

Transferring Implementing Monitoring Equality

FUNDING INFORMATION

GenderTime is funded in the 7th Framework Programme of the European Commission

Field: Science in Society

Activity 5.2.1. Gender and Research

Area 5.2.1.1. Strengthening the role of women in scientific research and in scientific decision-making bodies

Topic SIS.2012.2.1.1-1: Ensuring equal opportunities for women and men by encouraging a more gender-aware management in research and scientific decision-making bodies.

Coordination and Support Actions (Supporting Actions)

Contract start date: 1st January 2013
Duration: 48 months

Project value: 3.33 Million Euros
EC funding: 2.33 Million Euros

BACKGROUND I

- Women's equal participation in scientific research is a key-issue for European economical and technical development, as well as a central matter for the achievement of equal opportunity between women and men and social justice.

- Women's under-representation in science and technology has been a major concern for the European Commission since nearly two decades (c.f. ETAN Report 2000, ENWISE Report 2004, Gender and Excellence in the Making 2004, WIRDEM Report 2008, Benchmarking Policy Measures for Gender Equality in Science 2008, She Figures 2013).

- Reports issued by the European Commission for the last decade highlight the fact that in spite of a growing number of female students in higher education, and an increased presence of women among PhD students, horizontal and vertical segregation remain salient.

PROJECT AIMS

- The consortium will cooperate on common actions to transfer knowledge between relative newcomers and institutions with experience on gender aware management.

- Besides a measurable change in the participating institutions through evaluation instruments such as tailor-made indicators, the outcome of the project will be to produce a tested toolbox including management tools for future action plans in institutions interested in similar approaches.

- Comparative analysis of GenderTime experiences will identify the best self-tailored actions according to cultural contexts, disciplines, etc. and the factors for a successful sustainable implementation.

CONSORTIUM

- ECEPIE (Egalité des Chances dans les Etudes et la Profession d'ingénieur en Europe) – France (Coordination)
- IFZ (Inter-University Research Centre for Technology, Work & Culture) – Austria
- The University of Padua (UNIPD) – Italy
- Linköping University (LIU) – Sweden
- University Paris Est Créteil (UPEC) – France
- Mihailo Pupin Institute (PUPIN) – Serbia
- Bergische Universität Wuppertal (BUW) – Germany
- Loughborough University (LoU) – UK
- Tecnalia Research & Innovation (TECNALIA) – Spain
- Donau-Universität Krems (DUK) – Austria

BACKGROUND II

- While first the attention was brought the women themselves, the research during the years emphasized more and more the importance of structural change for achieving gender equality in research organizations or institutions of higher education. Supported by Acker's work in 1990, this led to the common recognition of organizations as 'gendered organizations'.

- Gender research and debate has provided a major contribution to the critical assessment of the prevalent structures and modes of governance in academic and research institutions and pointed out the gendered academic culture, career patterns and notions of excellence (Leemann, 2002; EMBO Reports 2007; UPGEM 2008). This critical assessment supported the implementation of measures such as coaching programmes and mentoring schemes.

- Even though individual measures benefiting the career progression of academic staff can be considered as a crucial factor, it is important to focus on the prevalent organizational structure itself for achieving gender equal workplace conditions (Castaño et al 2010).



PROJECT STRUCTURE

GenderTime is organized around seven work packages. Two work packages are devoted to the project management and the dissemination of project information and results.

The five remaining work packages (WP) focus content wise on the following aspects:

- Implementation of Action Plans (WP2)
- Monitoring (WP3)
- Knowledge transfer (WP4)
- Independent evaluation (WP5)
- Methodology for structural change – designing a tool box (WP6)

PROJECT IDEA

- 'GenderTime' wants to tackle the challenge of initializing organizational structural change by identifying the best systematic approaches in the participating institutions through implementing tailor-made gender action plans. The plans involve activities in the fields of careers development & networking, institutional culture, management & policy making, recruitment, staff development & support, and work-life balance.

- Institutions involved in GenderTime are intentionally very different in terms of size, discipline, history, etc. in order to experiment in various institutional settings and to create a synergy among scientific partners.

- To guarantee the real implementation of structural change in each institution a central role will be assumed by 'transfer agents'. A crucial point will be the real commitment of organizational heads of each project partner.

EXPECTED OUTCOMES

Institutional level: Improve recruitment processes, equal pay for equal job, equal career opportunities, improved work-life balance, better career support, specific policies to attract and retain women in STEM, changing institutional culture and raising awareness, equal representation at decision level, set up indicators and reports, dissemination of good practice.

National and European level: build partnerships through intensive networking, toolbox for change, dissemination of findings to widest possible audience in reports, publications, leaflets, establish a strong foundation for future exploitation of work.



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