was relevant to their daily work. The fact that 3/10 did not consider the webinar as relevant to their work, attests to the need to highlight how gender is relevant in all H2020 thematic areas. The overall response was positive, as 12/13 would recommend the webinar to other NCPs.

Among the comments, one respondent stated that they would like the webinar to be limited to 1 hour, while another one stated that they would like more practical examples. The latter comment was also mentioned by two other respondents who stated that further information regarding how to fill in the related sections would be useful.

- The **2nd webinar** was held on 28 May 2018 for HORIZON 2020 NCPs for “**Inclusive, Innovative and Reflective Societies**” via the Net4Society Network on “**How to address Gender Issues in Societal Challenge 6**”. The webinar provided detailed information about sex and gender analysis in the research cycle and introduced its relevance for projects addressing Societal Challenge 6.

The session was attended by 59 participants and feedback forms were sent out to for completion afterwards. **Eight (8) feedback forms were received** from participants. Asked on how they would improve the webinar, three (3) participants stated that they would like more practical examples during the presentation, while one (1) felt that less focus should have been placed on statistics. How to advise clients (researchers) and how to deal with gender aspects during proposal writing has also been highlighted.

Overall, four (4) strongly agreed in recommending the webinar to other NCPs and one (1) agreed.

- The **3rd webinar** was held on the 20 June 2018 for the HORIZON 2020 **EURATOM** NCPs via the NUCL-EU 2020 Network Project on “**Gender Priorities in Research and their Relevance in the EURATOM Programme**”. The webinar introduced sex and gender analysis in the research cycle, the relevance for projects addressing EURATOM topics, both from the perspective of women’s participation and the gender dimension in research content, supported by case examples, facts & figures.

The session was attended by thirteen (13) participants and **seven (7) feedback forms were received** from participants. This was a highly successful webinar, with over 85% of respondents stating that the webinar met their expectations. Six (6) would recommend the webinar to other NCPs.

- The **4th webinar** was held on the 20 June 2018 in collaboration with the Research Promotion Foundation, Cyprus. The webinar was organized as part of the Cyprus “**Researcher’s Night Event 2018**” and targeted Cypriot national representatives and stakeholders at universities, research centres and organizations taking part in the 2018 Researcher’s Night as well as NCPs. The webinar addressed the importance of gender equality in research and gave practical examples on how to integrate gender equality in research activities and research organizations.

The session was attended by 24 participants and the **feedback received by thirteen (13) of them** was overall positive. Seven (7) participants scored very highly the question on how relevant the content of the webinar was to their daily work and eleven (11) would recommend similar webinars to colleagues. In the open question there were summer suggestions, e.g. “more examples could have been presented” or “presentations on the subject could be given by men” and “relate GEPs to projects not only in the hard sciences, but also in social sciences”.

- The **5th webinar** was held on 20 September 2018 for HORIZON 2020 NCPs in the area “spreading excellence and widening participation” via the **NCP Wide.Net**. The webinar provided introduction to sex/gender and the research cycle, both from the perspective of women’s participation and the gender dimension in content (supported by examples, facts & figures) and how gender can be integrated in different sections of a Horizon 2020 proposal. The webinar was attended by 32 NCPs and **feedback was received by 10 participants**. All participants found that speakers were well prepared and provided an in-depth analysis of the topic (5 strongly agreed and 5 agreed). Only one felt neutral about recommending the webinar to other NCPs, while the rest either strongly agreed (5/10) and agreed (4/10). Eight found the webinar relevant to their daily work and just two were neutral.

- The **6th webinar** was held on 11 October 2018 for HORIZON 2020 NCPs in the field of “**Energy**” via the C-Energy 2020 NCP Network. The webinar introduced sex and gender analysis in the research cycle, the relevance for projects addressing energy related topics, both from the perspective of women’s participation and the gender dimension in research content, supported by case examples, facts & figures.

The webinar was attended by 14 NCPs, **feedback was received from four (4) participants only**. Regarding the extent at which the webinar lived up to their expectations, two (2) strongly agreed, while two (2) agreed. 3 out of 4 strongly agreed

that the webinar was relevant to their daily work, and one (1) agreed. While 1 respondent stated that the examples were effective in covering gender aspects, another one stated the introduction into gender aspects rather lengthy.

- The **7th webinar** was held on 15 October 2018 for HORIZON 2020 Health NCPs via the HHN-2 Network on “**Health, Demographic Change and Wellbeing**”. The webinar consisted of two parts. During the first one an introduction was made to basic concepts, followed by a short presentation to the European Commission’s gender equality strategy in research and innovation, placing focus on Gender Equality Plans (supported by examples) and followed by practical examples of integrating the gender dimension in H2020 proposals. During the second part, further focus was placed on the integration of sex/gender in biomedicine supported by examples.

The webinar was attended by 83 NCPs and **twelve responses were received**. Ten of the participants strongly agreed that the webinar met up with their expectations. Four participants also strongly agreed in the fact that the webinar has stimulated their thinking. This positive evaluation can also be seen in the answers regarding the ways in which they felt the webinar was useful. Participants have stated the following: *“I think the webinar was very well prepared and very useful to the NCP to assist applicants in how to manage the gender issue in the proposal and in the projects”, “Good overview of the topic with practical advice that is implementable and useful”*.

- The **8th webinar** took place on 26 October 2018 with HORIZON2020 RICH NCP Network that focuses on “**Research Infrastructures**”. The webinar introduced sex and gender analysis in the research cycle, the relevance for projects addressing RI-related topics, both from the perspective of women’s participation and the gender dimension in research content, supported by case examples, facts & figures.

The webinar was attended by 24 NCPs and the feedback was overall positive. **Nine (9) responses were received** to the evaluation form sent out. A participant suggested that it would be helpful to include some of the key suggestions on how to include the gender dimension in the hand-out, but at the same time acknowledged that they would go back to the recording. The latter point highlights the strategic decision to create a dedicated section on the project website where all webinars would be available to all interested stakeholders. All respondents would recommend the GENDERACTION webinar to other NCPs (6/9 strongly agreed, and 3/9 agreed). Four participants were neutral in relation to the extent at which trainers responded to questions in an effective manner. This might be related to the fact that in an effort to keep the training short, this has not always left adequate time for in-depth discussion or to the nature of online events where active interaction is not the same as in physical events.

In 2021, **four more webinars** were organised for Horizon Europe NCPs relating to the gender provisions in Horizon Europe, with a focus on Gender Equality Plans (GEPs) as a new edibility criterion. An email was sent to Horizon 2020 NCP networks (as in early 2021 no information was available about the new Horizon Europe NCP networks) to inform them about GENDERACTION’s intention of organizing a new series of webinars and asked them to communicate this information to their members. In addition, a call for an Expression of Interest for these webinars was uploaded on the project’s website.

D 4.1. Training Seminars Provided for National Representatives, Stakeholders and NCPs

Following the feedback received, it was decided to organize three (3) webinars (May-June 2021) for all NCPs irrespective of thematic coverage, while a fourth one was organized in collaboration with APRE for the Italian NCPs (26 participants) on 20 April 2021.

