



GENiS  
LABS

Gender in science  
and technology  
Lab

## Participant organisations

Fondazione Giacomo Brodolini (FGB) \*

Associazione Donne e Scienza (ADS) \*

International Training Centre (ITC/ILO) \*

Istituto Nazionale di Fisica Nucleare (INFN)

Blekinge Institute of Technology (BTH)

Faculty of Technology and Metallurgy, Univ. of Belgrade (FTM UB)

Institute of Chemistry (NIC)

Leibniz-Institut für Polymer-forschung Dresden e.V. (IPF)

Consejo Superior de Investigaciones Cientificas (CSIC)

## Countries

Italy

Italy

Italy

Italy

Sweden

Serbia

Slovenia

Germany

Spain



## Technical partners involved in the analysis of the scientific organizations

**ITC/ILO** for Human Resources Management and Gender aspects;

**ADS** for the Organizational Culture and Stereotype dimension;

**FGB** for the Financial dimension and Gender Budgeting.

## Partecipatory Gender Audit

The analytical and participatory methodology helps organizations improve their performance in relation to gender equality.

It allows the mapping of the different areas of intervention in each scientific institution.

## Main deliverables

### Tailored Action Plans (TAPs)

An official document, approved by each institute's internal management, containing a list of foreseen actions to foster structural change, specifically tailored and designed for each institute.

### Guidelines

Publication containing european guidelines on gender management implementation in research institutions (in all partner languages).



## Actions in the Organizational Culture & Stereotypes dimension

- Specific workshop on the topic..
- Use of the IAT test
- Theatre with actors – content based on outcomes of workshops;
- Use of gender-sensitive language in documents whenever possible.



## Main deliverables

- Breaking the vicious cycle of gender stereotypes and science

- Assessing excellence

Resistance to gender equality projects

- Awareness policies



## Actions in the Gender Budgeting dimension

- Analysis of financial flows and funds distribution: Collection of sex disaggregated data,
- Training non-academic staff (budgetary officials)
- Transparency of the budgeting process
- Integration of gender analyses and aspects into all accounting systems
- Implementation of gender sensitive measures for a modified personnel recruiting
- Including the gender dimension in any system of **quality accreditation**





## **Main deliverables**

### **Gender Budgeting in Scientific Organizations: A Methodological Proposal for Structural Changes**

**Journal of Business and Economics, December 2016, Volume 7,  
No. 12, pp. 2121-2131**



## Main deliverables

Achieving gender balance at the top of scientific  
research:  
Guidelines and tools for institutional change

## General considerations on the outcomes

- Differences in national laws and regulation.
- Differences in history and culture
- Differences at the institutional level

### Influenced

the choice of the tools and thus the TAP.

## Commonly shared problems

- Poor awareness of discrimination
- Problems in work /family conciliation
- Lack of transparency in evaluation both of careers as well as of grant assignment
- Economical crisis deriving problems
- Generational conflict.