



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

# 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”*

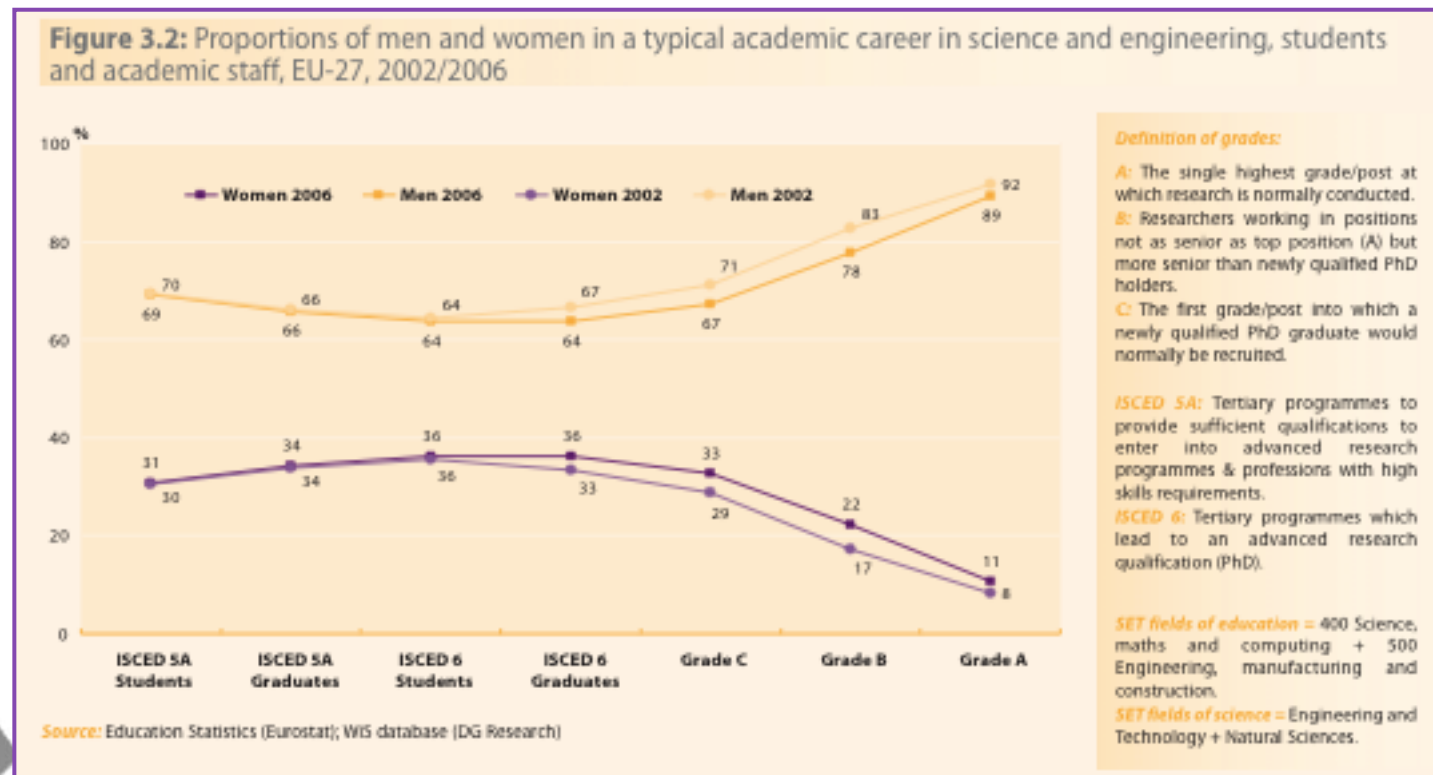
*Definition given by the European Union*

