European Cooperation in Science and Technology
- COST -
Secretariat

Brussels, 17 October 2012

COST 4159/12

MEMORANDUM OF UNDERSTANDING

Subject:	Memorandum of Understanding for the implementation of a European Concerted Research Action designated as COST Action TA1201 Gender, Science, Technology and Environment (genderSTE)

Delegations will find attached the Memorandum of Understanding for COST Action as approved by the JAF by written procedure on 8 October 2012.

MEMORANDUM OF UNDERSTANDING
For the implementation of a European Concerted Research Action designated as

COST Action TA1201
Gender, Science, Technology and Environment (genderSTE)

The Parties to this Memorandum of Understanding, declaring their common intention to participate in the concerted Action referred to above and described in the technical Annex to the Memorandum, have reached the following understanding:

1. The Action will be carried out in accordance with the provisions of document COST 4154/11 "Rules and Procedures for Implementing COST Actions", or in any new document amending or replacing it, the contents of which the Parties are fully aware of.

2. The main objective of the Action is to promote a better integration of gender dimensions in science and technology at three main levels: i) promoting women's careers in science and technology through structural change of institutions (as recommended by EC) by disseminating existing research and practice; ii) promoting a better integration of gender in the content of science, research and technology, by dissemination existing research on the topic, ie. the UE-US Gendered Innovations Project; iii) identifying gender dimensions relevant to environment-related Horizon2020 Grand Challenges and to the JPI Urban Europe.

3. The economic dimension of the activities carried out under the Action has been estimated, on the basis of information available during the planning of the Action, at EUR 72 million in 2012 prices.

4. The Memorandum of Understanding will take effect on being accepted by at least five Parties.

5. The Memorandum of Understanding will remain in force for a period of 4 years, calculated from the date of the first meeting of the Management Committee, unless the duration of the Action is modified according to the provisions of Chapter V of the document referred to in Point 1 above.

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A. ABSTRACT AND KEYWORDS

Thirty years of research have revealed that sex and gender bias can be socially harmful and expensive. The main objective of genderSTE is to advance the state of the art in knowledge and policy implementation on gender and science and technological development though creating a network of policy makers and experts on gender, science and technology. Collaborative work will be developed in the following three aspects: i) contributing to/enhance implementation of policy measures geared towards structural change in science and technology institutions for a better integration of the gender dimension in career opportunities for women and men, building on the EC report "Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation"; ii) dissemination and implementation of policy measures geared at integrating the sex and gender dimensions in the content of science and technology, building on the work of the Gendered Innovations Project; and iii) advance in the development of a better understanding of the sex and gender dimensions of technological development and innovation processes, with specific attention to the Grand Challenges identified in Horizon 2020 and the Joint Programming Initiative Urban Europe.

Keywords: Gender in Science and Technology, Gendered Innovations, Grand Challenges, Sustainable Development, Structural Change, Horizon 2020, Cities, Environment

B. BACKGROUND

B.1 General background

genderSTE aims to overcome two challenges:

- The lack of implementation of previously-elucidated gender in science and technology roadmaps and best practice guidelines throughout many COST countries, in two specific and interrelated aspects: structural change of institutions for promoting women's careers; integration of sex and gender analysis in the content of research and technology. (Sex analysis refers to biological characteristics while gender refers to socio-cultural ones; often sex and gender interact; for detailed definitions see the section on 'terms' at wwww.genderedinnovations.eu)

- The need to develop discipline-specific gender roadmaps and best practice guides for important fields such as the Horizon2020 Grand Challenges and Urban Europe.

It is becoming broadly agreed in European scientific institutions that the scarce presence of women in science and technology is a waste of resources that neither science nor the economy can allow. 60% of people graduating from European universities are women. They graduate with excellent academic grades, often better than those of their male counterparts. But this highly qualified personnel does not find a place in the system. Many technological fields remain highly male also in overall numbers among undergraduate students, with average numbers of women studying these subjects below 30%.

