GENIS LAB

The Gender in Science and Technology LAB - GENIS LAB project

- The purpose

- The work plan

Kickoff Meeting, January 31st,2011
Rome, Fenix Hotel

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It is about…structural change

"*The GENIS – LAB project aims at implementing structural changes in a group of selected scientific organisations in order to overcome the factors that limit the participation of women in research, despite their excellent departure conditions in terms of talents and competences*"

KEYWORDS

- promote and support structural changes
- self-tailored action plans
- overcome gender discriminations in research organizations

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SEVENTH FRAMEWORK
PROGRAMME

THREE DIMENSIONS

1) <u>**Human Resources Management and Gender**</u>: The Participatory Gender Audit will lead to the identification of strengths and gaps and of existing good and bad practices in relation to the organisations' capacity to tap the full potential of the female workforce, promote a gender balance at all levels and attract and retain the best qualified talents.

2) <u>**Organizational Culture and Stereotypes**</u>: Changing the perception of stereotypes in science and re-definition of excellence will be the two key issues of training for managers.

3) <u>**Gender Budgeting**</u>: Financial choices reflect the dominating culture, as power is created through the concentration of resources. It is then important when addressing gender equality to understand and monitor how resources are distributed and what effects the assignment has on each gender.

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THE WORK PLAN

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Work Packages	1st year												2st year												3rd year												4th year											
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48
WP1 - Project Management		D1.1																																														
WP2 - Gender-targeted and comparative organisational analysis audit		D2.1							D2.2																																							
WP3 - Cooperative Pooling of Gender Management tools														D3.1					D3.2																													
WP4 - Definition and Implementation of self-tailored action plans																				MS1 D4.1				MS2 D4.2																								
WP5 - Project self-assessment and Internal evaluation																																			D5.1													MS3 D5.2
WP6 - Dissemination and Awareness campaign		D6.1																																														D6.2

D= Deliverables

MS= Milestones

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First year of project (2011)

Work Packages	1st year											
	1	2	3	4	5	6	7	8	9	10	11	12
WP1 - Project Management		D1.1										
WP2 - Gender-targeted and comparative organisational analysis audit		D2.1							D2.2			
WP3 - Cooperative Pooling of Gender Management tools												
WP4 - Definition and Implementation of self-tailored action plans												
WP5 - Project self-assessment and Internal evaluation												
WP6 - Dissemination and Awareness campaign		D6.1										

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WORK PACKAGES

WP1: Project Management

Project coordinator: FGB

(months 1-48)

Main coordination level: Steering committees

- They will take place approximately on a six-month basis, when possible, at the same time of other meeting occasions.
- They involve the Project Coordinator (expressed by FGB) and partners' Project Managers, ensuring continuous communication among partners as well as periodic monitoring on project activities.

Deliverable: Project Management Plan

The plan will include guidelines for deliverables, presentation standards, time targets, information flow and evaluation criteria/indicators and methodology.

Delivery date: month 2

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WP2 : Gender-targeted and Comparative organizational analysis
Project coordinator: ITC/ILO
(months 1-9)

- The **organizational analysis on the scientific partners** will be performed by a team composed by ITC/ILO, FGB and ADS staff.

- **Focus on three broad organizational dimensions:**
  - HRM and Gender;
  - Organizational Culture and Stereotypes;
  - Financial dimension and Gender Budgeting

- A **European seminar** will be organised at the end of this phase, in order to share the main findings of the organizational analyses.

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WP2 : Gender-targeted and Comparative organizational analysis

Deliverables

1) **Common gender-based organizational assessment tool**: The tool will be prepared with the support of the ILO Participatory Gender Audit (PGA), enabling a comparative analysis of the various organizational settings, preparing the exchange of good practices and cross-fertilization among the transnational partners, in relation to three broad organisational dimensions.

   Delivery date: month 2

2) **Gender-based organizational analyses**: The reports will contain the results of the six PGAs realized by the team of external PGA facilitators in each of the scientific partners of the project. The results of the gender-based organizational analyses will provide participating organisations with concrete elements to initiate gender laboratories and to proceed with the activities of the following Work Packages.

   Delivery date: month 9

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WP3: Cooperative pooling of Gender Management Tools
Project coordinator: BTH
(months 10-19)

- **Three trans-national virtual laboratories** will be activated at month 10, focusing on:
  - HRM and Gender; (ITC/ILO – leading partner)
  - Organizational Culture and Stereotypes (ADS – leading partner)
  - Financial Dimension and Gender Budgeting (FGB – leading partner)

- The LABs will work as a **mutual learning activity**, where the scientific partners can identify and share effective gender-management tools.

