

D 4.2 Report on Best Practice Exchange and Mutual Learning Workshops

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Executive Summary

The objective of Work Package 4 (WP4) “**Mutual Learning and Capacity Building**” of the **GENDERACTION Project**, was to support policy coordination by actively engaging national representatives from EU Member States and Associated Countries (Horizon 2020 National Contact Points - NCPs, Civil Servants, Research Performing Organizations -RPO and Research Funding Organizations- RFO representatives) through Mutual Learning Workshops, targeted trainings and other events, enabling them to contribute effectively in the implementation of the gender equality priority of the National ERA Roadmap.

WP4 consisted of two distinct Tasks:

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

This Report fulfils Deliverable 4.2 “Report on Best Practice Exchange and Mutual Learning Workshops” of the GENDERACTION Project and covers the activities organized under Tasks 4.2.1 “Establishing a Common Information Archive” and 4.2.2 “Mutual Learning Workshops”.

The Common Information Archive contributed to the best practice exchange through the development of information packs, tools and documents to build a common resource tool for all national representatives. An archive of useful material was developed on the project website, where all national representatives had the opportunity to access (a) material developed by the project, such as policy briefs and toolkits, case studies, interview with experienced representatives etc., and (b) material readily available from other sources, such as the European Commission and relevant initiatives, as well as links to relevant websites.

Mutual Learning Workshops (MLWs) provided an opportunity for national representatives to exchange experience and best practices, thus bridging the gap between experienced and less experienced representatives and countries. These workshops were highly interactive, giving the opportunity to generate recommendations which were reflected in the Policy Briefs and Advice, where relevant.

In total, thirteen **(13) Mutual Learning Workshops (MLWs)** including **two (2) European Gender Quality Taskforce (EGET) Visits** were organised during the course of the project, with around 300 participants from different countries. These MLWs were a mix of physical and online sessions. They also took several formats: from one-to-one meetings planned around visits to another organisation, to larger conferences and workshops with over 20 participants. More online sessions were organised in the later part of the project in view of the travel restrictions imposed due to the outbreak of the COVID-19 pandemic. These attracted larger audiences and were also successful, but did not permit the advantage of one-to-one interaction of the physical meetings.

Based on the feedback and responses received by the MLWs and EGET participants these activities could be considered to be some of the most successful aspects of GENDERACTION. The participants were asked to fill in an evaluation form not only right after the meeting itself, but also after six months in order to determine the long-term sustainability and impact of the experiences learnt during the MLW itself. There was extremely positive feedback, which also contributed to a longer-term impact of the project on the individual participants in the lessons learnt and in catalysing change in their own respective organisations.

The MLW meetings and visits facilitated the exchange of experiences from more experienced to less experienced participants. All these workshops and visits had a big impact not only on the participants (mentees/trainees), but also on the organisers and trainers (mentors). The personal exchanges in the MLWs and EGET visits also contributed to stronger networks being built in RFOs which will last beyond the lifetime of the project and which will prove essential in the implementation of the policies developed as part of GENDERACTION. These networks of best practices among RFOs and RPOs were established not only within ERA, but also with the wider research community in Third countries.

Contents

- Executive Summary3**
- List of Abbreviations.....6**
- Introduction..... 7
- 1. Objectives and Description of Task 4.27**
 - 1.1. Planned Numbers 9
- 2. Impact of COVID-19 and Mitigating Measures.....10**
- 3. Relation to Other WPs.....10**
- 4. Contributing to Expected Project Impacts15**
- 5. Report on “Best Practice Exchange” Activities16**
 - 5.1. Establishing a Common Information Archive (Task Leader: UoM).....17
 - 5.2. The Mutual Learning Workshops and their Evolution – MLWs (Task Leader: UoM)
18
 - 5.2.1. Designing the Mutual Learning Workshops (MLWs).....18
 - 5.2.2. Designing the European Gender Equality Task Force (EGET) Visits.....19
 - 5.2.3. Match–making and Formulation of Mutual Learning Workshop Groups.....20
 - 5.2.4. Preparation of Each MLW and Supporting Documents.....23
- 6. The Mutual Learning Workshops Organized.....26**
 - 7.1 Overview of the Mutual Learning Workshops.....26
 - 7.2 Evaluating the Mutual Learning Workshops (MLWs).....28
 - 7.3 Covering the Cost of the Mutual Learning Workshops41
- 7. Evaluation of Objectives and Impact Reached.....41**
- 8. Concluding Remarks43**
- Annexes44**
 - A. Mutual Learning Workshop Toolbox Templates.....44
 - B. Mutual Learning Workshops: Agendas and Photos53

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	European 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
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 4.2

“Report on Best Practice Exchange and Mutual Learning Workshops”

Introduction

The Deliverable Report “**Best Practice Exchange and Mutual Learning Workshops**” relates to the fulfilment of “Task 4.2 Best Practice Exchange” and more specifically, sub-Tasks 4.2.1 “Establishing a Common Information Archive” and 4.2.2 “Mutual Learning Workshops”, of GENDERACTION Project’s Work Package 4 (WP4) “**Mutual Learning and Capacity Building**”.

The goal of the two sub-Tasks was to reinforce peer-to-peer learning through Mutual Learning Workshops (MLWs) and create a knowledge base including best practices and other tools and documents.

This was foreseen to be achieved through the exchange of experience, expertise and knowledge between newcomer/less-experienced stakeholders and more experienced Horizon 2020 and Horizon Europe National Contact Points (NCPs), by means of one-to-one support.

This Report focuses on all mutual learning activities during the lifetime of the project (M1-M54) that took place in all WPs of the GENDERACTION project. It provides information on their design as well as a summary outline of each event and an evaluation of their effectiveness.

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

In the second half of the project, the Capacity Building and Mutual Learning activities were influenced by the Covid-19 pandemic outbreak and the restrictions imposed on travelling. This led to shifting the focus on online events at the expense of physical meetings.

1. Objectives and Description of Task 4.2

The overall objectives of 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 partners involved in the WP4 were RIF (CY) as Work Package Leader, EKT (EL), UoM (MT), DLR (DE) as Task Leaders and the coordinator ISAS (CZ).

The proposed activities were expected to improve stakeholders’ capacities at the national level by:

- Designing interactive, targeted trainings based on the requirements and expectations of the target groups
- Reinforcing peer-to-peer learning through Mutual Learning Workshops
- Creating a knowledge base including best practices and other tools and documents
- Enabling the creation of networking ties through the organisation of events

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 are 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 (due to the extension granted 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 Report covers the activities that fall under the two following sub-Tasks:

Sub-Task 4.2.1 “Common Information Archive” – It aimed at contributing to the best practice exchange through the development of information packs, tools and documents to build a common resource tool for all national representatives. An archive of useful material was developed on the project website, where all national representatives had the opportunity to access:

- (a) material developed by the project, such as policy briefs and toolkits, case studies, interview with experienced representatives etc., and
- (b) material readily available from other sources, such as the European Commission and relevant initiatives, as well as links to relevant websites.

Sub-Task 4.2.2 “Mutual Learning Workshops” (MLWs) - Envisaged to minimise the gap between experienced and less experienced officially appointed national representatives, allowing them to benefit from networking and experience sharing and providing hands-on coaching based on specific needs. Participants contributed to the definition of the agenda, based on their needs and discussion with other involved partners. The Task provided opportunities for:

- Coaching of less experienced national representatives on a one-to-one or group basis, with more experienced national representatives; groups of experienced representatives for mutual experience sharing;
- Networking and knowledge sharing visits between national representatives, regardless of experience and know-how, including groups of experienced representatives for mutual experience sharing.

All workshops were organised as one-to-one or small group meetings attached to planned project events with external key stakeholders or contributors. Needs were identified (i) based on the work completed in WP3, (ii) following the discussions in the Standing Working Group on Gender in Research and Innovation (SWG GRI), or (iii) by the consortium members.

For a number of MLWs, participants were selected following a Call for Expression of Interest and after submitting an application form. Immediately after each Workshop, they were asked to fill in an evaluation form. In some cases (mainly in the one-to-one events), the participants were requested to fill in an evaluation form a few months later.

In addition, based on the results of a MLW held in February 2020 on “**Communicating Gender Equality Policy in R&I and Creating Impact - Building an Impact Plan**”, it was decided to

establish the **“European Gender Equality Task Force”** (EGET) and incorporate it under WP4’s activities. This activity was not included in the initial proposal (and consequently DoA), but it was incorporated later on, after acknowledging that the establishment of EGET will greatly benefit the partner countries and especially the less experienced ones. EGET’s activities constituted part of Task 4.2.2 “Mutual Learning Workshops”.

The main aim of EGET was to assist in the translation of EU policy into relevant strategy for implementation, especially in less experienced countries. The EGET, run by Linda Rustad of Kilden, Fredrik Bondestam of the Swedish Secretariat for Gender Research and Gemma Irvine of the Maynooth University, envisaged helping consortium partners to make advances at national level.

EGET’s activities included on-site visits to partner countries which responded to an Expression of Interest. Each visit was based on the national context regarding gender equality in R&I and dialogue between local stakeholders was encouraged. The programme of each visit was designed according to each participant’s particular needs and could take the form of a workshop, training sessions, round-table discussions etc.

1.1. Planned Numbers

Quantitative and qualitative indicators have been defined to assess the achievement of the project’s objectives at the Project Implementation Stage. The indicators relevant for WP4 - Task 4.2 were the following:

Number of Mutual Learning Workshops:

1 MLW for Standing Working Group on Gender in R&I representatives

1 MLW for Cultural and Institutional Change Projects (Task 4.2.3)

One-to-one MLW (number not specified in DoA)

Small Group ‘twinning’ events (number not specified in DoA)

Moreover, up-to (twelve) 12 on-site EGET visits were initially foreseen to take place between May 2020 – May 2021. The visits would follow an Expression of Interest from countries, with a deadline for declaring scheduled on-site visits the 17th April 2020 and an Application Form was prepared for this purpose. However, the COVID-19 pandemic outbreak and the imposed travel restrictions, kept delaying the process and it was not possible to deliver most of the planned EGET events / visits. For this reason, in March 2021 the project coordinator encouraged all partners who had initially expressed an interest in hosting an EGET visit, to contact the EGET Team (Mr. Fredrik Bondestam), in order to discuss their ideas and the possibility to organize a virtual or even a physical (if the situation permits it) event before the end of the project in September 2021.

In total, **16 training events and webinars and a number of MLWs were foreseen and budgeted in the DoA**. However, due to the COVID-19 pandemic outbreak, it was not possible to proceed with the organisation of all the planned Trainings and the MLWs with physical presence and therefore, it was decided to switch to on-line events.

As a result, **eleven (11) MLWs** were organised (seven with physical presence, before the COVID-19 pandemic outbreak) with a total of **266 participants** and **two (2) EGET Visits** with a total of **53 participants**.

Table 1: Overview of Task 4.2 Activities

	2018		2019		2020		2021	
	No.	No of Attendees	No.	No. of Attendees	No.	No. of Attendees	No.	No. of Attendees
MLWs	2	41	4	75	3	97	2	53
EGET Visits	N/A			N/A			2	53

2. Impact of COVID-19 and Mitigating Measures

In March 2020, the outbreak of the COVID-19 pandemic had a tremendous impact on the planning and organization of the remaining Trainings and Mutual Learning Workshops of WP4. All of these events were initially designed to take place with the physical presence of participants, allowing for the maximum possible interaction. A number of events planned for the second half of the project, had to be postponed a number of times, waiting for the situation to ameliorate and for the travel restrictions to be lifted. Unfortunately, up until the completion of the project, it was not deemed possible to organise events with the physical presence of participants and / or trainees.

As a consequence, due to the travel restrictions imposed as a result of the pandemic outbreak, from March 2020 onwards all the foreseen activities had to take a different format and were organized online, using online platforms. In an online environment it was feasible to include more participants in the events. At the same time, efforts were made not to lose the interaction between the trainers and trainees. According to feedback received, this was achieved to a considerable extent; however, it was also recognised that the new format of the events prevented participants from engaging in informal networking and sharing of experience, which is of equal importance in Mutual Learning and provides the forum for exchanging of views and experiences.

3. Relation to Other WPs

WP4 played a pivotal role in the attempt to build competences to implement gender equality policies and actions for national representatives and relevant stakeholders, namely the Horizon 2020 and the Horizon Europe National Contact Points (NCPs), national representatives and decision makers in Research Funding Organizations (RFOs) and Research Performing Organizations (RPOs).

As such, WP4 activities were closely interconnected to the project's other main WPs, namely **WP3: “ERA Roadmap Priority 4 Benchmarking”**, **WP5: “Strategic Policy Advice”**, and **WP6: “Gender in International Cooperation in STI”**, either by receiving or providing feedback for their activities.

This “relation” is briefly described below:

Input to WP2 (Project Management) / Task 2.4 “Project Impact Evaluation”

- (i) On 18 and 19 February 2020, a MLW on “**Communicating Gender Equality Policy in R&I and Creating Impact**” took place in Prague. One of the aims of the Workshop was to discuss a draft and further develop an EU Impact Plan. Consortium members were also asked to compile their National Impact Plans (NIPs), an activity which falls under WP2.

Both the EU and NIPs were meant to use the GENDERACTION outputs and support or initiate progress in gender equality in R&I in their countries or at the EU/global level and support the implementation of the dissemination and communication strategy.

Input from WP3 (ERA Roadmap Priority 4 Benchmarking) to WP4 (Mutual Learning and Capacity Building) Activities

- (ii) Building on the mapping exercise completed in WP3 “ERA Roadmap Priority 4 Benchmarking”, the project supported the implementation of ERA and national ERA roadmaps by participating countries, by sharing best practices and Mutual Learning for national representatives. The MLWs paid particular attention to exchanges between those who have had more and less relative success in implementing gender equality in R&I.

Specifically, **WP3** 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.

Following the “Mapping Questionnaire” and taking into account the results of the first MLW, a Survey Report was prepared, which was considered as a major input for the discussions leading to the selection of the themes of WP4 trainings and MLWs. The questionnaire included a specific question on topics for capacity building activities and the document included a specific section on the main outcomes regarding what further trainings and MLWs within the GENDERACTION project should focus on. The relevant abstract from the Report, is quoted below.

- (iii) Moreover, the key findings from GENDERACTION benchmarking exercise were presented in the training for policy makers held in Athens, Greece on 20 June 2019, as part of Task 4.1.

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

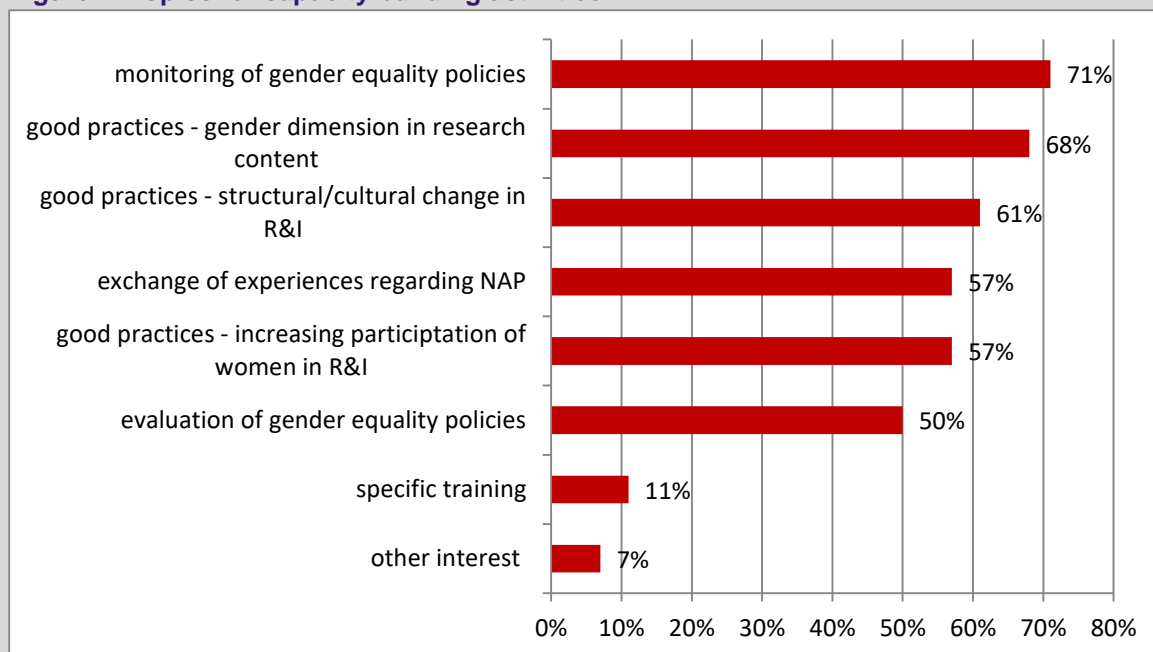
Roberta Schaller-Steidl, Angela Wroblewski

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.

Input to WP5 (Strategic Policy Advice)

- (iv) The results of the MLW on ESF/ERDF provided input to Task 5.5 “Policy Advice on Gender in European Funds for R&I”.
- (v) As part of WP4, the “**Best-practice Exchange Event of EU Funded Projects to Support Institutional Change**” (Task 4.2.3)¹ for national representatives was organized by DLR in March 2019 in Berlin and focused on best-practice exchange focusing on EU-funded projects on structural change, with a total of 40 people from 15 countries in attendance.

The participants included members of the SWG GRI, the Commission, representatives of “sister projects” implementing gender equality plans for structural change in research funding and performing organizations. The aim of the workshop was not only to discuss best practice, but also to work towards recommendations related to structural change initiatives to both European Commission and Member States / Associated Countries. Based on this, important points were formulated regarding six areas perceived as key to institutional change:

- budget and incentives
- legislation, rules and standards
- integration of gender analysis and gender-specific research in funding programmes
- monitoring data and impact
- intersectional, non-binary approach
- inclusion of all actors (including the private business sector)

For each of these areas, recommendations to the European Commission and / or Member States / Associated Countries have been formulated. These recommendations have been developed within **WP 5 “Strategic Policy Advice”** into a policy brief on structural change.

Input from WP6 (Gender in International Cooperation in STI)

- (vi) MLW on advancing Gender in International Cooperation in STI, with participants from EU countries and third countries. The target audience was policy makers and representatives of grassroots organisations promoting gender equality in STI in third countries. This meeting was held in Malta in November 2019.
- (vii) A combined training and MLW Gender equality in research and innovation national and international policy for the Danube region and Balkan region was organised in March 2020 in Belgrade where the target audience was policy makers and representatives of organisations implementing Gender Equality Plans. The MLW was organised together with the SFIC chair and member of GENDERACTION Advisory Board on international cooperation in STI, Martina Hartl. The discussions focused on the effect of EU policies on advancing gender equality actions in the countries present, presenting and discussing good practices for monitoring and evaluation of policies and integration of gender equality topics in policy for international cooperation in STI.

¹ Deliverable Report 4.3 “Report on the Best-Practice Projects” was prepared and approved in 2019.

4. Contributing to Expected Project Impacts

The activities undertaken in sub-Tasks 4.2.1 and 4.2.2 responded to all relevant expected impacts of the GENDERACTION project. More specifically, they contributed to the following specific impacts:

- (i) **Develop a more consistent and professionalized capacity among national representatives in support of the implementation of the ERA Roadmap Priority 4, leading to better coordination of Member States' efforts.**

The activities enabled mutual learning for national representatives from more and less experienced states, in order to develop their knowledge in terms of content as well as strategies to implement Gender Equality policies at national level.

The work towards this impact involved the organization of the MLW in March 2019 in Vienna, which focused on “**Monitoring and Evaluation**” as policy steering instruments. Furthermore, Guidelines for Criteria of Good Practice for Strengthening the Implementation of ERA Priority 4 were drafted, with a cover letter, to be translated and used at national level in the review process of National Action Plans (NAPs) or design of other strategic documents for ERA Priority 4. The above-mentioned MLW also served to exchange practices and experience on the topics of (a) increasing female participation, (b) structural change and decision-making, and (c) gender in research content.

- (ii) **Help ensure the consistency between national gender equality strategies in R&I and the implementation of the gender equality objectives and initiatives in Horizon 2020.**

By organizing interactive trainings and Mutual Learning Workshops, national and European gender equality strategies were presented and discussed; in some cases, this information fed national policy design.

Members of the consortium as well as members of the Standing Working Group on Gender in R&I have been using project outputs at national level in preparation of new strategic documents or strategies and inform policy development.