Increasing female participation in the system is a goal shared by many scientific institutions in Europe, as demonstrated by the public consultation process started by the European Commission with the aim of defining the *Horizon 2020 Framework Programme for Research and Innovation.* The European Research Area Strategic Vision adopted in 2010 sets a target for half of all scientific personnel, in all disciplines and at all levels of the scientific system, to be women by 2030.

Effective public policies are required to remove the obstacles and barriers that stand in the way of women in science and technological careers in Europe. The European Commission started along this path in 1999 with the creation of two organisations responsible for defining these courses of action and putting them into practice: the Women and Science Unit at the very heart of the Directorate-General of Research, and the Helsinki Group, an assessment group for the Commission. In 2001 the Commission published a preliminary report on the matter, the *ETAN Report Promoting Excellence through mainstreaming gender equality* that, for the first time, provided a global view of the position of women in science in Europe.

The presence of women is a first issue of concern. The other main issue of concern refers to the content of science and technology. Thirty years of research have also revealed that sex and gender bias in science and technology can be socially harmful and expensive. As the Gendered Innovations Project shows (Schiebinger et al 2011) between 1997 and 2000, 10 drugs were withdrawn from the U.S. market because of life-threatening health effects—4 of these were more dangerous to women. It is crucially important to identify gender bias and understand how it operates in science and technology.

Since the publication of the ETAN Report, the Commission has funded a large number of studies that are already providing a solid base to help us understand the situation, its causes, and the measures taken so far by each country. In addition to promoting a solid knowledge base, the European Commission Directorate-General for Research has developed a number of innovative measures: including gender requirements in calls for proposals in the 6th Framework Programme, "proposals should indicate whether, and how, sex and gender are relevant variables in the objectives and methodology proposed"; gender and science training programmes; targets for the presence of women in the research programme; publication of statistics; committees, teams and calls for proposal; calls for proposals for Structural Change to institutions.

An evolution has been noticed in the stance of European institutions towards understanding the position of women in science and gender bias in research content as a problem with systemic and structural roots and which, therefore, requires more systematic measures than those taken so far and structural changes in scientific institutions aimed at better consideration of the gender dimension in all areas (EC 2011c).

In 2010 the Competitiveness Council, comprising European research and innovation ministers, adopted an important agreement to provide support for women in science and to promote structural change through the modernisation of scientific institutions. This agreement incorporates the recommendations of the document entitled *Gender and Research Beyond 2009* by the Helsinki Group (Helsinki Group 2009). It urges the Commission to adopt the contents of a Communication on Structural Change. This Communication will presumably be adopted in 2013 and an Expert Group has issued a report with recommendations (EC 2011c).

More recently the Commission has produced further advances on policy. Gender is a priority issue in the Commission Communication adopted in July 2012 on ERA entitled *A Reinforced European Research Area Partnership for Excellence and Growth* (EC 2012c). In addition the EC proposal for a regulation on the new framework program *Horizon 2020* includes in article 15 a provision for gender to be included throughout the framework program (EC 2011b).

B.2 Current state of knowledge

Over a decade of women in science policies at the European Union have produced a significant body of research and policy action at the European level and also in a number of member states. The series *She Figures. Statistics and Indicators on Gender Equality in Science,* now in its fourth edition after being first published in 2003 (EC 2012b), provides a good data source at a European scale from which to devise and benchmark policy. Additionally, some countries do produce specific publications with sex disaggregated data and gender indicators of women and science, such as the *White Paper on the Situation of Women in Science in Spain* (Sánchez de Madariaga et al 2011) and *Científicas en Cifras 2011* (Ministerio de Ciencia e Innovación 2011).

