



Gender in science
and
technology
Lab

What have we done
until now?

First year of project (2011)



	1st year											
Work Packages	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										

6 PGA

1 PGA tool

Web site
Dissemination plan
6 national seminars
Brochure
EU seminar

WP2 : Gender-targeted and Comparative organizational analysis

Project coordinator: ITC/ILO
(months 1-9)

The organizational analysis on the scientific partners has been 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: **today and tomorrow**

WP2 : THE AUDITS

ITALY (INFN)	MARCH	28- 1 APRIL
SLOVENIA (NIC)	APRIL	11 to 15
SWEDEN (BTH)	MAY	23 -27
SPAIN (CSIC)	JUNE	13 to 17
SERBIA (FTM UB)	JULY	4 to 8
GERMANY (IPF)	AUG	15 to 19
Transnational Meeting To Exchange Results		
SPAIN 29 – 30 SEPTEMBER		

Deliverables

Common gender-based organizational assessment tool: The tool enables 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

Gender-based organizational analyses: The reports 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 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

What's next?

WP3: Cooperative pooling of Gender Management Tools

Project coordinator: BTH
(months 10-19)

The Labs

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 - WHAT?


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**.

The Labs - WHY?

A virtual space to

- meet
- exchange
- work together to define new tools



Knowledge
Ideas
Experiences
Opinions
Feelings
Tools
Papers
....

They are strategic for Genis Lab, they offer the opportunity to create a **EU Wide community of people sharing the SAME NEEDS in DIFFERENT**

The Labs - WHO

- Each organisation should participate with at least 2 persons in each LAB – *register in the community*
- LAB coordinators will post documents and suggest issues
- Each participant should
 - participate in the discussion
 - upload documents
 - send comments
 - open new discussions
 - involve colleagues in the discussion

The Labs - WHERE and HOW?

The screenshot displays the GENIS LAB website interface. At the top, a navigation menu includes links for NEWS, NEWSLETTERS, LIBRARY, SUBSCRIBE, CONTACT, and INTRANET. The main header features the GENIS Lab logo and the text "The Gender in Science and Technology LAB (GENIS LAB)".

Below the header, a breadcrumb trail indicates "You are here: Home > Intranet". On the left, a vertical menu lists: Home, About us, The project, Tools, and Links. A "Virtual Lab" button is positioned below this menu.

The central area contains a login form with fields for "User Name" and "Password", and a "Log in" button. Below the login form are links for "Forgot your password?", "Forgot your username?", and "Create an account".

On the right side, a "NEWSLETTER" section is visible, featuring a "Latest News" header. The news items include:

- 1st Annual Conference GENIS LAB**: The 1st Annual Conference will take place in Madrid by the research partner CSIC on September 29-30, 2011.
- GENIS LAB Newsletter**: The first issue of the GENIS LAB newsletter has been published. Download it [here](#) or go to the [materials](#) section.
- National Launching Conference 13th April 2011**: Leibniz-Institut für Polymerforschung Dresden e.V. National Launching Conference: The Gender in Science and Technology LAB - GENIS LAB 13th April 2011.

The browser's status bar at the bottom shows "Internet | Modalità protetta: disattivata" and a zoom level of 100%.

The Labs - WHICH CONTENTS?

- HRM and Gender	Organizational Culture and Stereotypes	Financial Dimension and Gender Budgeting
.....

Deliverables

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

Delivery date: month 14 – Feb 2012

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 – July 2012

WP4: Definition and Implementation of Self-Tailored Action Plans

Project Coordinator: CSIC

(months: 18-48)

WP4 represents the core activity of the project: 30 months devoted to it.

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?

Delivery date: month 19

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)

Methodology

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 criteria will be taken into account:

- **relevance towards project's main purpose**
- **feasibility in specific organizational context**

Each one of the 3 priorities will be tackled through a specific action.

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)

Methodology

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

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Two criteria will be taken into account:

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Each one of the 3 priorities will be tackled through a specific action.

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

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 focus 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

Thank you for the attention