- (iii) **Shift in the imbalance between the proactive and the relatively inactive countries in Europe.**

One of the project's main concerns was to create conditions for less experienced countries to align their initiatives for gender equality in R&I with the more experienced countries. The formulation of the European Gender Equality Taskforce (EGET) was aiming at this goal. During the meetings with EGET, countries had the opportunity to get customised assistance offered by experienced partners regarding policies and initiatives.

- (iv) **Enhanced expertise in gender equality and gender mainstreaming among key stakeholders (including NCPs and Research Funding Organisations most notably), with a particular focus on the relatively inactive countries.**

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

The following indicators relevant to Task 4.2.2, have been achieved during the Project:

INDICATORS ACHIEVED DURING THE PROJECT'S LIFETIME
10 Mutual Learning Workshops for members of the SWG GRI and other national stakeholders (for both advanced and less advanced countries)
1 Mutual Learning Workshop for Advanced Countries
1 Mutual Learning Workshop on International Cooperation
2 EGET Visits

Qualitative evaluation of the trainings and MLWs is based on feedback questionnaires distributed at each event. The importance and usefulness of the MLWs was reiterated by the evaluations handed in by the participants. This was irrespective of whether they came from countries with established systems and gender equality in place, as well as others who are still working on policies and supporting structures in this regard. The key inputs were clear with regards to the perspectives, policies, methods, and research in other countries (not only European) which are in place to promote gender equality, as well as to share experiences and best practice with colleagues.

The outcomes and evaluations confirmed that, despite organisational, bureaucratic, cultural and political differences the key aspects that hinder and create obstacles to gender equality are similar across the countries participating and contributing to these MLWs. Countries which were perceived to lag behind in such issues, such as those in sub-Saharan Africa during the international cooperation workshop, actually provided good examples of good practice as to how such equality was achieved. More assessment and impact details for each MLW are provided in **Section 7** of this Report.

5. Report on “Best Practice Exchange” Activities

One of the objectives of WP4 was to reinforced peer-to-peer learning through MLWs and to create a knowledge base including best practices and other tools and documents. To achieve these objectives, a number of activities were designed under Task 4.2.

Task 4.2 Best Practice Exchange (Task Leader: UoM) was divided into 3 sub-tasks:

- T 4.2.1 Establishment of a Common Information Archive
- T 4.2.2 Mutual learning workshops–twinning
- T 4.2.3 Best-practice exchange event of EU funded projects (FP7; SiS/H2020; SwafS and SWG GRI to support institutional change).

In the Sections that follow, the activities organized as part of the first two sub-Tasks are described. The 3rd Task was a stand-alone event that took place in Berlin in March 2019. The present Deliverable does not cover this activity, since a separate Deliverable was produced, submitted and approved.

5.1. Establishing a Common Information Archive (Task Leader: UoM)

The Task related to the development of an archive of useful material for national stakeholders. Specifically, each national representative had the opportunity to access (a) material developed by the project (policy briefs, interviews with experienced national representatives etc.), and (b) material readily available from other sources, such as the EC, as well as links to relevant websites. It should be noted that no personal data were included in the Common Information Archive, but rather training material and expert sources.

Various discussions were held on the best way to organize the Archive and update its contents. The diagram below indicates the outline of the website page. It was agreed that the functionality should be available to all users, following a simple registration process. Users were free to make use of the material but were requested to observe any licensing restrictions or conditions. In all cases, users were urged to observe customary practices such as giving due credit to the authors. Moderators have access to and total control over all resources in the repository.

The image shows two screenshots of the GENDER ACTION REPOSITORY website. The top-left screenshot shows the user interface for a logged-in user (Martina Fucimanová) with navigation buttons for register, login, search/view, submit resource, and moderator. The top-right screenshot shows the 'SUBMIT RESOURCE' form with fields for Resource/document title, Author, Publisher, Resource creation date, Type of resource, Select file, Link (URL), Country, Language, and Short description. The bottom screenshot shows a list of resources with titles, authors, dates, and download links.

GENDER ACTION REPOSITORY logged as Martina Fucimanová (martina.fucimanova@soc.cas.cz) Log out

register login search / view submit resource moderator

Best practice exchange will be pursued through the development of information packs, tools and documents to build a common information archive for all national representatives. An archive of useful material will be developed on the project website, where each national representative will have the opportunity to access the following:

- material developed by the project such as policy briefs and toolkits, case studies, interviews with experienced national representatives, representatives of national authorities etc.
- material readily available from other sources such as the European Commission and relevant initiatives, as well as links to relevant websites.

The main target group for this knowledge base are the national representatives. However, access to other involved groups such as NCPs and stakeholders could be decided where deemed useful. In an effort to ensure the sustainability of the project, the task contributors will explore possible options for the maintenance of the knowledge base after the end of the project.

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register login search / view submit resource moderator

SUBMIT RESOURCE

Resource / document title:

Author:

Publisher:

Resource creation date:

Type of resource:

Select file: Genderaction output Soubor nevybrán

Link (URL): (if available also online)

Country:

Language:

Short description: (up to 200 characters are allowed)

Project Handbook
Martina Fucimanová, Institute of Sociology of the Czech Academy of Sciences, 11. 4. 2018, project, Czech Republic, English
Project Handbook of the GENDERACTION project

CZELO brochure
Martina Fucimanová, CZELO, 11. 4. 2018, PPT presentation, Czech Republic, Czech
Publikace o činnosti CZELO
 www.czelo.cz/cs/o-czelo/publikace/czelo-brozura

Report Template
Martina Fucimanová, , 14. 8. 2018, report, multinational, English

A “requirements specification” document was prepared and agreed over the period November 2017 – January 2018. The Common Information Archive was developed as part of the GENDERACTION website and tested to confirm correct functionality. The facility is live and has been populated with relevant documents and other resources. During the course of the project several messages were sent to all consortium members encouraging them to upload useful documents and / or inform the Task Leader about their need to have access to specific useful documents

The resources uploaded on the Archive include the European Research Area (ERA) roadmaps from various member states, DFG German Guidelines for evaluators including a part on equal opportunity and Research-Oriented Standards on Gender Equality, GENDERACTION policy briefs prepared through the project itself. It also included key documents such as articles on sexual harassment in academia. The uploading of these resources is ongoing and the site will be maintained beyond the lifetime of the project.

Unfortunately, despite the work and efforts put into it, the Archive did not prove to be as useful as initially envisaged. While some partners did upload relevant information and documents, others did not contribute as much. In addition, the archive was not accessed as had been anticipated. The role of such archives may need to be readdressed in view of the fact that documents which could have been uploaded may be freely available, searchable and accessible using web-based browsers and search engines. In addition, the language issue may have also acted as a deterrent since some documents would have only been available in the country’s official language and not in English.

5.2. The Mutual Learning Workshops and their Evolution – MLWs (Task Leader: UoM)

Task’s 4.2 sole activity was the organization of MLWs. Initially, it was foreseen that MLWs will be designed as one-to-one events but also organized visits for relatively small groups of stakeholders (20-25 people) sharing the same interests and facing the same challenges. In the course of the project, an extra activity was added and related to the visits of EGET to interested countries and organizations, as previously described. Moreover, due to the COVID-19 pandemic outbreak, the nature of the MLWs had to be adapted and the MLWs in the second half of the project, took the form of online events.

In the next Sections the methodology for the designing of the MLWs is described, followed by a description and assessment of all MLWs that have taken place during the project’s lifetime.

5.2.1. Designing the Mutual Learning Workshops (MLWs)

The starting point for the identification of the needs for MLWs was the analysis of the Mapping Questionnaire developed in the context of WP3 (see Section 4 above).

More needs were discussed during the project’s General Assemblies and Executive Board Meetings, as well as during the meetings of the Standing Working Group on Gender in R&I. During these meetings, partners were encouraged to think about their potential participation in one-to-one MLWs, based on their individual needs or the needs of their organisations. The face-to-face MLWs also served to create the right conditions for less experienced countries to align their initiatives for gender equality in R&I with the more experienced countries.

Guidelines for the organisation of MLWs were developed. Information on project partners willing and having the required competencies to host a MLW were obtained through a

questionnaire. The same mechanism was also used to obtain information on those interested in attending a MLW as well as the requested topics to be covered.

As can be seen from the agendas of the events, the MLWs covered a huge range of topics, targeted to the specific audience in mind. The speakers selected were chosen following a careful analysis of the key expertise in the area and experts who had not only published extensively in the area but had been involved in key policy documents and implementation of strategic decisions at grass roots level. It was important that the speakers had an extensive overview of the aims of the project and they were briefed accordingly. The venues and countries selected for hosting the events (before the pandemic outbreak) were such that it was easy to travel and accommodation was reasonable within the project's available budget.

5.2.2. Designing the European Gender Equality Task Force (EGET) Visits

Following a decision of the General Assembly of the project, held in November 2019 in Helsinki, Finland, a Gender Equality Task Force (EGET) was created, in order to further assist and boost mutual learning.

Two key stakeholders in the Nordic countries were appointed, in close collaboration with Members and Associated Partners in GENDERACTION and relevant external experts, to follow through the Task:

- **The Swedish Secretariat for Gender Research (NSFG):** a knowledge centre for gender research at the University of Gothenburg (through Director Fredrik Bondestam), www.genderinsweden.se.
- **Kilden:** a knowledge centre for gender balance and gender perspectives in research in Norway, organized as an independent department of the Research Council of Norway (through Director Linda Marie Rustad), www.genderresearch.no.

EGET's members were:

- Fredrik Bondestam, Swedish Secretariat for Gender Research, SE
- Gemma Irvine, IE
- Merissa Herder, NL
- Linda Rustad, NO

EGET's activities were incorporated in the WP4 and more specifically under Task 4.2.2 "Mutual Learning Workshops" as a new format of MLWs for building capacities, with the responsibility to draft and execute a plan of onsite visits in countries less advanced in gender equality in R&I policy and strategy, to build capacity of local civil servants and stakeholders, raise awareness of the issue, share experience from more advanced countries.

The initial objective of EGET was to help project partners (incl. Associated Partners) to develop a strategy for dissemination. This was later further developed and the idea was for EGET to assist with advancing Gender Equality in the partner countries. EGET's members were available to go on 'missions' to the partner countries and engage with stakeholders on topics of particular interest to them.

The overall aim of the EGET was capacity building on gender equality (GE) for MS and AC, targeting their RFOs, RPOs, key actors within ministries, as well as local stakeholders and other national bodies. More specifically, the focus of the EGET was to develop GE in R&I through:

- enhancing the understanding of the GEPs requirement in ERA,

- fostering gender mainstreaming as a strategy for structural change,
- developing tools for integrating gender in research content, and
- strengthening intersectional approaches to GE.

Key processes involved open dialogues and enhancing shared experiences and knowledge, especially building on country specific prerequisites.

The initial plan was for EGET to work between May 2020 and March 2021. An Expression of Interest was launched in April 2021 and a number of partners responded. In the Expression of Interest, the target groups as well as the topics to be discussed during the EGET visits were indicated. To reach this goal, EGET members were willing to participate in on-site visit based on national context regarding gender equality in R&I and lead the dialogue with key actors from RFOs, RPOs, ministries and local stakeholders. The EGET could either act directly as experts/trainers or could assist the host national authority to identify the best placed counterpart among the national authorities and/or RFOs. For example, the aim of the EGET visit in Spain was to provide policy advice to the gender equality structures in R&I at the Ministry of Science and Innovation in order to accelerate the design of the certification-award system for Spanish universities and research public organizations in the framework of EU recommendations and other experiences in Europe, e.g. Athena Swan.

Twelve on-site visits in EU MS were initially offered during May 2020-September 2021. Notification of interest from Members of the GENDERACTION project, as well as scheduling on-site visits, was developed in March 2020. Due to the pandemic, directly affecting planned on-site visits, the EGET activities were postponed and then reformulated into online webinars. Therefore, a new protocol for setting up these was achieved in February 2021. In May 2021, several Member States were scheduled for initial planning of online webinars, including AT, CZ, CY, ES, and PL.

For different reasons, mainly due to time constraints and continuing effects of the pandemic on key national stakeholders, in the end only a small number of visits (two) took place and these had to be organised on-line in September 2021. The two EGET events took the form of online webinars on 7 September 2021 (Poland) and on 30 September (Austria). In the Annex, the agendas for these visits are included.

However, it is believed that the EGET “on-line” activities were equally successful and beneficial for the participants. Assessments of the two performed EGET online webinars displays fruitful experiences and suggestions for future improvements.

5.2.3. Match-making and Formulation of Mutual Learning Workshop Groups

The Task Leader, in collaboration with RIF, developed an online questionnaire to facilitate the organization of MLWs. The questionnaire was aiming at identifying on the one hand, potential participants (trainers and trainees, both experienced and less experienced) and on the other, hosts as well as potential topics of focus for the MLWs. The questionnaire was circulated to members of the SWG GRI at the April 2018 SWG GRI meeting.

The results of the questionnaire analysis regarding the training requests and offers are presented in the following Tables:

Table 2(a): Training Requests - Overview of Replies

ITEM	COMMENT		
Requests for Trainings	16		
Respondent's Gender	Female		Male
	13		3
Respondents' Place of Residence	Austria France Italy Israel Netherlands Norway Spain Sweden Switzerland (x2) UK		Bosnia (x2) Lithuania Poland Slovakia
Experience of Respondents'	< 3 years	3 – 5 years	> 5 years
	5 persons	2 persons	9 persons
	Respondents' split between those who work in policy work in Ministries; others in academia or research organisations.		
Requested Topics for Training	12 on good practice to integrate gender dimension in R&I 8 on policy design 8 on increasing female participation in research 7 on evaluation of gender policies 7 on monitoring of gender policies 3 on implementing National Action Plans		
	Less experienced (< 5 years)	Generally interested in most topics	
	More experienced	Less interested in policy design with a preference for integrating the gender dimension in R&I programmes	
Additional Topics for Consideration	Suggestions were submitted on a number of additional topics which included: <ul style="list-style-type: none"> ▪ Budgeting for gender equality policies; ▪ Good practices to attract more girls and young women into STEM studies/scientific careers; ▪ Good practices on mentoring women in R&I; ▪ Good practices to avoid biases and gender-related barriers to the researcher's mobility; ▪ Good practices to improve procedures and criteria in the calls for proposals; ▪ Good practices against gender-based violence in RPOs; ▪ Good practices on mainstreaming gender in STI cooperation with third countries. 		
Preferred Training Method	Webinar		None
	Twinning Workshops		Almost all responses
	One-to-One Visits		5 Requests

An analysis of the replies, indicates a preference for topics on policy design activities, followed by capacity building events on evaluation of policies and good practices. Implementation of National Action Plans was only of interest to a small number of respondents.

Regarding the preferred methods for delivering the events, “twinning workshops” for small groups was preferred by the majority of respondents.

Table 2(b): Training Offers – Overview of Replies

ITEM	COMMENT
Offers to Host MLWs	7 5 firm offers and 2 conditional offers (have to obtain authorisation from hierarchy)
Respondents' Place of Residence	Germany, Austria, Norway, Bulgaria, Italy, Netherlands, Spain, Sweden and UK
Experience and Topics Suggested	Respondents worked in Government agencies or ministries. <ul style="list-style-type: none"> ▪ 4 offers by experienced individuals covering most topics ▪ 1 offer by inexperienced individual on 'Evaluation of Gender-related Policies' ▪ 5 other responses which were incomplete and required more information due to pending internal approval
Training Methods	1 offer to host MLWs 3 offers to deliver a training session at a Workshop 1 offer to host One-to-One visits

An analysis of the replies indicates a willingness of more experienced countries to host MLWs. In the course of the project 2 one-to-one events were hosted by Germany and Austria. MLWs for groups of participants were also organised by Austria, Norway and Spain.

Following the analysis of the responses received in both questionnaires, the respondents who offered to host workshops or deliver trainings but whose replies were incomplete or ambiguous, were approached. Moreover, those who volunteered to host an event were contacted in order to confirm their interest and schedule the workshops and decide the timeline.

Based on the analysis of the questionnaire but also on the discussions during the General Assembly and the Executive Board Meetings, an initial decision regarding the themes of the MLWs was taken and a tentative list of the first MLWs was drafted as follows:

- 1 – 2 workshops focusing on policy design
- 1 – 2 workshops focusing on evaluation and monitoring
- 1 – 2 workshops focusing on integrating the gender dimension in R&I programmes

In the course of the project, the list for potential MLW was complemented with additional topics of interest.

The main aim of these workshops (whether the larger ones or the one-to-one smaller MLWs) was to minimise the gap between experienced and less experienced officially appointed

national representatives, allowing them to benefit from networking and experience sharing and providing hands-on coaching based on specific needs. Participants in fact were asked to contribute to the agenda themselves based on their needs and discussion with other involved partners. The participants also had the opportunity to learn from each other.

In the DoA (“Resources to be Committed”), it was envisaged that up to eight (8) training events and Mutual Learning Workshops (MLWs) will be organised in the course of the project. These MLWs would consist of one-to-one or meetings in small groups, each lasting around two days with an organised schedule and programme of activities, followed by an evaluation of the programme, dissemination activities with photos and a follow-up lessons-learnt report.

It was decided that English will be used as the working language in all MLWs.

6.2.4 Preparation of Each MLW and Supporting Documents

MLWs were organized as events for groups of 20-25 participants, but also allowed for bilateral MLWs and visits, tailored as one-to-one visits by several trainees to a host, the trainer.

MLWs for Groups of Stakeholders

- (i) For the MLWs organised for **relatively big groups of people** the procedure followed a number of steps. Once the date for a MLW has been agreed with the hosting partner, an e-mail was circulated to all GENDERACTION partners and members of the ERAC SWG GRI, informing them of the forthcoming MLW session. This included details of the topics to be covered, a draft programme, dates and location. Interested individuals applied by filling in the appropriate registration form (on-line). The invitation was circulated at least four weeks prior to the date of the MLW and individuals were given one week to submit an application.

During or immediately after each event Feedback Forms were circulated and the feedback collected was analysed.

- (ii) A different approach was followed for the MLWs organised in smaller groups or on one-to-one basis. Specifically, a series of documents and Forms for both trainees and trainers were prepared by the Task Leader in order to better organise these MLWs (e.g. Application Forms, Guidelines, Agreement, Report Forms for both the Trainee and the Trainer). The documents and Forms which are all presented in the Annex, are listed below:

Table 3: Documents and Forms for MLWs

Form 1: MLW Application form for trainee
Form 2: MLW Memorandum of understanding project co-ordinator trainer and trainee
Form 3: MLW Contract between project co-ordinator and trainee
Forms A and B to be filled in by the Trainer:
Form A is an evaluation form since it is important to have feedback on the MLW in order to monitor the impact and also improve on successive MLWs.
Form B is a form which will include some information and photos for dissemination from the point of view of the trainer.
Forms C and D to be filled in by the Trainee:

Form C is an Evaluation Form since it is important to have feedback on the MLW in order to monitor the impact and also improve on successive MLWs.

Form D is a Form which will include some information and photos for dissemination from the point of view of the trainee. **Form D** also includes 2 other sections for the trainee:

Description of a Case-study (to be submitted within one week from end of the training) or short assignment (2 pages) on implementation of some initiative observed during the training, in the trainee's country.

Implementation Review (to be submitted within 6 months from end of the training) in the form of a brief questionnaire with a view to assessing the impact of the MLW 6 – 12 months after the MLW. This Report will document the progress in implementation of the planned actions identified during the MLW, any issues etc.

This set of documents was provided to all MLW's trainers and trainees beforehand in order to have clear idea about the MLW's objectives and their commitment to report back on the activities of these MLWs. This information would also ensure receiving immediate and relevant feedback from all participants after the event in order to monitor the impact and to improve on successive MLWs. Additionally, within six months from the completion of each MLW which fall under this category, the trainees were asked to complete an **"Implementation Review"** in the form of a brief questionnaire with a view to assessing the impact of the MLW, six to twelve months after the completion of the MLW. This Review documented the progress in the implementation of the planned actions identified during the MLW and provided information about any other issues that might become relevant (incl. the impact of these activities).

The trainees were selected on the basis of the following criteria:

- Quality of the application (including well-defined purpose, objectives, results, etc.)
- Relevance of the proposed visit
- Letter of motivation / proven need for the training
- The trainee's acceptance of the obligations related to attendance at the MLW as defined in these guidelines
- Trainee's familiarity with the host's language is not obligatory, but will be viewed positively since this will facilitate access to relevant documents in the host's language.

