



Gender in research as a mark of excellence

Toolkit and Training Activities

2009 - 2010 (first contract)

2011 - 2013 (second contract)



Gender in Research: toolkit and training activities

Key elements:

- funded under FP7 Capacities programme (SiS)
- service contract (public procurement process)
- project core team:
 - Yellow Window Management Consultants
 - GenderatWork
 - Engender



Two main activities:

- **Toolkit:** ‘Gender in EU-funded Research’
 - Part 1: overall introduction into gender and research
 - Part 2: how to make research gender-sensitive
 - Part 3: case studies based on concrete examples drawn from nine specific research fields
- **Training activities:** one-day training sessions at different locations in Europe

Toolkit Gender in EU-funded research

Case studies from nine research fields

- 1.health
- 2.food, agriculture and biotechnology
- 3.nano-sciences, materials and new production technologies
- 4.energy
- 5.environment
- 6.transport
- 7.socio-economic sciences and humanities
- 8.science in society
- 9.international cooperation

Training sessions, based on toolkit

One-day sessions:

- morning: general introduction to gender in research
- afternoon: specific research fields are addressed with practical exercises

Method:

- knowledge transfer and practical exercises
- interactive workshop

Training practical information

- Course language: English
- Participation is free
- Dates:
 - 1st series: September 2009 till September 2010
 - 2nd series: March 2011 till March 2013
- Locations: spread across Europe
- Training target groups:
 - ‘multipliers’: NCPs; research advisors, EC officers
 - researchers: coordinators; participants

Training objectives

- Awareness-raising
what is it?
- Capacity-building
how to do it?
- Strengthening advocacy skills
how to convince others?

Dual gender equality objective: women's participation AND gender in the research content

WHO

Equal
opportunities for
men and women
in research



Encourage equal participation of men and women in research teams at all levels

Create working conditions and culture that allow men and women to have equally fulfilling careers