- The technical partners will lead the activities of the LABs. Specifically, ADS will animate a **participatory process of identification of stereotypes on women and science.**

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WP3: Cooperative pooling of Gender Management Tools

Deliverables

1) **Thematic reports containing effective gender management tools**. Based on the activities performed in the LABs, three thematic reports contaning effective gender management tools will be realized. The focus will be on: HRM and gender; Organizational culture and sterotypes; Financial dimension and gender budgeting.

   Delivery date: month 14

2) **Methodological guidelines for the definition of the awareness campaign on stereotypes.** The guidelines will be addressed to the HR Managers in the scientific organizations, with the goal of animating a participatory process of identification of stereotypes on women and science acting in partners' organisations.

   Delivery date: month 19

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WP4: Definition and Implementation of Self-Tailored Action Plans
Project Coordinator: CSIC
(months: 18-48)

- WP4 represents the core activity of the project: <u>30 months devoted to it.</u>

- Starting from Gender Audit's results (WP2), *guidelines for the definition of self-tailored action plans* will be defined.

———————————

On which basis, will action plans be tailored on each scientific partner organization?

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WP4: Definition and Implementation of Self-Tailored Action Plans

Towards the definition of the action plans

- **Points of departure:**   1) state-of-the-art analysis – PGA's results (WP1)

     2) gender management tools defined for
          each dimension through the LABs(WP3)

- **Participative discussion** on organizational analysis' main findings in the three selected areas

- **Identification of strategic priorities** for intervention in each of the three dimensions

- Two <u>criteria</u> will be taken into account:
     - relevance towards project's main purpose
     - feasibility in specific organizational context

- Each priority will be tackled through a specific action.

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WP4: Definition and Implementation of Self-Tailored Action Plans

- Each action will be defined in terms of: type of activity; timing; relevance to identified priority; expected impact (indicators to be defined); allocation of resources; sustainability after project conclusion.

- The implementation of action plans will focus on:
  – HRM (e.g. recruitment; promotion and retention policies; training activities);
  – Gender Budgeting (e.g. definition of common criteria for a GB; assessment of budget; GB tools);
  – Stereotypes (supply of questoinnaires; training courses).

- **External evaluators** will assess each plan and express suggestions for improvement (WP5). Periodical and final assessment (3 times, each 6 months).

- An **internal seminar** within each scientific organization and a **transnational conference** will be held in order to share action plans.

ESSENTIAL PRE-REQUIREMENT:
Real and effective commitment of high-level managers

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WP4: Definition and Implementation of Self-Tailored Action Plans

Deliverables

1) **Guidelines for the definition of the action plans.** The guidelines will be prepared taking into account the state-of-the-art analysis (WP2) and the mutual learning activity (WP3).

   Delivery date: month 20

2) **Self-tailored action plans**. Six plans will be defined and implemented on each scientific organization partner of the project. Their implementation will last 24 months.

   Delivery date: month 24

WP5: Project self-assessment and Evaluation

Project Coordinator: FGB

(months 1-48)

1) **Self-assessment and internal evaluation of the project.** This activity will be performed in parallel with project management activity (WP1), in order to calibrate Genis LAB implementation, according to emerging needs.

2) **External Evaluation:**
   - Scientific Board, composed of nine external and independent evaluators
   - Aim to analyse effective implementation of action plans
   - Sub-groups of three experts (one per each issue)
   - They will meet twice (month 36 and month 46)
   - Constant monitoring of the process of implementation of the plans

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SEVENTH FRAMEWORK PROGRAMME

WP5: Project self-assessment and Evaluation

Deliverables

1) **Interim Evaluation Report for the implementation of the action plan**s. External Evaluators will issue an interim evaluation report focusing on the implementation of the expected structural changes, after one year from the launch of the action plans.

   Delivery date: month 36

2) **Final Evalution Report for the implemenation of the action plans**. External Evaluators will issue a final evaluation report focusing on the implementation of the structural changes within the scientific organizations on the basis of the selected indicators.

   Delivery date: month 48

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WP6: Dissemination and Awareness Campaign

Project Coordinator: IPF

(months: 1-48)

- Dissemination activities will involve all the partners of the project.

Deliverables

1) **Dissemination Plan**. It will focuses on the definition of: project logo; project brochure; project presentation (.ppt); dedicated website; periodic newsletter national launching conferences; high level training addressed to HR managers; networking and clustering with other similar initiatives; final conference.

   Delivery date: month 2

2) **Guidelines of efficient gender management tools tailored for scientific institution**. They will be addressed to research centres and universities and published in all partners' languages at the end of the project.

   Delivery date: month 48

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Thank you for the attention