Following the selection of trainees, a Memorandum outlining the role of participants was then signed by both trainer and trainees prior to the MLW. This included, in particular, the trainee's commitment to endeavour to capitalise on what has been learnt during the workshop and apply the gained expertise/competence in their home country. Following the selection of the trainees, the host fine-tuned the draft MLW agenda to match the requirements of the attendees. In order to facilitate this, trainees were requested to forward the following to the trainer two (2) weeks prior to the MLW:

- A short curriculum vitae, including role and responsibilities
- The individual goals in terms of knowledge needs (what they wish to learn)
- Information on the national status and setup
- Objectives / expected results

The trainer would then take account of the background and country context of the trainees when finalising the MLW programme. The topic or topics which the MLW focused on were defined in terms of the standard topics identified in the GENDERACTION project, specifically:

- Policy design (gender equality plans, objectives, measures, monitoring)
- Implementing National Action Plans
- Evaluation of gender policies
- Monitoring of gender policies
- Increasing female participation in research
- Good practice to integrate gender dimension in R&I programmes.

The MLW programme also included a case-study or short assignment (up-to two pages) on the implementation of some initiative observed during the training, in their own country. These would then be uploaded on the GENDERACTION website as a deliverable and also to determine impact of these MLWs.

Following the completion of a MLW, **the trainer** was then required to fill in a brief evaluation report as a mechanism for improving future workshops. The evaluation form addressed the following points:

Questions to Trainers:

- Did you find the Mutual Learning Workshop useful?
- Were your expectations met?
- Was the programme appropriate or could it have been improved in any way?
- Did the trainees find it useful?
- Were there any logistical issues?
- What insights and learning did you draw from this experience?
- Where there any cultural or other adaptations to be considered?
- Recommendations for improving future workshops

Following the completion of a MLW, **the trainees** were required to fill in a brief evaluation report as a means of assessing the effectiveness of the workshop and for improving future workshops. The evaluation form addressed the following points:

Questions to Trainees:

- Did you find Mutual Learning Workshop useful?
- Were your expectations met? Please elaborate in relation to your objectives.
- Did you have any requirements which were not met?
- Were there any logistical issues?
- Do you have any recommendations for improving the Workshops?
- What insights and learning did you draw from this experience and how relevant are there?
- Can you utilise the knowledge acquired in your immediate daily work?
- Are there any particular policies, practices or structures which can be implemented in your country?
- What do you plan to implement?
- Are there any barriers you envisage to implementation?

Dissemination requirements included photographs during each Workshop and a brief write-up for the GENDERACTION newsletter. All documents and reports compiled in relation to the MLWs were prepared on the understanding that they might be made public.

Trainees were also required to answer a brief questionnaire with a view to assessing the impact of the MLW six to twelve months after the MLW. This Report documented the progress in implementation of the planned actions identified during the MLW or any other issues.

6. The Mutual Learning Workshops Organized

7.1 Overview of the Mutual Learning Workshops

During the course of the project, **eleven (11)** MLWs were organised and two (2) EGET visits, as follows:

Table 4: Overview of MLWs

No.	Date / Place of MLW	Topic	Number of Participants	Host Organization
1	Vienna, Austria 7-8 February 2018	Workshop on ERA Priority 4 within NAPS	40 participants from 17 countries	Austrian Federal Ministry of Education, Science and Research (BMBWF)
2	Hanover, Germany 10-12 December 2018	MLW on Gender Equality in RPOs	1 (Czech Republic) Veronika Fajmonova (Ministry of Education, Youth and Sports, Czech Republic)	Ministry of Science and Culture, Lower Saxony Head of Division: Natural Sciences, Research Ethics, Gender Equality Dr Barbara Hartung
3	Vienna, Austria 7 - 8 March 2019	MLW on Monitoring and Evaluation	36 participants from 14 countries	Austrian Federal Ministry of Education, Science and Research (BMBWF)
4	Vienna, Austria 10 October 2019	Capacity Building MLW Requested by Slovenia	1 (Slovenia) Tjasa Bericic (Ministry of Education, Science and Sport, Slovenia)	Austrian Federal Ministry of Education, Science and Research Roberta Schaller Steidl
5	Valetta, Malta 7-8 November 2019	Advancing Gender in International Cooperation in STI	32 participants from over 20 countries	University of Malta
6	Oslo, Norway 7-8 November 2019	MLW for more advanced countries in gender equality in research and innovation	6 participants from Sweden, Israel, Ireland and Czech Republic: Carl Jacobsson , Swedish Research Council;	Committee for Gender Balance and Diversity in Research, Norway Heidi Holt Zachariassen

D 4.2 BEST PRACTICE EXCHANGE AND MUTUAL LEARNING WORKSHOPS

No.	Date / Place of MLW	Topic	Number of Participants	Host Organization
			<p>Jana Dvorackova National Contact Centre Institute of Sociology, Academy of Science of the Czech Republic ISAS;</p> <p>Beate Eellend, Ministry of Education and Research, Sweden;</p> <p>Ross Woods, Higher Education Authority, Ireland;</p> <p>Rachel Erhard, Tel Aviv University;</p> <p>Ronit Waismel-Manor; The Open University, Israel</p>	
7	Prague, Czech Republic 18-19 February 2020	Communicating gender equality policy in Research and Innovation effectively	24 participants from 12 countries	ISAS, Czech Republic
8	Belgrade, Serbia 10-11 March 2020	Gender Equality in R&I National and International Policy for the Danube and Balkan Region	30 participants from 9 countries	ISAS, Czech Republic
9	On-line 23-24 November 2020	MLW on Monitoring ERA Priority 4	43 participants from 16 countries	Austrian Federal Ministry of Education, Science and Research (BMBWF)
10	On-line 21 April 2021	MLW Athena Swan – In collaboration with Athena SWAN Ireland	25 participants from 20 countries	Advance HE, Ireland / Athena Swan Ireland
11	On-line 12 May 2021	MLW on Gender in ESF/ERDF	28 participants from 6 countries	MICINN, Spain
12	7 September 2021 EGET Meeting	Poland	20	Polish Ministry of Education and Science
13	30 September 2021 EGET Meeting	Austria	33	Austrian Federal Ministry of Education, Science and Research (BMBWF)

7.2 Evaluating the Mutual Learning Workshops (MLWs)

An integral part of WP4 was the organisation of face-to-face MLWs. Task 4.2.2 had the aim of minimising the gap between experienced and less experienced officially appointed national representatives, allowing them to benefit from networking and experience sharing and providing hands-on coaching based on specific needs.

The Task provided opportunities for the coaching of less experienced national representatives on a one-to-one or group basis with more experienced national representatives and facilitated the networking and knowledge sharing visits between national representatives regardless of experience and knowledge.

These Workshops also acted as practical synergies between national gender equality strategies in research and innovation and Horizon 2020. Overall, three such workshops were organised: in Hamburg in December 2018 (one participant), in Oslo in November 2019 (six participants) and in Vienna in December 2019 (one participant).

Unfortunately, the onset of the COVID-19 pandemic in March 2020 had a huge impact on the organisation of these MLWs. This was regrettable because the experience of the participants, both trainers and trainees confirmed the importance of these on-site visits, experiences and sharing of best practice and practically everybody gained from these MLWs.

In the following section, an overview and evaluation of all MLWs organised, together with an analysis of the feedback received from participants, both trainers and trainees, is presented.

It should be noted that the participant list which included basic contact details, consent from the participants and/or trainers for any potential disclosure of the information, was sought in advance. Moreover, any feedback and evaluation received from participants in relation to any of the activities under WP4 was treated as confidential.

(i) MLW on ERA Priority 4 within NAPs, Vienna 7-8 February 2018

On 7 and 8 February 2018, the first Mutual Learning Workshop of GENDERACTION took place in the premises of the Austrian Federal Ministry of Education, Science and Research in Vienna with **40 participants from 17 countries**. The participating countries include **Austria, Belgium, Bosnia and Herzegovina, the Czech Republic, France, Germany, Iceland, Ireland, Israel, Lithuania, Malta, the Netherlands, Portugal, Slovakia, Spain, Poland and Switzerland**.

The Workshop aimed at (a) gathering feedback on an initial analysis of priority 4 implementation within national action plans (NAPs), (b) developing criteria for good practices, both at the level of NAPs and at the level of concrete policies and measures, and (c) initiating an exchange between countries with different approaches to gender equality.

After opening words by Iris Rauskala from the Austrian Federal Ministry of Education, Science and Research and an overview on GENDERACTION by project coordinator Marcela Linková, ERAC co-chair Christian Naczinsky gave an introduction on the ERA priorities and described the links between ERA priorities and other key elements of EU research policy, displaying the Austrian situation. Angela Wroblewski followed with a presentation of the main results of the survey on ERA priority 4 implementation within NAPs. After these presentations, the participants were invited to work on a set of criteria for good practices for NAPs and measures at first. Six subgroups were organized on the following topics: Increasing the number of female professors, Performance Contracts, Gender in Research Content, Gender Equality Plans,

Monitoring, and Evidence-based policy development. As a starting point for discussion, each subgroup started with introductory presentations on specific measures/policies by the participants. In total thirteen good practice examples from Belgium, Czech Republic, Germany, Luxembourg, Netherlands, Switzerland and Austria were presented.

The results of the workshop, especially the set of criteria for good practices for NAPs and measures, was taken up in the first report on priority 4 implementation within NAPs.

The 14 submitted evaluation forms show that the majority of the participants are overall rather satisfied with the event. However, the evaluation results reveal that the construct of the event needs to be improved in some respects. According to the results of the evaluation, the category “Exchange on how to identify good practices in measures and actions”, particularly could not satisfy the expectations of all participants. The feedback received on the opportunities to interact and exchange, the quality of the facilities as well as learning about examples of good practice from other countries was very positive. Several participants expressed some requests for changes and improvements in the following categories:

- (1) how relevant is the workshop for each person’s work,
- (2) which overview of the questionnaire survey on the implementation of Priority 4 did they get, and
- (3) the exchange on how to identify good practices in policymaking.

(ii) MLW, Hanover 10-12 December 2018

Based on the analysis of the introductory questionnaire and on the discussions during the General Assembly and the Executive Board Meetings the consortium announced in 2018 a Call for an Expression of Interest for participation in a MLW to take place in Hanover between **10 and 12 December 2018**.

There were two expressions of interest for participation, but due to unforeseen reasons only one participant (Veronika Fajmonova, Czech Republic) attended the MLW. The Host of the MLW was Dr Barbara Hartung from the Ministry of Science and Culture, Lower Saxony Head of Division: Natural Sciences, Research Ethics, Gender Equality, who prepared a programme for the trainee.

The Reports and feedback obtained from the trainer and trainee after event indicated the reciprocal value of the MLW, exchanging experience and different structure for introducing gender equality in different countries. The trainee reported that her expectations were met especially since several meetings were organised at the Ministry, Universities and other relevant organisations. In addition, in the six-month report following the MLW, the trainee reported that she had used the expertise gained during this MLW to develop a new strategic document for the higher education sector and was working on the promotion of gender quality units within all Universities in her home country. This confirmed the impact of such MLWs at a grass roots level.

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

The **MLW on Monitoring and Evaluation** was organized by BMWFW in the framework of the Benchmarking Exercises implemented in WP3 and took place at the premises of the Austrian Federal Ministry of Education, Science and Research in Vienna with **36 participants from 14 countries** on **7 and 8 March 2019**. The participated countries included **Austria, Belgium,**

Bosnia and Herzegovina, Cyprus, Czech Republic, Germany, Lithuania, Luxemburg, Malta, Norway, Poland, Portugal, Switzerland and Turkey.

The Workshop brought together national representatives from several European countries who became familiar with the concept of monitoring and its relevance for policy development and implementation, including improvement of policies and efficient use of resources. Different levels of NAPs implementation were approached together with indicators existing for each level as well as relevant data sources.

The aim of the workshop was for participants to become familiar with the concept of monitoring and its relevance for policy development and implementation (improvement of policies, efficient use of resources). After opening words by Iris Rauskala from the Austrian Federal Ministry of Education, Science and Research and an overview on the current state of GENDERACTION by project coordinator Marcela Linková, ERAC co-chair Christian Naczinsky outlined future perspectives for gender equality policies in ERA. Angela Wroblewski introduced monitoring which focused on the purpose and general principles of monitoring as well as different approaches to monitoring for NAP implementation. Three examples of national monitoring systems complemented this general introduction. Heidi Holt Zachariassen and Lise Christensen presented the Norwegian experiences with monitoring NAP implementation regarding the gender dimension in research content. Capitolina Díaz Martínez described the status quo of monitoring gender equality in R&I in Spain. Finally, Bernhard Koch and Peter Koller introduced the Austrian ERA Progress Report, which focuses on the implementation of policies mentioned in the Austrian NAP.

During the Workshop, different approaches to monitoring of NAP implementation were presented. The general discussion was complemented by examples of national monitoring systems (Norway, Spain and Austria). For each of the approaches concrete indicators were presented and the pros and cons for each approach were discussed. Furthermore, participants discussed possibilities for using indicators as steering instruments as well as possibilities for linking the different levels of monitoring, in order to strengthen national gender equality policies. The analysis also identified differences between EU15 countries and newer EU Member States (EU13 countries which joined the EU from 2004 onwards) regarding their experience with the development of NAPs and their gender equality policies.

The general discussion was complemented by examples of national monitoring systems (Norway, Spain and Austria). For each of the approaches, concrete indicators were presented and the pros and cons for each approach were discussed. Furthermore, participants discussed possibilities for using indicators as steering instruments as well as possibilities for linking the different levels of monitoring, in order to strengthen national gender equality policies. The result of the Workshop was an agreed set of indicators for monitoring NAP implementation, which was used for the analysis of NAP implementation (D3.2). The results of the Workshop – especially the assessment of the proposed set of indicators for monitoring NAP implementation – fed into the second report of WP3 within GENDERACTION that assessed NAP implementation.

A specific characteristic of the Workshop was that it was organised back-to-back with a GENDERACTION training on evaluation by Anke Lipinsky.² The introduction to evaluation

² For more information see: <http://genderaction.eu/monitoring-and-evaluation-training/>

provided by the training shaped the discussion and collaboration in the workshop as participants shared a common background knowledge.

17 participants submitted the evaluation form. The overall evaluation of how satisfied the participants are with this year's workshop is has an average of 41.2% "*satisfied*". The criteria in which the only negative answer (*very unsatisfied*) was given is the attendee's satisfaction with the contents of the MLW. However, the average answer given, again, is "*satisfied*". The participants were also asked how relevant this MLW is for their work, once again, the average answer was "*satisfied*". Two categories stand out the most with the average answer of over 70% being "*very satisfied*", these are the criteria of the administration and travel reimbursement. Further criteria like the pre-event administration and registration, opportunities to interact and exchange as well as the quality of the facilities got the average answer of "*very satisfied*".

(iv) Capacity Building MLW, Austria, 10 October 2019

The Consortium received an expression of interest from Slovenia to attend a MLW at the Austrian Federal Ministry of Education, Science and Research. The trainer was Ms Roberta Schaller-Steidl from the Austrian Federal Ministry of Education, Science and Research and the trainee was Ms Tjasa Bericic, Ministry of Education, Science and Sport.

The main aim of the MLW was to build capacities on gender issues on the policy level and to share good practices. The bilateral meeting aimed to exchange experiences on successful integration of the gender dimension in the research and innovation area. Specifically, the development of resources on gender equality issues and the political and institutional level was discussed. There were two days of intensive exchange with the responsible department of the Austrian Federal Ministry as well as with various stakeholders. These conversations took place on the spot and in small groups in order to ensure the most open and authentic exchange possible.

(v) MLW Gender in International Cooperation in STI, Malta, 7-8 November 2019

An MLW on Gender in International Cooperation was organised in **Malta, 7-8 November 2019**. The target audience was policy makers and representatives of grassroots organizations promoting gender equality in STI in third countries. The theme of this Workshop was "**Gender in International Cooperation in Science technology and Innovation**".

This Workshop was organized in order to facilitate the integration of gender perspective in dialogues with third countries in the area of STI. This aspect had been addressed in the 2015 Council Conclusions on Advancing Gender Equality in the European Research Area. A subsequent 2017 survey carried out among governmental civil servants and representatives of funding agencies in EU Member States showed that the gender perspective is rarely integrated in international agreements and funding programmes between the EU and non-EU countries.

In order to advance discourse on this issue, GENDERACTION decided to map the major gender-related concerns in STI in the non-EU countries and regions with a view to developing recommendations for the European Commission and EU Member States. Furthermore, it has developed a check-list for the integration of gender in international cooperation in STI and a policy brief on gender-responsive international cooperation for Horizon Europe.

In total **32 participants** attended this MLW in Malta. They ranged from **Nigeria, Egypt, Senegal, Tunisia, Jordan, El Salvador, Tunisia, Slovenia, Romania, Kosovo, Croatia,**

Italy, Czech Republic, Malta, Spain, and the United Kingdom. They represented a huge range of institutions such as Connecting African Women in Science, Technology, Engineering, and Mathematics (CAWSTEM), National research centres, AFSTech (Women's Association for the Promotion of Science and Technology), Ministry of Higher Education of Tunisia, The University of Jordan, Hashemite University, Asociacion de mujeres universitarias de El Salvador (AMUS), UGP3A, Ministry of Higher Education and Scientific Research, National Institute of Biology, Ministry of Research and Innovation, Ministry of European Integration, Governmental Office for Gender Equality, GenderInSITE (Gender In Science, Innovation, Technology and Engineering), AFSTech, and Fundación Española para la Ciencia y la Tecnología.

The agenda was extremely interactive and allowed for extensive discussions and one-to-one meetings. The participants also had the opportunity to present their institution and their work.

Overall, the feedback from the meeting was that it 'inspired' the participants. There was very well-prepared theoretical content combined with practical, sometimes risky aspects. The discussion on environmental issues in gender & science projects was something really innovative. The climate crisis will continue to be a hot topic in the political agenda till the end of the project and it was agreed that it needs better focus from a gender perspective.

Several commented on the contacts made, the situation of women in terms of academic and working life and the projects in each of the countries. A useful tool was the sharing of the biographies of the participants well before the event. It allowed the participants to put a face to each name and facilitate exchanges, knowing their areas of mutual activities and also build on the connections to create joint projects.

The format of the Workshop was a proper balance of flexibility with concrete discussions on technical issues and break-out sessions.

The outcomes and evaluations confirmed that, despite organisational, bureaucratic, cultural and political differences the key aspects that hinder and create obstacles to gender equality in STI are similar across the countries participating and contributing to these MLWs. Countries which were perceived to lag behind in such issues, such as those in sub-Saharan Africa, actually provided good examples of good practice as to how such equality was achieved.

The MLW facilitated the knowledge of broader perspective in terms of gender inequality worldwide. Meeting other women from all over the world to see what their perspectives are, and what needs there are, and what solutions could be thought of.

It is believed that the MLW had a huge impact on the participants. There were several presentations on women's organizations in third countries. It could have been improved with more content on international agreements on STI cooperation and gender. Some were of the opinion that more time could have been allocated to present the projects of their organizations based on the needs of their country. Another aspect was the language, perhaps the inclusion of translators in future meetings, to allow those whose English is not the language of work, to be at the same level of relevance, as to express themselves in the mastered language.

The Workshop showed that most of the barriers to women in STI were similar across third world countries. The most important message is for policy makers to properly address hindrances such as work stereotypes/toxic behaviours, systematic occupational gender discrimination, provide more funding, grant opportunities, economical and material support, assist with visa and language/ cultural barriers to women. In order to increase mobility and

boost international cooperation there has to be support for work life balance for women researchers.

The key message from the Workshop to policy makers was the importance of networking and creating support groups since progress in all countries that are now considered underdeveloped, women must be involved in productivity and therefore it is important that they be trained and treated with equity and equality.

Following are the quotes from some of the participants, in their evaluation forms:

"I think the most important message could be something like: We, the women scientists and technologists in different global regions, are ready to contribute with our knowledge on R&I and on gender as well as with our transnational networks, to the challenges of the future global R&I system that irretrievably deal with scientific collaborations in culturally diverse environments, gender balance and gender in research content, mitigation of climate change and horizontal structures in research institutions".

"Gender should be included in all the activities of international cooperation in R&I and political decision-making bodies. Gender equality, gender in research and gendered innovations should be a political goal".