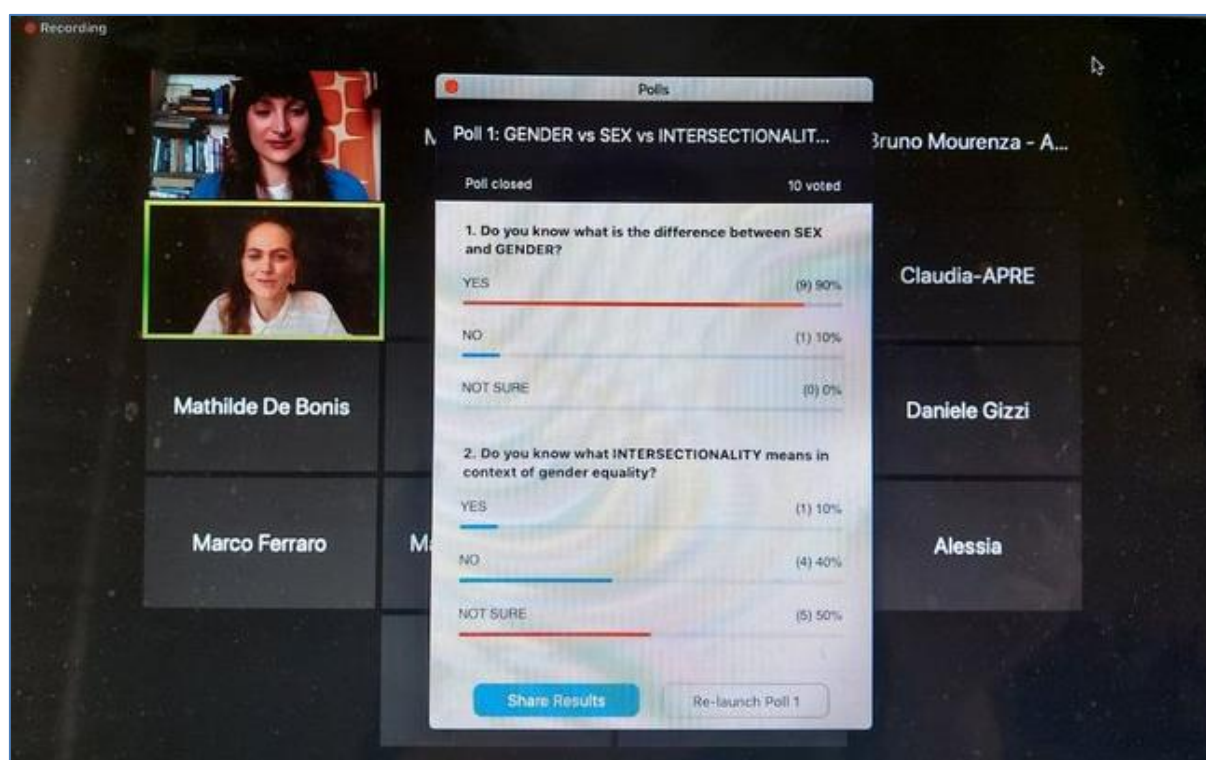
The three remaining webinars were organised on 25 May, 1 June and 15 June 2021 with a total of 110 participants.

The trainers in all four events were Pavla Araudo and Timea Crofony (CZ), contact points for gender equality in Horizon Europe in the Czech Centre for Gender and Science, at ISAS, with Timea Crofony being a recipient of the GE Academy Train-the-Trainers training.

The feedback received from the webinars organised in 2021 on Horizon Europe have been positive on all aspects, showing that some adjustments made (further focus on examples, introduction of ice-breaking questions) have been positively received by attendees. **In total, 34 responses from participants in all three webinars were received.** Focusing on the responses received from the webinar on GEPs (which constitute one of the novel aspects in Horizon Europe) it is important to note that all respondents have been satisfied with the webinar as it lived up to their expectations (14 strongly agreed and five agreed). It therefore comes as no surprise that all of them would recommend the GENDERACTION webinars to others.

Positive on all aspects has also been the feedback received from the webinar organized for APRE. The adjustments made have been reflected in the fact that **five (out of 8) respondents** strongly agreed with the statement that the trainers were well prepared and provided an in-depth analysis of the topic, while three more agreed. A comment was received about having examples of GEPs, yet as trainers highlighted, GENDERACTION organized a dedicated webinar on GEPs that APRE NCPs could also join, as some of them eventually did.

All webinar recordings are available online through the project [website](#) which has been regularly updated and contains all project materials and information concerning project events. Especially worth mentioning is the section Trainings and Webinars including videos from WP4 events where available.



4. Evaluating the Objectives Task 4.1 Activities and Impact Reached

The impact of Task 4.1 has been measured mainly through the impact assessment conducted after each capacity building event. Following each event, an evaluation form was sent to participants focusing on the following aspects:

- The extent at which the webinar/ training has lived up to their expectations
- The extent at which the content of the webinar/ training was relevant to their daily work
- The extent at which the trainers were well prepared
- Whether the trainers answered participants' questions in an effective manner
- Whether they would recommend the webinar/ training to other NCPs

The evaluation form also comprised an open question, allowing participants to leave any comments or suggestions that would help us in the design of future trainings or webinars.

The evaluation of trainings and webinars was overwhelmingly positive, and there appears to be a genuine interest among the NCPs mainly for the trainings offered. The webinars raise awareness; develop knowledge; and provide concrete examples in the respective fields the NCPs can use in working with H2020 applicants. In particular, the introductory part of all trainings (both physical trainings and webinars) through the presentation of key concepts related to gender/sex analysis contributed to a shared understanding of key concepts, while the examples that were presented in all trainings helped in a better understanding of the ways in which the gender dimension is present during the different stages of a research project.

A selection of feedback responses from NCPs is listed below:

I will use your suggestions for future proposals. Very useful webinar.

It was very good in explaining how central are gender aspects when you carry out your research and write a research proposal.

I think the webinar was very well prepared and very useful to the NCP to assist applicants in how to manage the gender issue in the proposal and in the projects.

This webinar introduces the concept of gender that has to be taken into account in every field of health.

It was helpful to improve my knowledge on how to comply with the gender equality requirements.

Good overview of the topic with practical advice that is implementable and useful.

A good introduction to the importance of gender issues in H2020 proposals with practical tips on how to address it properly.

This was a good introduction; it would be good to have follow-up sessions on specific aspects related to gender issues. The speaker was absolutely fantastic! She was very knowledgeable. The examples provided were excellent (heatwave in France and impact of research looking at why older women were more affected...?). Thank you for organizing this!!

It was good to start thinking about future studies and applications.

The topic of the webinar was very interesting and it was a proper way to present this kind of issues.

It was educational and extensively explained the topic.

I consider the webinar very effective form of information sharing. This one made a particular contribution to the widening of my knowledgeable in the field replicable in the everyday NCP activities.

I would wish specific best-case examples of how to include a gender-related approach and/or of how to apply more effectively for projects with gender-content.

It was very good, informative and not too long. Thanks!

The webinar was very good and informative, looking forward to meet you in the next webinar. Very clear messages and great examples. Thank you all! (2021 webinar).

The speakers were excellent, as always :-). Sometimes it is difficult to make the seminars interactive, but tools such as SLIDO or mentimeter can help. (2021 webinar)

Maybe include one more exercise so the training is a little more interactive (Online Training, 2020).

The organization of trainings for NCPs – primarily webinars, but also physical trainings - fulfilled completely the project's defined goals. This was also the case for the two targeted trainings organised for national representatives and stakeholders. Based on the feedback questionnaires, the impact of Webinars and Trainings for NCPs can be summarised as follows:

(i) Trainings for National Representatives and Stakeholders

- The organization of trainings for national representatives and stakeholders proved to be **challenging**. Although the two training seminars were successful, based on the feedback received, the consortium's aim was to organise a slightly bigger number of events. This target group is often busy and it was difficult to find the appropriate time for the event, although for some groups there were initial positive responses. In the future, thought must be given in finding more appropriate or alternative ways of building the capacities and awareness of national representatives.
- Though the initial goal of 2 training seminars per year was not met, this was mainly due to the fact that it was difficult for stakeholders to commit to training session, due to their heavy workload. However, the interest in the webinars was overwhelming, as well as the interest of stakeholders in the Mutual Learning Workshops (Task 4.2.2).