A number of studies describe specific best practices for gender in science and technology: *Talent at stake. Changing the Culture of Research – Gender-Sensitive leadership* , by the Norwegian Committee for Gender Balance in Research (2009); *Prages* (EC 2009b) is a database of experiences around the world; *Mapping the maze* (2004b) provides a list of good practices to help reduce vertical segregation, as well as national reports on the situation; *WIR- Women in Industrial Research: A wake up call for European industry* (EC 2003) tackles the participation of women in private sector research; *Waste of talents: turning private struggles into a public issue. Women and science in the ENWISE countries* (EC 2004a) analyses the situation in Baltic, and central and eastern European countries; *The gender challenge in research funding* (EC 2009) includes recommendations for improving transparency in assessment processes and in research funding in general. The study *Stocktaking ten years of women in science policy* (EC 2010) provides an overview of a decade of European policy making on women in science, celebrating the creation in 1999 of the Women and Science Unit in DG Research. The *Meta-analysis of Gender and Science* (EC 2012a) provides a wide overview of research, policies, issues and best practice. The *Toolkit of Gender in Research* by Yellow Window (EC 2009) provides a number of examples on how to introduce the gender dimension in research projects of the different thematic areas of the European Framework Program. The European Commission has also funded the *genSET Report* (genSET 2010) in which a panel of European science leaders identify a set of thirteen main recommendations.

The League of European Research Universities has issued a Report on *Women, research and universities* (LERU 2012) also with recommendations addressed to various sets of actors and a selection of best practice from among its institutional membership.

The Commission has published recently two key documents providing roadmaps for gender and science. The first one is a roadmap for promoting women in science titled *Structural Change in Research Institutions* (2011c) which identifies main problems, produces recommendations organized thematically and by actor, and a selection of best practices accross the world. This report has identified five main sets of problems faced by research institutions: opaqueness in decision-making, despite significant progress in Europe, as lack of transparency continues to affect structures and processes; institutional practices which appear to be neutral but do have negative effects on the career opportunities of women; unconscious gender bias, which also affects the assessment of excellence; wasted opportunities and cognitive errors in knowledge, technology and innovation; finally, statistics show that there is still a gender pay gap, and that gender continues to be a structuring factor in the workplace, also in research. The report proposes structural change in science institutions as the means to address each of these five sets of problems, so that decision making is more transparent, unconscious bias is removed from institutional practices, human resources management is modernized, excellence is promoted through diversity, and research and innovation are improved by the integration of a gender perspective.

The second one is the Gendered Innovations Project which develops practical methods of sex and gender analysis for science, health and medicine, and engineering, and provides case studies as concrete illustrations of how sex and gender analysis leads to innovation. Gendered Innovations—fueled by sophisticated gender methods—stimulate the creation of gender-responsible science and technology, and by doing so enhance the lives of both men and women around the globe. The goal of the Gendered Innovations project is to provide scientists and engineers with practical methods for sex and gender analysis. Examples of gendered Innovations include: sex and gender analysis has led to the development of pregnant crash test dummies that can be used to enhance safety in automobile design; sex and gender analysis has included men in osteoporosis research, leading to better diagnoses and treatments (in the past, osteoporosis was conceptualized as a disease of postmenopausal women); sex analysis in animal research has led to new knowledge about how sex hormones influence basic molecular pathways involved In immune system function. This is relevant to treating numerous diseases, including autoimmune diseases and HIV infection.

All these studies, policy documents and position papers sum up to the existing wealth of research on gender in science and technology to provide a basis for action. The implementation of all these recommendations, however, is still slow and very uneven across COST countries. As the EC is moving forward with its policy initiatives, it is of paramount importance that individual and institutional actors at all levels and across Europe –governments, funding agencies, universities, journals, professional bodies and European-wide organizations, researchers and policy makers, etc.- become aware of the policy options available, the examples of best practice, the manuals and toolkits.