"Men too should be made more aware and support this fight. Equality isn't only about increasing numbers in a particular field, it's also about ensuring that everyone has a voice. It's also ensuring that innovations are sensitive to all involved (e.g. consideration to different body types etc. when designing space suits)".

"There is an urgent need for action top-down and bottom-up with the involvement of (gender) equality and gender inclusion at the scales of (1) decision-making (2) judging committees (3) projects (4) research content. Solutions are there! bring together knowledge and expertise, and formulate criteria and recommendations for the entire process at scales of Member states, and at European level".

The MLW showed the urgent need to maintain the contacts made in these face-to-face meetings. Some suggested a LinkedIn group, another workshop, online tutorials and webinars, blogs. They also asked for help in identifying organisations focused on gender issues in the education system or research. An interesting suggestion was to have at the local level, an accredited association, by country or region to carry out concrete actions in line with the spirit of GENDERACTION, to attract more partners in the respective countries.

(vi) MLW for more Advanced Countries in Gender Equality in Research and Innovation, *Norway, 7- 8 November 2019*

This MLW was specifically organised for more **advanced countries** in gender equality in R&I with a focus on having an exchange of best practices as all the countries participating in the MLW came from countries who have been working with gender equality in academia for quite some time or they had advanced competence in this field of knowledge. The MLW was hosted by Heidi Holt Zachariassen, a Senior Adviser at the Committee for gender balance and diversity in research.

In addition to sharing practice, it was deemed important to introduce the participants to institutions and individuals either working with gender equality in academia or doing research in that topic. In this respect, the host identified speakers based on what were important issues in Norway and new research in the field of gender equality in research.

The topics covered in the MWL included a visit to the Research Council of Norway and a presentation about the Council's BALANSE Programme, about the communication work in KIF through its website Kifinfo.no, work on gender balance at the STEM-faculty at the University of Oslo and research conducted on gender and publishing. Also, a visit was organized at the Institute of Social Research and the team implementing the projects CORE and NORDICORE, including participation in a seminar organized by the later discussing "*Are internationalization and excellence policies bad for women?*"

The MLW attracted a great deal of interest and had **6 participants** from **Sweden, Israel, the Czech Republic and Ireland**. The participants and mentor all reported that the meeting between stakeholders and researchers was excellent and they also learned from each other in the time dedicated to experience sharing between countries and gained new insights.

Ireland presented the national focus set on gender equality in academia which at that point was very new. The Czech Republic shared both the work done and challenges met at national level, but gave also insight into interesting research. Israel presented how the work for gender equality is organized in Israel which was quite different from the other countries present. Sweden have been working with gender equality in academia for a long time and shared the experiences. As the two representatives came from two different kind of institutions (Swedish Research Council and the Ministry of Education and Research) they shared who these two units work in the Swedish context.

The MLW in Norway proved to be very successful not only for the participants but also for the trainer. There was extensive practical knowledge gained which the participants emulated in their home institutions and countries.

Even though Norway and Sweden could be considered as both being experienced in gender equality, Beate Eellend from Sweden reported that this workshop proved extremely useful in her works since the Swedish government had tasked all HEI's and funding agencies to implement gender mainstreaming in the everyday work of the organisation. Carl Jacobsson (Sweden) very interestingly also reported that the workshop made him think more about the ethnic background factor as a cause of possible bias in their research funding. Discussions are underway to see whether a gender equality study can be motivated to include at least a discussion of the ethnic background.

Jana Dvořáčková from the Czech Republic reported that the MLW in Oslo provided a unique opportunity to compare policies of different states, their gender equality structures, as well as concrete practices of individual organizations such as the importance of a detailed monitoring of the impact of various gender equality measures to be able to make evidence-based decisions and amendments. Her home institution is concentrating both on gender balance among evaluators and gender sensitivity and diversity awareness in the evaluation of research proposals. She was responsible for creating the guidelines for promoting gender equality in the evaluation process (Guidelines for jury members, reviewers and research funding organizations' employees). It focuses on elimination of unconscious gender and other biases, the importance of accounting for career breaks and on possible revisions of common

productivity indicators and indicators of research excellence (as they may be gendered to some extent).

Rachel Erhard from Israel used the learning outcomes from this Workshop as an impetus to organise a "Task Force" that will have the power to influence and advance a meaningful structural change in the gender demographics of faculty in the universities. This involved constructing an organization of women professors in the universities; and preparing a document to the Authority of Higher Education that included a list of criteria of how to reward universities in their initiatives to minimize the gender gap.

Ronit Waismel-Manor from The Open University, Israel found the workshop very useful and interesting. Many issues discussed are relevant to her academic work and as a member of the committee on industry in the Council for the Advancement of Women in the Israeli Ministry of Science and Technology. The key inputs were on the perspectives, policies, methods, and research in other European countries to promote gender equality, as well as to share her own experiences with these issues in Israel.

The organizers were pleased with the programme and from the feedback received from the participants. What we experienced however, and which we also discussed with the trainees, is that too little time for experience sharing between the countries was assigned in the programme. Ideally more time on this part of the programme could have been allocated so that participants could have discussed the contextual challenges more in- depth. Although not enough time in the actual programme for this, participants experienced that there was a lot of sharing between them during meals and in the breaks we had together. Overall, the mutual learning was rather good.

(vii) MLW “Communicating Gender Equality Policy in Research and Innovation Effectively”, Prague, 18-19 February 2020

The topic of this MLW was “**Communicating Gender Equality Policy in Research and Innovation Effectively**”. This training was organized for the consortium members and SWG GRI members with a view to build their capacity to communicate gender equality internally at the national authorities and to the management of Research Funding and Performing Organizations (RFOs, RPOs) with whom they often negotiate on gender equality provisions. The outcome of this MLW included a communications and impact plan developed by project partners to facilitate dissemination and ensure impact in the final stage of the project. The meeting was attended by **24 participants from 12 countries (Austria, Belgium, Bosnia & Herzegovina, Czech Republic, Ireland, Malta, Norway, Slovenia, Slovakia, Spain, Switzerland, Turkey)**.

Seven feedback forms were received after the event. The majority of the respondents reported that they were totally satisfied with the workshop. They found it to be very relevant to their work, the quality of the discussion was very good and there were several opportunities to interact with colleagues and consider case studies. In fact, some reported that it would assist them with developing a national impact plan for a communication strategy with the identification of key target groups.

(viii) MLW on Gender Equality in R&I National and International Policy for the Danube and Balkan Region, Belgrade, Serbia March 2020

This Workshop focussed on the **future of gender equality policy in the Danube and Balkan region**, exchange on gender equality issues in partnerships and international cooperation,

potential future cooperation. There was a great deal of work in small groups, among the 30 participants from 9 countries in the region.

The participants also discussed the ways in which EU policy on gender equality broadly and gender equality in R&I has affected the policy making processes at national level (positive influence for policy development, no influence – independent development of priorities and policies, negative influence good practices for monitoring and evaluating gender equality policies / gender equality plans in R&I).

There were also several national presentations such as the ones from Merita Berisha, University of Prishtina "Hasan Prishtina", Kosovo; Csilla Czapo, Ulm University of Applied Sciences, Germany and Mirela Tase, Aleksander Moisiu University, Albania.

The feedback provided indicated that the problems in the participating countries are similar. All countries have gender inequality in decision-making positions in R&I. Men are mostly appointed on all managerial positions. Several of the participants reported that gender balance is generally found in those funded programmes and postgraduate studies which mandate this balance in their guidelines. Some stated that they will be able to apply the content of the MLW and use some examples of best practise in their daily work. Several commented that the Workshop provided information on how budget can be provided for gender equality through political support.

One participant commented that working on actions which are interrelated and not in isolation was a very helpful approach. Furthermore, the Workshop's approach was very useful to understand why Gender Equality is a cross-cutting issue and how it can be combined with their work. Project ideas related to competitiveness and innovation will have better chances to win by simply putting emphasis on Gender Equality.

There are similarities in the problems met by Balkan countries and therefore, a common approach could be found. Another participant stated that the Workshop was one of the most interesting and well-structured events he/she participated in the past year.

(ix) Online MLW on Monitoring ERA Priority 4, 23-24 November 2020

On 23 and 24 November 2020, the 3rd Mutual Learning Workshop on Monitoring ERA Priority 4 linked to WP3 took place. Due to the COVID-19 pandemic and the associated travel restrictions, the Workshop was held virtually via Zoom. **A total of 43 people from 16 different countries** took part, however after repeated checking of the available statistics and files 43 attendees from 19 different countries. The participated countries include **Argentina, Austria, Belgium, Cyprus, Czech Republic, Denmark, France, Germany, Iceland, Ireland, Italia, Malta, Norway, Poland, Slovenia, Spain, Switzerland, Turkey and UK.**

The aim of the Workshop was to discuss lessons learned from the implementation of ERA Roadmap's priority 4 from the perspective of the monitoring as well as from Member States' perspective. Results of this reflection may provide a basis for future gender equality policies in R&I and an input for the design of steering instruments for the new ERA.

However, as discussions about the governance and steering instruments for the next ERA period are still ongoing, the Workshop aimed at supporting stakeholders involved in gender equality policies in preparing for the next ERA period. Participants in the Workshop formulated recommendations for EU as well as national level. The Workshop also contributed to awareness raising among Austrian stakeholders regarding upcoming changes in European R&I policy (e.g. GEP requirement in Horizon Europe).

It has been already announced that Horizon Europe will put emphasis on Gender Equality Plans (GEPs) for Research Performing Organisations (RPOs) applying for funding. Hence, experiences of countries which have already implemented compulsory GEPs were presented and discussed. The discussion focused on the following questions: How may Member States support RPOs in developing GEPs? Which criteria for GEPs should be applied? How to develop related processes or structures at national level?

Participants agreed that GEPs will be a strong instrument to support gender equality. However, experiences from Ireland, Spain and Austria reveal that a structure to support RPOs in GEP development is needed as well as the definition of compulsory elements of GEPs (building blocks). Furthermore, a monitoring of GEP implementation – at institutional as well as national level – has been identified as crucial to exploit the full potential of GEPs for structural change. Hence, the development of meaningful indicators for GEP development and implementation should be included in the development of structures for the new ERA.

17 participants of the MLW submitted their evaluation form. More than a half were “*very satisfied*” while the rest is “*satisfied*” with this Workshop overall. The majority of the participants were “*very satisfied*” with the pre-event administration and registration.

Overall, the participants were generally “*very satisfied*” with the quality of the online meeting management but on the other hand, for more than a half of the participants, who submitted their evaluation form, the workshop seemed to lack in presenting more specific ideas for supporting RPOs regarding GEP development. However, nearly 60% of the attendees were “*very satisfied*” with the amount of insight they got into countries approaches to support GEPs. The criteria that scored highly in the evaluation was the quality of the discussions and dialogue, with more than 80% of the attendees being “*very satisfied*”. In none of the categories, the participants were neither “*unsatisfied*” nor “*very unsatisfied*”.

(x) Online MLW on Athena Swan, 21 April 2021

During the General Assembly meeting held in Helsinki in October 2019, it was proposed that one of GENDERACTION MLWs for 2020 could focus on the Athena Swan initiative. The idea was to have a group of GENDERACTION partners visiting U.K. Universities awarded one of the Athena Swan Awards and officials at the Advance HE (former U.K. Equality Challenge Unit).

The purpose of the event was to share information on Advance HE’s Athena SWAN charter framework. Information will be shared in the form of presentations, which will include information on the following topics:

- Origins and evolution of the Athena SWAN charter
- Charter application and assessment
- Operation of the charter in UK, Ireland, Canada, USA and Australia
- Charter links to research funding
- The charter and national strategy for gender equality
- Impact and benefit of the Athena SWAN charter

These topics were addressed in presentations from Advance HE personnel, global charter partners, and institutional representatives.

The online session attracted **25 participants from 16 countries (Austria, Belgium, Cyprus, Czech Republic, Denmark, Finland, Germany, Greece, Italy, Ireland, Malta, Norway, Poland, Spain, Switzerland, Turkey)**. It should be noted that Advance HE, Ireland invited national representatives from other countries to attend the event.

Eight participants of the MLW submitted their evaluation form for the event. All respondents were “*very satisfied*” or “*satisfied*” with the Workshop and its content. Only one declared “very satisfied” with the discussions, four were “satisfied” and three noted “OK”. The majority of the participants were “*very satisfied*” with the pre-event administration and registration.

The participants found the content of the MLW useful. Some of the responses to the question: “*Do you think that the content of the mutual learning workshop is helpful for your work? How?*” are:

“One of our main aims is to improve Gender Equality Measures. In this context we are interested in possibilities of certification “

„Important information for discussing new strategies and policies “

„I got useful information about institutions and experts who are dealing with ATHENA SWAN and ideas for our work “.

(xi) Online MLW on Gender in ESF/ERDF, 12 May 2021

The MLW on **Gender in ESF/ERDF** was held on **12 May 2021**. The aim of the Workshop was to provide an opportunity to the GENDERACTION partners, as well as to the members of the Standing Working Group on Gender in Research and Innovation (SWG GRI), to learn about how the European Social Fund and European Regional Development Fund contribute to promoting gender equality in Research and Innovation. It brought together experts on these funds from different public administrations, as well as key stakeholders involved in the management of ESF/ERDF.

The moment of organising this MLW was crucial as Member States and regions are programming the new Funds to be implemented in the period 2021-2027 in the context of the COVID-19 pandemic and recovery. It brought together experts on these funds from different public administrations, as well as key stakeholders involved in the management of ESF/ERDF. The identification and selection of the speakers was made based on the capacity to bring different and valuable experiences in the integration of gender in different national and regional programmes and also a geographical balance. The SWG GRI was involved in such identification.

The results of the discussions and debates raised in this MLW were the baseline content for a policy brief on strategic advice for the integration of gender into the content and evaluation of ESF/ERDF Operational Programmes for R&I. The policy brief was distributed at the EC and national level, especially among the departments responsible for designing and implementing Structural Funds for R&I and raised awareness about the need of mainstreaming gender at the programmatic level in the core documents because the lack of specific requirements in the 2014-2020 period led to gender-blind funding.

The first part of the MLW was dedicated to the introduction of the ESF/ERDF funds and the gender mainstreaming across the different Operational Programmes in previous period. A

report by the European Institute for Gender Equality (EIGE)³ about gender equality in 2014-2020 ESIF Programmes showed worrying results. For all the Funds studied, gender mainstreaming and references were often included in the chapter on «horizontal themes» but had very little impact on the content of specific programmes. This was translated into a lack of gender-sensitive targets and gender indicators (only compulsory for ESF).

The second part of the MLW focused on sharing different experiences at regional and national level. Concrete examples presented during the workshop illustrate how gender can be mainstreamed in structural funds. In Spain, the Network on Equality Policies between Women and Men in the Community Funds fosters a real and effective implementation of gender equality, not only by promoting its mainstreaming in all the fields of action of structural funds, but also by programming specific actions aimed at combating gender discrimination and achieving real gender equality. The Ministry of Education, Youth and Sports of the Czech Republic led the Operational Programme Research, Development and Education (2014-2020) for the implementation of the ESF and ERFD, where no specific gender objectives were included. However, a pilot call was launched to fund activities strengthening the representation of women in R&D, supporting the reintegration of researchers into R&D after a time lag (not only for maternity/parental leave) and training and disseminating knowledge and skills in the field of gender equality. The Autonomous Region of Sardinia (Italy) will integrate gender in ERDF programming thanks to the approval of its first Gender Equality Plan (GEP) in the framework of the Horizon 2020 SUPERA project, which also brought the inclusion of gender equality principles in the Regional Development Plan (the core document at regional level). Finally, the Flemish Managing Authority of the ESF (Belgium) developed an overall gender strategy and an action plan to ensure that gender equality is promoted through the ESF and the financed projects and among the staff of this institution too.

There were **28 participants in total**, six of which were also speakers and four of which gave introductory remarks before the sessions. The MLW involved representatives **from six Member States (the Czech Republic, Spain, Italy, Cyprus, Belgium and Malta)** and several regions, as well as the DG REGIO and the DG Research and Innovation of the European Commission, and the EIGE.

In terms of evaluation, the majority of respondents were positive about the contents of the workshop and the quality of the presentations and the discussions. They answered that the MLW helped them to get insight into the current state of discussion regarding gender mainstreaming in structural funds and countries experiences to support gender equality through these funds and other actions. Examples of what was taken away by the participants are that it gave them information about how to implement gender in research areas where gender is not that obvious, experiences in complementing funds or indicators of gender policies.

(xii) European Gender Equality Task Force (EGET) Meeting, Poland, 7 September 2021

The agenda of the EGET workshop in Poland was designed based on the prospective participants' needs gathered through an online survey conducted a few months before the event. Therefore, the content of the workshop, fine-tuned in the course of preparations with the EGET experts, met to a very large extent the Polish stakeholders' interests and

³ *Gender budgeting. Mainstreaming gender into the EU budget and macroeconomic policy framework*, European Institute for Gender Equality (2018).

expectations. Those concerned issues such as developing advocacy and commitment around gender equality, supporting gender-equal organisational culture and structural changes within the institutions, or conducting a scientific evaluation of proposals free from potential gender bias. **20 participants** from Polish RFOs and RPOs clearly expressed the need to exchange on practical solutions and experiences and therefore this aspect was highlighted in the EGET workshop, which was greatly appreciated.

Polish partner OPI also greatly appreciated that EGET experts engaged participants in open discussions, especially during the break-out sessions, and provided feedback with reference to specific Swedish/Norwegian examples, and also showed how constraints could be turned into opportunities regarding gender equality advancement at the institutional level. The narrative of using one's own mandate to try to advance gender equality was welcomed and could be explored in the future as well as the idea, strongly encouraged by EGET experts, to set up communities of practice on gender equality in R&I in Poland.

Bearing in mind the Horizon Europe context connected with the GEP eligibility criterion, the participants were particularly interested in the session devoted to GEP, but other sessions (on leadership and organisation as well as scientific evaluation and internal peer-review processes) were also very rich content-wise and opened up new possibilities of work on gender equality in the RFO and RPO contexts.

The general feedback was requested shortly after the event when the presentations from the workshop were sent. Out of a total number of 17 participants of the EGET workshop, we received 10 feedback responses, both written and oral. The participants appreciated the contents of the meeting tailored to their needs, inspiration is drawn from the break-out sessions, as well as good timing of the event. We also got positive feedback on the GEPs manual, prepared by OPI as part of the partner's participation in the GENDERACTION project and shortly introduced during the EGET workshop. We have signals that universities and scientific institutes use it to create their own GEPs (Warsaw School of Economics, Institute of Nuclear Physics Polish Academy of Sciences, Perspektywy Foundation, etc.). For future improvement, it was suggested by the Polish partner that specific feedback questions be sent to the organisers before the event. What is more, Zoom and other virtual meetings platforms allow organisers to conduct anonymous polls, so in the future, it is possible to get quicker feedback even at the end of the workshop (with higher response rates probably).

The virtual format worked quite well in spite of the constraints it poses on the workshop-like form of the meeting. Depending on the external circumstances, regular visits to the destination country could bring even more benefits due to the possibility of personal exchanges. The combination of plenary sessions with break-out rooms (it is worth considering using also some visual collaboration tools, like Miro and Mural) worked well and this is something that could be continued in the future EGET agendas.

(xiii) European Gender Equality Task Force (EGET) Meeting, Austria, 30 September 2021

The overall aim of the Austrian meeting was to bring key national stakeholders' up-to-date knowledge on (a) ERA GEPs requirement, (b) how to establish institutional change for gender equality in RFOs and RFOs, and (c) to bring together three different ministries enabling synergies in future work on GE in R&I in Austria.

Specific focus of the EGET workshop was to ensure necessary adaptations of existing policies or measures in order to support RPOs in developing a GEP which meets Horizon Europe

criteria. Workshop results also targets specific national context in terms of strengthening upcoming preparation of the next Austrian NAP.

The meeting was organised by the Austrian project partner BMBWF and brought together **15 participants** from three countries. The feedback was collected from 10 participants who highlighted several points as the most valuable inputs and learning on their part:

- Sharing of Swedish and Norwegian government approaches, best practices and practical examples
- Getting an overview on how different countries and organisations perceive their respective roles
- Understanding and discussing the context, concrete requirements and specific measures
- Exchange between the ministries responsible for research: common view that the development and implementation of the equality plans by higher education and research institutions must be designed in a coordinated and cooperative manner (e.g. in the next ERA period)
- A need to progress on gender action plans and to get a solid input and overview on the state of the art and on further action.

