



**Gender** in science  
and  
technology  
**Lab**



Work programme addressed

**SiS-2010-2.1.1.1 Implementing  
structural change in research  
organisations/ universities**

## Participant organisations

Fondazione Giacomo Brodolini (FGB) \*

Associazione Donne e Scienza (ADS) \*

International Training Centre (ITC/ILO) \*

Istituto Nazionale di Fisica Nucleare (INFN)

Blekinge Institute of Technology (BTH)

Faculty of Technology and Metallurgy, Univ. of Belgrade (FTM UB)

Institute of Chemistry (NIC)

Leibniz-Institut für Polymer-forschung Dresden e.V. (IPF)

Consejo Superior de Investigaciones Cientificas (CSIC)

## Countries

Italy

Italy

Italy

Italy

Sweden

Serbia

Slovenia

Germany

Spain



## GENIS LAB project main objectives

1. to improve women researchers working conditions
2. to improve women researchers carriers opportunities in research organisations
3. to improve organisational climate – workplace, acting on organisational culture
4. to fight against negative stereotypes, within research organisation but also in a more general context
5. to contribute to the creation of positive women's role in science

## Technical partners involved in the analysis of the scientific organizations

**ITC/ILO** for Human Resources Management and Gender aspects;

**ADS** for the Organizational Culture and Stereotype dimension;

**FGB** for the Financial dimension and Gender Budgeting.

## Tools

- Gender participatory audits (local interviews);
- Labs as mutual learning activities (virtual lab, on-line forum on the project's intranet);
- Awareness campaign (circulation of documents and other interactive material such as the IAT online test);
- Participative discussions at the semestral transnational meetings;
- Mapping the different areas of intervention in each scientific institution



## Main deliverables

### 1. Tailored Action Plans (TAPs)

An official document, approved by each institute's internal management, containing a list of foreseen actions to foster structural change, specifically tailored and designed for each institute.

### 2. Guidelines

Publication containing European guidelines on gender management implementation in research institutions (in all partner languages).

## Actions in the Organizational Culture & Stereotypes dimension

:

- discussions with target groups (female junior researchers, assistant and associate professors and administrative staff);
- workshops with target groups and corresponding male counterparts;
- theatre with actors – content based on outcomes of workshops;
- webpage on gender issues based on GENIS LAB and national campaign;
- distribution of relevant information on gender issues by e-mail to all;
- use of gender-sensitive language in documents whenever possible.



# Actions in the Human Resource Management dimension

- The analysis of existing legislation, by-laws and guidelines on HRM : at all levels;
- the comparison with EU relevant documents;
- the creation of a gender equality policy;
- the addressing of issues of re-entry for parents;
- the training of assistant and associate professors – empowerment for leadership;
- the training of junior researchers in soft skills;
- the training of administrative staff in relevant skills;
- analysis of HR and contexts.

## Actions in the Gender Budgeting dimension

1. Analysis of financial flows and funds distribution: Collection of sex disaggregated data,
2. Promoting accountability of results (communication campaign)
3. Training non-academic staff (budgetary officials)
4. Gender-fair participation at all stages of the budgeting process
5. Transparency of the budgeting process
6. Integration of gender analyses and aspects into all accounting systems
7. System of financial incentives
8. Implementation of gender sensitive measures for a modified personnel recruiting
9. Including the gender dimension in any system of **quality accreditation**

## General considerations on the outcomes

- Differences in national laws and regulation.
- Differences in history and culture
- Differences at the institutional level

### Influenced

the choice of the tools and thus the TAP.

## Commonly shared problems

- Poor awareness of discrimination
- Problems in work /family conciliation
- Lack of transparency in evaluation both of careers as well as of grant assignment
- Economical crisis deriving problems
- Generational conflict.



# The European Platform of Women Scientists

# Mission



- Represent the concerns, needs, ideas, aspirations and interests of European women scientists in all disciplines and all stages of their career paths
- Coordinate support activities for women scientists to facilitate their active role in the European Research Area as researchers as well as participants in the research policy debate in Europe

# Main Goals



- Increase the participation of women scientists in European research policy and in shaping of the EU research agenda
- Better understanding and integration of the gender dimension in science.
- Strengthen contacts and collaboration among women scientists



## Board:

*EPWS is governed by an international, multidisciplinary Board of Administration of 11 senior women scientists, of whom four are physicists.*

## Members:

- *Over 200 member organisations/individuals /supporters, representing more than 12,000 women researchers active in academia and in industrial research;*
- *more than 1600 on the EPWS newsletter distribution list.*
- *From all disciplines: Humanities, Social Sciences, Natural Sciences, Engineering, Multidisciplinary...*





## Major Events 2011-14

2011: Training, Career and Mobility of Researchers in the Innovative Union - EPWS major session at the Hungarian Presidency Conference - Budapest

2012: Round table debate with Members of the European Parliament, held in the EU Parliament – Brussels

2013: EPWS Conference - Institutionalizing Gender and Diversity in University structures - Essen



## Major Events 2011-14

2013: Participated in the SAPGERIC Conference held under the Lithuanian European Presidency –Vilnius

2014: EPWS Conference – New perspectives for Women Scientists' Careers in Europe, held in the Ministry of Higher Education and Research – Paris

## Horizon 2020

*During the elaboration of Horizon 2020, a very fruitful synergy built up on the question of the place of Gender in this new Framework Programme between EPWS and the Helsinki group (Women and Science civil servants) of the Member states of the European Union: through this lobbying at the European Commission and the European Parliament levels, several articles on Gender are now in Horizon 2020 Regulations.*



**Website:** <http://www.epws.org>

*New member organisations and individuals are welcome!*

**Contact:** [membership@epws.org](mailto:membership@epws.org)