



# STAGES “ Structural Transformation to achieve gender equality in science”. GA-289051



## The STAGES Project

STAGES has the general aim of launching structural change strategies addressing the many and interconnected layers of the problem of gender inequality in science from an integrated perspective, deeply involving human resources management in research institutions, modifying and gendering its basic tenets. Bearing in mind the lessons learned in ten years and more of European policies and projects for gender equality in science, the choice was made of simultaneously addressing the three general strategies of making science and technology a friendly environment for women, inserting the gender dimension in the very process of research and innovation design, and promoting women in scientific leadership positions.

Five research organisations from Italy, Germany, Denmark, Romania and the Netherlands are each implementing a self tailored gender equality Action Plan, including activities such as: awareness-raising initiatives in high level institutional bodies; training modules on gender equality for internal decision makers; mentoring programmes for young women scientists; actions to enhance the visibility of women scientists; updated management and research assessment standards; course content development; leadership development; work-life balance measures; gender quotas in committees; promotion and retention policies. As a whole, 78 actions are being implemented in the five organisations along four years.

Negotiation with all relevant actors and on different dimensions (symbolic, interpretive, institutional, operational) plays a key role in order to assure the effectiveness of the action plans and the future sustainability of the actions at the end of the project. Sharing know how and experience in a continuous mutual learning exercise, both internal and external to the consortium, is geared at enhancing the planned activities on a real-time basis, giving the implementation a more participative and flexible approach.

## The Consortium

- The Department for Equal Opportunities-ITALY (Coordinator)
- ASDO - Assembly of Women for Development and the Struggle against Social Exclusion-ITALY
- University of Milan - ITALY
- FRAUNHOFER Society - GERMANY
- AARHUS University- DENMARK
- IOAN CUZA University- ROMANIA
- RADBOUD University- THE NETHERLANDS



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