The participants appreciated the good organisation of the meeting, especially discussions in smaller groups. However, it was pointed out that the physical meeting would be of greater benefit. Also, it was suggested that questions for the discussions in smaller groups might be sent in advance.

7.3 Covering the Cost of the Mutual Learning Workshops

The cost for the organization of all MLWs was covered by WP4 budget, including the trainers' fees and travelling. Moreover, project funding was available for attendance at MLWs for all the project Associated Partners. Trainees and trainers were required to cover their travelling expenses which were then reimbursed. Trainees were required to sign a contract on reimbursement of travel expenditures and to abide by the guidelines specified by the coordinating organisation (ISAS) in order to qualify for reimbursement (including daily allowance, quotations for flights, etc.).

7. Evaluation of Objectives and Impact Reached

It is clear that Deliverable 4.2 “**Report on Best Practice Exchange and Mutual Learning Workshops**” reached the initial objectives of WP4, that is to support policy coordination by actively engaging national representatives from EU Member States and Associated Countries (H2020 National Contact Points - NCPs, civil servants, RPO and RFO representatives) through joint workshops, Mutual Learning Workshops, targeted trainings and other events. These activities would enable the participants to contribute effectively in the implementation of the gender equality priority of the national ERA Roadmap. The fulfilment of the objectives was facilitated through the activities undertaken in **Tasks 4.2.1 “Establishing a Common Information Archive”** and **4.2.2 “Mutual Learning Workshops”**.

A great deal of effort and IT support went into the development and uploading of material into the Information Archive. These included key documents such as European Research Area

(ERA) roadmaps from various member states, and policy briefs prepared through the project itself. As already mentioned, unfortunately the Archive did not prove to be as useful as initially envisaged and partners did not utilise this resource. The format and role of such archives may need to be readdressed in view of the fact that documents which could have been uploaded may be freely available, searchable and accessible using web-based browsers and search engines.

On the other hand, the MLWs proved to be a hugely successful task and deliverable. A high-level overview of the feedback received clearly indicates the importance of these MLWs in building new knowledge and understanding. Even if the COVID-19 pandemic had an impact on some of the MLWs, the participants found them particularly useful.

The MLWs delivered as workshops, one-to-one mentor/mentee training activities and on-line, proved to be a key aspect of the GENDERACTION project. It has been estimated that there were close to 300 participants from a number of different countries in these MLWs, not only from EU Member States but also in neighbouring countries, such as the Balkan and Baltic regions, as well as countries further afield through the international cooperation MLW in Malta. In all events, there was participation from relatively “less advanced” countries i.e. Bosnia & Herzegovina, Cyprus, Malta, Poland, Slovenia, Slovakia, Turkey.

The chosen topics / themes of the MLWs covered a broad spectrum indicating how gender is integral to every aspect of successful science.

Throughout the MLWs, it was evident that it was very important to persist in lobbying for gender equality. Policy documents, the input off stakeholders, clear communication lines, examples of good practice, benchmarking, identification of indicators are all key elements which will lead to positive results if a cohesive strategic approach is put in place. The inclusion of the necessity to have a Gender Equality Plan in place for all partners in consortium applying for Horizon Europe funds highlights the importance of making sure the message is heard and implemented.

The face-to-face MLWs, in particular, proved to be very successful and a key learning tool for mentors and mentees. The evaluation forms clearly showed the impact that these experiences had on their own home institutions. For example, one of the outputs by a mentee was that, following her visit and input back home, her institution’s gender equity officer has initiated a new forum for female researchers to help them advance their research and she would contribute with a session on creating a more inviting environment for female researchers in her university.

The evaluation forms from mentors and mentees reiterated the positive outcomes of these MLWs. The six-month evaluation form provided for the mentees showed that the outcomes were not only short-time but led to long-term changes. Such structural changes can only be undertaken if a hands-on approach is taken as these MLWs have done. An interesting aspect is that not only did the mentees learn from the mentors, but they also learnt from each other and the mentors also greatly enjoyed the experience since it provided feedback on their activities.

The feedback provided indicated the need to allow more time in the agendas for the participants to present their national and institutional initiatives on gender equality and diversity. Moreover, it showed that the knowledge gained by the participants in the MLWs were not only short term but also long term. The knowledge gained also led to the creation of projects to establish permanent structures such as centralised hubs for information in gender

equality in research. These would also offer the opportunity for collaboration between personnel at different institutions and much-needed information sharing at a national level. Learning about evidence-based practices, policies, and interventions was very important and this information was disseminated to policy makers.

The setting up of EGET also helped to synergise activities and work on key policy developments to ensure the long-term impact of GENDERACTION. There was also important interaction with related EU funded projects such as CASPER, which ensured that the results of the project were relevant across other projects as well.

8. Concluding Remarks

The overall objective of WP4 was to support policy coordination by actively engaging national representatives from EU Member States and Associated Countries (H2020 / Horizon Europe National Contact Points - NCPs, civil servants, RPO and RFO representatives) through MLWs, targeted trainings and other events, enabling them to contribute effectively in the implementation of the gender equality priority of the national ERA roadmap.

Based on experience gathered and the feedback received from participants, it is believed that the events were successful, and met the project's objectives and enhanced the participants' knowledge on gender equality.


The feedback provided clearly indicated the impact of such Workshops. Participants reported acting as multipliers and spreading the knowledge gained among their colleagues on their return to their workplace. The experience also greatly assisted in their work on various strategic documents and the implementation of topics and measures e.g. measures for work-life balance and those measures supporting universities in creating gender equality plans and making structural changes. The enriching experience was mutual even for the trainers.

An analysis of the hundreds of individual participations from over 30 countries indicates that GENDERACTION was successful in reaching out to a huge range of stakeholders, some of them not directly involved in the project from both experienced vs less experienced countries. The importance of the MLWs was reiterated by several of the participants in their reports. This was irrespective of whether they came from countries with established systems and gender equality in place as well as others who are still working on policies and supporting structures in this regard.

The face-to-face MLWs organised in the framework of WP4 before the travel restrictions placed by the COVID-19 pandemic, proved the importance of these mentoring sessions in facilitating new strategies of gender mainstreaming and passing on the examples of best practice in a contextualised scenario. Even if in the last months of the project, the only feasible solution was to resort to online fora and discussions, the feedback received from the participants was truly positive.

A. Mutual Learning Workshop Toolbox Templates

Form 1: MLW Application Form



**Mutual Learning Workshops
Application Form**

Section 2: Personal Details of Applicant

Name of applicant	
Organisation of applicant	
Address of organisation	
Contact email address of applicant	
Contact mobile number of applicant	

Introduction to the Application Form

Task 4.2.2 in GENDERACTION envisages minimising the gap between experienced and less experienced officially appointed national representatives, allowing them to benefit from networking and experience sharing and providing hands-on coaching based on specific needs. The Task provides opportunities for Mutual Learning Workshops (MLW) which will provide:

- coaching of less experienced national representatives on a one-to-one or group basis with more experienced national representatives;
- networking and knowledge sharing visits between national representatives regardless of experience and know-how;

Activities include twinning workshops for experienced and less experienced national representatives. Interested individuals are thus invited to apply for the MLW as described below.

Please make sure that all sections are filled in as requested since incomplete applications will be considered as ineligible.

The deadline is xxx November 2018.

GDPR Compliance Statement: It is to be noted that all data collected using this Form will be processed in accordance with EU GDPR regulations.

Section 1: MLW Details (to be filled by applicant)

Hosting organisation	
Host contact person	
Country, City	
Dates of MLW	

Section 3: Professional Details of Applicant

Description of Organisation, website link, and mandate (limit 200 words)	
Position in organisation and website of applicant (if available)	
Years in this position	
Responsibilities of applicant as related to GENDERACTION (limit 100 words)	
Description of professional experience in gender-related work (limit 100 words)	
Knowledge of languages (written/spoken)	

Section 4: Motivation of Applicant

Which training area(s) are you most interested in and why? What do you expect to gain from participating in the MLW? In what ways will the participation in the MLW assist you in your daily work? (limit 100 words) e.g. o policy design (gender equality plans, objectives, measures, monitoring) o implementing National Action Plans o evaluation of gender policies o monitoring of gender policies o increasing female participation in research o good practice to integrate gender dimension in R&I programmes	
Do you expect that participation in the MLW will assist you to implement or promote any policies, practices or structures in your country? If so, which? (limit 100 words)	

Section 5: Applicant Signature

If selected, I confirm that I will

- Abide by the GENDER ACTION coordinator's reimbursement rules for participation in this MLW
- Sign a Memorandum of Understanding with the host Institution and the GENDERACTION coordinator outlining my responsibilities arising from participation in the MLW
- Endeavour to apply knowledge gained through the MLW in my country
- Report and disseminate as requested by GENDER ACTION on the outcomes of participation in this MLW.


 Signature of Applicant

 Date

 Signature of Head of Applicant and Institution Stamp

 Date

Form 2: MLW Memorandum of Understanding



Work Package 4: Mutual Learning and Capacity Building

Task 4.2.2: Mutual Learning Workshops

MEMORANDUM OF UNDERSTANDING
Mutual Learning Workshop (MLW)

This memorandum of understanding is between

<trainer details – name, organisation, organisation address>, hereinafter referred to as the 'Trainer'

and

<trainee details – name, organisation, organisation address>, hereinafter referred to as the 'Trainee'

and

Dr Marcela Linková on behalf of the Institute of Sociology, Czech Academy of Sciences, as Project Coordinator of the GENERATION project, hereinafter referred to as the 'Coordinator'

1. Background

Task 4.2.2 in GENERATION envisages minimising the gap between experienced and less experienced officially appointed national representatives, allowing them to benefit from networking and experience sharing and providing hands-on coaching based on specific needs. A series of Mutual Learning Workshops (MLWs) are being organised to address this aim.

The Trainer has volunteered to host this MLW, which offer has been accepted by the GENERATION project team following due consideration of the competencies of the Trainer.

The Trainee has been selected by the GENERATION project team following a call for applications, and evaluation of all applications in accordance with the criteria specified in the MLW Guidelines.

2. Logistics and Funding

Project funding for attendance at MLWs is available from the GENERATION budget. The Trainee will be required to pay for their travel, accommodation and subsistence costs which will be

reimbursed after the completion of the activity. The Trainee will be required to sign a contract on reimbursement of travel expenditures and to abide by the guidelines specified by the Project Coordinator in order to qualify for reimbursement (including daily allowance, quotations for flights, etc.).

3. Responsibilities of the Trainer

The Trainer has the following key responsibilities:

3.1 MLW Programme

To prepare a Programme of activities over 2 - 3 days for the MLW, where possible taking into account the background and country context of the trainees.

3.2 Dissemination

To cooperate with the Project Coordinator in respect of dissemination requirements, including taking photographs during the workshop and contributing to a brief writeup for the GENERATION newsletter. (Kindly liaise with hana.temelkova@soc.cas.cz for more detailed requirements concerning publicity/communication during the MLW).

3.3 MLW Evaluation Report

Following the completion of the MLW, the trainer will be required to prepare a brief 1 – 2 page evaluation report as a mechanism for improving future workshops. The trainer is invited to make use of some of the following points when preparing the report:

- Did you find the mutual learning workshop useful for the trainees?
- Were your expectations met?
- Was the programme appropriate or could it have been improved in any way?
- Were there any logistical issues?
- What insights and learning did you draw from this experience?
- Where there any cultural or other country-specific issues to be considered when preparing the Programme?
- Do you have any recommendations for improving future workshops?

4. Responsibilities of the Trainee

The Trainee has the following key responsibilities:

4.1 MLW Programme

To submit the following to the Trainer 2 weeks prior to the MLW:

- a short bio including role and responsibilities
- goals in attending the MLW in terms of knowledge needs (what the Trainee wish to learn)
- information on the national status and setup in respect of the gender situation
- objectives / expected results

4.2 Dissemination

To cooperate with the Project Coordinator in respect of dissemination requirements, including taking photographs during the workshop and contributing to a brief writeup for the GENERATION newsletter. (Kindly liaise with hana.temelkova@soc.cas.cz for more detailed requirements concerning publicity/communication during the MLW).

4.3 Case-study

The Trainee should include a case-study or short assignment (2 pages) on implementation of some initiative observed during the training, in their own country. It is the intention that the case-study will be uploaded on the GENERATION website as a deliverable and will also serve to determine the impact of the MLWs.

4.4 MLW Evaluation Report

Following the completion of the MLW, the Trainee will be required to prepare a brief evaluation report as a mechanism of assessing the effectiveness and impact of the workshop and for improving future workshops.

The evaluation report will address the following points:

1) Evaluation of MLW:

- Did you find mutual learning workshop useful?
- Were your expectations met? Please elaborate in relation to your objectives.
- Did you have any requirements which were not met?
- Were there any logistical issues?
- Do you have any recommendations for improving workshops?

2) Application of learning

- What insights and learning did you draw from this experience and how relevant are these?
- Can you utilise your learning in your immediate daily work?
- Are there any particular policies, practices or structures which can be implemented in your country?
- What do you plan to implement?
- Are there any barriers you envisage to implementation?

4.5 6 month Implementation Review

The Trainee will be required to answer a brief questionnaire with a view to assessing the impact of the MLW 6 – 12 months after the MLW. This report will document the progress in implementation of the planned actions identified during the MLW, any issues relating to the implementation, etc.

5. Publicity

All documents and reports compiled in relation to the MLWs should be prepared on the understanding that they may be made public.

Signature of Trainer

Signature of Trainee


Signature of Project Coordinator

Date

Date

Date

FORM 3: MLW Contract

			
<p>Contract on the reimbursement of travel expenditures</p>			
<p>Contractual parties</p>			
<p>Institute of Sociology of the Academy of Sciences of the Czech Republic Represented by: RNDr. Tomáš Kostelecký, CSc., director Registered office: Jilská 361/1, 110 00 Prague 1 Identification No.: 683 78 025 Tax ID No.: CZ 683 78 025 Bank: Czech National Bank Account No.: 68823011/0710 (hereinafter the Inviting Party)</p>			
<p>and</p>			
<p>Expert / Invited party: Address: Bank: Account No.: IBAN: BIC/SWIFT: (hereinafter the Expert / Invited Party)</p>			
<p><u>Article I.</u></p>			
<p>Subject matter of the contract</p>			
<p>The subject matter of the contract is the reimbursement of travel costs (hereinafter "the costs") incurred by the Invited Party in relation to the participation in the GENDERACTION Mutual Learning Workshop with xxxx, organised on xxx in xxx (hereinafter "the event") within the framework of GENDERACTION reg. n. 741466 project, Work Package 4 (Mutual Learning and Capacity Building).</p>			
<p><u>Article II.</u></p>			
<p>Rules of reimbursement</p>			
<p>1. The Inviting Party undertakes to cover per diems up to the maximum amount EUR xxx in the ratio of time spent at the event. The per diems cover accommodation, meals, local transport within the place of the event and sundry expenses.</p> <p>2. The Expert / Invited party is entitled to arrange accommodation in a maximum 4-star hotel up to 60% of the per diems maximum amount per night including breakfast or 50% of the</p>			
<p>per diems maximum amount if a breakfast is not included. Meal allowances are covered up to 20% of the per diems maximum amount per day (breakfast, lunch, diner) in the ratio of necessary time spent at the event. Meal allowances shall be reduced by 25% if any of above mentioned meals are provided. Local transport will be refunded in an actual amount spent; taxi fares will be covered only in case of travel before 7 AM and after 10 PM. All costs must be supported by invoices and/or receipts. Alcoholic beverages shall not be refunded.</p>			
<p>3. The Invited Party / Expert shall make their own travel arrangements. The length of the stay shall cover only the time necessary for the participation in the event. The necessary length of the stay is considered as "n + 1" days, where "n" is equal to the number of days the event lasts. A length of more than n+1 days is subject to approval by the Inviting Party.</p>			
<p>4. The Invited Party / Expert shall be reimbursed for the actual travel costs based on an invoice. The economy class for airfare and 2nd class for train transport shall be eligible.</p>			
<p>5. The Invited Party / Expert undertakes to send the original receipts in question and a completed and signed Expense Claim Form no later than 10 (ten) days after the event. Should this deadline not be met, the Invited Party waives the coverage of costs.</p>			
<p>6. The Inviting Party shall remit the amount to the above-mentioned account of the Invited Party / Expert within 10 (ten) days after receiving any and all receipts, scanned and in hard copy, related to the event. All costs and allowances shall be remitted in Euros.</p>			
<p>7. Healthcare-related expenditures and insurance coverage are not included among the eligible expenditures covered.</p>			
<p>8. The Expert / Invited party claims that the costs related to this event are not covered by any other entity.</p>			
<p>9. The agreement shall be in force for a limited period of time until xxxx</p>			
<p>Place, date: _____</p>			
<p>_____</p> <p>The Expert / Invited Party</p>		<p>_____</p> <p>The Inviting Party</p>	

FORM A: Trainer MLW Evaluation Report



Work Package 4: Mutual Learning and Capacity Building

Task 4.2.2: Mutual Learning Workshops

Mutual Learning Workshops (MLWs) – FORM A: Evaluation Report by Trainer

It is important for Gender Action to have a feedback on the MLW in order to monitor the impact and also improve on successive MLWs. You are thus kindly invited to answer the questions below. They need not be detailed and you can answer in point form. Please return **within a week from the end of the MLW**.

Please note that all documents and reports compiled in relation to the MLWs should be prepared on the understanding that they may be made public.

On completion please return to jane.milford@un.edu.au, brian.worobytz@un.edu.au and marina.fucimanz@voc.edu.au

Thanking you for your co-operation and enjoy the MLW!

Jane and Brian.

MLW Details

Trainer details	
Hosting organisation	
Country, City	
Dates of MLW	
Trainer 1	
Trainer 2	

Trainee details	
Trainee 1	
Trainee 1 organisation	
Trainee 2	
Trainee 2 organisation	
Trainee 3	
Trainee 3 organisation	
Trainee 4	
Trainee 4 organisation	
Trainee 5	
Trainee 5 organisation	

1. Evaluation of MLW by Trainer

Kindly use the following points as guidance when preparing the report (max 500 words):

- Did you find the mutual learning workshop useful for the trainees?
- Were your expectations met?
- Was the programme appropriate or could it have been improved in any way?
- Were there any logistical issues?
- What insights and learning did you draw from this experience?
- Were there any cultural or other country-specific issues to be considered when preparing the Programme?
- Recommendations for improving future workshops

FORM B: Trainer MLW Dissemination



Work Package 4: Mutual Learning and Capacity Building

Task 4.2.2: Mutual Learning Workshops

**Mutual Learning Workshops (MLWs) –
FORM B: Trainer MLW dissemination**

It is important that the results of the MLW is disseminated and that the impact is dissemination. In this regards you are kindly requested to undertake the following actions after the end of the MLW. This will showcase what has been learnt during the workshop and overall experience.

Please note that all documents and reports compiled in relation to the MLWs should be prepared on the understanding that they may be made public.

On completion please return to janet.milford@um.edu.mt, brian.warrington@um.edu.mt and marlene.fuchsmanova@soc.cas.cz

Thanking you for your co-operation and enjoy the MLW!

Janet and Brian.

MLW Details

Trainer details	
Hosting organisation	
Country, City	
Dates of MLW	
Trainer 1	
Trainer 2	
Trainer details	
Trainee 1	
Trainee 1 organisation	
Trainee 2	
Trainee 2 organisation	

1. Dissemination (to be submitted within one week from end of the training)

- It is important to ensure dissemination of your experience. Please thus forward some photographs during the workshop and a brief writeup on your experience (500 words) for the GENDERACTION newsletter. Kindly liaise with hana.teng@rowsa@soc.cas.cz for more detailed requirements concerning publicity/communication during the MLW.

Name

Signature

Date

FORM C: Trainee MLW Evaluation Report



Work Package 4: Mutual Learning and Capacity Building
Task 4.2.2: Mutual Learning Workshops

**Mutual Learning Workshops (MLWs) –
FORM C: Evaluation Report by Trainee**

It is important for Gender Action to have a feedback on the MLW in order to monitor the impact and also improve on successive MLWs. You are thus kindly invited to answer the questions below. They need not be detailed and you can answer in point form. **Please return within a week from the end of the MLW.**

Please note that all documents and reports compiled in relation to the MLWs should be prepared on the understanding that they may be made public.

On completion please return to janet.mfwud@im.edu.et, brlan.werreteton@im.edu.et and martha.firminovs@im.edu.et

Thanking you for your co-operation and enjoy the MLW!