WHAT & HOW

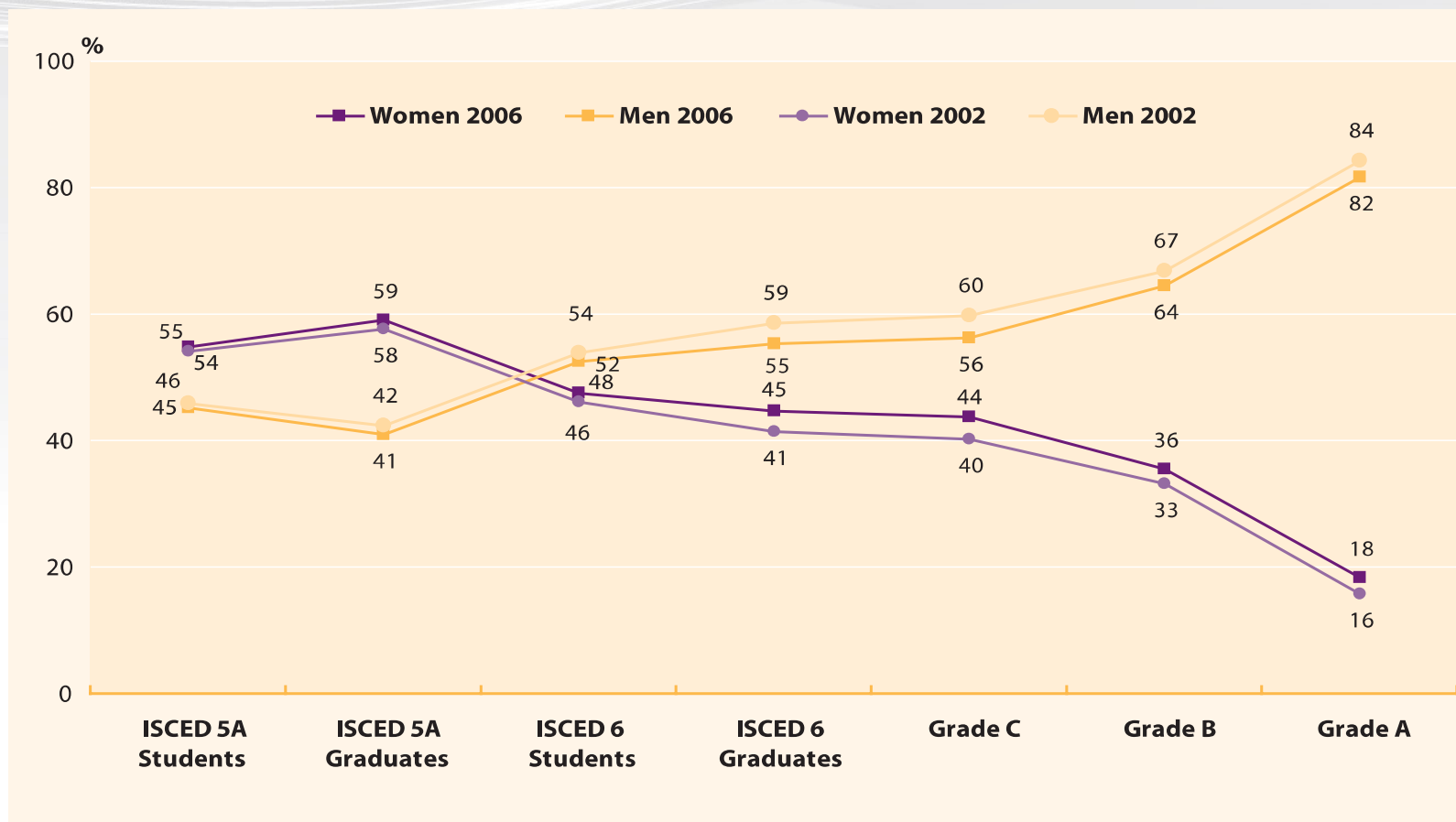
Gender in
research content



Address both women's and men's realities

Consider gender-specific research to fill knowledge gaps

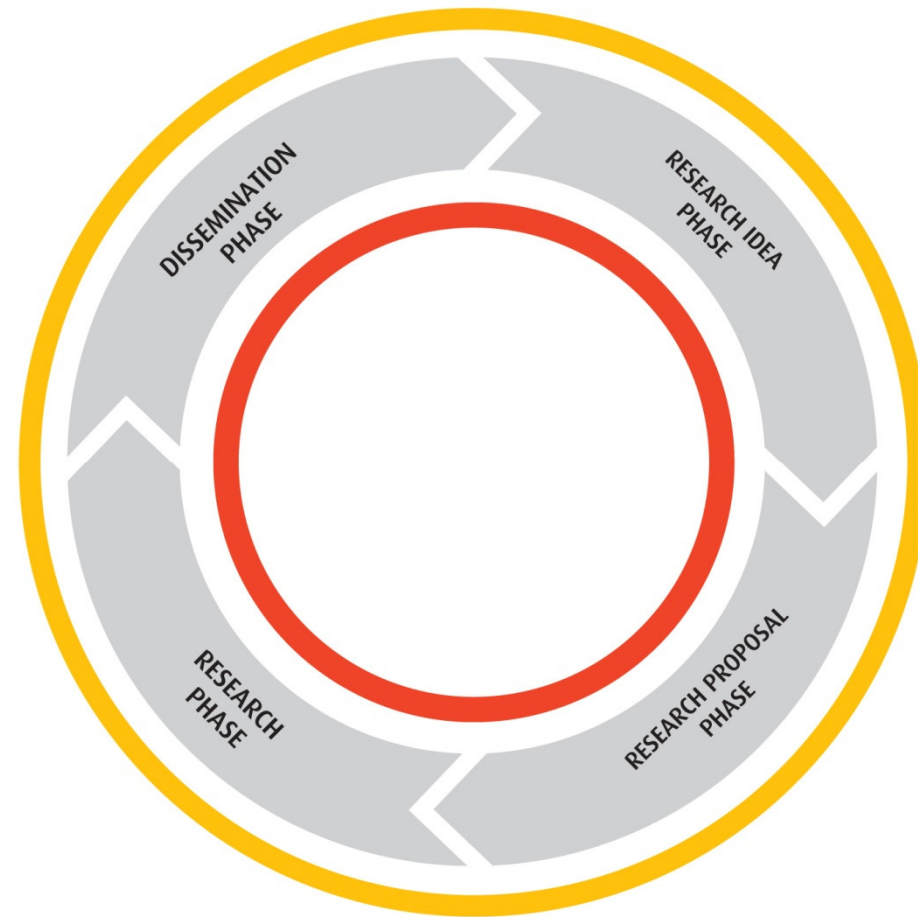
Women's participation and equal opportunities: the leaking pipeline