(ii) Webinars

- While the format of the webinars has been a success and gave the **opportunity to more participants** to join, the need to turn the physical meetings into online events has been challenging., This has been discussed with the trainers in view of making adjustments for future trainings.
- **Recording and uploading webinars** on the project website has allowed the project to reach not only NCPs who for various reasons have not been able to attend the webinars, but also other stakeholders and researchers. Especially with the new Horizon Europe provisions on gender, it is expected that the recordings will prove a particularly useful resource.
- The webinars attracted a **great deal of interest** and provided key access to information when travel was limited due to the COVID-19 pandemic outbreak. They helped to reach out in particular to stakeholders in RFOs and RPOs as well as Horizon NCPs and policy

makers. They were very cost and time effective and delivered key information in such a way that allowed interaction and discussion.

- Webinars have proven to be the most popular method of training; however, their aim was to increase the frequency of trainings and they **cannot replace trainings**, especially those with physical presence.
- The **webinars** have proved to be a useful tool for supporting NCPs due to the flexibility they provide (no need for the NCPs to travel and they can follow the webinar recording at any time) and the content. One challenge encountered is for the NCPs to provide feedback after each webinar since as soon as the webinar ends, they get back to their work or focus on other matters not taking the time to complete the online feedback form. Despite reminders, the numbers remain low and the project will consider alternative ways of assessing impact.

(iii) **Trainings**

- The trainings have ensured that NCPs have 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, but also for NCPs from “less” experienced countries. In addition, as the webinars have allowed for some interaction between participants, the exchange between more and less experienced countries/NCPs has been possible and beneficial. A typical example has been in the case of the 2021 webinar, where a researcher from Ireland presented the gender dimension in her research, highlighted important aspects and contributed in stimulating a discussion between participants.
- The training seminars proved useful for the majority of participants. The **interactive nature** of the seminars allowed for the creation of constructive dialogue and experienced exchange among participants. The overall atmosphere during the seminars was positive, providing a great opportunity for newcomers to feel welcome and pose questions freely.
- It was a first attempt for **collaboration with the NCP Academy project and the NCP network projects**, which proved to be very important.
- The issue that has been more commonly received as feedback has been the need to include **practical examples**. This has been discussed extensively with trainers as the core aim of the trainings and webinars has been to support NCPs who in turn have to advise / support researchers. As such, a distinct section of each event has been dedicated to highlighting through concrete examples the integration of the gender dimension in relevant project proposals. The need to keep a balance between the more theoretical part and the more practical one has been of particular importance as on the one hand, the theory allowed less experienced NCPs to familiarize themselves with key concepts, while on the other, the practical part showed through examples how the gender dimension is present in research projects.

5. Concluding Remarks

The activities organized in Task 4.1 i.e. targeted trainings for national representatives, stakeholders and NCPs and webinars, fulfilled the project’s defined objectives. In particular:

D 4.1. Training Seminars Provided for National Representatives, Stakeholders and NCPs

- The project **reached out to all Horizon 2020 NCPs**: it was interesting to see that NCP networks that are not so evidently linked to gender related issues (EURATOM, Research Infrastructures, Space), expressed from the outset an interest in the offered trainings and webinars.
- The **common format of the webinars / trainings** has ensured that there is consistency in the information provided. Some adjustments have been made to ensure that more time is either given to key concepts and thus allow those not familiar to be introduced to the concepts presented.
- The analysis of the evaluation forms from participants indicates the **overall satisfaction**, both on the content and on the organization of the events. Issues and comments related to the need, for example, to include further practical examples have been taken into consideration and it was ensured that adequate time is given on that aspect. The Questions & Answers sessions have also allowed trainers to hear from participants and have a better understanding of the enquiries that themselves receive from researchers in relation to gender aspects.

Taking into account all of the above, one could conclude that all Task 4.1 activities were successful and useful for participating NCPs, national representatives and stakeholders and had a positive impact on their duties and quality of services offered at a national level.

Annex I. GENDERACTION Templates and Guidelines

(i) GENDERACTION Feedback Form Template

Email

1. The training lived up to my expectations
Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree

2. The content of the training was relevant to my daily work

Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree

3. The speakers were well prepared and provided an in-depth analysis of the topic

Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree

4. The speakers answered questions in an effective manner

Strongly Agree
Agree
Neutral
Disagree
Strongly Disagree

5. How would you improve the webinar? (open question)

(ii) GENDERACTION Trainings' Guidelines

1. Aim of the Document

The purpose of this document is to set out the types of training offered by the GENDERACTION project, the target groups benefiting from these trainings, the expected outcomes and the practical aspects involved in the organisation of such trainings. In addition, it aims to set out the roles and responsibilities of each party involved in the organisation and delivery of the training.

Stakeholders interested in benefiting from a GENDERACTION training are encouraged to read this document.

2. Types of trainings offered by GENDERACTION

In the context of its mutual learning and capacity building activities, GENDERACTION offers (a) targeted training seminars, and (b) webinars to national representatives, selected stakeholders and Horizon 2020 National Contact Points (NCPs). The trainings are offered by GENDERACTION in cooperation with gender experts from Yellow Window and their content is defined from GENDERACTION and the trainers reflecting the needs of different target groups. In the case of targeted seminars or webinars for Horizon 2020 NCPs the content is defined following consultation with the coordinator or the Work Package Leader of the relevant NCP Network Project.

2.1.1 Targeted Trainings

Training Format (indicative): Introduction to basic concepts; gender in research; legal and policy framework for gender in research; integrating gender in research accompanied with practical examples; Break-out sessions: case exercises in smaller groups and time for discussions; lessons learned & wrap up

The content of the training is developed by GENDERACTION in cooperation with the trainer(s). Adjustments, following written request by the "client" can be made during the design phase. As GENDERACTION is committed to ensuring high quality training, adjustments cannot be made after the design phase.

Supporting Material: Provided by GENDERACTION in cooperation with the trainer(s) to participants

Number of - Trainers: 1 or 2 - Possibility of additional (2nd) expert speaker beyond the trainer (to be decided on an ad-hoc basis – to be discussed)

Target Group: NCP Networks, National Representatives, Stakeholders

Expected Outcome: Provide an in-depth understanding of gender issues. Ideally, a webinar could precede the organisation of the physical training to introduce and familiarize participants with key concepts and thus allow more in-depth discussions

Scheduling: at least 2 months in advance

Duration: 6 hours (net)

Number of participants: Ideally around 20, not above 25 to keep the session interactive and dynamic with exercises

Venue requirements: Room with flexible set-up, allowing tables and chairs to be rearranged for smaller group sessions. The "client" is responsible for identifying such location.

Equipment: Availability of overhead projector and flip chart (provided by the local organizer/client)

Locations: To be agreed with the client

Registration/ Feedback Form: Provided by GENDERACTION

Promotion/ Dissemination of Event: The event will be advertised through the project website and GENDERACTION's social media accounts, newsletter etc. The client is also expected to promote and disseminate the event to their networks using their own communication and dissemination channels.

Reimbursement: GENDERACTION will cover trainers' travel and accommodation costs. It will also cover travel and accommodation costs of participants (on the basis of GENDERACTION rules of procedure that participants will need to comply with. The rules will be sent to participants ahead of the meeting). Participants will be reimbursed 1 month after the event (provided they have submitted all documents required).

Communication with clients: All communication will be handled by GENDERACTION who will liaise with the trainer(s). Clients need to indicate 1 contact point (2 max.) to ensure smooth communication.

The contact person is expected to be present at the physical training.

2.1.2. Webinars

Webinar Structure (Indicative): Short introduction to the webinar: Introducing the trainer(s) & practical info (5 min.); introduction to sex/gender and their relevance to specific fields, practical suggestions on integrating gender in H2020 proposals (35 min.); Q&A session (15 min.); closing info (info on if/how the recording will be available, future webinars, other related info) provided by the webinar host (5 min.). A document with additional resources will be distributed to participants via email from GENDERACTION after the webinar.