The Gendered Innovations Project introduces a few cases related to the Grand Challeges identified by Horizon 2020: one on urban transport, another on energy and climate change, and a final one biodiversity. It also instroduces a case study on urban and housing design which relates to the Join Programming Initiative Urban Europe. In drafting these cases it has become apparent that gender research in these important topics in which policy interacts with science and technology is still rather scarce and uneven. In specific fields of particular interest to European Research identified as the Grand Challenges by Horizon2020 (EC 2011a) basic research still needs to be done in order to better understand the relevance of gender dimensions.

B.3 Reasons for the Action

Statistics show that the presence of women in the science system does not advance at the same rate as the numbers of women holding PhD's and also that horizontal segregation persists in some scientific and technological fields. Horizontal (or quantitative) segregation is produced to the extent that some fields of knowledge are very feminised (especially those related to life sciences), whilst others are very masculinised (engineering and experimental sciences). Vertical segregation is produced in all fields, independently of the degree of feminisation of the university student body: there are very few women at the highest levels in science, even in fields, such as medicine, where women have been in the majority at Associate Professor level for some time. The presence of women at the highest level in science is not proportional to the number of women who are qualified, of the correct age, and have the necessary merits and motivation for these posts. Furthermore, the number of women in leadership posts is practically unchanging and is progressing only very slowly over time.

In their responses to the Green Paper for public consultation on *Horizon 2020 Framework Programme for Research and Innovation*, a large number of European scientific institutions highlight the need for active measures to be developed to support women's careers. The Report *Structural Change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation*" describes the importance for Europe in increasing the numbers of women in decision making positions throughout science and technology system (see excerpt in Annex B). The aim is to avoid missing out on talent and, as a result, quality and excellence in European science, as the LERU Report (2012) states (see excerpt in Annex B).

B.4 Complementarity with other research programmes

Links are foreseen with:

- Gendered Innovations Project.
- Helsinki Group (the women in science advisory group to the European Commission).
- ERA-NET on gender and science (SiS.2013.2.1.1-2) (this is intended to start functioning by the end of 2013).
- GenPort (project financed by the Science in Society Program to create a portal on gender and science).
- Ethics and Gender Unit at the EC
- Urban Europe Joint Programming Initiative.
- Project that will be funded under SiS.2013.2.1.1-1
- Conference that will be organized under SiS.2013.2.1.1-3

C. OBJECTIVES AND BENEFITS

C.1 Aim

The main objective of genderSTE is to advance implementation of gender-focused recommendations for structural change in SET institutions and research programme content and the state of the art in knowledge and policy implementation on gender and science and technological development in key technology disciplines in which this has not been addressed though creating a network of policy makers and experts on gender, science and technology.

C.2 Objectives

The three secondary objectives of genderSTE are:

- To enhance implementation of policy measures geared towards structural change in science institutions for a better integration of the gender dimension in career opportunities for women and men, building on the EC report "Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation";
- To disseminate and implement policy measures geared at the gender dimension the content of science and technology, building on the work of the Gendered Innovations project and
- To advance the development of a better understanding of the sex and gender dimensions of technological development and innovation processes, with specific attention to environmentally related topics within the Grand Challenges identified in Horizon 2020 and European urban policy.

C.3 How networking within the Action will yield the objectives?

The networking activities will bring together researchers and decision makers. Representatives from (research and policy) institutions that are less experienced/ advanced with regard to gender in science and technology will be exposed to representatives from institutions countries that are more experienced and/ or advanced in these issues. Current recommendations, information and resources will be consolidated and disseminated and new knowledge generated to fill gaps in key areas.

C.4 Potential impact of the Action

The European Commission publication "Structural Change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation" describes the cost of taking no action in this regard as:

- Danger of flawed research or diminished relevance of results
- Missing innovation and market opportunities
- Unfulfilled use of human capital (women scientists) in a competitive global R&I economy
- Increased societal distrust of, and reduced support for, science and its institutions.