Janet and Brian.

MLW Details:

Your details	
Trainee 1	
Trainee 1 organisation	
Trainer details	
Hosting organisation	
Country, City	
Dates of MLW	
Trainer 1	

1

Kindly use the following points as guidance when preparing the report:

**1) Evaluation of MLW
(max 500 words)**

- Did you find mutual learning workshop useful?
- Were your expectations met? Please elaborate in relation to your objectives
- Did you have any requirements which were not met?
- Were there any logistical issues?
- Do you have any recommendations for improving workshops?

**2) Application of learning
(max 500 words)**


- What insights and learning did you draw from this experience and how relevant are they?
- Can you utilise your learning in your immediate daily work?
- Are there any particular policies, practices or structures which can be implemented in your country?
- What do you plan to implement?
- Are there any barriers you envisage to implementation?

Name

Signature

Date

FORM D: Trainee MLW dissemination and Case study



Work Package 4: Mutual Learning and Capacity Building
Task 4.2.2: Mutual Learning Workshops

1. Dissemination (to be submitted within one week from end of the training)

- It is important to ensure dissemination of your experience. Please thus forward some photographs during the workshop and a brief writeup on your experience (500 words) for the GENDERACTION newsletter. Kindly label with hana.tenjenkova@soc.cas.cz for more detailed requirements concerning publicity/communication during the MLW.

Mutual Learning Workshops (MLWs) – FORM D: Trainee MLW dissemination and Case study

It is important that the results of the MLW is disseminated and that the impact is dissemination. In this regards you are kindly requested to undertake the following actions after the end of the MLW. This will facilitate the trainee's commitment to endeavour to capitalise on what has been learnt during the workshop and apply the gained expertise/competence in their home country.

Please note that all documents and reports compiled in relation to the MLWs should be prepared on the understanding that they may be made public.

On completion please return to janet.mifsud@um.edu.mt, brian.warrington@um.edu.mt and martina.fucimantova@soc.cas.cz.
Thanking you for your co-operation and enjoy the MLW!

Janet and Brian.

MLW Details

Your details	
Trainee 1	
Trainee 1 organisation	
Trainer details	
Hosting organisation	
Country, City	
Dates of MLW	
Trainer 1	

2. Case-study (to be submitted within one week from end of the training)

- In order to ensure concrete outcomes from the MLW please think of a case-study or short assignment (2 pages) on implementation of some initiative observed during the training, in your own country. (These case studies will then be uploaded on the GENDERACTION website as a deliverable and also to determine impact of these MLWs).

3. Implementation Review (to be submitted within 6 months from end of the training)

- Please note that we will contact you again in 6 months time since you will be also required to answer a brief questionnaire with a view to assessing the impact of the MLW 6 – 12 months after the MLW. This report will document the progress in implementation of the planned actions identified during the MLW, any issues, etc.

Name


Signature

Date

1

2

FORM E: Trainee Follow-up Report



Work Package 4: Mutual Learning and Capacity Building
Task 4.2.2: Mutual Learning Workshops

1. Implementation Review (500 words in total)

- Overall, do you find the MLW useful for your work within your expert area? In which concrete ways has it been helpful in the everyday execution of your work duties?
- Please provide an overview of how your MLW initiated the implementation of some initiative observed during the training in your own country.
- Please assess the negotiation of the implementation of the initiative at your institution.
- Provide a SWOT analysis of this newly implemented initiative, i.e. strengths, opportunities, threats, weaknesses.
- Please make suggestions of what could have made the implementation of the initiative more successful.
- Any other comments?

Mutual Learning Workshops (MLWs) – FORM E: Trainee MLW follow up report

As you are aware, in order to ensure concrete outcomes from the MLW you were asked to think of a case-study or short assignment (on implementation of an initiative observed during the MLW, in your own country). These case studies will then be uploaded on the GENDERACTION website to determine impact of these MLWs. At this stage we are asking for an **Implementation Review** (to be submitted within 6 months from the end of the MLW) to assess the impact of the MLW six months after the MLW. This report should document the progress in implementation of the planned actions identified during the MLW, any issues, etc.

Please note that all documents and reports compiled in relation to the MLW should be prepared on the understanding that they may be made public.

On completion please return to janet.mifsud@um.edu.mt, brian.warrington@um.edu.mt and martina.fucimantova@soc.cas.cz.
Thank you for your cooperation!

Janet and Brian.

MLW Details

Your details	
Trainee 1	
Trainee 1 organisation	
Trainer details	
Hosting organisation	
Country, City	
Dates of MLW	
Trainer 1	


Name

Signature

Date

1

MLW Expense Claim Form

						
EXPENSE CLAIM FORM GENDERACTION reg.n. 741466						
GENERAL INFORMATION						
NAME:			PURPOSE OF MEETING: Mutual Learning Workshop			
ADDRESS :			DATE OF MEETING:			
EMAIL:			CITY, COUNTRY:			
IBAN:			PER DIEMS RATE (EUR):			
SWIFT/BIC:						
TRAVEL EXPENSES						
DATE	TYPE OF TRANSPORT (plane, train, bus..)	DEPARTURE TIME	FROM	TO	COST	CURRENCY
TOTAL					-	
ACCOMMODATION EXPENSES						
FROM	TO	COST			CURRENCY	
TOTAL					-	
MEAL ALLOWANCES						
DATE	BREAKFAST INCLUDED (Y, N)	LUNCH PROVIDED (Y, N)	DINER PROVIDED (Y,N)	COST	CURRENCY	
TOTAL					-	
TOTAL AMOUNT					-	
OFFICIAL STATEMENT:						
I hereby confirm that:						
1. The above declared information is correct.						
2. None of the expenses declared above have been paid from another source.						
Date:			Signature:			
Checked:						
.....						
Accounting Officer ISAS						

Reimbursement of Expenses Form



MANUAL FOR THE REIMBURSEMENT OF EXPENSES
GENDERACTION, reg. n. 741466

The Inviting Party undertakes to cover per diems based on the framework of EC-funded external aid contracts and in case of missions requiring an overnight stay away from the base of operations up to the maximum amount of EUR detailed hereunder specified by destination, in the ratio of time spent at the event.

The per diems cover accommodation, meals, local transport within the place of the event and sundry expenses.

Accommodation

The Expert / Invited party is entitled to arrange accommodation in a maximum 4-star hotel up to 60% of the per diems maximum amount per night including breakfast or 50% of the per diems maximum amount if a breakfast is not included. (Supporting documentation needed: hotel invoices, receipts.)

Meal allowances

Meal allowances are covered up to 20% of the per diems maximum amount per day (breakfast, lunch, dinner) in the ratio of necessary time spent at the event. Meal allowances shall be reduced by 25% per each meal provided. Alcoholic beverages shall not be refunded. (Supporting documentation needed: hotel invoice indicating whether or not breakfast was provided, completed Expense Claim Form declaring whether any meal was provided.)

Travel expenses

The Invited Party / Expert shall make their own travel arrangements. The length of the stay shall cover only the time necessary for the participation in the event. The



number of days the event lasts. A length of more than n+1 days is subject to approval by the Inviting Party.

The Invited Party / Expert shall be reimbursed for the actual travel costs based on an invoice. The economy class for airfare and 2nd class for train transport shall be eligible. Local transport will be refunded in an actual amount spent; taxi fares will be covered only in case of travel before 7 AM and after 10 PM. (Supporting documentation needed: airline/travel agent invoices/receipts, train tickets, bus tickets, taxi receipts.)

Healthcare and insurance

Healthcare-related expenditures and insurance coverage are not included among the eligible expenditures covered.

Foreign Currency Transactions

All costs and allowances shall be remitted in Euro even if they are reported in a foreign currency. The conversion to Euro will be done in compliance with the relevant internal directive of the Inviting Party.

Duties of the Invited Party / Expert

The Invited Party / Expert undertakes to send the original receipts in question and the completed and signed Expense Claim Form no later than 10 (ten) days after the event. Should this deadline not be met, the Invited Party / Expert waives the coverage of costs. The Invited Party / Expert confirms in the Expense Claim Form that the costs related to the participation in the event are not covered by any other entity.

Duties of the Inviting Party

The Inviting Party shall remit the amount to the above-mentioned account of the Invited Party within 10 (ten) days after receiving any and all receipts, scanned and in hard copy, related to the event and completed and signed the Expense Claim Form.

B. Mutual Learning Workshops: Agendas and Photos

(i) MLW on ERA Priority 4 within NAPs, Vienna, 7-8 February 2018

Agenda



Invitation

**1st Mutual Learning Workshop
on ERA Priority 4 within NAPs**

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 741485.

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.

GENDER ACTION

SCHEDULE

Wednesday, 7 February 2018 | 1st day

13:00 – 13:30	Welcomes and Opening Marcela LINKOVA, Project Coordinator Institute of Sociology, Academy of Sciences CZ Iric RAUSKALA, Director General IMBMC - HR, Budget & Grants Services, Science & Research Portfolio, Gender & Diversity Management, Science Communication, Student Services
13:30 – 13:50	Introduction of participants
13:50 – 14:00	GENDERACTION: Project Overview Marcela LINKOVA
14:00 – 14:30	Coordination of ERA in Austria and Europe Christian NACZINSKY BMBWF, Co-Chief of ERAC, Head of Department for EU and OECD Research Policy
14:30 – 15:00	Ad hoc questions and discussion
15:00 – 15:30	— Coffee break —
15:30 – 16:00	Presentation of the results of the survey (National ERA Roadmap) Angela WROBLEWSKI Institute for Advanced Studies, Vienna
16:00 – 16:15	Ad hoc questions and discussion
16:15 – 17:30	Work in subgroups on criteria for good practice with regard to NAPs and measures
17:30 – 18:00	Summary of the results and preview of the next day
19:30	Working dinner

GENDER ACTION

SCHEDULE

Thursday, 8 February 2018 | 2nd day

9:00 – 9:30	Summary and application of the criteria
9:30 – 10:30	Subgroups (thematic clusters #1) <ul style="list-style-type: none"> • Subgroup 1: Increasing number of female professors • Subgroup 2: Performance Contracts • Subgroup 3: Monitoring
10:30 – 10:50	Discussion in plenary
10:50 – 11:30	— Coffee break —
11:30 – 12:30	Subgroups (thematic clusters #2) <ul style="list-style-type: none"> • Subgroup 1: Gender in research content • Subgroup 2: Gender Equality Plans • Subgroup 3: Evidence based policy development
12:30 – 13:00	Discussion in plenary
13:00 – 14:00	Further steps

GENDER ACTION

EVENT

1st Mutual Learning Workshop

Date: 7 and 8 February 2018
Time: 7 February 2018: 13:00 – 18:00
 8 February 2018: 9:00 – 14:00
Venue: Event rooms of the Federal Ministry of Education, Science and Research
 Freyung 3, 2nd Floor, 1010 Vienna

Please register online at <http://genderaction.eu/event/1st-mlw-vienna/> before 26 January 2018.

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 ACTION

GENDER equality in the ERA Community To Innovate policy implementation Coordination and Support Action

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
- Project Management Agency (PT) at the German Aerospace Centre, 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.

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.

Photos



(ii) MLW Hannover, 10-12 December 2018

Agenda

Dr Barbara Hartung

Hanover, 30 Nov 2018

Ministry of Science and Culture, Lower Saxony

Head of Division:

Natural Sciences, Research Ethics, Gender Equality

Leibnizufer 9

30169 Hanover

++49 511 120 2524

++49 1521041640

Gender Action – Mutual Learning

Program Dec 10-12, 2018

Monday, Dec 10

10:00 Introduction: Information about

- Science System Germany/Lower Saxony (LS)
- legal framework (especially Gender equality)
- Structure/working methods Ministry
- research politics; especially gender research

12:30 Lunch

14:30 Talk with the manager of the network of gender research institutions in LS

16:00 Visit of the gender research centre "Music and Gender" at University of Music and Theatre; talk with the President (= spokeswoman for the Gender research association in LS)

Tuesday, Dec 11

09:00 meeting with the governing board of the conference of gender equality officer at universities in LS (discussion of strategy for 2019)

12:30 Lunch

14:00 weekly meeting of head of units with head of department

15:30 questions and answers

Wednesday, Dec 12

09:30 weekly meeting with colleagues of unit

11:30 Visit of Leibniz University Hanover; talk with President + Gender equality Officer

12:30 Lunch

15:00 Visit of Leibniz Centre for Science and Technology

Photos



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

Agenda



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 741466.

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ABSTRACT



Aim of the workshop is that participants become familiar with the concept of monitoring and its relevance for policy development and implementation (improvement of policies, efficient use of resources). We will approach monitoring of NAP implementation from different levels – EU/ERAC, national level, programme level – and will present different approaches for each level (comprehensive versus simplistic approaches). For each level existing indicators to monitor NAP implementation as well as relevant data sources (e.g. ERA progress report, the figures, and national monitoring information) will be presented. Participants will discuss in small groups the explanatory power of concrete indicators, their relevance to measuring progress towards gender equality and will identify gaps. Furthermore, participants will discuss possibilities for using indicators as steering instruments as well as possibilities for linking the different levels of monitoring in order to strengthen national gender equality policies. Result of the mutual learning exercise will be an agreed set of indicators to monitor progress in NAP implementation.

SCHEDULE

Thursday, 7 March 2019 | 1st day

14:00 – 14:30	<p>Welcome and Opening</p> <p>Marcela 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><small>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.</small></p>
15:30 – 15:45	— Coffee break —
15:45 – 16:45	<p>Presentation of National Monitoring Systems</p> <p><small>Experiences from Norway (Heidi Hov Zachariassen, Committee for gender balance and diversity in research, Hf/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	Ad hoc questions and discussion
17:00 – 17:30	Summary of the results and preview of the next day
19:30	Working dinner

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><small>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.</small></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	Discussion in plenary
12:30	<p>Definition of further steps</p> <p>End of Mutual Learning Workshop (Lunch)</p>

Moderation: Helga Posset, BMBWF

EVENT DETAILS

GENDER
ACTION2nd *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-miw/> 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
ACTION

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://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



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(iv) Capacity Building MLW in Austria, 10 October 2019**Evaluation form**
Work Package 4: Mutual Learning and Capacity Building
Task 4.2.2: Mutual Learning Workshops

Mutual Learning Workshops (MLWs) – FORM A: Evaluation Report by Trainer

It is important for Gender Action to have a feedback on the MLW in order to monitor the impact and also improve on successive MLWs. You are thus kindly invited to answer the questions below. They need not be detailed and you can answer in point form. **Please return within a week from the end of the MLW.**

Please note that all documents and reports compiled in relation to the MLWs should be prepared on the understanding that they may be made public.

On completion please return to janet.mifsud@um.edu.mt, brian.warrington@um.edu.mt and martina.fucimanova@soc.cas.cz

Thanking you for your co-operation and enjoy the MLW!

Janet and Brian.

MLW Details

Trainer details	
Hosting organisation	Federal Ministry of Education, Science and Research
Country, City	Austria, Vienna
Dates of MLW	09.-10. October 2019
Trainer 1	Roberta Schaller-Steidl Federal Ministry of Education, Science and Research (Head of Department Gender Equality and Diversity Management)
Trainer 2	Roswitha Tschenett Federal Ministry of Education, Science and Research (Equality and Diversity Management in Education)
Trainer 3	Maria Keplinger, Helga Posset, Anna Wöckinger Federal Ministry of Education, Science and Research (Experts for expertise on university development and coordination and networking activities in the field of university research)

Trainer 4	Brigitte Ratzer Technical University Vienna (Genderdimension in research)
Trainer 5	Kerstin Tiefenbacher University of Vienna (Unit Gender Equality and Diversity gender policies, monitoring)
Trainer 6	Angela Wroblewski Institute for Advanced Studies (Genderaction, Monitoring)
Trainer 7	Susanne Meissner-Dragosits Research Promotion Agency FFG (National Contact Point Secure Societies and Expert for Innovation in SMEs)

Trainee details	
Trainee 1	Tjaša Beričič
Trainee 1 organisation	Slovenian Ministry of Education, Science and Sport

1. Evaluation of MLW by Trainer

Kindly use the following points as guidance when preparing the report (max 500 words):

- Did you find the mutual learning workshop useful for the trainees?
- Were your expectations met?
- Was the programme appropriate or could it have been improved in any way?
- Were there any logistical issues?
- What insights and learning did you draw from this experience?
- Where there any cultural or other country-specific issues to be considered when preparing the Programme?
- Recommendations for improving future workshops

The trainee clearly communicated his wishes and aims for the stay in advance. That helped to tailor the programme exactly to that. The focus was on a content-related exchange with the department on Gender and Diversity Management within the Austrian Ministry, but also with various experts and stakeholders. In order to get the broadest possible insight into the work of the department, it was necessary to create a very comprehensive programme in a short time. For this, it was necessary to visit other institutions as well. Due to the institutions' spatial proximity, it was able to be managed in a good way. Nevertheless, due to the limited time, the programme was very demanding. The interest in a bilateral exchange was very high from the trainee's point of view but also from the Austrian representatives of the participating universities and research institutions' viewpoint. In this context, the following main challenge needs to be addressed: dealing with differences regarding the structural anchoring of the topic in the respective ministries and research organizations as well as the resources available for dealing with the task of gender equality. Here, the Austrian trainers were challenged to suggest suitable, application-oriented next steps and to contribute in an advisory capacity. In this respect, both sides were actively involved in different roles and benefited on different levels from this exchange.

It remains to be said that workshops and programs of this kind (individual and intimate) are extremely beneficial for intensive learning from each other. In addition, the personal encounter creates long-term added value in the collaboration.

ROBERTA SCHALLER-PEJOL  2.06.2021


Name

Signature

Date


(v) MLW Gender in International Cooperation in STI, Malta, 7-8 November 2019

Agenda



Invitation to a Mutual Learning Workshop

WORKSHOP INFORMATION



Gender in international cooperation in Science, Technology and Innovation

as part of the Horizon 2020 project GENDERACTION

Date: 7 and 8 November 2019
Time: 7 March 2019: 09:00 – 17:00
 8 March 2019: 09:00 – 17:00
Venue: the Valletta Campus at the Old University Building
 St Paul's Street, Valetta, Malta

Workshop background

- This Mutual Learning Workshop is organized within the framework of the Horizon 2020 GENDERACTION Work Package 4 Mutual learning and capacity building and Work Package 6 Gender in international cooperation in STI.
- The integration of gender perspective in dialogues with third countries in the area of STI is addressed in 2015 Council Conclusions on Advancing Gender Equality in the European Research Area. A subsequent survey carried out among governmental civil servants and representatives of funding agencies in 2017 in EU Member States showed that the gender perspective is rarely integrated in international agreements and funding programmes between the EU and non-EU countries. Furthermore, the representatives surveyed did not give high relevance to the issue.
- To advance the issue, GENDERACTION decided to map what are the major gender-related concerns in STI in the non-EU countries and regions with a view to developing recommendations for the European Commission and EU Member States.

Objectives of the workshop

- Establish contacts and network on gender equality in STI globally
- Present and build upon the results of the questionnaire survey carried out among representatives of women / gender in research organizations in third countries in summer 2019
- Share further experience on topics identified in the survey and examples of good practices
- Identify barriers to greater involvement of women researchers from third countries in international cooperation in STI
- Develop recommendations for actions on gender and international cooperation in Horizon Europe

Expected outcomes

- Recommendations to the European Commission and Member States on gender in cooperation with third countries in Horizon Europe

Workshop participants

- Representatives of gender / women in science networks in third countries
- GENDERACTION consortium members
- Members of the GENDERACTION Advisory Board on International Cooperation in STI
- Civil servants from third countries responsible for gender equality in research and/or international cooperation in research
- European Commission
- UNESCO

SCHEDULE

Thursday, 7 November 2019 | Day 1

09:00	Registration and coffee
09:30	Welcome and opening <i>Prof Janet Mifsud, University of Malta</i>
	Introduction to GENDERACTION and the workshop <i>Maroela Linkova, Institute of Sociology, Czech Academy of Sciences</i>
09:40	Tour the table
10:40	Presentation of the questionnaire results <i>Averil Huek, Institute of Sociology, Czech Academy of Sciences</i> Questions and answers
11:30	Coffee / tea
12:00	Research careers of women
13:30	Lunch
14:30	Access to funding and international networks
16:00	Coffee / tea
16:30	Recommendations arising from Day 1 discussions
17:00	Close of Day 1
19:30	Working and networking dinner

SCHEDULE

Friday, 8 November 2019 | Day 2

09:00	Introduction to Day 2
09:10	Gender in research content and Sustainable Developmental Goals <i>Introductory lecture</i> Tbc <i>Discussion</i>
10:30	Coffee / tea
11:00	Gender in research content and Sustainable Developmental Goals (cont.)
12:30	Lunch
13:30	Gender and intersectionality, indigenous knowledge systems and global inequalities <i>Introductory lecture</i> Tbc <i>Discussion</i>
15:00	Coffee / tea
15:30	Gender and intersectionality, indigenous knowledge systems and global inequalities (cont.)
16:30	Recommendations arising from Day 2 discussions Next steps
17:00	Close of Day 2

Photos



(vi) MLW for more Advanced Countries in Gender Equality in R&I, Norway, 7-8 November 2019

Agenda


 <p>Committee for Gender Balance and Diversity in Research</p>	
<p>Mutual Learning Workshop November 7th</p>	
<p>9.00 10.00 11.00 12.00 13.00</p>  <p>and Professor</p>	 <p>for adviser</p>
<p>13.00 16.00 18.00</p> 	
<p>9.00 11.00</p>	

D 4.2 BEST PRACTICE EXCHANGE AND MUTUAL LEARNING WORKSHOPS




(vii) MLW, “Communicating gender equality policy in Research and Innovation effectively”, Prague, 18-19 February 2020.