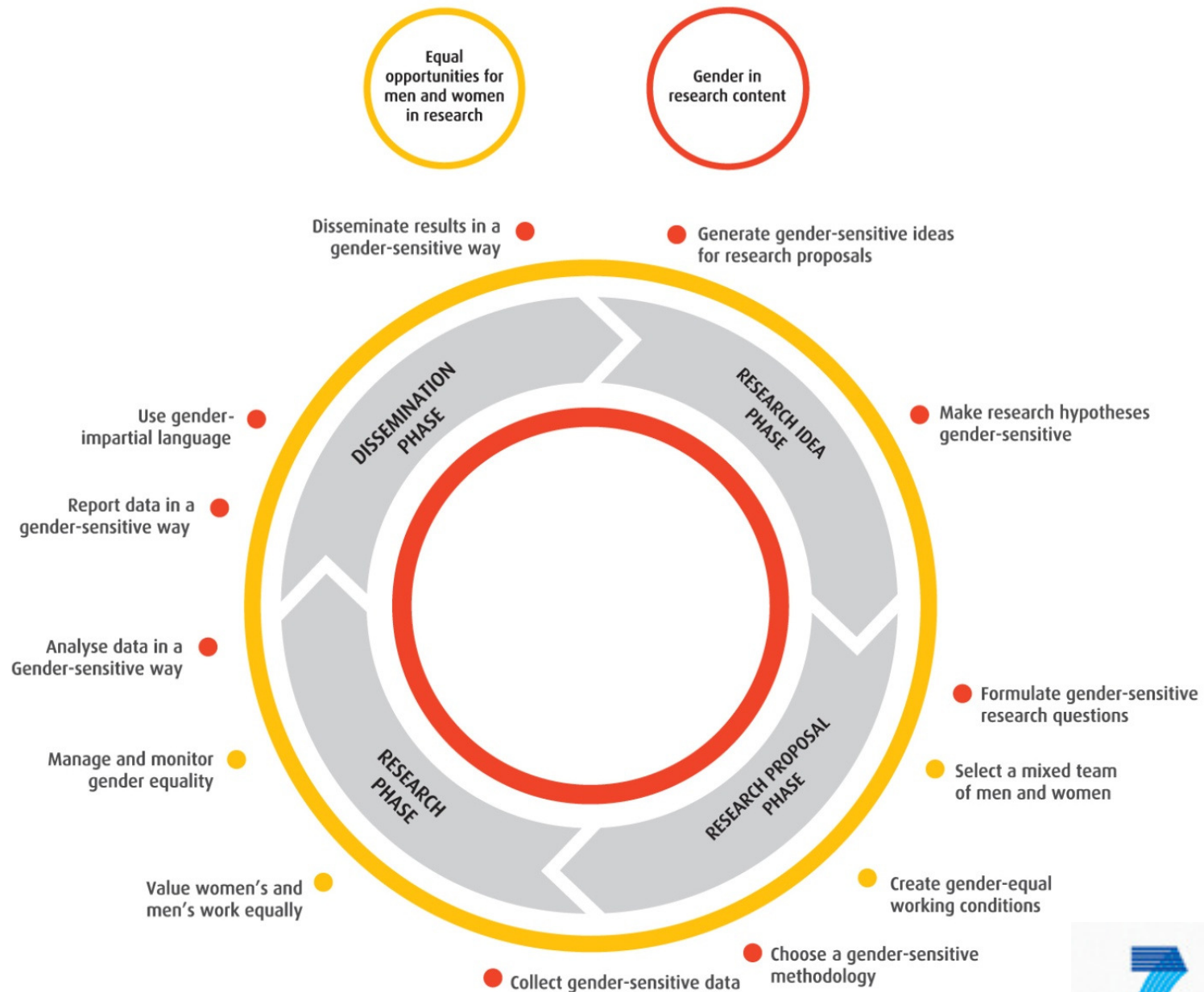
Source: Education Statistics (Eurostat); WiS database (DG Research); Higher Education Authority for Ireland (Grade A)