The Gendered Innovations Project asserts that analyzing sex and gender prospectively can serve as a resource to stimulate new knowledge and technologies. From the start, sex and gender analyses act as additional "controls" (or filters for bias) to provide excellence in science, health and medicine, and engineering research, policy, and practice. The methods of sex and gender analysis are one set of methods among many that a researcher will bring to a project. In this way Gendered Innovations:

- Add value to research and engineering by ensuring excellence and quality in outcomes and enhancing sustainability.
- Add value to society by making research more responsive to social needs.
- Add value to business by developing new ideas, patents, and technology.

C.5 Target groups/end users

The target groups/ end users of genderSTE include science and technology policy, funding and performing institutions and stakeholders relying on the results of the science and technology. genderSTE will direct its activities to the first three groups and the results of genderSTE's activities will result in better results for the end users.

D. SCIENTIFIC PROGRAMME

D.1 Scientific focus

genderSTE will focus on:

- Disseminating and Implementing work on structural change to science policy and funding organisations, European-wide organizations, universities and research institutions, journals, individual researchers and other stakeholders.
- Disseminating and Implementing work on gendered innovations to science policy and funding organisations European-wide organizations, universities and research institutions, journals, individual researchers and other stakeholders.

- Completing a stocktaking of the current situation, developing a research agenda to identify main issues, and advance on the state of the art in the following fields i) energy and climate change, ii) Urban Europe and iii) transport from a gender perspective and disseminating and implementing this to science policy and funding organisations as well as to researchers directly in order to feed into Horizon 2020 and urban development related European initiatives. The state of the art is uneven in these three research areas, with very little work done on the first one, much more on the third one, and an in-between position of the second. This uneven degree of advancement in research is the reason of specifically devised types of activity proposed for each of these three subtopics.

D.2 Scientific work plan methods and means

WG1 (Promoting Structural and institutional change) will operate through disseminating and contributing to the implementation of structural changes of science and technology institutions in support of greater gender balance in science and technology careers. Because the EC intends to fund an ERA-net on this same topic starting by the end of 2013, we propose a strategy of complementarity with the activities to be developed by the ERA-net. Partners of the ERA-net will be a small number of institutions owning a gender and science program from a small number of countries. These will be mostly governments, those with more developed gender policies in science in Europe. On the other hand, participants on the COST Action will include many countries with little experience of on-going gender and science programs. Partners of the ERA-net will also participate in this COST Action. Within the COST Action we will promote a transfer of knowledge of the know-how existing in countries with greater experience into other COST countries; ii) we will focus on the dissemination of one specific topic, among those indicated by the EC Expert Report on Structural Change (EC 2011).

WG2 (Promoting Gendered Innovations) will address mostly decision makers (policy and funding organisations) to improve the inclusion of sex and gender analysis into all stages of the research process (policy and research projects). The currently EC funded Gendered Innovations Project finishes in December 2012 and will hold a final presentation event at the European Parliament late January or early February 2013. We propose to further disseminate the GI Project beyond this session at the EU Parliament.

WG3 (Mapping Gender in environment-related Horizon2020 Grand Challenges) will spend the first 2-2.5 years stocktaking the current situation, developing a research agenda regarding sex and gender in research, and advancing the state of the art in the following fields i) energy and climate change, ii) Urban Europe and iii) transport, and will then, over the last 1.5-2 years of the Action disseminate and contribute to the implementation of this.

WG1 activities:

- Presentations at major science policy conferences
- Targeted information sessions in institutions in COST and Near Neighbor countries
- Exchanging information/ providing training to Action participants from countries that are more advanced in this area

WG2 activities:

- Presentations at major science policy conferences
- Targeted information sessions in institutions in COST and Near Neighbor countries
- Exchanging information/ providing training to Action participants from countries that are less advanced in this area

WG3 activities:

First phase - Stocktaking will be organized through:

- Meetings of experts on gender and policy makers in each of these fields, together with gender experts and with specific field experts.
- Short Term Scientific Missions for each of the fields.
- Meetings with decision makers on European research on the three fields of climate change/energy; urban development; transport.

