




GENDER-NET
 PROMOTING GENDER EQUALITY IN RESEARCH INSTITUTIONS AND
 INTEGRATION OF THE GENDER DIMENSION IN RESEARCH CONTENTS

The GENDER-NET ERANET
GENERA kick-off meeting (Brussels, 17 September 2015)

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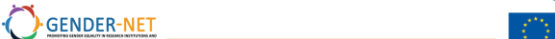
The GENDER-NET ERA-NET


FP7 2013 Science-in-Society Work Programme
 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

FP7-ERANET-2013-RTD
 Call SiS-2013-2.1.1-2 (Coordination and Support Action):
ERA-NET on the promotion of gender equality in research institutions

Duration: 36 months (October 15th, 2013 - October 14th, 2016)

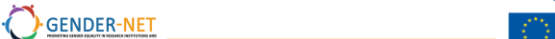
Total Budget: 1.951.665 €
 EC contribution: 1.545.219 €





GENDER-NET Aims

1. Engage MS into **modernising their institutions through structural change**, by implementing **gender equality plans** or equivalent initiatives, to improve the recruitment and career paths of female scientists as well as the working conditions and research productivity of both women and men
2. **Ensure scientific excellence**, stimulate new knowledge, leading to technological innovations, by **improving the integration of sex and gender analysis into all phases of basic and applied research**
3. Support a coherent **monitoring** and reporting of progress with **common indicators** to assess achievements
4. **Reduce fragmentation across the ERA** by helping reach a critical mass of research organisations and universities across Europe and realise ERA Priority n° 4: gender equality and gender mainstreaming in research



I WP2 Key Findings on National Initiatives (promoting GE in Research Institutions through Structural Change)

- National laws, policies, programmes and awards are drivers at the institutional level for the implementation of GEPs, and so are transnational initiatives
- Gender equality units and networks of practitioners (at national, institutional, international levels) play a crucial role regarding the implementation of GEPs
- Leadership involvement is vital, but few measures specifically target leaders
- Working environment and work-life balance: some measures specific to research careers (e.g. grant extension/relief from teaching after parental leave, dual-career)
- Although researcher mobility is crucial for the ERA, few national initiatives exist that take gendered challenges into consideration
- Gender equality monitoring, through appropriate quantitative and qualitative means is an important instrument in ensuring the long-term, sustainable and effective institutionalisation of gender equality at an institutional level



I WP2 Key Recommendations: Transnational Actions

- Establish **ERA platform** on gender equality to stimulate transnational learning on how to interlink measures that implement structural change
- Develop **joint indicators** on structural/cultural change impacting gender equality, in consultation with institutions to learn from their experiences, which will be integrated into institutional reporting on gender equality plans and other national reporting procedures
- Develop a **structural change toolkit** which should contain capacity-building materials, training and recommendations for decision-makers in institutions and the wider community
- Consider creating a **transnational award/incentive scheme**



I WP3 Key Findings (on Gendering Research Contents and programmes)


- Gender dimension in research contents is less developed than gender balance/gender equality and there's confusion between the two
- Legal framework at national level helps but is not necessary
- Level of implementation follows a descending trend from policies/strategies (40% of the sample), integration in research funding programmes (28%), guidelines/trainings for applicants (28%), guidelines/trainings for reviewers (15%) to recommendations for curricula development (2,5%)
- About ¼ from the sample are proactive organisations. Another ¼ are relatively proactive, and ½ are relatively inactive ones.
- However, some of the less active ones already plan to adopt a policy, and a large majority of national organisations express an interest for obtaining more information on the topic



I WP3 Key Recommendations (for RFOs)

- Require applicants to **indicate whether sex and/or gender is relevant to their proposed research**. If so, outline how sex/gender analysis will be integrated in the design, implementation, evaluation, interpretation and dissemination of the results. If not, explain why not.
- Including measures aimed at integrating the gender dimension into all programs (**cross-cutting**) not only in specific programs.
- **Training**: develop and deliver training on sex and gender analysis for Agency staff, Evaluators, Applicants
- **Enforcement**: develop evaluation/scoring criteria, review & monitor funded proposals
- **Supplemental/Eligible Funding** (Seed Grants) for:
 - exploring how sex/gender analysis can be added to current or proposed research
 - providing training for research team
- Developing sound and systematic **monitoring** and evaluation system with measurable and **appropriate indicators** to measure implementation success

GENDER-NET
International Gender Studies in Research & Evaluation and
 Implementation of the Gender Dimension in Research Activities



Thank you for your attention!



Please visit our GENDER-NET website
www.gender-net.eu

You can also contact our GENDER-NET coordinator:
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