The content of the webinar is developed by GENDERACTION in cooperation with the trainer(s). Adjustments, following written request by the "client" can be made during the design phase. As GENDERACTION is committed to ensuring high quality training, adjustments cannot be made after the design phase.

Number of Trainers: 1 (but depending on the subject we could have 2 max.)

Target Group: NCP Networks

Expected Outcome: Familiarise NCPs with gender aspects (their relevance with the thematic area they focus on, how to integrate gender in H2020 proposals through practical examples) and thus be able to support better researchers submitting proposals under H2020.

Duration: 1 hour (or up to 1 hour 15' if we have 2 speakers depending on the subject)

Tool: GoToMeeting (account managed by GENDERACTION) <https://www.gotomeeting.com/>

Webinar Recordings: The recording will be publicly available on the GENDERACTION website <http://GENDERACTION.eu/trainings/upcomming/>

Scheduling: 2months in advance

Registration/ Feedback Form: Provided by GENDERACTION

Promotion/ Dissemination of Event: The event will be advertised through the project website and the project's social media accounts, newsletter etc. Our clients are also expected to promote and disseminate the event to their networks using their own communication and dissemination channels.

Communication with clients: All communication will be handled by GENDERACTION who will liaise with the trainer(s). Clients need to indicate 1 contact point (2 max.) to ensure smooth communication.

The contact person is also expected to be present during the webinar.

3. Follow up Activities / Impact

GENDERACTION will follow up with NCP networks, stakeholders, national representatives who have participated in training events to collect information about the number of researchers who have received support for their proposals on gender-related issues.

(iii) Webinar Invitation Template

INVITATION

The logo for GENDER ACTION, with 'GENDER' in blue and 'ACTION' in red, where the 'O' in 'ACTION' is a stylized female symbol.

We would like to invite you to join the [GENDERACTION](#) webinar (organized in cooperation with *Name of NCP Network*) to learn more about how to address the gender priorities in research and their relevance with the EURATOM project.

The webinar will be led by *Name of Trainer(s)* and will address the following topics:

- introduction basic concepts related to sex, gender and gender equality
- sex and gender relevance for topics *thematic area* within Horizon 2020
- how gender can be integrated in different sections of a Horizon 2020 proposal, supported by examples

The second part will be a Q&A session during which related questions will be answered.

Presenter: short bio of the trainer(s)

When:

How to Register:

Link to Webinar:

Target audience:

Contact: Marina Angelaki mangelaki@ekt.gr

(iv) Webinar Invitation Message (Horizon Europe 2021 Webinars)**INVITATION**

Dear All,

Thank you for your interest in the GENDERACTION webinars. On the basis of your feedback, GENDERACTION will organize the following webinars

1. “Gender in Horizon Europe and general info on gender in R&I”, Tuesday 25/05, 10.00-12.00 CEST

The structure of the webinar is the following:

- Short introduction to the GENDERACTION project
- Presentation of key concepts (sex/gender/intersectionality)
- Gender in Horizon Europe (new provisions and differences between HE and H2020)
- Gender Equality Plans/ GEPs (info on new provisions)
- Examples of inclusion of the gender dimension in projects
- Q&A session

2. “The Gender dimension in R&I”, Tuesday 1/06, 10.00-12.00 CEST

The structure of the webinar is the following:

- Short introduction to the GENDERACTION project
- Presentation of key concepts (sex/gender/intersectionality)
- Gender dimension and perspective of sex in research
- How to systematically implement gender dimension in research
- Gender dimension and Horizon Europe requirements
- Common problems with inclusion of gender dimension in project proposals
- Examples of successful implementation of gender dimension in research proposals
- Q&A session

3. “Gender Equality Plans (GEPs) in Horizon Europe”, Tuesday 15/06, 10.00-12.00 CET

The structure of the webinar is the following:

- Short introduction to the GENDERACTION project
- Gender Equality Plans: A new provision for financing in HE
- Gender Equality Plans: What is a GEP, Obligatory Provisions, Structure of a GEP, Areas covered
- Examples of GEPs
- Q&A session

Gender Experts (Trainers): Pavla Araudo and Timea Crofony

The webinars are targeting HE NCPs and participation is free of charge. We kindly ask you to disseminate this information to your network and ask them to state their interest in the webinars through the following [form](#) in order for them to get the link for participating.

Please note that the webinar link will be sent to participants who have expressed their interest (through the above form) via e-mail.

Annex II. Targeted Training Seminars for National Representatives and Stakeholders

(i) MLW on Monitoring and Evaluation of ERA Priority 4, Vienna 7 - 8 March 2019



Invitation



2nd Mutual Learning Workshop on Monitoring ERA Priority 4

as part of the H2020 project GENDERACTION

Austrian Federal Ministry of Education, Science and Research (BMBWF)



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741496.

Disclaimer: The views and opinions expressed in this document are solely those of the project, not those of the European Commission. The European Commission is not responsible for any use that may be made of the information it contains.

SCHEDULE

Thursday, 7 March 2019 | 1st day

| | |
|---------------|---|
| 14:00 – 14:30 | <p>Welcome and Opening</p> <p>Maroela LINKOVA, Project Coordinator <small>Institute of Sociology, Academy of Sciences CZ</small></p> <p>Iris RAUSKALA, Director General (tbc) <small>BMBWF: HR, Budget & Central Services, Science & Research Portfolio, Digitization, Gender Equality & Diversity Management</small></p> |
| 14:30 – 15:30 | <p>Introduction to Monitoring</p> <p>Christian NACZINSKY <small>BMBWF: Co-Chair of ERAC, Head of Department for EU and OECD Research Policy</small></p> <p>Angela WROBLEWSKI <small>Institute for Advanced Studies, Vienna</small></p> <p style="font-size: 8px;">What is monitoring? Why do we need monitoring? Who is responsible for monitoring? How to use monitoring as a steering instrument for policy implementation? Principles of monitoring regarding data collection, data processing, interpretation etc.</p> |
| 15:30 – 15:45 | <p>— Coffee break —</p> |
| 15:45 – 16:45 | <p>Presentation of National Monitoring Systems</p> <p><small>Experiences from Norway (Held Hov Zachariassen, Committee for gender balance and diversity in research, K9 / Lise Christensen, The Research Council of Norway)</small></p> <p><small>Experiences from another country (tbc)</small></p> <p><small>Experiences from Austria (Bernhard KÖCH, BMBWF: Gender Equality and Diversity Management, EU and OECD Research Policy; Peter KÖLLER, Gender Equality and Diversity Management, Evidence Based Higher Education Development)</small></p> |
| 16:45 – 17:00 | <p>Ad hoc questions and discussion</p> |
| 17:00 – 17:30 | <p>Summary of the results and preview of the next day</p> |
| 19:30 | <p>Working dinner</p> |


SCHEDULE

Friday, 8 March 2019 | 2nd day

| | |
|---------------|---|
| 9:00 – 9:30 | <p>Summary and aim of the second day</p> <p>Introduction of Working Groups</p> |
| 9:30 – 11:30 | <p>Moderated Working Groups</p> <p style="font-size: 8px;">We will discuss in small groups different approaches to monitoring regarding their informative value, advantages and blind spots. The working groups will focus on monitoring systems and indicators for one of the three ERA gender equality objectives.</p> <ul style="list-style-type: none"> • WG 1: Increasing female participation • WG 2: Structural change and decision making • WG 3: Gender in research content |
| 11:30 – 12:30 | <p>Discussion in plenary</p> |
| 12:30 | <p>Definition of further steps</p> <p>End of Mutual Learning Workshop (Lunch)</p> |

Moderation: Helga Fosset, BMBWF

EVENT DETAILS



2nd *Mutual Learning* Workshop

Date: 7 and 8 March 2019


Time: 7 March 2018: 14:00 – 17:30
8 March 2018: 9:00 – 12:30

Venue: Event rooms of the Federal Ministry of Education, Science and Research
Freyung 3, 1010 Vienna, 2nd Floor

Please register online at <http://genderaction.eu/2nd-mlw/>, before 22 February 2019.

