

What does gender mean? Gender is "a concept that refers to the social differences between women and men that have been learned, are changeable over time and have wide variations both within and between cultures"

Definition given by the European Union



What does gender have to do with science?

Science is a human activity, it is unlikely that it is not influenced by the social and cultural context within which it has developed.

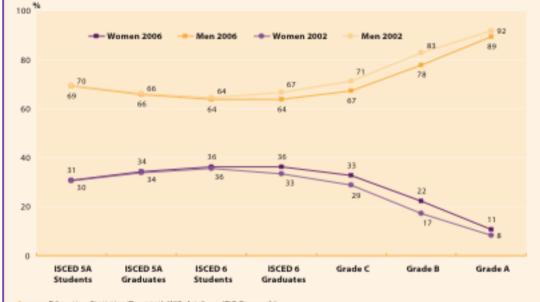
 Besides individual forms of explicit gender biases one can often find the lack of sensitivity towards gender, the so called gender blindness of science and technology.



The evidence

She Figures 2009 statistical report, EC

Figure 3.2: Proportions of men and women in a typical academic career in science and engineering, students and academic staff, EU-27, 2002/2006



Definition of grades:

A: The single highest grade/post at which research is normally conducted. &: Researchers working in positions not as senior as top position (A) but more senior than newly qualified PhD holders.

C: The first grade/post into which a newly qualified PhD graduate would normally be recruited.

ISCED SA: Tertiary programmes to provide sufficient qualifications to enter into advanced research programmes & professions with high skills requirements.

ISCED 6: Tertiary programmes which lead to an advanced research qualification (PhD).

SET fields of education = 400 Science, maths and computing + 500 Engineering, manufacturing and construction. SET fields of science = Engineering and Technology + Natural Sciences.



Source: Education Statistics (Eurostat); WIS database (DG Research)

Behavioral indicators of gender discrimination

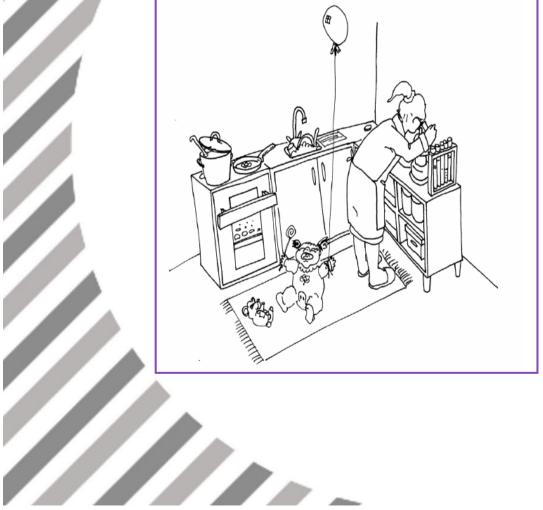
Everyday, unconscious attitudes create a fertile ground for discrimination to occur and grow



Is your working environment

gender friendly?

Is it normal to stav until late in the lab or office?

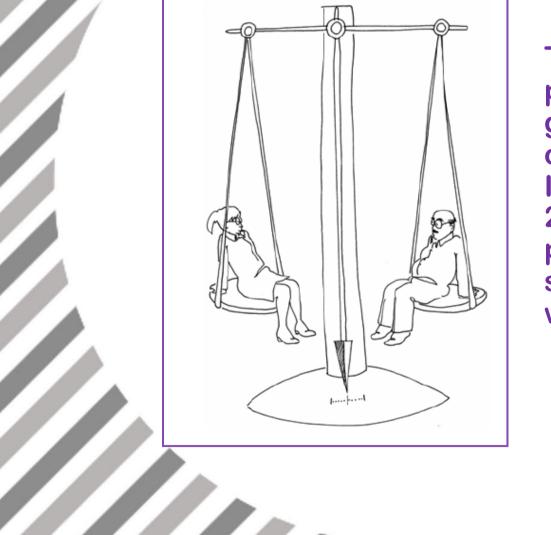


In most societies women are responsible for the care of children therefore unable to stay overtime at work.

In France monoparental families lead by women are 45% of total families.



Is your working envirnonment gender friendly? Do you know how much your colleagues earn?



The higher the position the largest the gap among the salaries of women and men. In Italy the gap goes from 23% to 40% for top positions. European survey "Women at work"

("Sapienza" University)



Is your working environment gender friendly? Do women in power have the same number of children than men in the same positions ?



Women in scientific research are the working category with the smallest children/women ratio in Europe.

