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# ATHENA Newsletter



## Over 250 stakeholders engaged in ATHENA workshops to enhance research potential through Gender Equality

In the first half of 2024, the ATHENA partners hosted the second round of the project's local stakeholder workshops engaging so far more than 250 participants from Poland, Romania, the Canary Islands (Spain), Slovakia and Bulgaria.

These seminars have been instrumental in promoting gender equality and showcasing how such initiatives can significantly enhance research potential and organisational performance.

The events brought together key stakeholders from academia, government (policymakers), industry, and civil society and tackled crucial issues like:

- Access to **career development** opportunities, professional positions, and **economic independence**.
- **Fair remuneration**, additional incentives, and scholarships.
- Encouragement of participation in **management decision-making**.
- Creating a **harmonious working environment**.
- **Overcoming societal stereotypes**.

These discussions provided a platform for stakeholders to share their experiences and ideas, leading to fruitful discussions

on future cooperation. Many stakeholders, already active in various aspects of academic life within the project partners, expressed their commitment to continuing joint activities to ensure equal opportunities for all.

The ATHENA project's seminars underscore the critical importance of gender equality in academia and beyond. By fostering dialogue and collaboration among diverse stakeholders, the project is paving the way for sustainable and impactful change, ensuring that gender equality initiatives are replicated and enhanced across various communities and institutions.

Are you interested in joining? Three additional seminars are planned for October 2024 to engage new stakeholders in Portugal, Slovakia, and Spain.

# Gender Equality practices in different sectors

## Workshop 'Exchanging good practices for Gender Equality in different sectors'

In synergy with the Winblue project, the ATHENA project recently convened a productive workshop to explore best practices and foster collaboration in promoting gender equality practices between different sectors.

The hybrid workshop served as a platform for various initiatives to showcase innovative approaches to address GE in a specific sector – the blue economy. WINBLUE, AquaWind, and Oce-AW took centre stage, spotlighting how gender dimensions can transform private and public sectors.

### ATHENA

Our coordinator, Consulta Europa kicked things off by showcasing ATHENA, highlighting its set of resources available on the project website and ATHENA e-platform for action. These tools are prepared for exploitation and integration into other initiatives and projects.

### WINBLUE: Charting Gender Equality

Consiglio Nazionale delle Ricerche (CNR) introduced WINBLUE aiming to foster gender equality across the blue economy. This project is

developing a Gender Equality Plan (GEP) template tailored for various sectors of the blue economy by engaging stakeholders and companies.

### AquaWind: Blending Technology with Diversity

AquaWind represents a good case study of how gender and diversity dimension can be integrated as a transversal approach into a technological project. This project incorporates gender principles into its multi-use offshore wind and aquaculture prototype, from ensuring diverse staff representation to gender-sensitive communication.

### Oce-AW: Anchoring Women's Careers

The University of Nantes presented Oce-AW, a French national initiative designed to enhance women's careers in the maritime sector through an e-learning system. This project tackles gender equality on dual fronts: empowering individual women and reshaping company cultures to secure female-led positions and leadership.

### Open discussion: Best Practices and reflections

Participants dove into an open discussion, bringing forward good practices and reflections after a quick survey to the audience. Highlights included:

- **Gender content in education:** Integrating gender-related content into academic curricula can dismantle stereotypes and inspire future generations.
- **Work-life balance measures:** Implementing programs that support work-life balance is critical for retaining talented women in the workforce, therefore, decreasing drop-out of women in certain sectors, especially higher-level positions
- **Engage with younger generations:** Collaboration with younger demographics provides fresh perspectives on gender equality within technical fields.
- **Training teams on gender dimension:** Equip project leaders and teams with the skills to integrate gender considerations into research endeavours.
- **Use online platforms for awareness:** Online campaign addressing sexual harassment, demonstrating the potential of social media for positive social change.
- **Data-driven decision-making:** Utilizing gender-disaggregated data in research projects allows for a more informed approach to achieving equality.

# ATHENA featured in an exclusive interview with Science|Business

We've recently shared some important existing resources in a press release where we spotlighted a comprehensive toolkit developed by ATHENA to support other European research institutions in developing their gender equality plan.

We're thrilled to announce that ATHENA has been featured in an exclusive interview, with [Science|Business](#), a prominent platform dedicated to research and innovation news. This feature is a testament to our ongoing efforts and achievements in promoting gender equality in research and development.

The interview, conducted by [Goda Naujokaitytė](#), dives into the effectiveness of gender equality plans in EU research, highlighting the challenges of implementation and the need for genuine institutional commitment, resulting in the article **'How to make a gender equality plan that sticks'**.

Representing the ATHENA project, Romana Jordan, Assistant Director for EU affairs, shared the transformative impact of systematic GEPs at the Jožef Stefan Institute, revealing that despite a belief in



meritocracy, the data exposed significant gender imbalances. Romana stressed that genuine commitment, beyond merely meeting EU requirements, is essential for meaningful change.

Similarly, Ana Kaminska, from Jan Kochanowski University (UJK), in Poland, highlighted the shift in perception at UJK, where GEPs evolved from a compliance task to a core policy reflecting

social responsibility. Ana highlighted the importance of tailoring plans to each institution's context and the critical role of robust monitoring systems to ensure the plans' effectiveness.



#### How to Access the Article:

The full article is available exclusively for subscribers of Science|Business. If you are a subscriber, you can read the full article [here](#).