Local organization contact: Bernhard KOCH, Bernhard.Koch@bmbwf.gv.at
Coordinator contact: Info@genderaction.eu

Please do not hesitate to ask if you have any special needs regarding your participation.



- **Stairs and elevator to the event rooms**



**GENDER equality in
Innovate policy**

Coordination and Support Action

**the ERA Community To
Implementation**

GENDERACTION is an innovative policy community to advance the implementation of the gender priority in the European Research Area, bringing together representatives appointed by national authorities in Member States and Associated Countries. GENDERACTION will foster policy coordination, best practice exchange and mutual learning in the European Research Area.

<http://www.genderaction.eu/>

Partners

- Institute of Sociology of the Academy of Sciences of the Czech Republic, CZ (Coordinator)
- Austrian Federal Ministry of Education, Science and Research, AT
- Research Promotion Foundation, CY
- DLR Project Management Agency, EU-Bureau of the BMBF "Contact Point Women into EU Research", DE
- The National Documentation Centre, National Hellenic Research Foundation, EL
- Ministry of Economy and Competitiveness, Secretary of State for Research, Development and Innovation, ES
- University of Luxembourg, LU
- The Malta Council for Science and Technology, Ministry For Education and Employment, MT
- Ministry of Education, Science and Sport, SI
- Matej Bel University in Banská Bystrica, SK
- Europrojekt Center, BA
- The Scientific and Technological Research Council of Turkey, TR
- University of Malta, MT

Associate partners

- Belgian Science Policy Office, BE
- Ministry of Education, Science and Culture, IS
- National Information Processing Institute – Laboratory of Statistical Analysis and Evaluation, PO
- National Authority for Scientific Research and Innovation, RO
- Swedish Secretariat for Gender Research, University of Gothenburg, SE



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741466.

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(ii) Enhancing the Gender Equality and the Gender Dimension in Research and Innovation, Training Event for Policy Makers, Athens, 20/06/2019



Agenda

| | |
|----------------------|--|
| 9.00 - 9.30 | Registration |
| 9.30- 10.00 | <p>WELCOME</p> <p><i>Aristotle Tympas</i>, Professor at University of Athens & President of EKT Scientific Council</p> <p><i>Marina Angelaki</i>, National Documentation Centre (EKT)</p> |
| 10.00 - 10.30 | <p>GENDER EQUALITY IN THE EUROPEAN RESEARCH ERA (ERA): KEY FINDINGS FROM THE GENERACTION BENCHMARKING EXERCISE</p> <p><i>Angela Wroblewski</i>, Institute of Advanced Studies, Austria</p> |
| 10.30- 11.00 | Coffee Break |
| 11.00 - 13.00 | <p>GENDER EQUALITY IN PRACTICE</p> <p><u>Moderator:</u> <i>Irakleitos Souyioultzoglou</i>, National Documentation Centre</p> <p>How the State Research Agency in Spain supports the integration of sex/gender analysis into research, <i>Ana Puy</i>, Ministry of Science, Innovation and Universities, Spain (skype)</p> <p>Designing a Gender Equality Plan: Lessons learned from TARGET Project, <i>Dia Anagnostou</i>, ELIAMEP, Greece</p> <p>Women faculty members in Greek Universities, <i>Nancy Papalexandri</i>, Athens University of Economics and Business, Greece</p> <p>Gender Equality: A Funder's Perspective, <i>Sonay Gonenli</i>, The Scientific and Technological Research Council, Turkey</p> |
| 13.00 - 14.00 | Light Lunch |
| 14.00 - 15.30 | <p>ROUND TABLE: MOVING FORWARD WITH GENDER EQUALITY IN THE EUROPEAN RESEARCH AREA- CHALLENGES AND OPPORTUNITIES</p> <p><u>Moderator:</u> <i>Marina Angelaki</i>, National Documentation Centre</p> <p><i>Katrien Maes</i>, League of European Research Universities (LERU)</p> <p><i>Katerina Loukidou</i>, General Secretariat for Gender Equality, Greece</p> <p><i>Magdalena Chrobak-Tatara</i>, Ministry of Science and Higher Education, Poland</p> |
| 15.30 | Closing Remarks |

Annex III. Targeted Training Seminars for NCPs

(i) **NCP-Academy Training “Cross-Cutting Issues” in Horizon 2020 – Meet experts from EC, GenderAction and OpenAire, 21 – 22 November 2018, Lisbon / Portugal**

Invitation - Agenda

INVITATION

BACKGROUND & CONTENT OF THE EVENT

In cooperation with the RICH network, GENDERACTION and OpenAIRE the NCP Academy organises a training session on specific cross-cutting issues in Horizon 2020.

The focus is on **Open Data and Gender** issues. Both topics are relevant for the work of each NCP. The training will in particular focus on practical examples from the **Research Infrastructure Programme**. Part of the time will be dedicated to discuss how NCPs can network better on the issue of cross-cutting issues.

a) Aims of session on Open Data (by the National Open Access desk/OpenAire)

1. NCPs know when it is indicated to support a project using Open Data
2. NCPs know how an Open Data management (DMP) plan should look like and what recommendations towards clients should be given.

In particular the training will provide detailed information on:

- Aims of Commission on Open Research Data, requirements, processes, statistic on Open Research Data in EU projects; Opt in vs. Opt out; Platform; Results; Usage, IPR issues with Open Data;
- Managing and sharing data: Data Management plans. Options to make research data open: available tools and platforms, how to link to EOSC, supporting projects and how they (help to) help proposers;
- Exchange of experience with Open Data and data management plans in EU projects (Project examples from RI).

b) Aim of session on gender (by the project GENDERACTION)

1. NCPs know how to support a project in improving gender equality and which recommendations could be provided to clients

In particular the participants will learn about:

- Gender equality, processes, statistics on gender equality in EU projects and in different areas of the programme;
- Options to improve gender equality in proposals and projects, gender equality plans, available instruments and resources, supporting projects and how they (help to) help proposers
- Practical case exercises on integrating the gender dimension in in EU projects with project examples for Research Infrastructures and related Programmes



c) Aim of the session “How to network on cross-cutting issues among different NCPs”

1. NCPs get an overview on what is defined as cross-cutting issues in Horizon 2020
2. Good practices on how to deal with cross-cutting issues in an NCP network will be shared. How can we make sure that the client gets good advice on cross-cutting aspects? Sources of information on cross-cutting issues in Horizon 2020 will be well-known.

OUTCOME FOR PARTICIPANTS

- NCPs know the aims of the European Union / in Horizon 2020 for gender dimension and Open Data.
- NCPs know the background to the topics Gender, Open data which is relevant for consulting customers and identify other cross-cutting issues which are relevant in their practical work.
- NPCs reflect on next steps how to make use of the results of the training, to support the aims of the EU / of Horizon 2020 regarding the cross cutting topics and to consult proposers accordingly.

WHO SHOULD ATTEND?

NCPs for Research Infrastructures in Horizon 2020.
All NCPs interested in the topic GENDER and Open Data.

TRAINERS & SPEAKERS

Maxime Forest | Yellow Window
Pedro Príncipe | OpenAIRE
Alea López de San Román | European Commission
Konstantinos Repanas | European Commission
Marisa Borges | NCP SWAFS Portugal

| 21 November 2018, 9 am – 7 pm | 22 November 2018, 9 am – 4.30 pm |
|--|---|
| 9 am Welcome | 9 am Open Data (by the National Open Access Desk/OpenAIRE and EC) |
| 9:30 Visit of a research vessel: Lisbon | |
| 11am End of visit | |
| 11:30 Lunch break | 1 pm Lunch break |
| 12 am Gender (by the project “GENDERACTION”) | |
| 6 pm Closure | 2 pm How to network on cross-cutting issues among different NCPs (NCP SWAFS Portugal) |
| 7 pm Get together Dinner | 4.30 pm Closure |



2 basic preparatory webinars will be offered to provide basic knowledge on gender and open data. Participants are asked to watch these webinars as contents of this training will build on that.