Gender issues are to be considered in all stages of the research cycle



Toolkit Gender in EU-funded research



Status and interim results

- 43 training sessions:
 - 14 countries
 - 715 people trained: 76% F / 24% M
- Average: 18 participants / session
- Most 'popular' fields: health; SESH; Science in Society; environment
- High participant satisfaction: average of 8,6 /10 (base: satisfaction questionnaires from all sessions)

Observations

- This project answers to a real need:
 - High number of requests from candidate host organisations
 - Interest from national research authorities to explore the transferability of the format to their national context
- Strengths of the concept: good balance theory-practice; interactive and dynamic; practical examples; immediate relevance for participants' work

Impacts (1): increased awareness

Achievements	Examples of quotes
<ul style="list-style-type: none">• Understanding of gender as a social construct• Gender is more than a women's issue• Distinction between equal opportunities and gender relevance of research topics• Considering gender in research contributes to the quality of the research	<ul style="list-style-type: none">• <i>I learnt that gender is incredibly complex and important, and if addressed properly will lead to very positive outcomes in society and in science</i>• <i>I learnt that gender is more than a balanced consortium</i>

Impacts (2): increased capacity for better gender balance

Achievements	Examples of quotes
<ul style="list-style-type: none">• Gender balance pursued in project teams• Efforts for gender balance in events	<ul style="list-style-type: none">• <i>While preparing a meeting programme, I pushed to have a balanced sex ratio for speakers</i>• <i>The facts and key words given on the gender aspect were very helpful in diverse discussions</i>

Impacts (3): increased capacity to integrate gender in research content

Achievements	Examples of quotes
<ul style="list-style-type: none">• Understanding of the relevance of gender issues throughout the research cycle• Insights in the relevance of gender for specific research domains• Capacity to distinguish sex and gender and to see how both interrelate• Practical understanding how research can be made gender-sensitive	<ul style="list-style-type: none">• <i>In early project discussions it has been possible to introduce the idea that the research needs to consider if there should be some special attention in respect of the intended results for women and men, rather than for users 'en masse'.</i>

Impacts (4): increased capacity to convince others

Achievements	Examples of quotes
<ul style="list-style-type: none">• Arguments to use• How to address and overcome resistance• How to ask the right questions	<ul style="list-style-type: none">• <i>I now understand how to use concepts and tools to speak about gender in research</i>• <i>The training has given me definitions, objectives, arguments to convince scientists to interpret gender aspects</i>

Impacts (5): multiplier effects

Achievements

- Within project teams
- To other researchers
- To colleagues in research / university departments
- To students, through classes and lectures given
- By advising clients (National Contact Points)
- National authorities exploring the transfer of the initiative to their national level

Examples of quotes

- *My department agreed to have a special session at work about gender*
- *I apply the knowledge I gained in my readings*
- *I'll make a synthesis of the training to present to my board to try to convince them of the usefulness and urgency of putting a gender policy in place*

Project website:

*More information, calendar, locations, registration
and how you can be involved:*

<http://www.yellowwindow.com/genderinresearch/>

Interested in hosting a session? Do get in touch!