



QuickTime™ and a decompressor are needed to see this picture.

GENIS-L@B

WP2: Organisational assessments



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What is a PGA

Analytical and participatory methodology that helps organizations improve their performance in relation to gender equality



The aim of the PGA in GENIS-L@B

- To “map” the organization from a gender -perspective
- To highlight the cultural and structural causes of inequalities
- To use the diagnostic stage as a first step to gain commitment to structural change

ASSUMPTIONS

- Correlation between gender inequality and structural discrimination: biased policies, rules, practices, structures, division of labour
- Stereotypes cause/reinforce discrimination
- Discrimination should be addressed through structural and cultural change: mainstreaming

ASSUMPTIONS

- Sustainable change must happen from within, based on
 - qualitative self-assessment
 - based on experiential learning
 - from individuals to organizations
- Top level commitment is a sine-qua-non

FOCUS

- Three structural dimensions:
- Organizational culture and stereotypes
- Human Resource Management and gender
- Financing mechanisms and gender budgeting

Organizational culture and stereotypes



- To what extent the organizational culture challenges or reinforce stereotypes related to gender and science?
- How far can a stereotypical vision of science influence gender inequalities?
- How far gender stereotypes influence criteria for scientific excellence?
- Can we think of new, more equitable and efficient criteria for scientific excellence?

HRM and gender

- To what extent does the organization translate its gender equality commitment in human resource management policies, rules, practices and working arrangements?
- To what extent does the organization meet the different work-life conciliation needs of its staff, women and men?
- Are there structural obstacles to women's scientific careers and if so, how can they be overcome?



Financial dimensions and gender budgeting

- *“Gender budgeting is an application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality”*
- (Council of Europe and the European Union)

Financial dimensions: Gender Budgeting

- Gender budgeting involves:
 - evaluation
 - development
 - (re)organisation and,
 - improvement
- of the budgetary process, to incorporate a gender equality perspective in all sectors, at all levels and stages, by all actors involved in it.

Gender budgeting

- Generally, economic resources are allocated disregarding the impacts they may have on gender equality, even if allocations are not gender-neutral.
- Gender-responsive budgeting allows
 - to integrate a gender sensitive perspective into budgetary policies by assessing the gender effects of the allocation of economic resources and
 - to restructure allocations to achieve gender-equality.

Gender budgeting

- The application of Gender Budgeting will enrich the tools that scientific organisations apply for planning and evaluating their scientific strategies, with a gender perspective.
- Gender Budgeting will also allow for the re-organisation and new developments of Scientific Strategies, as it increases the transparency in the allocation of resources and in the underpinning decision-making processes .
- So that the overall efficiency of the scientific organisation will be improved

Gender budgets in GENIS LAB

- Who funds scientific research centers? (Public or Private funds)
- Which criteria influence the allocation of funds?
- Is gender included in this criteria? How?
- When the fund get to the research center who decides how to allocate them internally?
- Is this a prerogative of a specific Body? How many women are present in this Body
- The financial process is perceived as a “Technical” process by people in the organization or everyone feels involved?

Gender budgets in GENIS LAB

- In GENIS LAB we will investigate the process of allocation and management of financial resources in order to evaluate it in a gender perspective.
- In the definition of tailored action plans each partner will identify which elements of this process need to be modified in order to produce a structural change.

WHAT WILL IT BRING?

- A shared understanding of
 - how the organization is doing in terms of gender equality
 - the cultural and structural obstacles to gender equality
 - possible ways to institutionalize good practices and strategies to overcome these obstacles
- Improved organizational learning on gender equality

KEY STEPS

- Symptoms
 - Who does what? where? how? who decides? who benefits? (carrier paths, resource allocation, perceptions and needs analysis)
- Diagnosis
 - Policies and rules: equality? mainstream?
 - Culture: values or stereotypes?
 - Practices and structures : what do they reflect?
- Therapy: the LABS
 - introduce change in structures
 - building on strengths
 - “quick gains” and long-term vision

THE ACTORS

- Within the Organization (a Department of maximum 100 people)
 - Everyone consulted at different levels
 - An internal Project Team (2-4 people)
- From ITC/ILO, FGB and Donne e Scienza, the PGA facilitation team (2-4 people from ITC and FGB)

THE PROCESS

- Preliminary data collection and analysis (2-3 weeks)
 - Desk review of key documents
 - On-line questionnaire to all staff
- Field visit
 - Individual interviews
 - Focus groups
 - Feedback
- Report

THE PRODUCT

- A Synthesis Report including
- Challenges and opportunities in the three focus areas
 - Human resource management and gender
 - Organizational culture and stereotypes
 - Financial dimensions and gender budgeting
- Recommendations for performance improvement and follow-up actions in the Gender Laboratories (WP 3)

WHAT IS REQUIRED FROM YOU

- An internal Project Team including
 - Management
 - HR service
 - Equal Opportunity committee
 - Staff representative

WHAT IS REQUIRED FROM YOU

- Active engagement in/championing the process
- Facilitation of contacts and communication with your colleagues
- Help with dissemination of on-line survey
- Collection of data and documents
- Recruitment and selection of Reference Group
- Organization of field visit of PGA Team: Interviews and Focus groups

THANK YOU!

- WE LOOK FORWARD TO WORKING TOGETHER!