

FP7 Capacities Work Programme: Science in Society

Second action line: Strengthening potential, broadening horizons

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

SiS-2010-2.1.1-1 Implementing structural change in research organizations/ universities



GENIS LAB



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FP7 Purposes



- To raise awareness and directly involve the main actors, essentially private and public research and higher education institutions, in the promotion of better employment practices and workplace culture, to integrate equality and diversity.
- A group of several research organizations/universities is expected to cooperate on common actions in order to implement the best systemic organizational approaches to increase the participation and career advancement of women researchers.

FP7 Purposes

- Each institution must provide a convincing self-tailored action plan in order to implement the necessary structural changes on the basis of its specific problems, followed by actual implementation
- Periodic and final assessment on the efficiency of the implemented plans must be part of the proposal, provided by an external independent evaluator.
- Final guidelines for other institutions interested in similar structural approaches will be prepared and disseminated.



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FP7 Purposes



- Dissemination activities at regional, national and/or international level must be included in the proposal.
- The proposal must also include sufficient evidence that the plans will be implemented in the medium to long term, and that, to this effect, the proposed activities have the full support of the management structures at the highest levels of these institutions.



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Expected Impact



- Development of a more gender-diverse scientific workforce.
- Measurable results in terms of female participation in research at all levels of seniority among project participants.
- Wider benefits across Europe
- Higher awareness of the issue and dissemination of the guidelines.
- Activities carried out within the project continue in the longer run without EC support.



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What the EU Commission expects from GENIS LAB



Structural changes
Concrete improvements in the organizations
Qualitative and quantitative indicators
Commitment of all stakeholders
Networking with other FP7 projects
Impact on strengthening the role of women in science
Long lasting changes



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GENIS LAB CONSORTIUM



PARTNER	COUNTRY	ROLE
Fondazione Giacomo Brodolini (FGB)	IT	Coordinator Technical partner
Associazione Donne e Scienza (ADS)	IT	Technical partner
International Training Centre/International Labour Organization (ITC/ILO)	IT	Technical partner
Istituto Nazionale di Fisica Nucleare (INFN)	IT	Scientific partner
Blekinge Institute of Technology (BTH)	SE	Scientific partner
Faculty of Technology and Metallurgy, University of Belgrade (FTM UB)	RS	Scientific partner
National Institute of Chemistry (NIC)	SI	Scientific partner
Leibniz-Institut für Polymer-forschung Dresden e.V. (IPF)	DE	Scientific partner
Consejo Superior de Investigaciones Científicas (CSIC)	ES	Scientific partner



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GENIS LAB CONSORTIUM



What do you expect to achieve for your organization by the end of GENIS LAB?

Which are the most successful gender equality policy and measures in your organization?