Agenda



Invitation to a Training and Mutual Learning Workshop

BACKGROUND INFORMATION



Communicating gender equality policy in R&I and creating impact


as part of the Horizon 2020 project **GENDERACTION**

Date: 18 and 19 February 2020


Time: 18 February 2020: 09:00 – 17:00
19 February 2020: 09:00 – 16:00

Venue: Academic Conference Centre, Husova 4a, Prague 1, Czech Republic (alternative entry through the Institute of Sociology of the Czech Academy of Sciences, Jilská 1, Prague 1)

SCHEDULE



REGISTRATION & CONTACT



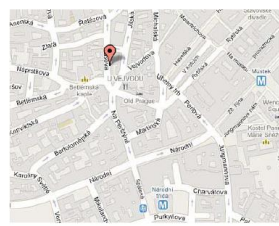
Wednesday, 19 February 2020 | Day 2

09:00	Introduction to Day 2 objectives, methodology and expected outcomes <small>Marcela Linkova & Hana Tenglerova, Institute of Sociology, Czech Academy of Sciences</small>
09:15	GENDERACTION training programme: Introduction, objectives, working method and overview of topics to be addressed by the Gender Equality Task Force <small>Trainers: Fredrik Bondestam, Swedish Secretariat for Gender Research Linda Marie Rustad, Director of Kilden genderresearch.no</small>
10:00	Tour de table: introductions of GENDERATION and national impact plans <small>Participants will briefly introduce the topics and target groups on which they wish to focus the Impact Plan and indicate their interest in working with the GE task force.</small>
10:30	Coffee / tea
11:00	Individual work: development of Impact plans <small>Participants will work individually to develop their draft Impact Plan using the template provided. Those interested in working with the GETF will use this time to exchange with GETF trainers.</small>
12:30	Lunch
13:30	Thematic group work <small>Participants will discuss and share in small, thematically clustered groups, to further develop their plans and share insights.</small> <small>Trainers: Fredrik Bondestam, Swedish Secretariat for Gender Research Linda Marie Rustad, Director of Kilden genderresearch.no</small>
15:00	Tour de table: Reports back to the whole group and next steps
15:30	Wrap up and consortium next steps
16:00	Close of Day 2 and departure

Communicating gender equality policy in research and innovation effectively
Training and Mutual Learning Workshop

REGISTRATION
Please register online at <https://forms.gle/fLjInEBD65vpQeZUR8> before 24 January 2020.
When you register, you will be asked to answer a few questions to facilitate the preparation of the workshop. After the registration you will be provided with the Impact Plan template. Participants will be expected to send to the Coordinator their finalized Impact Plans by 15 March 2020.
Additional Practical information will be provided at a later stage to the registered participants.

CONTACT
Local organization contact: Averil Huck, averil.huck@soc.cas.cz
Coordinator contact: Marcela Linkova, info@genderaction.eu, cell phone: +420 604 239 802
Please do not hesitate to contact us if you have any special needs regarding your participation.




Photos



(viii) MLW on “Gender Equality in R&I and International Policy for the Danube and Balkan Region”, Belgrade, 10-11 March 2020

Agenda



Invitation to a Training & Mutual Learning Workshop


Gender equality in research and innovation national and international policy for the Danube region and Balkan region

as part of the Horizon 2020 project GENDERACTION

Date: 10 and 11 March 2020
Time: 10 March 2020: 10:00 – 17:30
 11 March 2020: 09:00 – 16:00
Venue: University of Belgrade, Belgrade, Serbia
Registration: Please register online by 31 January 2020:
Registration form is available at <https://forms.gle/zAD5FGwH4oKJPFEB8>

Reimbursement of travel and accommodation costs for participants is available on request.

SCHEDULE



Tuesday 10 March 2020

10:00 – 12:00 Pre-meeting

Official programme

13:30 Welcome

Ivanka Popovic, Rector, University of Belgrade

14:00 Introduction to GENDERACTION and event objectives

Marcela Linkova, GENDERACTION coordinator and ERAC chair of the Standing Working Group on Gender in Research and Innovation, Institute of Sociology of the Czech Academy of Sciences, Czech Republic

14:15 Gender equality in European Research Area

Marcela Linkova, GENDERACTION coordinator

Q&A

15:00 Coffee / tea break

15:30 Gender equality policy in R&I in Danube region countries

- Myrvete Badivuku-Pantina, University of Prishtina "Hasan Prishtina", Kosovo
- Nataliia Honcharuk, Ministry of Education and Science of Ukraine, Ukraine
- Milica Miracic, University of Belgrade-Rectorate, Serbia
- Branka Savic, Ministry for Scientific and Technological Development, Higher Education and Society Information, Republic of Spotska, Bosnia and Herzegovina
- Doimila Ulmici, National Agency for Research and Development, Republic of Moldova

17:00 Discussion of obstacles and opportunities for promoting gender equality in R&I


17:30 End of Day 1

19:00 Working dinner (Restaurant Canuzo)

Issues to be covered: Exchange on the future of gender equality policy in the Danube region, exchange on gender equality issues in partnerships and international cooperation, potential future cooperation.

* This designation is without prejudice to the status and in line with UN Security Council Resolution 1244 and the opinion of International Court of Justice on the Kosovo Declaration of Independence.

SCHEDULE



Wednesday 11 March 2020

9:00 Introduction to the MLW and MLW topics

Marcela Linkova, GENDERACTION coordinator

9:15 Mutual learning topic 1: How has the EU policy on gender equality in R&I influenced your national policy making process at national level?

Work in small groups

Participants will discuss in small groups the ways in which EU policy on gender equality broadly and gender equality in R&I has affected the policy making processes at national level (positive influence for policy development, no influence – independent development of priorities and policies, negative influence).

10:15 Report from groups

10:30 Coffee / tea

11:00 Mutual learning topic 2: Monitoring and evaluation of gender equality policies / gender equality plans in R&I

Good practices for monitoring and evaluating gender equality policies / gender equality plans in R&I

National presentations

- Merita Berisha, University of Prishtina "Hasan Prishtina", Kosovo
- Colla Czapo, Ulm University of Applied Sciences, Germany
- Mirela Tase, Aleksander Moisiu University, Albania

Work in small groups

12:00 Report from groups

12:15 Lunch

13:00 Mutual learning topic 3: How has the national policy on gender equality in R&I influenced international cooperation in STI? Is gender included in international cooperation agreements and support programmes in your country?

GENDERACTION survey and recommendations

Averil Huck, Institute of Sociology of the Czech Academy of Sciences, Czech Republic

* This designation is without prejudice to the status and in line with UN Security Council Resolution 1244 and the opinion of International Court of Justice on the Kosovo Declaration of Independence.

National presentations

- Rosana-Stefania Bobonuta, Steinbeis-Transferzentrum Ost-West-Kooperation, Germany
- Mirela Tase, Aleksander Moisiu University, Albania

14:30 Report from groups

14:45 Final remarks

15:00 Informal networking session


16:30 End of Day 2

Photos



(ix) On-line MLW on Monitoring ERA Priority 4, 23-24 November 2020

Agenda




Program


3rd Mutual Learning Workshop on Monitoring ERA Priority 4

as part of the H2020 project GENDERACTION

ABSTRACT



Austrian Federal Ministry of Education, Science and Research




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

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The aim of the workshop is to discuss lessons learned from the implementation ERA Roadmap's priority 4 from the perspective of the monitoring as well as from Member States' perspective. Results of this reflection may provide a basis for future gender equality policies in R&I and an input for the design of steering instruments for the new ERA.

However, as discussions about the governance and steering instruments for the next ERA period are still ongoing the workshop will support stakeholders involved in gender equality policies in preparing for the next ERA period. It has been already announced that Horizon Europe will put emphasis on Gender Equality Plans (GEPs) for Research Performing Organisations (RPOs) applying for funding. Hence, experiences of countries which have already implemented compulsory GEPs will be presented and discussed. The discussion will focus on the question: How Member States may support RPOs in developing GEPs? Which criteria for GEPs should be applied? How to develop related processes or structures at national level?

SCHEDULE



Monday, 23 November 2020 | 1st day

9:00 – 9:20	<p>Welcome and Opening</p> <p>Marcela LINKOVA, Project Coordinator <small>Institute of Sociology of the Czech Academy of Sciences</small></p> <p>Iris RAUSKALA, Director General <small>BMWFW, Presidential Section Digitization, Gender equality & Diversity Management</small></p>
9:20 – 10:20	<p>Setting the Scene: New ERA</p> <p>Mina STAREVA <small>Head of the Gender Sector in DG Research and Innovation, European Commission</small></p> <p>Martin SCHMID <small>BMWFW, ERAC-Delegation Leader, Head of Sector, Department for EU & OECD Research Policy</small></p> <p><small>The presentations will focus on the current state of discussion regarding widening participation and strengthening ERA as well as on the challenges for ERA delegates</small></p>
10:20 – 10:30	<p>--- Break ---</p>
10:30 – 11:00	<p>Lessons learned from implementation ERA Roadmap 2016-2020 (priority 4)</p> <p>Angela WROBLEWSKI <small>Institute for Advanced Studies, Vienna</small></p>
11:00 – 11:45	<p>Group discussion “Lessons learned from the national perspective”</p> <p><small>We will discuss in small groups experiences with development and implementation of the National Action Plans 2016 – 2020: What worked? Which relevant changes took place in R&I regarding gender equality? Which structures or results should sustain? Each working group will have a facilitator who will summarise the main results.</small></p>
11:45 – 12:15	<p>Report by facilitators & plenary discussion</p>
12:15 – 12:30	<p>Summary of results</p>
12:30	<p>End of 1st day</p>

EVENT DETAILS

GENDER
ACTION

SCHEDULE

GENDER
ACTION3rd *Mutual Learning* Workshop

Date: 23 and 24 November 2020

Time: 9.00 to 12.30

Link for the event

Meeting-URL:
<https://bmbwf-video.zoom.us/j/98682922437?pwd=VlJlQzVvY0lQT01teHEyOG5CY2N3QT09>

Meeting-ID: 986 8292 2437
 Kenncode: 856733

Local organization contact:

Raffaella Ebersteiner Raffaella.Ebersteiner@bmbwf.gv.at
 Coordinator contact: info@genderaction.eu

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

I acknowledge that the video conferencing solution Zoom.us. will be used for this conference. For participating in this online-communication only a freely selectable name is required. If you ask a question by chat or microphone (audio connection) or activate your webcam, it is visible for all who participate. Confidential inquiries or inquiries containing personal data of third persons therefore should be discussed by phone or should be sent via e-mail.

I consent that during the conference, plenary sessions may be recorded and photo screenshots taken. I acknowledge that recordings may include all or parts of "chat" transcripts and that content may be used in an anonymised form for event documentation. I have been further informed that using my real name and enabling my camera and microphone during the conference is always optional in order to secure privacy and data.

Tuesday, 24 November 2020 | 2nd day

9:00 – 9:10	Summary and aim of the second day
9:10 – 9:30	What can national authorities do to support the implementation of GEPs? Marcela LINKOVA <small>Institute of Sociology of the Czech Academy of Sciences</small>
9:30 – 10:20	Experiences with compulsory GEPs Experiences from Ireland (Ross Woods, Centre of Excellence for Gender Equality at Higher Education Authority) Experiences from Spain (Zulema Altamirano Argudo, Women and Science Unit at the Spanish National Research Council (CSIC)) Experiences from Austria (Robertta Schaller-Steidl, BMBWF, Gender Equality and Diversity Management)
10:20 – 10:30	--- Break ---
10:30 – 11:30	Group discussion "Preconditions and support for compulsory GEPs at national level" <small>We will discuss in small groups how to support the development of GEPs at national level. Which preconditions have to be met? How supporting structures could look like?</small>
11:30 – 12:30	Report by facilitators, plenary discussion & formulation of recommendations
12:30	End of Mutual Learning Workshop

Moderation: Helga Posset, AT Ministry of Science, Research and Education
Moderation group discussions: Victoria Englmaier, Institute for Advanced Studies
 Michaela Gindl, Danube University Krems
 Brigitte Ratzer, Technical University Vienna
 Angela Wroblewski, Institute for Advanced Studies

GENDER
ACTIONGENDER equality in the ERA Community To Innovate policy implementation
Coordination and Support Action

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://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 and Innovation 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 Science and Innovation, ES
- University of Luxembourg, LU
- The Malta Council for Science and Technology, Ministry of Finance, MT
- Ministry of Education, Science and Sport, SI
- Matej Bel University in Banská Bystrica, SK
- Europrojekt Centar, BA
- The Scientific and Technological Research Council of Turkey, TR
- University of Malta, MT

Associate partners

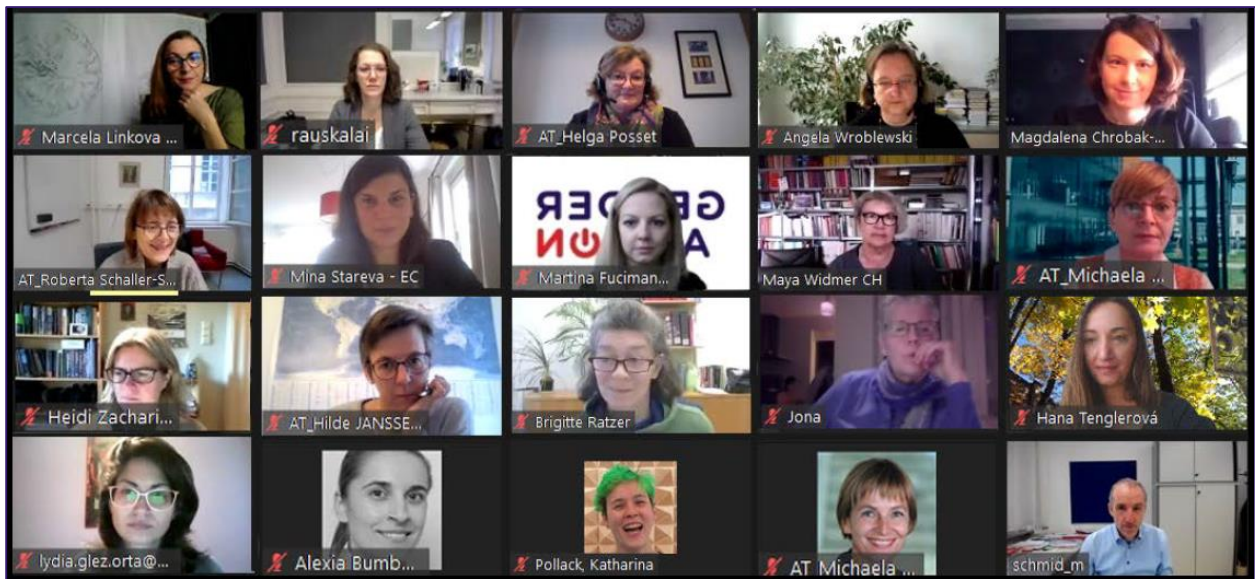
- Belgian Science Policy Office, BE
- Ministry of Education, Science and Culture, IS
- National Information Processing Institute – Laboratory of Statistical Analysis and Evaluation, PO
- National Authority for Scientific Research and Innovation, RO
- Swedish Secretariat for Gender Research, University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



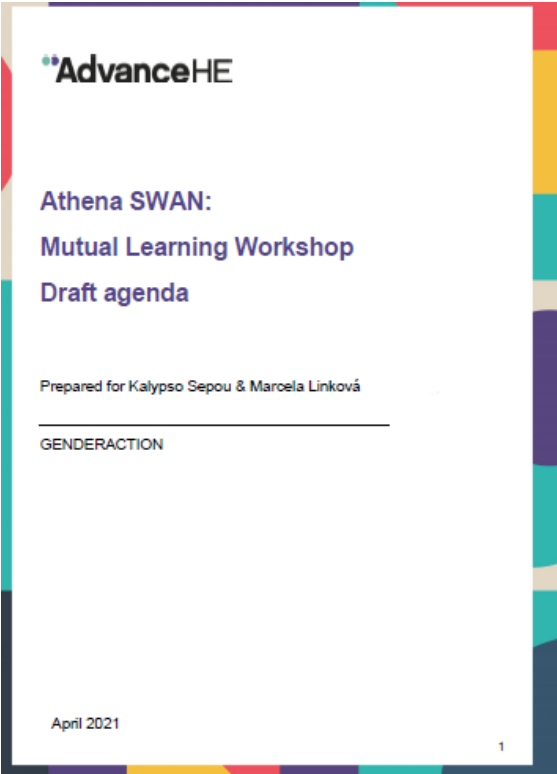
This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741466.

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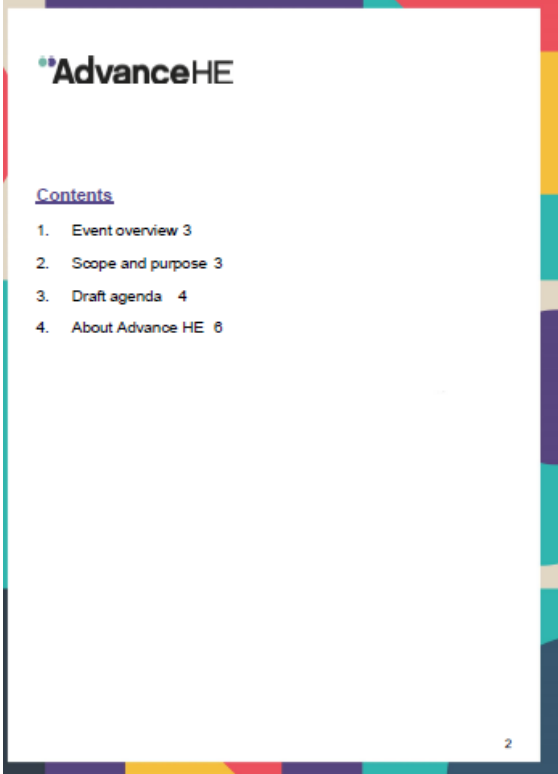
Photos of Participants



(x) On-line MLW on Athena Swan, 21 April 2021**Agenda**



ADVANCE HE – ATHENA SWAN MUTUAL LEARNING WORKSHOP



Advance HE – Athena SWAN mutual learning workshop

1. Event overview

At the request of representatives from the EU's Horizon 2020 project GENDERACTION, Advance HE will host a mutual learning workshop on 21st April 2021 for country representatives. The event will be hosted by Advance HE's Athena SWAN Ireland team but will include participation from individuals with knowledge of Advance HE's global charter frameworks.

The event was originally conceived as a face-to-face workshop; however, in light of Covid-19, the workshop will be facilitated online.

2. Scope and purpose

The purpose of the event is to share information on Advance HE's Athena SWAN charter framework. Information will be shared in the form of presentations, which will include information on the following topics:

- + Origins and evolution of the Athena SWAN charter
- + Charter application and assessment
- + Operation of the charter in UK, Ireland, Canada, USA and Australia
- + Charter links to research funding
- + The charter and national strategy for gender equality
- + Impact and benefit of the Athena SWAN charter

These topics will be addressed in presentations from Advance HE staff, global charter partners, and institutional representatives.

