



JOIN THE DEBATE ON GENDER
EQUALITY IN RESEARCH!



This project is supported
by the European Commission
under the FP7 Capacities programme

Supporting Women Researchers – Good Practices in Europe

results of the GENDERA Project



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*By raising awareness in today's society, the
GENDERA
project aimed to
re-address the equality of gender
within research organisations and higher education
institutions across Europe.
The project intended to contribute to facilitate the
implementation of gender balance in science
and
create an enabling environment
to integrate gender dimension into science policy
throughout Europe.*

www.gendera.eu

The GENDERA consortium

	TETALAP, Hungary
	CIREM, Spain
	EKT NHRF, Greece
	JSI, Slovenia
	UMB, Slovakia

	JR, Austria
	SEZ, Germany
	APRE, Italy
	OBC, Israel

GENDERA – Specific objectives

- **Collect, systemise and analyse experiences** in gender equality policies and activities on gender balance in different research organisations
- **Identify best practices** for the empowerment of women
- **Discuss these issues** with top policy and decision makers and other stakeholders at national and European level.

Main results of GENDERA project

- Webpage www.gendera.eu
- Database of good practices on gender balance in research and higher education institutions
- Synthesis Report available from website (Good Practices in Gender Equality in R&D Organisations)
- Brochure: Practical recommendations for research organisations
- National Task Forces set up in 9 countries
- Recommendations for national „Women and Science“ action plan in 9 countries



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GENDERA - Changing the gender balance in research organisations

From 2010 – 2012, the Partners in the GENDERA initiative will strive to make a change to the balance of gender in research organisations in Europe. By **raising awareness** in a wide cross-section of today's society, GENDERA aims to **re-address the balance of gender within research organisations and higher education organisations** across Europe. The role of women in specific disciplines and in decision making positions will be strengthened through dialogue (the gender debate) and the implementation of best practices. From 2010 onwards, the GENDERA partners will collect, systemise and analyse existing policies and programmes in order to **identify good practices that are already having a positive effect on ensuring that women get higher in research organisations and higher education institutions and achieve decision-making positions.**

This project is supported by the European Commission under the FP7 Capacities programme. **GENDERA** is coordinated by Tudományos és Technológiai Alapítvány (Hungary). Other partners in the project are the Center for European Initiatives and Research in the Mediterranean (Spain), National Documentation Centre/ National Hellenic Research Foundation (EKT/NHRF) (Greece), Jozef Stefan Institute (Slovenia), Univerzita Mateja Bela (Slovakia), Joanneum Research Forschungsgesellschaft mbH (Austria), Steinbeis-Europa-Zentrum (Germany), Agenzia per la Promozione della Ricerca Europea (Italy) and ORT Braude College of Engineering (Israel).

The project information brochure can be downloaded [here](#).

News

[More...](#)

18.10.2011 [The European Gender Summit: Quality Research and Innovation through Equality, 8-9 Nov 2011, Brussels, poster submission deadline approaching.](#)

Database of good practices

<http://www.gendera.eu/index.php5?file=12>

GENDERA Good Practice Database

Country	NULL Austria Germany Greece Hungary	Negate <input type="checkbox"/> Boolean <input type="text" value="OR"/>
Sector	NULL Business Enterprise Governmental Sector Higher Education Private non Profit	Negate <input type="checkbox"/> Boolean <input type="text" value="OR"/>
Type of initiative, located on the stage of career progression of women scientists	NULL Career entry Pre-University Professional experience Qualification (Higher Education)	Negate <input type="checkbox"/> Boolean <input type="text" value="OR"/>
Type of initiative referring to strategic objectives	NULL awareness gender in research individual structural	Negate <input type="checkbox"/> Boolean <input type="text" value="OR"/>

Search

- **64 good practices**
- **from 9 countries**
- **in 4 sectors**
- **related to 4 strategic objectives**

Synthesis Report

Good Practices on Gender Equality in R&D Organisations

<http://goo.gl/f0WkZ>

The report

- introduces the methodology of research and selection
- gives an overview of the selected good practices
- summarizes the aim and benefit of existing initiatives
- shows the barriers which the organisations faced during the implementation of the initiatives

Criteria used for selecting a good practice:

- the initiative has to be successful,
- its impact should be sustainable,
- it should be embedded into a systematic approach or wider strategy,
- it should be transferable to another country or R&D sector and
- it should incorporate innovative elements.

A gender equality initiative was assessed as good practice if it satisfied four of these five criteria.

General conclusions:

- External funding is immensely helpful in initial stages and can have considerable impact on the process of gradual system integration.
- The higher the inclusiveness of an initiative, the greater the probability of success.
- Particular needs and demands of the target groups need to be identified and addressed and relevant, appropriate tools should be selected.
- Continuous assessment, monitoring and evaluation of the progress and results of every initiative are necessary.

Practical advices

- in 10 languages
- total of 4500 copies
- distributed among R&D
policy makers, management
of universities, research
organisations



National Task Forces

- relevant policy makers and high-level representatives of public and private higher education and R&D organisations were invited into the national Task Forces in 9 countries
- with the aim to involve them actively in local discussions and increase their commitment to advance the situation of gender balance in research positions
- national Women&Science workshops were organized with the leading participation of Task Force members – encourage discussions on national level, shaped according to national needs

Recommendations

- Recommendations for national Action Plans to promote women in science were developed by the Task Forces in each country; selected good practices from the database were used as suggested models for gender policies
- The recommendations have been sent – with the active help the Task Force members - to high level politicians, policy and decision makers
- GENDERA partners strive to maintain the sustainability of the Task Forces and continue their work to persuade the national actors who are in the position to advance the current situation of women in research



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Thank you!

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