



# Newsletter

Issue 3 • December 2012

*This is the third issue of the Genis Lab newsletter, a web-tool aimed to inform people involved in the project and partner institutions on project activities and on how and what Europe is actually carrying out in the promotion of gender equality in science.*

*Genis Lab stands for **GENDER IN SCIENCE AND TECHNOLOGY LAB**: a EU funded project, financed by the 7<sup>th</sup> Framework Programme. The aim of GENIS LAB is to create new working conditions in six European scientific organizations by using innovative methodologies of gender mainstreaming.*

## RE-ACT

**At the Turin meeting we played theater! Olivier and Cinzia made us act and some interesting things came out.**

The basic idea is that even with little games and role plays, stereotypes pop up, especially if we are not using words to communicate. In fact, sometimes stereotypes are reflected in the way we speak, in the relationship between people, in the way we stand or look at other people, or in our position in space. Most often stereotypes are more apparent in our body than in our words.

The project coordination team participated in the Re-act lab and, overall, it turned out to be really amusing and triggered a lot of discussion! Re-act is a collective research method that uses theatre tools to display, elaborate and change stereotypes in science. Through gradual questions and simple actions, participants are given the opportunity to analyse and deepen their understanding of the dynamics of everyday working life in order to bring about positive changes.

The lab consisted of three phases.

It began with some games (phase 1). Games and exercises enable people to develop interactivity and participation, facilitate the expression of the most timid participants, create a dynamic group based on trust, as well as

## In this issue:

- Re-Act 1
- Networking 2
- Partners: ILO 3
- Tools for Change: TAPs Tailored Action Plans 3
- Numbers: 197 4
- People: José Kenny 4
- Videos 5



[www.genislab-fp7.eu/](http://www.genislab-fp7.eu/)

## PARTNERS:





Some pictures from Turin



enable everyone to find out, while having fun, his/her relational attitudes and trends.

Phase 2 entailed the creation of 'collective statues'. Participants, divided into groups, identified some gender-based problematic situations and represented them through a statue. The statues were displayed in turn and participants 'performed' the statues, making assumptions about the situation represented by the statue. The assumptions for the same statue turned out to be different.

The statues were then animated, creating short scenes. The scenes, embodying problematic situations, were structured by the groups through the identification of three stages: 'antidesire', 'crisis' and 'collapse'. The scenes were then performed in front of the other participants and were the subject of discussion of the forum (phase 3).

The forum addressed the issue of whether certain situations are related to gender discrimination or are simply the dynamics of competition among researchers. Then, the forum tried to understand whether the proposed strategies are aimed at achieving only the adaptation of women to male chauvinism. Through the work in the forum, it was determined that some strategies are likely to become equal opportunities for women to become men, causing them to behave as men to have equal opportunities.

Finally, the issue of motherhood and evaluation of publications in a conciliation perspective was addressed. In particular, the use of the phrases 'My husband is collaborative' and 'he helps me' was emphasised, revealing that child care is the prerogative of women.

## NETWORKING

The **GenisLab** project was presented within **INFN** during CUG meeting on 8th February 2012 as well as during a seminar held at the Perugia Section office on 24th April 2012 and the similar seminar held at the Pisa Section office on 26 June 2012.

The GenisLab team of **BTH**, together with the director of the HR department of the university, has agreed to join hands in gender equality activities. This means that BTH is in a process of integrating the GenisLab TAP for BTH into the activities of the BTH Equality Committee. This is a great acknowledgement of the importance of the GenisLab project.

Polona Pecnik participated in the conference organised by the **Slovenian Commission for Women in Science** on March 7th at the University of Primorska, Faculty of Humanities, in Koper. Polona held the lecture on the GenisLab project and its PGA results and the outcoming recommendations for NIC. The idea of the project and the work already done and planned for the future, concerning the question of gender in science, was warmly welcomed and accepted among the participants and members of the Commission.

Here is the link to the presentation (it is available in Slovenian language only):

[http://www.ki.si/fileadmin/user\\_upload/datoteke-L07/PDF/genis\\_lab/predavanje\\_1\\_genis\\_lab.pdf](http://www.ki.si/fileadmin/user_upload/datoteke-L07/PDF/genis_lab/predavanje_1_genis_lab.pdf)

Manuelita Mancini and Barbara De Micheli attended the **European Gender Summit** where they networked and promoted GenisLab and presented our project with this image.



## PARTNERS. ILO

The International Labour Organization (ILO) and the Italian Government established the International Training Centre (ITC) in 1964 in Turin, Italy, as a focal point for high-level in-service training to develop human resources and institutional capacities to promote fairer economies and decent working opportunities for all. In this way we contribute to achieving ILO's goal of decent work for women and men.