Around 20 delegates from GENDERACTION are expected to attend the event and time will be allocated for questions and discussion.

3

3. Agenda

Welcome and introductions (Timings in CET)

11.00-11.10: Dr Maroela Linková, GENDERACTION Coordinator

11.10-11.20: Alison Johns, Chief Executive, Advance HE

Introduction to the Athena SWAN charter

11.20-11.40: Athena SWAN charter origins and global expansion, Sarah Dickinson Hyams, Assistant Director for International Charters

11.40-12.00: Overview of the charter framework: application and assessment process, Dr Victoria Brownlee, Head of Athena SWAN Ireland

Break

12.00-12.10: coffee break

National charters: operations, approaches, participation

12.10-12.30: SAGE-Athena SWAN: charter development, operations and implementation in Australia, Dr Wafa El-Adhami, Director of SAGE

12.30-12.50: Athena SWAN Ireland: charter history, operations and evolution in Ireland, Sarah Fink, National Advisor, Athena SWAN Ireland

12.50-13.10: Athena SWAN UK: charter transformation, impact and benefits, Dani Glazzard, Head of Athena SWAN UK

13.10-13.25: Q & A

Break

13.25-14.00: lunch

Participant perspectives

14.00-14.20: Getting started with Athena SWAN: an institutional perspective, Dr Lynn Ramsey, Letterkenny Institute of Technology, Ireland.

14.20-14.40: Reflecting on progress: an institutional perspective, Professor Anne Scott, NUI Galway

14.40-15.00: Achieving impact: an institutional perspective, Professor Sara Mole, UCL, UK.

15.00-15.15: Q & A

4

Break

15.15-15.25: coffee break

The charter and national strategies for gender equality

15.25-15.45: Athena SWAN and Ireland's Gender Action Plan for higher education, Dr Ross Woods, Senior Manager, Centre of Excellence for EDI, Higher Education Authority

15.45-16.05: Athena SWAN and the research funding links: case study–National Institute for Health Research (UK), Dr Pavel Ovselko, Senior Research Fellow, Radcliffe Department of Medicine, University of Oxford

16.05-16.30: Gender Advancement through Transforming Institutions (GATI): Athena SWAN and India, Dr. Sanjay Mishra, Department of Science and Technology (DST), Government of India

16.30-16.45: Q & A

Closing remarks

16.45-17.00: Closing remarks by the European Commission (TBC)

17.00-17.15: Final questions and close

4. About Advance HE

Advance HE was formed in March 2018, following the merger of the Equality Challenge Unit, the Higher Education Academy and the Leadership Foundation for Higher Education.

Our purpose is to support and enable higher education (HE) providers to put institutional strategy into practice for the benefit of students, staff and society.

We bring together HE-focused expertise in teaching and learning; equality, diversity and inclusion (EDI); leadership; and governance, to help you to deliver world-leading teaching, research and scholarship, your civic mission and student outcomes at your institution.

We do this through the provision of specialist knowledge and resource, externally recognised benchmarking and recognition schemes and a member-focused, collaborative approach.

We are driven by the strategic needs of HE. Through our passion for excellence, we aim to create an inclusive culture that champions the continuous development of teaching, EDI, leadership and research. We use an evidence-based approach to identify what works, and develop practice-based solutions.

Our vision is that the world-class reputation and standing of HE is enhanced and recognised for transforming lives, enriching society and developing the economy for the better.

AdvanceHE

Contact us
 Athena SWAN Ireland
AthenaSwanIreland@advance-he.ac.uk

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(Registered Office)
 Innovation Way, York Science Park,
 Heslington, York YO10 5BR

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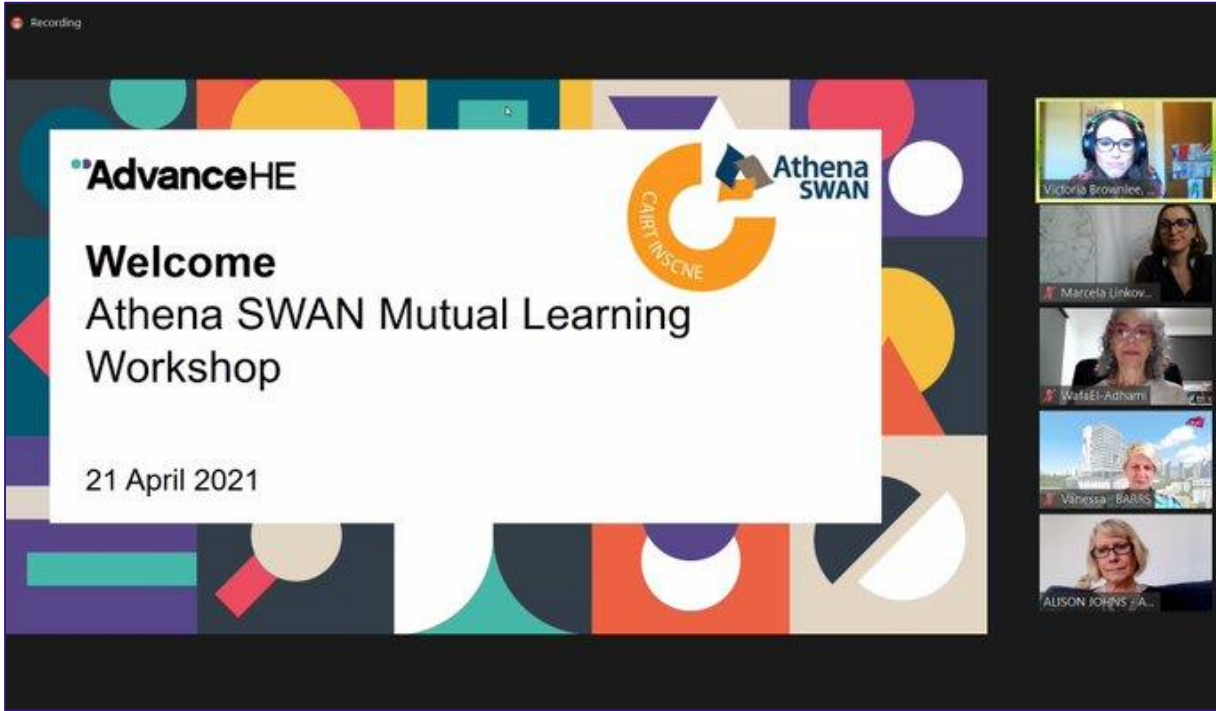
First Floor, Napier House,
 24 High Holborn, London, WC1V 6AZ

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Hollyood Park House, 106 Hollyood Road,
 Edinburgh, EH8 8AS

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Photos



(xi) On-line MLW on Gender in ESF/ERDF, 12 May 2021**Agenda****Agenda****12th May 2021****Mutual Learning Workshop on Gender in ESF/ERDF funds**

Venue - Online meeting:

<https://cesnet.zoom.us/j/93654528464?pwd=Z25rTjBzZ1gzWEtGTjAvZDdyKzI2Zz09>

The aim of the workshop is to provide an opportunity to the GENDERACTION partners, as well as to the members of the Standing Working Group on Gender in Research and Innovation (SWG GRI), to learn about how the **European Social Fund** and **European Regional Development Fund** contribute to promoting **gender equality in Research and Innovation**. It will bring together experts on these funds from different public administrations, as well as key stakeholders involved in the management of ESF/ERDF.

The results of the discussions and debates raised in this MLW will be the baseline content for a **policy brief** on strategic advice for the integration of gender into the content and evaluation of ESF/ERDF Operational Programmes for R&I. The policy brief will be distributed at the EC and national level, especially among the departments responsible for designing and implementing Structural Funds for R&I.

AGENDA

9:00 Welcome by Teresa Riesgo Alcaide, Secretary General for Innovation (Spain) and Marcela Linkova, GENDERACTION Coordinator and SWG GRI Chair

9:15 What are the ESF/ERDF funds and what is the connection with R&I?

Introductory remarks by Silvia Alvarez. Programme Manager - Directorate-General for Regional and Urban Policy

9:45 How the ESF/ERDF Operational Programmes have mainstreamed gender and GEPs

Helena Morais Maceira. Gender Mainstreaming Researcher - European Institute for Gender Equality (EIGE)

10:30 Coffee break

11:00 Round table and debate on integrating gender in ESF/ERDF – Experiences and future programming considering the effects of COVID-19 crisis

Moderator: Zulema Altamirano. Director of the Women and Science Unit (Ministry of Science and Innovation, Spain) and WP5 leader in GENDERACTION

Helena Bezuchová. Department of OP Management Operational programme Research, Development and Education, Ministry of Education, Youth and Sports of the Czech Republic

Isabel Castellví Carrascal. Head of the Mainstreaming Service - Women's Institute, Ministry of Equality, Spain

Antonio Mura. Public officer at the Regional Programming Centre - Autonomous Region of Sardinia, Italy

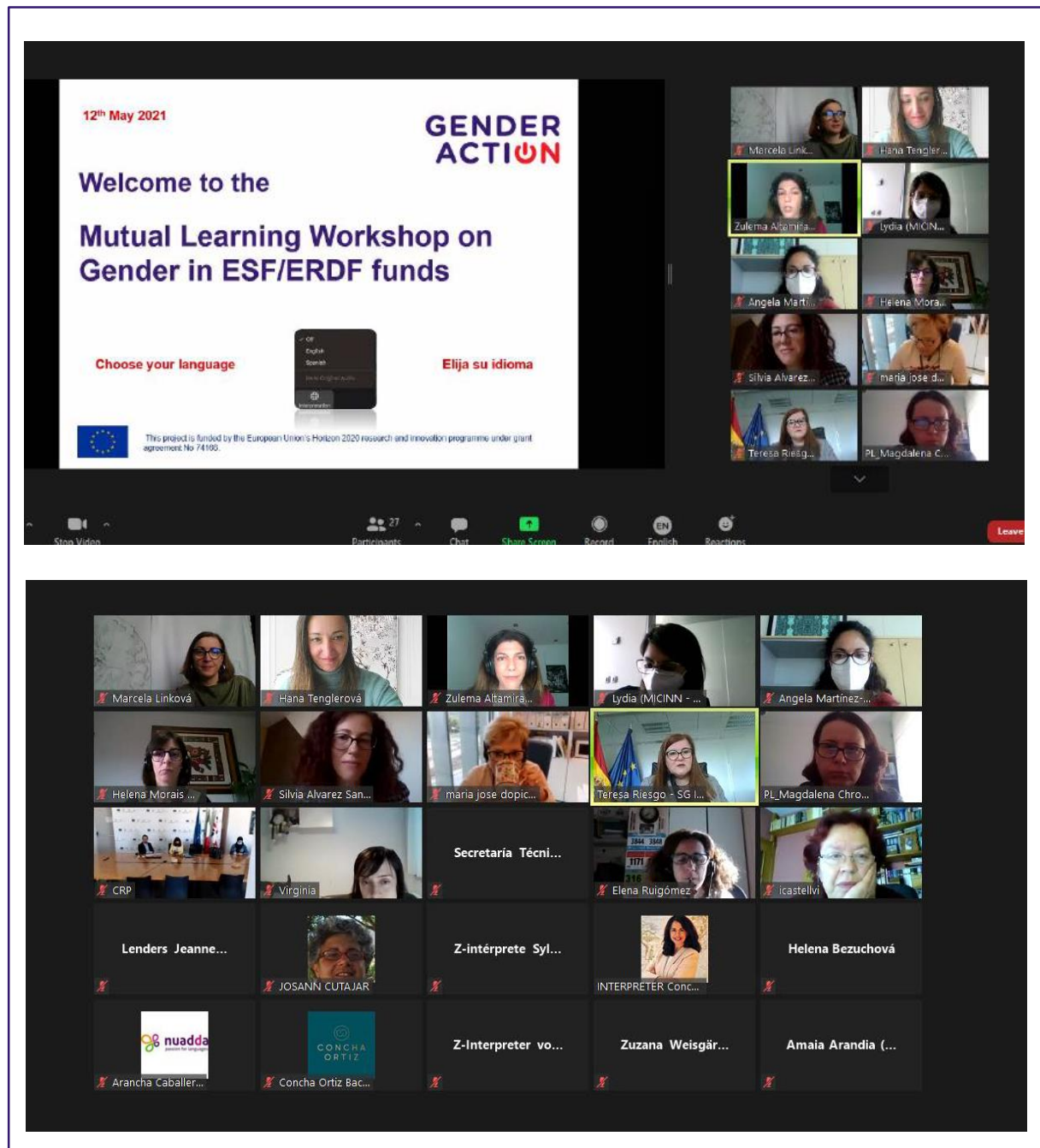
Caroline Meyers. Expert transnational cooperation and knowledge management. ESF and Sustainable Business Department, Belgium

12:30 Close of the workshop




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

Photos



(xii) EGET Visit, Poland, 7 September 2021

Agenda



Introducing institutional changes to support gender equality in R&I
- EGET workshop with Polish research funders and performers
 September 7, 2021, 9:00-13:00 CET


<https://us02web.zoom.us/j/87022129181?pwd=L3h6dEJrWUJFsaVlGajZxdEd0cGI2UT09>
 Meeting ID: 870 2212 9181
 Passcode: 097104

The meeting is organised as part of the GENDERACTION project funded under "Horizon 2020" Framework Programme. The project has created a Gender Equality Task Force (EGET), which is managed by two key stakeholders in the Nordic countries:

- **Kilden:** a knowledge centre for gender balance and gender perspectives in research in Norway, organised as an independent department of the Research Council of Norway: www.genderesearch.no
- **Swedish Secretariat for Gender Research:** a knowledge centre for gender research at the University of Gothenburg: www.genderninSweden.se

The overall aim of the EGET is to bring together and develop knowledge amongst Research Funding Organisations, Research Performing Organisations and other national bodies responsible for and/or working with equality. More specifically, the focus of the EGET is to develop knowledge on gender equality in research and innovation, gender mainstreaming as a strategy for structural change as well as fostering intersectional approaches to gender equality.

The aim of the EGET meeting with Polish stakeholders is also to contribute to capacity building through mutual learning and sustainable knowledge on a structural level. This implies fostering dialogues and enhancing shared experiences and knowledge, especially building on Poland's specific prerequisites.




09.00-09.05	Welcome Magdalena Chrobak-Tatara, Ministry of Education and Science Anna Knapięska, National Information Processing Institute
09.05-09.10	Overview of GenderAction project Magdalena Chrobak-Tatara, Ministry of Education and Science
09.10-09.20	Women in science in Poland. Still winners among losers? Anna Knapięska, National Information Processing Institute Aldona Tomczyńska, National Information Processing Institute
09.20-09.30	Gender equality in the European Research Area (ERA) Magdalena Chrobak-Tatara, Ministry of Education and Science
09.30-09.35	Introducing the workshop Linda Marie Rustad, Kilden Fredrik Bondestam, Swedish Secretariat for Gender Research
09.35-10.05	What is a Gender Equality Plan (GEP) and why is it important? How to develop advocacy and commitment? Linda Marie Rustad, Kilden
10.05-10.20	The development of a Gender Equality Plan by a Research Performing Organisation: experiences of the University of Warsaw Anna Cybulko, University of Warsaw
10.20-10.50	Break-out sessions Moderation by Linda Marie Rustad & Fredrik Bondestam Questions to the participants: 1. Which are the obstacles and needs for developing a comprehensive GEP? 2. Which are the first concrete steps to implement a GEP at your institution?
10.50-11.10	Plenary discussion Reporting back from the break-out sessions Q&A session





11.10-11.25	BREAK
11.25-11.45	Which are the basic steps to foster institutional change for gender equality through leadership and organisation? Fredrik Bondestam, Swedish Secretariat for Gender Research
11.45-12.15	Break-out sessions Moderation by Linda Marie Rustad & Fredrik Bondestam Questions to the participants: 1. Which are the main challenges organizing gender mainstreaming/gender equality work at your institution? 2. What are the obstacles and needs for organising institutional change as regards support for fair research careers, fair application for grants?
12.15-12.30	Plenary discussion Reporting back from the break-out sessions Q&A session
12.30-12.50	Scientific evaluation of proposals and internal peer-review processes Fredrik Bondestam, Swedish Secretariat for Gender Research Q&A session
12.50-13.00	Concluding remarks and farewell Linda Marie Rustad, Kilden Fredrik Bondestam, Swedish Secretariat for Gender Research Magdalena Chrobak-Tatara, Ministry of Education and Science Anna Knapięska, National Information Processing Institute



(xiii) EGET Visit, Austria, 30 September 2021

Agenda




Program

Workshop on Gender Equality Plans – common position and supporting structures in Austria Supported by the European Gender Equality Task Force (EGET)


as part of the H2020 project GENDERACTION

Austrian Federal Ministries of Education, Science and Research (BMBWF) Climate Action, Environment, Energy, Mobility, Innovation and Technology (BMK) Digital and Economic Affairs (BMDW)



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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ABSTRACT

Main aim of the workshop is to arrive at a common position regarding GEPs in RPOs and related support structures between the three Federal Ministries involved in science, research and innovation.

The common position should include a shared understanding of what GEPs are, a commitment to support RPOs in its field of responsibility to develop a GEP and a commitment to interdepartmental action (e.g. as part of the new NAP).

The European Gender Equality Taskforce should comment on this common position with a focus on strengths and weaknesses and blind spots (topics not addressed).

The following steps support the development of a common position:

- Representatives from the three Federal Ministries involved comment on the Horizon Europe GEP concept. This includes the expression of concerns to be able to discuss them with international experts.
- They present existing policies or measures which support GEP development and discuss deviations from the Horizon Europe GEP concept.
- They discuss necessary adaptations of existing policies or measures in order to support RPOs in developing a GEP which meets Horizon Europe criteria. In this context joint initiatives of the three ministries could be discussed too. Results of this discussion will feed into the preparation of the next Austrian NAP.

The ministries involved are:

- BMBWF: Federal Ministry of Education, Science and Research – responsible for Higher Education Institutions, funding programmes for basic research
- BMK: Federal Ministry of Climate Action, Environment, Energy, Mobility, Innovation and Technology – responsible for funding programmes for applied research and innovation
- BMDW: Federal Ministry of Digital and Economic Affairs – responsible for business sector research and innovation

The European Gender Equality Taskforce, represented by Linda Rustad of Kilden, Fredrik Bondestam of the Swedish Secretariat for Gender Research, was set up to ensure concrete implementation of gender mainstreaming at operational and technical level, in addition to the key actions listed in the Gender Equality Strategy.



SCHEDULE

Thursday, 30 September 2021 |

13:00 – 13:05	<p>Welcome</p> <p>Heiga POSSET, Facilitator BMBWF, Dep. Evidence-Based Higher Education Development</p>
13:05 – 13:15	<p>Opening Words</p> <p>Iris RAUSKALA, Director General BMBWF, Presidential Section Digitization, Gender equality & Diversity Management</p>
13:15 – 13:35	<p>Tour de Table</p> <p style="font-size: x-small;">One representative from each ministry presents herself/himself and the other participants with position and responsibility for type of RPOs (alternatives: each participant mentions ministry, function and responsibility for type of RPOs – too time consuming)</p>
13:35 – 13:45	<p>Presentation of Horizon Europe GEP requirement</p> <p>Angela WROBLEWSKI Institute for Advanced Studies, Vienna</p>
13:45 – 14:00	<p>Questions for clarification</p>
14:00 – 15:00	<p>Report by the ministries</p> <ul style="list-style-type: none"> - Is the Horizon Europe GEP requirement compatible with existing policies/measures in your field? Which policies/measures relevant in the context of GEPs are already in place? <p style="font-size: x-small;"> BMK: Applied Research BMDW: Competence Centers for Excellent Technologies BMBWF: Universities/Universities of applied sciences/Teacher training colleges/Scientific Research </p>
15:00 – 15:15	<p>--- Break ---</p>

Thursday, 30 September 2021 |

15:15 – 16:15	<p>Discussion of possible supportive structures Input of Norwegian and Swedish experiences</p> <p>Linda Rustad (Kilden, NO) Fredrik Bondestam (Swedish Secretariat for Gender Research, SE)</p>
	<p>General discussion</p>
16:15 – 16:30	<p>Summary & discussion of next steps towards the new ERA/NAP</p> <p>Iris RAUSKALA, Director General BMBWF, Presidential Section Digitization, Gender equality & Diversity Management</p> <p>Roberta SCHALLER-STEIDL BMBWF, Dep. Gender Equality and Diversity Management</p>
16:30	<p>End of the Workshop</p>