Second Phase – Dissemination

- Presentations at major conferences specific to each of the three topics
- A major international conference on Gender and Sustainable Development covering the three topics –energy and climate change; urban environment; transport- will be organized.

WG1 deliverables:

- Development of indicators for measuring impact of the Action.
- Reports from Workshops to disseminate know-how on Structural Change.
- Reports from workshops and / or training schools on one selected specific Structural Change topic to be decided among those not covered by ERA-net (eg Gender Action Plans).
- Report to COST CSO in years 2 and 4 of genderSTE
- Reports from targeted information sessions in institutions in COST and Near Neighbour countries.
- A toolkit on how to implement one specific measure (to be decided) among those proposed in the Structural Change Report.
- Reports from at least eight Short Term Scientific Missions

WG2 deliverables:

- Training School(s) for policy/ funding organization representatives.
- At least three workshops for scientists and engineers to focus on integrating sex and gender analysis into their field of research
- Presentations at the Annual Progress Conference of at least four COST Domains
- Analysis of sex and gender in COST Open Call processes and recommendations for procedural changes/ enhancements in this regard
- Reports from at least eight Short Term Scientific Missions

WG3 deliverables:

- Organisation of a major international conference on Gender and Sustainable Development covering the three topics –energy and climate change; urban environment; transport.
- Reports from at least twenty four Short Term Scientific Missions, eight for each of the subgroups.

Specific to Energy and Climate change:

- Synopsis of current situation regarding sex and gender in research in the (EU2020) field of energy and climate change (meta analysis of existing sources)
- Research agenda for sex and gender in research in the (EU2020) field of energy and climate change
- Presentation or panel at major (EU-located) international conference in the field of energy and climate change

Specific to Cities and Urban Environment:

- Elaboration of a draft proposal for a research project on gender and cities in Europe
- Presentation or panel at major (EU-located) international conference in the field of Cities and Urban Environments.

Specific to Transport:

- Development of criteria for harmonized sex-disaggregated data gathering and gender indicators of urban transportation in Europe
- Presentation or panel at major (EU-located) international conference in the field of transport

	Yr 1	Yr 2	Yr3	Yr4
WG1	Map of major scipol events and institutions and plan for reaching them. Definition of indicators WG meetings STSMs	Training Schools Workshops CSO Presentation STSMs	Training Schools Workshops STSMs	Elaboration of indicators Toolkit on one specific measure for Structural Change CSO presentation STSMs
WG2	Presentations APCs WG meetings STSMs	Presentations APCs Training school for funding organisations Workshop for scientists STSMs Analysis and recommendations of COST call	Presentations APCs Training school for funding organisations Workshop for scientists STSMs	Presentations APCs Training school for funding organizations Workshop for scientists STSMs
WG3	STSMs WG meetings	STSMs WG meetings Synopsis of current situation regarding sex and gender in research in the field of energy & climate change.	STSMs WG meetings Research agenda on gender and climate change & energy. Research proposal for a project on gender and Urban Europe. Development of criteria for data gathering in transport in Europe. Presentations at major international conferences in fields of: Energy & climate change, cities, transport	STSMs Organisation of major international conference on Gender and Sustainable Development Presentations at major international conferences in fields of: Energy & climate change, cities, transport

E. ORGANISATION

E.1 Coordination and organisation

The management of genderSTE will be carried out by a Chair, Vice Chair, three WG Leaders, STSM manager, Training School Manager and, where necessary by the WG3 Subtopic Coordinators (Energy/ Climate Change; Cities and Urban Environments; Transport)

E.2 Working Groups

genderSTE will have three Working Groups as follows:

- WG1 Promoting Structural and institutional change,
- WG2 Promoting Gendered Innovations and
- WG3 Mapping Gender in environment-related Horizon2020 Grand Challenges, with three subgroups as follows:

- SG3.1 energy and climate change,
- SG3.2 cities and urban environments and
- SG3.3 transport

E.3 Liaison and interaction with other research programmes

The European Commission will be an observer in the Action. The Action will contribute to the elaboration and implementation of EC upcoming Communication on Gender and Science (intended 2013)

ERA-NET (SiS.2013.2.1.1-2). Because of the key complementarity with the ERA-net in WP1, this has already been described above. The elected Chair of this proposed COST Action would be proposed to become a member of the upcoming ERA-net.