Two programmes are specifically dedicated to training for workers and employers' organisations from across the globe. In addition, ITC-ILO has technical training programmes focusing on:

- Employment promotion (labour market analysis, employment policies, entrepreneurship development and micro-finance)
- Social protection (social security and extension of social protection, migration, domestic work, occupational safety and health)
- Social dialogue and labour administration
- Management of development (procurement management, project cycle management)
- International Labour Standards, Rights at Work and Gender Equality (ILSGEN)

This is the expertise we put at the service of the GENIS-LAB project, where we conducted participatory gender audits together with all project scientific partners, facilitating them in self-assessing their gaps and strengths in relation to gender equality and suggesting sets of concrete action they can take to improve their gender equality performance. We are now working with them, providing ideas and support on how to adopt concrete measures to create workplaces that are truly gender transformative, and that can help women break the glass ceiling in science, and at the same time improve working conditions and environments for all younger and older generations, irrespective of their gender, towards a new, more inclusive 'gender pact' in scientific careers.

## TOOLS FOR CHANGE.

### TAPS TAILORED ACTION PLANS

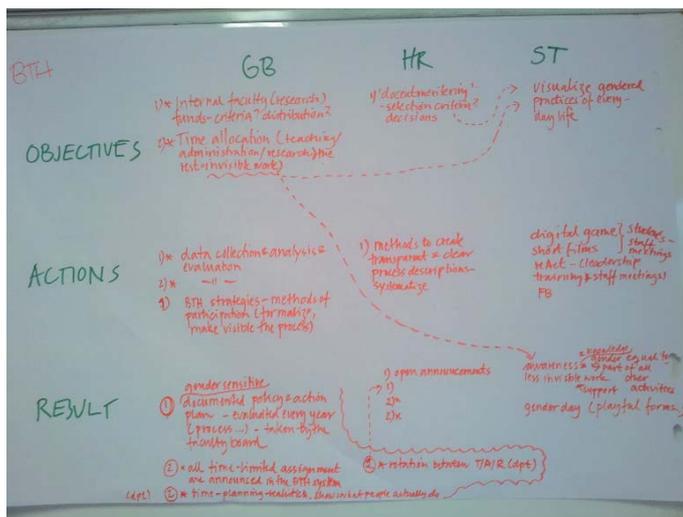
**TAPs are at the heart of GenisLab's work.**

After the gender audits and following a year and a half of activities both within the organisations and at a network level, partners are ready to define an action plan tailored to their specific needs and objectives to achieve

gender equality. Every TAP will contain:

- a summary of results from the qualitative gender
- assessments, focusing on the three GenisLabs
- dimensions (managerial, budgetary and cultural)
- descriptions of:
  - challenges
  - strategy
  - actions
  - monitoring and evaluation indicators

TAPs foresee a systemic approach based on the sharing of a common methodology that integrates the three dimensions of organisational change: culture, management and gender budgeting.





what we are doing in the GenisLab project. After a first year of strong analysis of the gender situation in our own institutions, we have started the Tailored Action Plan of the project. Within this Plan we have started several specific activities to help woman manage their working time without typical limitations that could prevent their full involvement in the research activities.

***As you are one of the few men involved in the project, what do you think men should (must) do?***

**José M. Kenny:** I am one of the few men strongly involved in this project and certainly there are many ways men can support this process.

Indeed, gender is a bivalent matter and its implications affect both sides and must be tackled with the support of both sides. First of all, men must recognise that there is a gender issue and that they are part of the problem... more in depth, men must recognise that there is a strong historical and social background affecting gender issues in our society and, although some changes are now visible, there are still many stereotypes strongly influenced by a 'male' vision of our society that must be changed.

Secondly, men should contribute to an effective and positive change of the day-by-day home and work activities.

## VIDEOS

Good ideas circulate quickly! We proposed the GenisLab project partners to develop a video about gender in science involving researches and during the meeting in Turin we showed some examples. While participating in the European Gender Summit, Barbara De Micheli reported this interesting initiative.

The video competition offered people the chance to highlight the diverse career options that science offers to young women everywhere and to help raise young women's interest in science. It was promoted by a number of science bloggers and tweeters, and Brian Schmidt (winner of the Nobel Prize in Physics in 2011) made a donation making it possible to have a cash prize! ■

### CHECK OUT THE CONTEST WINNERS!

[http://www.gender-summit.eu/  
index.php/video-contest](http://www.gender-summit.eu/index.php/video-contest)