- 26th of October, 10-11 am: “The Gender dimension in H2020 and its relevance for Research Infrastructure projects”: <https://global.gotomeeting.com/join/649189141>
- Offline – webinar for open data will be provided to participants before this training.

ORGANISATIONAL DETAILS

Date

21 – 22 November 2018, 9 am – 4.30 pm

Venue

FCT - Foundation for Science & Technology | Ministry of Education and Science | Av. D. Carlos I, nº126, 4º |
1249-074 Lisboa | Portugal

Registration:

https://docs.google.com/forms/d/e/1FAIpQLSezayDWwRaVrRGmeO2knaA_6EDUOXxqE1sq9MONMkziKVUbiA/viewform?usp=sf_link

PLEASE REGISTER UNTIL 10. November 2018!

Fee:

No participation fee. Travel and Accommodation costs will NOT be reimbursed by the NCP Academy. Partners of the RICH network can their costs charge to the project.

Maximum number of participants:

25 NCPs

Getting Around:

You can go around Lisbon by metro, bus, tram or taxi. Walking can be a good option for shorter distances, also due to traffic at specific hours of the day.

For more details about the different means of public transport in Lisbon, please visit official websites of the service providers:

[Bus and Tram](#)

[Underground](#)

[Trains](#)

You can also download a [Lisbon's public transport application](#) on your smartphone.

In case of questions please contact the organisers:

Margarida Santos margarida.santos@fct.pt; phone: +351 91 317 10 41

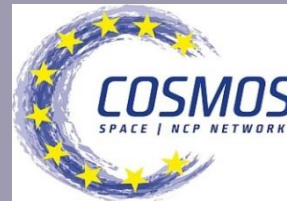
Liane Lewerentz, liane.lewerentz@dlr.de; phone: +49 228-3821 1652

Christoph Peschke christoph.peschke@dlr.de; phone: +49 228 3821 1567

(ii) GENDERACTION Training in collaboration with COSMOS 2020plus, Vilnius, Lithuania 13 June 2019

Invitation - Agenda

INVITATION



Background

The training will be attached to a Space infoday organised on 12 June. It aims at gender issues, Space relevant networks and regional Space actors.

Tuesday, 11 June

Arrival to Vilnius

[Joint working dinner \(tbc\)](#)

Wednesday, 12 June

Space infoday

[Joint working dinner](#)

Thursday, 13 June

09:00 Gender training (GENDERACTION)

12:00 [Lunch break](#)

13:00 Space relevant networks (Costas Karamanis)

14:30 [Coffee break](#)

15:00 Baltic Space actors (moderated by Eglė Elena Šataitė)

17:00 [End of the training](#)

(iii) SwafS NCP Training on Gender in Research organised with Genderaction project, 5-6 September 2019, Zagreb, Croatia

Invitation - Agenda

INVITATION



SiS.net Network Meeting and NCP Training
5-6 September 2019
Zagreb, Croatia
meeting schedule

Wednesday, 4 September 2019

19:30 – 22:00 Welcome dinner for all SwafS NCPs
(cost covered by the project)
Please meet in the lobby of Hotel Dubrovnik at 19:30!

Wednesday 4 September
(pre-meeting day for project beneficiaries only)

| | |
|-------------|---|
| 12:30-13:20 | Lunch for PMB and Beneficiaries meeting only |
| 13:20-17:30 | Project Beneficiaries Assembly internal meeting for project beneficiaries only -Introduction -WP status and planning og upcoming activities (WP leaders) -Finances -Reporting -Follow-up -Network meeting preparation |



**GENDER
ACTION**



Thursday 5 September 2019

SiS.net Network Meeting for all SwafS NCPs

- 9:30-11:00 **Opening and welcome**
Continuation of SiS.net and activities towards end of Horizon 2020
- 11:00-11:30 Coffee break and family photo
- 11:30-13:00 **Overview of project activities and how to become involved**
-interactive session
- 13:00-14:00 Lunch
- 14:00-15:10 **Best practice sharing**
-interactive session
- 15:10-15:30 Coffee break
- 15:30-17:30 **Horizon Europe and future of SwafS**
How can we work together in next FP?
Closing and next network meeting

Friday 6 September 2019

SwafS NCP Training on Gender in Research organised with Genderaction project

Trainer: Katrien Van der Heyden

- 9:00-12:30 **Gender in research – what are the issues**
Training sessions
Coffee break included
- 12:30-13:30 Lunch
- 13:30-15:30 **Training continued**
Interactive sessions
Conclusion

(iv) What you always wanted to know about Gendering H2020 and MSCA applications (and never dare to ask), Online Training, July 6th, 2020

Invitation - Agenda

INVITATION



This online training is offered to the Net4Mobility+ network by the GENDERACTION project. It is directed at NCPs involved in supporting research mobility and MSCA applications.

It aims at enhancing their awareness regarding:

- (i) Issues at stake regarding gender inequalities and bias in research and innovation
- (ii) Existing policies and initiatives aiming at integrating gender in the European Research Area
- (iii) The process and relevant dimensions for integrating gender in H2020 proposals
- (iv) The process and relevant dimensions for integrating gender in MSCAs in general and individual fellowships in particular

The morning session will be primarily devoted to setting up the scene and transferring knowledge about gender and research, taking participants through the main issues at stake and introducing the gender dimensions covered in H2020 and MSCA work programmes.

The afternoon session will give them a chance to get a more practical stance on gendering MSCAs applications, through brainstorming and hands on exercises in smaller groups.

For the training to deliver its full objectives, it is required from participants to attend both sessions.

Trainer: Maxime Forest, PhD, Yellow Window (BE) and Sciences Po (FR)

| Time (CET) | Topics |
|----------------------|---|
| 09.30 – 09.40 | Welcome and introduction to the agenda of the day |
| 09.40 – 10.00 | Introducing basic concepts about gender and diversity in research management: what are we talking about? |
| 10.00 – 10.30 | Gender in research and innovation: introducing main issues at stake + Q&A |
| 10.30 – 11.00 | Gendered Science? Discussing gender bias in research + Q&A |
| 11.00 – 11.30 | Mainstreaming gender in H2020 and MSCA work programmes |
| 11.30 – 12.30 | <i>Lunch break</i> |
| 12.30 – 12.45 | About gendering research contents and projects: a few hints about what we know |
| 12.45 – 13.15 | Bringing gender in individual fellowships, research networks, staff exchanges, European Researchers' nights |
| 13.15 – 13.45 | Case studies (in sub-groups): career restart & career reintegration panels. |
| 13.45 – 14.15 | Case studies presentation (in plenary) |
| 14.15 – 14.30 | Wrap-up and conclusion |

Annex IV. Webinars

(i) GENDERACTION Webinar on How to Address Gender Issues in ICT Proposals, 27 March 2018, 10.00 CET

Invitation – Agenda

INVITATION



Dear ICT NCPs,

On behalf of the Idealist2018 Project, I would like to inform you of our upcoming Webinar on How to Address Gender Issues in ICT Proposals, organised in collaboration with the [GENDERACTION](#) Project.

The overall goal of the GENDERACTION project is to create an innovative policy community for the implementation of the gender priority in the European Research Area (ERA) by setting up a network of national representatives from EU Member States (MS) and Associated Countries (AC). One of their objectives is to offer capacity building opportunities for relevant stakeholders which include Horizon 2020 National Contact Points.