(Eurostat)



Stepping off gender inequality

GENIS LAB

The Gender in Science and Technology LAB

Duration: 1st January 2011 – 31st December 2014

9 Partners from 6 countries (6 RTD partners)

4 years of activities to implement structural changes in order to overcome the factors that limit the participation of women in research.



Main objectives

- to improve women researchers working conditions
- to improve women researchers carriers opportunities in research organizations
- to improve organizational climate workplace, acting on organizational culture
- to fight against negative stereotypes, within research organization but also in a more general context
- to contribute to the creation of positive models



GENIS LAB Consortium

Partnership is thought as a synergy among scientific partners promoting common actions and best practices exchange in order to defeat gender discrimination, and technical partners providing and sharing innovative tools and methodologies for gender mainstreaming in science.





GENIS LAB Consortium

PARTNER	COUNTRY	ROLE
Fondazione Giacomo Brodolini (FGB)	IT	Coordinator Technical partner
Associazione Donne e Scienza (ADS)	IT	Technical partner
International Training Centre/International Labour Organization (ITC/ILO)	IT	Technical partner
Istituto Nazionale di Fisica Nucleare (INFN)	IT	Scientific partner
Blekinge Institute of Technology (BTH)	SE	Scientific partner
Faculty of Technology and Metallurgy, University of Belgrade (FTM UB)	RS	Scientific partner
National Institute of Chemistry (NIC)	SI	Scientific partner
Leibniz-Institut für Polymerforschung Dresden e.V. (IPF)	DE	Scientific partner
Consejo Superior de Investigaciones Cientificas (CSIC)	ES	Scientific partner



1) <u>Human Resources Management and</u> <u>Gender</u>

2) Organizational Culture and Stereotypes

3) Gender Budgeting



1) <u>Human Resources Management and</u> <u>Gender</u>

The Participatory Gender Audit will lead to the identification of strengths and gaps and of existing good and bad practices in relation to the organisations' capacity to tap the full potential of the female workforce, promote a gender balance at all levels and attract and retain the best qualified talents.



2) Organizational Culture and Stereotypes

Changing the perception of stereotypes in science and re-definition of excellence will be the two key issues of training for managers.



3) Gender Budgeting

Financial choices reflect the dominating culture, as power is created through the concentration of resources. It is then important when addressing gender equality to understand and monitor how resources are distributed and what effects the assignment has on each gender.



First step: an accurate picture

During the first part of the project technical partners will produce an indepth analysis of the state of the art in gender and working environment in each institution. To do so they will use innovative tools and a participatory methodology.



Innovative tools

1. Gender participatory audit

2. Gender budgeting, defined by the Council of Europe as "the implementation of Gender Mainstreaming in the budgetary process. This means the valorization of budgets from the viewpoint of gender, in which case the gender question is taken into account at all levels of the budgetary process with the aim of promoting the equality of women and men"

3. **Ridefining Excellence**: *excellence definition in science is linked to fixed indicators. Are we sure they are still actual? How might evaluation change to reflect more the individual capabilities? How might evaluation change not to be gender biased?*



Let's take action!

Every partner will define an action plan whose objective is to overcome gender bias by implementing structural changes.

The plan will be defined together with workers and will reflect specific needs according to the local context



GENIS...LABS

Skill sharing transnational laboratories, a space to discuss and exchange practices for gender mainstreaming in science. The LAB will focus on three main aspects:

- 1. Human Resources Management and Gender
- 2. Organizational culture and stereotypes
- 3. Organisational Financial dimension and Gender budgeting



The Workplan

	1st	year										2st	year											Brd ye	ar									4	lth ye	ar									
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WP2 - Gender-targeted and comparative organisational analysis audit		D2.1							D2.2		Γ	Ι											Ι					Γ					Ī		T		Ī			Ī			Ī	T	Ι
WP3 - Cooperative Pooling of Gender Management tools													D3.1					D3.2																											
WP4 - Definition and Implementation of self-tailored action plans											Γ	Ι							D4.1 MS1				04.2 MS2																						
WP5 - Project self-assessment and Internal evaluation																							-											D5.1	T									T	
WP6 - Dissemination and Awareness campaign		D6.1																																											

D= Deliverables

MS= Milestones





TIMING

2011

Launch of the project, Gender Participatory Audits in every partner organization, Gender budget analysis of every partner, Comparative analysis of gender participatory audits and budgets, Skill sharing LABs

- Dissemination
- Networking



TIMING

2012

Definition of local action plans, Local workshops for HRM, Skill sharing LABs, Dissemination, Networking

2012-2014

Implementation of local action plans, Skill sharing LABs, European level dissemination, Networking



For further information, please take a look at the project website: http:// www.genislab-fp7.eu

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SEVENTH FRAMEWORK