# 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

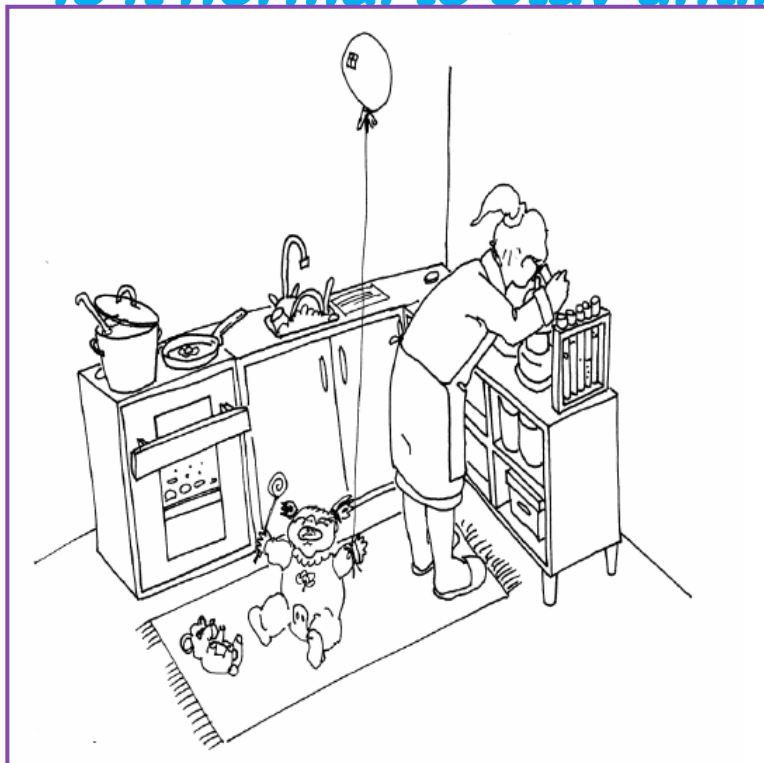


# Behavioral indicators of gender discrimination

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

# *Is your working environment gender friendly?*

*Is it normal to stay 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.

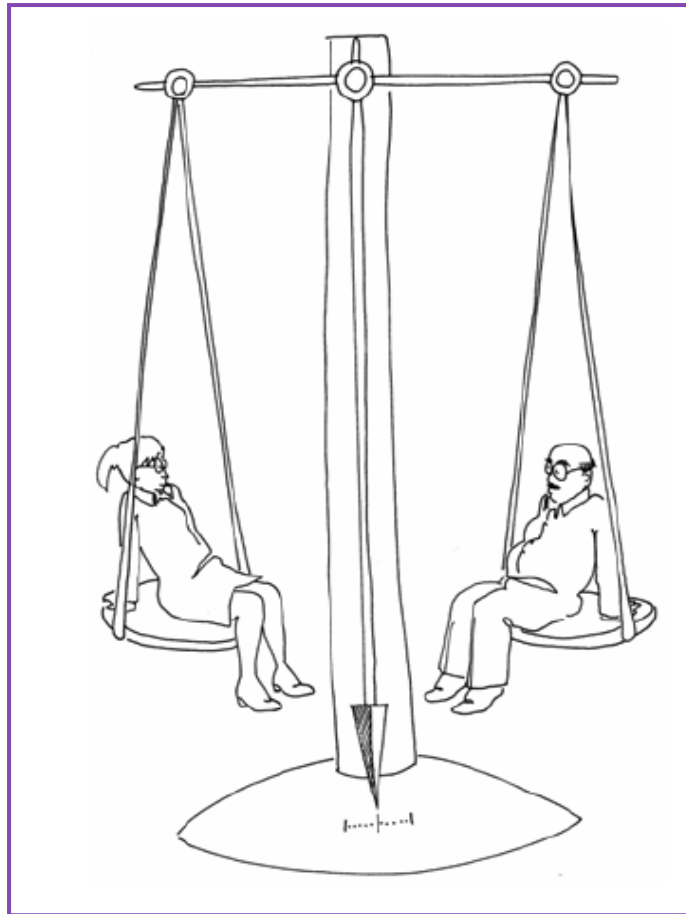
*(Eurostat)*



SEVENTH FRAMEWORK  
PROGRAMME

*Is your working environment  
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

# Three dimensions

- 1) Human Resources Management and Gender
- 2) Organizational Culture and Stereotypes
- 3) Gender Budgeting

# Three dimensions

## 1) Human Resources Management and Gender

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.

# Three dimensions

## 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.

# Three dimensions

## 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. **Redefining 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												2nd year												3rd year												4th year																																				
Work Packages	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48																									
WP1 - Project Management		D1.1																																																																							
WP2 - Gender-targeted and comparative organisational analysis audit		D2.1						D2.2																																																																	
WP3 - Cooperative Pooling of Gender Management tools													D3.1						D3.2																																																						
WP4 - Definition and Implementation of self-tailored action plans																			D4.1 MS1							D4.2 MS2																																															
WP5 - Project self-assessment and internal evaluation																																								D5.1																														D5.2 MS3			
WP6 - Dissemination and Awareness campaign		D6.1																																																																							D6.2

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](http://www.genislab-fp7.eu)



The screenshot shows a Windows Internet Explorer browser window displaying the GENIS LAB website. The browser's address bar shows the URL <http://www.genislab-fp7.eu/>. The website's header features the GENIS LAB logo, a navigation menu with links for BLOG, MATERIALS, LIBRARY, SUBSCRIBE, CONTACT, and INTRANET, and a secondary menu with links for Home, Research, and Extras. The main content area is divided into a left sidebar and a main content column. The sidebar includes a 'Home' section with links to 'About us', 'The project', 'Tools', and 'Links', as well as a 'Log-in here' section with input fields for 'User Name' and 'Password', a 'Remember Me' checkbox, and a 'Log in' button. Below the login section are links for 'Forgot your password?', 'Forgot your username?', and 'Create an account'. The main content column features a 'Latest Blog Entries' button and a list of partner organizations, including CSIC (Spain), IPF (Germany), INFN (Italy), BTH (Sweden), FTM UB (Serbia), and NIC (Slovenia). It also lists supporting organizations like FGB (Italy), ITC/ILO (UN Agency), and ADS (Italy).