The details of the webinar are as follows:

Date: Tuesday, 27th of March 2018, 10:00 am CET

Speakers: YELLOW WINDOW - Katrien Van der Heyden, Maria Sangiuliano, Erika Abraham

Content in brief:

- *Short introduction regarding sex/gender and the research cycle*
- *The relevance of gender for and in ICT projects, both from the perspective of women's participation and the gender dimension in content*
- *The gender relevance for ICT projects (content-wise), with examples and references to existing toolkits and materials that can support researchers*
- *Brief presentation of the [Minerva Awards](#)*
- *Conclusion: Q&A session.*

Registration: <https://doodle.com/poll/g8nqaf5f49icpadu>

Please note that the webinar will be recorded.

Finally, the connection details for joining the Webinar will be provided to you in due time.

Please don't hesitate to contact me for any clarifications you may need.

Best regards,

Litsa

(ii) GENDERACTION webinar “Gender relevance in/for Societal Challenge 6 projects” (in cooperation with Net4Society), 28 May 2018, 10.00-12.00 CEST

Invitation – Agenda

INVITATION

The logo for GENDER ACTION, with 'GENDER' in blue and 'ACTION' in red, where the 'O' in 'ACTION' is a red circle with a white dot inside.

GENDERACTION webinar “Gender relevance in/for Societal Challenge 6 projects”

We would like to invite you to join the [GENDERACTION](#) webinar (organized in cooperation with [Net4Society](#)) to learn more about how to address the gender priorities in research and their relevance with the societal challenge 6 projects.

The webinar will be led by Katrien Van der Heyden and Maxime Forest and will address the following topics:

- ✓ introduction to sex/gender and the research cycle, the relevance for and in projects addressing societal challenge 6 topics, both from the perspective of women’s participation and the gender dimension in content (supported by examples, facts & figures)
- ✓ sex and gender relevance for topics featuring in the societal challenge 6 Work Programme “Europe in a changing world: inclusive, innovative and reflective societies” (with examples).

The second part will be a Q&A session during which related questions will be answered.

Gender relevance in/for Societal Challenge 6 projects Mon, May 28, 2018 10:00 AM - 12:00 PM CEST.

Please join my meeting from your computer, tablet or smartphone
<https://global.gotomeeting.com/join/357644141>

Contact: Dominik Klinkenberg Dominik.Klinkenberg@dlr.de

(iii)GENDERACTION webinar on “Addressing Gender Priorities in Research in Europe and their relevance with the EURATOM Programme” (in collaboration with NUCLEU2020), 20 June 2018, 15.00-16.00 CEST

Invitation - Agenda

INVITATION

The logo for GENDER ACTION, with 'GENDER' in blue and 'ACTION' in red, where the 'O' in 'ACTION' is a red circle with a white dot inside, resembling a power button symbol.

We would like to invite you to join the [GENDERACTION](#) webinar (organized in cooperation with [NUCLEU2020](#)) to learn more about how to address the gender priorities in research and their relevance with the EURATOM project.

The webinar will be led by Katrien Van der Heyden and will address the following topics:

- ✓ introduction to sex/gender and the research cycle, the relevance for and in projects addressing EURATOM topics, both from the perspective of women’s participation and the gender dimension in content (supported by examples, facts & figures)
- ✓ sex and gender relevance for topics featuring in the EURATOM Work Programme (with examples)

The second part will be a Q&A session during which related questions will be answered.

Presenter: Katrien Van der Heyden is a sociologist, psychotherapist and expert in gender, equal opportunities, diversity, with an additional Master’s degree in Gender Studies. She has almost 20 years of experience in the field of gender and diversity. Her specialist fields are gender in research, gender analysis, (qualitative) research, training and facilitation of workshops.

When: Wednesday 20th June 2018, from 15.00 to 16.00 CEST

How to Register: please register [here](#)

Target audience: EURATOM NCPs, researchers

Contact: Bruno Mourenza Mourenza@apre.it

(iv) Gender in EU Research - Researcher's Night 2018, Wed, Jun 20, 2018, GENDERACTION AND YELLOW WINDOW

Invitation – Agenda



Αγαπητοί Συνεργάτες,

Επικοινωνώ μαζί σας προκειμένου να σας υπενθυμίσω να παρακολουθήσετε το **webinar** με θέμα «**Η Διάσταση του Φύλου στην Έρευνα**». Το webinar, στο οποίο ομιλητές θα είναι εκπαιδευτές από το εξωτερικό, θα πραγματοποιηθεί την **Τετάρτη, 20 Ιουνίου και ώρα 11 π.μ. (τοπική ώρα) και θα διαρκέσει 1 ώρα και 15 λεπτά**. Τα θέματα που θα καλυφθούν στο webinar είναι τα ακόλουθα:

- Brief review of basic concepts
- Gender in EU Research: Horizon 2020
- Gender in research:
 - Improve women's participation in research
 - Gender balance in decision-making
 - Gender in the research content
- Case example of the integration of sex & gender in a research project

Μπορείτε να παρακολουθήσετε το webinar ακολουθώντας τον πιο κάτω σύνδεσμο: **Gender in EU Research - Researcher's Night 2018, Wed, Jun 20, 2018 10:00 AM - 11:30 AM CEST**

Please join my meeting from your computer, tablet or smartphone
<https://global.gotomeeting.com/join/634252005>

Σας επισυνάπτω ένα ενημερωτικό φυλλάδιο το οποίο περιέχει πληροφορίες σχετικά με το θέμα που θα παρουσιαστεί το οποίο μπορείτε να χρησιμοποιήσετε για περαιτέρω πληροφόρηση.

Σας ευχαριστούμε εκ των προτέρων για τη συνεργασία σας και είμαστε στη διάθεσή σας για οποιοσδήποτε πρόσθετες πληροφορίες ή διευκρινίσεις.

Με εκτίμηση,

Λίνα Τσούμπανου

Επιστημονικός Λειτουργός

Μονάδα Προώθησης και Συμβουλευτικών Υπηρεσιών

Ίδρυμα Προώθησης Έρευνας

(v) **GENDERACTION Webinar on “Gender in Research: Dissemination, Exploitation and Evaluation (in collaboration with NCP_WIDE.NET), 19 September 2018**

Invitation - Agenda

INVITATION

The logo for GENDER ACTION, with 'GENDER' in blue and 'ACTION' in red, where the 'O' in 'ACTION' is a red circle with a white dot inside, resembling a power button symbol.

GENDERACTION webinar on “Gender in Research: Dissemination, Exploitation and Evaluation” (in collaboration with NCP_WIDE.NET)

We would like to invite you to join the [GENDERACTION](#) webinar (organized in cooperation with NCP_WIDE.NET) to learn more about how to address the gender priorities in research and their relevance for Spreading Excellence and Widening Participation within the Horizon2020 programme.

The webinar will be led by **Katrien Van der Heyden** (from Yellow Window) and will address the following topics:

- ✓ introduction basic concepts related to sex, gender and gender equality
- ✓ sex and gender relevance for topics in the field of energy within Horizon 2020
- ✓ how gender can be integrated in different sections of a Horizon 2020 proposal, supported by examples

The next part will be a Q&A session during which related questions will be answered.

Presenter: Katrien Van der Heyden is a sociologist, psychotherapist and expert in gender, equal opportunities, diversity, with an additional Master’s degree in Gender Studies. She has almost 20 years of experience in the field of gender and diversity. Her specialist fields are gender in research, gender analysis, (qualitative) research, training and facilitation of workshops.