SiS.2013.2.1.1-1 (supporting changes in the organization of research institutions to promote Gender Equality)

Responsible Research and Innovation toolkit (training will be improved there) – brokerage event September (19) in Brussels. Followed by day on ERANET 19 and Gendered Innovations (20-21)

Helsinki Group- meeting November 14-15 in Cyprus. We will inform the HG on the COST Action as soon as it is approved and request their collaboration. The Helsinki Group meets twice a year. A link with the National representatives of the Helsinki Group will be established.

GenPort. This project under SiS coordinated by UOC (Spain) will create the main European portal for information on Gender and Science. We will collaborate with it in order to enhance dissemination strategies of the COST Action. A member of this proposed COST Action is also a member of the Scientific Advisory Committee of GenPort,

Urban Europe JPI and other city related European initiatives. We intend to collaborate with this JPI in order to promote gender mainstreaming of urban research in Europe.

European Gender Summit. 29-30 November 2012. If timing for launching genderSTE allows, we could celebrate a session on it within this year edition of the European Gender Summit. In the case the Summit becomes an annual event this can be done on an annual basis.

Conference on structural change promoting gender equality in research organisations organized by University of Vilnius in 2nd half 2013 (under LT Presidency) (SiS.2013.2.1.1-3).

E.4 Gender balance and involvement of early-stage researchers (ESR)

This COST Action will respect an appropriate gender balance in all its activities and the Management Committee will place this as a standard item on all its MC agendas. The Action will also be committed to involve early-stage researchers. This item will also be placed as a standard item on all MC agendas.

F. TIMETABLE

	Year 1				Year 2				Year 3				Year 4			
MC meetings		X		X		X		X		X		X		X		X
WG1 meetings		X				X				X				X		X
WG2 meetings		X				X				X				X		X
WG3 meetings		X				X				X				X		X
Conference																X
STSMs			X				X				X				X	
Training Schools						X				X				X		
Workshops						X				X				X		

G. ECONOMIC DIMENSION

The following COST countries are involved in this COST Action: AT, BE, BG, CH, CY, CZ, DE, DK, ES, FI, FR, IL, IT, LT, NL, NO, PT, SE, UK.
On the basis of national estimates, the economic dimension of the activities to be carried out under the Action has been estimated at 76 Million € for the total duration of the COST Action. Other COST countries expressed their interest to participate and will be invited.

H. DISSEMINATION PLAN

H.1 Who?

The targets of genderSTE are: science policy agencies, science funding agencies, research institutions and researchers themselves. Specific dissemination measures will address each of these targets.

H.2 What?

Specific dissemination measures for each target group will include:

- Science policy and funding agencies:
  - Workshops, training schools, conferences
  - Website
  - Toolkit
- Research institutions
  - Workshops, training schools, conferences
  - Publications, Website
  - Toolkit
- Researchers
  - Workshops, training schools, conferences
  - Publications
  - Website

H.3 How?

Dissemination methods will vary according to the target group and will include:

- Papers in scientific journals
- Presentations at conferences
    - Thematic/ scientific conferences, and
    - Science policy and gender specific conferences
- Articles in the COST newsletter
- Best practice guide for COST Actions
- Short Term Scientific Missions
- Training Schools and workshops targeting:
    - Research policy/ funding organisations,
    - Research institutions
    - Researchers
    - COST CSO, Domain Committees and Actions
- Movies/ online training sessions that can be used in the future to ensure dissemination beyond the lifetime of the Action
- Action website
- Toolkit

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