For non-subscribers, S|B offers a free 2-week trial for those interested in accessing exclusive content.

# ATHENA e-platform is your online learning centre on gender equality

## Courses tailored to your institutional needs

ATHENA partners have developed nine comprehensive courses to support training in various aspects of gender equality. These courses cover

change management, legal and policy context, inclusive communication, gender equality plans, and gender equality in research and innovation.

Each course includes lectures ranging from one to eight hours and is available in multiple languages. Explore them to learn more:



## Women researchers have always been all over Europe, but now we are seeing them

Do you know an extraordinary woman researcher who deserves recognition?

Invite them to join the #ATHENAEquality database!

This platform celebrates the groundbreaking work of women

researchers across Europe. By joining us, you'll help shine a spotlight on their achievements and inspire the next generation of female scientists.

Together, we can create a more empowered and inclusive scientific community.

Join the #ATHENAEquality movement and help us uplift women in science!



Join the Women Researchers Database!





# Women now make up 52% of the EU's science & technology workforce

According to Eurostat, the EU saw an increase in science and technology (S&T) employment in 2023, with 78.3 million people working in these fields, marking a 2.9% rise from 2022 and a 25% increase since 2013. Women constituted 52% of this workforce, a figure that has remained stable in recent years but shows significant growth over the past decade.

Despite being the majority in S&T, women are underrepresented in specific roles such as scientists and engineers, where they make up only 41%. This slight increase over the last decade underscores the need for more women in these key positions

Gender equality plans are essential for addressing barriers and promoting women's participation in underrepresented fields, ensuring

equal opportunities, fostering diversity, and driving innovation and organisational performance.

The overall outlook remains positive, with the number of women in science and technology steadily growing, promising a more balanced future.

Read the full article [here](#).

# ATHENA's consortium meets in Rome, Italy.



On the 17th of June, the ATHENA Steering Committee members gathered in the beautiful city of Rome for another meeting to review the project work plan.

Hosted by our partner, the National Research Council (CNR) of Italy, this event provided an excellent opportunity to assess

the progress made in the first half of 2024 and to chart the course for future developments.

Beyond the technical reviews, the meeting facilitated valuable discussions on the sustainability of Gender Equality Plans (GEPs). The consortium members explored how ATHENA can further support the replication

of effective GEPs and drive systemic transformation in research institutions and beyond.

Our commitment to advancing gender equality continues!



# News on Gender Equality

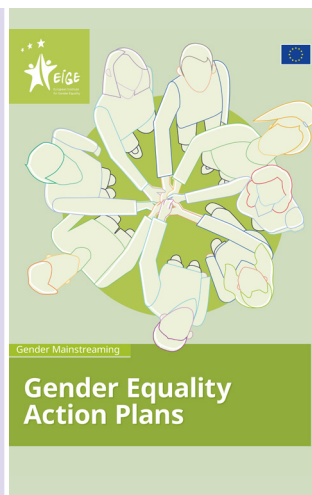
Relevant publications and news around Europe!



2024 report on gender equality in the EU

Corporate author(s): Directorate-General for Justice and Consumers (European Commission)

Click [here](#)



Gender equality action plans

Corporate author(s): European Institute for Gender Equality (EU body or agency)

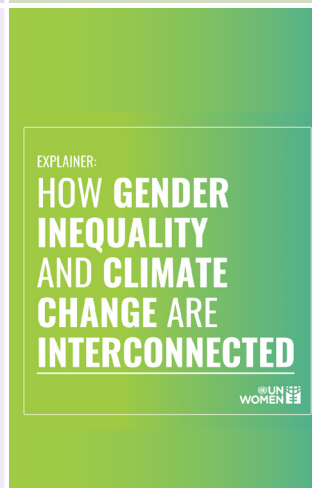
Click [here](#)



Flexible working arrangements and gender equality in Europe

Corporate author(s): Directorate-General for Justice and Consumers (European Commission)

Click [here](#)



Explainer: How gender inequality and climate change are interconnected

Click [here](#)



Policy Brief INSPIRE vision

Inclusive Gender Equality from an Intersectional Perspective)

Corporate author: INSPIRE Consortium

Click [here](#)



RESET Podcasts series


Creator: RESET project

Click [here](#)

# Upcoming events


## Women In Rail Award 2024

 25 September 2024

 Berlin, Germany  
Find out more [here](#).

## 2nd World Conference on Gender and Women's Studies


 18-20 October 2024

 Manchester, United Kingdom  
Find out more [here](#).

## Inclusive Science: Redesigned Scientific Excellence for Sustainable Futures


## RESET Project Final Conference

 7-8 October 2024

 Porto, Portugal  
Find out more [here](#).


## Current Reflections on EU Gender Equality Law

 10-11 October 2024

 Lisbon, Portugal  
Find out more [here](#).


## 2nd Global Conference on Gender Studies (GENDERCONF)

 1-5 November 2024

 Copenhagen, Denmark  
Find out more [here](#).

## EU Gender Equality Law

 1-5 November 2024

 Paris, France  
Find out more [here](#).

## 5th International Conference on Gender Studies and Sexuality

 6-8 December 2024

 Paris, France  
Find out more [here](#).

## EIGE's Gender Equality Forum 2024

 10-11 December 2024

Hybrid  
Find out more [here](#).