When: Thursday 19 September 2018

How to Register: please register [here](#)



Link to Webinar:

Target audience: NCPs

(vi) GENDERACTION webinar on “Addressing Gender Priorities in Research in Europe and their relevance in the field of Energy within the Horizon2020 programme” (in collaboration with C-Energy 2020), Thursday 11th Oct. 2018

Invitation - Agenda

INVITATION



GENDERACTION webinar on “Addressing Gender Priorities in Research in Europe and their relevance in the field of Energy within the Horizon2020 programme” (in collaboration with C-Energy 2020)

We would like to invite you to join the [GENDERACTION](#) webinar (organized in cooperation with [C-Energy 2020](#)) to learn more about how to address the gender priorities in research and their relevance in the field of energy within the Horizon2020 programme.

The webinar will be led by **Katrien Van der Heyden** (from Yellow Window) and will address the following topics:

- ✓ introduction basic concepts related to sex, gender and gender equality
- ✓ sex and gender relevance for topics in the field of Energy within Horizon 2020
- ✓ how gender can be integrated in different sections of a Horizon 2020 proposal, supported by examples

The next part will be a Q&A session during which related questions will be answered.

Presenter: Katrien Van der Heyden is a sociologist, psychotherapist and expert in gender, equal opportunities, diversity, with an additional Master’s degree in Gender Studies. She has almost 20 years of experience in the field of gender and diversity. Her specialist fields are gender in research, gender analysis, (qualitative) research, training and facilitation of workshops.

When: Thursday 11th October 2018, from 10.00 to 11.00 AM CEST

How to Register: please register [here](#)

Link to Webinar: <https://global.gotomeeting.com/join/144748093>

Target audience: **Energy NCPs**

Contact: **Helen Fairclough** mail@euenergyfocus.co.uk

(vii) GENDERACTION webinar on “Addressing Gender Priorities in Research in Europe and their relevance in Health, demographic change and wellbeing within the Horizon2020 Programme” (in collaboration with HNN2.0 Health NCP.Net), Mon, Oct 15, 2018

Invitation - Agenda

INVITATION



GENDERACTION webinar on “Addressing Gender Priorities in Research in Europe and their relevance in Health, demographic change and wellbeing within the Horizon2020 programme” (in collaboration with HNN2.0 Health NCP.Net)

We would like to invite you to join the **GENDERACTION** webinar (organized in cooperation [HNN2.0 Health NCP Net](#)) to learn more about how to address the gender priorities in research and their relevance in the field of health within the Horizon2020 programme.

The webinar will be led by **Katrien Van der Heyden** (from Yellow Window) and **Prof. Dr. Vera Regitz-Zagrosek** and will address the following topics:

- introduction basic concepts related to sex, gender and gender equality
- sex and gender relevance for topics in Health within Horizon 2020
- how gender can be integrated in different sections of a Horizon 2020 proposal, supported by examples

The next part will be a Q&A session during which related questions will be answered.

Presenter 1: Katrien Van der Heyden is a sociologist, and expert in gender, equal opportunities, diversity. Katrien has almost 20 years of experience in the field of gender and diversity. Her specialist fields are gender in research, gender analysis, (qualitative) research, training and facilitation of workshops.

Presenter 2: Prof. Dr. Vera Regitz-Zagrosek is an internist and cardiologist. She is the founder of the Institute for Gender in Medicine at Charité, Berlin and the founding President of the International and German Society for Gender in Medicine. She coordinates EU projects in gender medicine and basic research as well as German BMBF projects – e.g. GENCAD and Gender & age, 2017-2021. Among her many activities, she leads a task force that develops Guidelines for the Management of Cardiovascular Diseases during Pregnancy. She received an honorary doctorate from Innsbruck Medical University, and is guest professor in gender medicine at Utrecht University and at Zurich University.

When:

Gender Priorities in Research and their relevance within HNN 2.0
Mon, Oct 15, 2018 3:00 PM - 4:30 PM CEST

Please join my meeting from your computer, tablet or smartphone.
<https://global.gotomeeting.com/join/439970413>

Target Audience: Health NCPs

(viii) GENDERACTION webinar on “Addressing Gender Priorities in Research in Europe and their relevance in Research Infrastructures within the Horizon2020 Programme” (in collaboration with RICH2020 and NCP Academy), 26th October 2018

Invitation - Agenda

INVITATION

The logo for GENDER ACTION, with 'GENDER' in blue and 'ACTION' in red, where the 'O' in 'ACTION' is a red circle with a white dot inside.

GENDERACTION webinar on “Addressing Gender Priorities in Research in Europe and their relevance in Research Infrastructures within the Horizon2020 programme” (in collaboration with RICH2020 and NCP Academy)

We would like to invite you to join the [GENDERACTION](#) webinar (organized in cooperation with [RICH2020 and NCP Academy](#)) to learn more about how to address the gender priorities in research and their relevance in Research Infrastructures within the Horizon2020 programme.

The webinar will be led by **Katrien Van der Heyden** (from Yellow Window) and will address the following topics:

- introduction basic concepts related to sex, gender and gender equality
- sex and gender relevance for topics in Research Infrastructure within Horizon 2020
- how gender can be integrated in different sections of a Horizon 2020 proposal, supported by examples

The next part will be a Q&A session during which related questions will be answered.

Presenter: Katrien Van der Heyden is a sociologist, psychotherapist and expert in gender, equal opportunities, diversity, with an additional Master’s degree in Gender Studies. She has almost 20 years of experience in the field of gender and diversity. Her specialist fields are gender in research, gender analysis, (qualitative) research, training and facilitation of workshops.

When: Friday 26th October 2018, from 10.00 to 11.00 CEST

Target audience: NCPs

Contact: Liane Lewerentz, Liane.Lewerentz@dlr.de

(ix) GENDERACTION - APRE WEBINAR on Gender Equality Plans, Tuesday 20/04/2021

Invitation - Agenda

INVITATION



GENDERACTION- APRE WEBINAR on Gender Equality Plans, Tuesday 20/04/2021, 14.00 CEST

The structure of the webinar is the following

- Short introduction to the GENDERACTION project
- Gender Equality Plans: A new provision for financing in HE
- Gender Equality Plans: What is a GEP, Obligatory Provisions, Structure of a GEP, Areas covered
- Examples of GEPs
- Q&A session

Gender Experts (Trainers): Pavla Araudo and Timea Crofony

(x) GENDERACTION HORIZON EUROPE Webinars on Gender (3)

Invitation - Agenda

INVITATION



Dear All,

Thank you for your interest in the GENDERACTION webinars. On the basis of your feedback, GENDERACTION will organize the following webinars

1. “Gender in Horizon Europe and general info on gender in R&I”, Tuesday 25/05, 10.00-12.00 CEST

The structure of the webinar is the following:

- Short introduction to the GENDERACTION project
- Presentation of key concepts (sex/gender/intersectionality)
- Gender in Horizon Europe (new provisions and differences between HE and H2020)
- Gender Equality Plans/ GEPs (info on new provisions)
- Examples of inclusion of the gender dimension in projects
- Q&A session

2. “The Gender dimension in R&I”, Tuesday 1/06, 10.00-12.00 CEST

The structure of the webinar is the following:

- Short introduction to the GENDERACTION project
- Presentation of key concepts (sex/gender/intersectionality)
- Gender dimension and perspective of sex in research
- How to systematically implement gender dimension in research
- Gender dimension and Horizon Europe requirements
- Common problems with inclusion of gender dimension in project proposals
- Examples of successful implementation of gender dimension in research proposals
- Q&A session

3. “Gender Equality Plans (GEPs) in Horizon Europe”, Tuesday 15/06, 10.00-12.00 CET

The structure of the webinar is the following:

- Short introduction to the GENDERACTION project
- Gender Equality Plans: A new provision for financing in HE
- Gender Equality Plans: What is a GEP, Obligatory Provisions, Structure of a GEP, Areas covered
- Examples of GEPs
- Q&A session

Gender Experts (Trainers): Pavla Araudo and Timea Crofony