



Newsletter

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This is the second 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 7th 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.



THE GENIS LAB TEAM

DOUBLE INTERVIEW. VOICES FROM GENIS LAB

This time are **Leandro Casaban**, a phd student and **Laura Peponi**, a post-doc researcher in CSIC that answered to our lightening interview on science, gender and Genis Lab.

What do you enjoy the most about working in the scientific research field?

Leandro - Definitely the opportunity to discover new things everyday, being different and non-monotonic.

Laura - I enjoy working as a scientific researcher because of the possibility to work on my own research and on the field that I decide to, with a more independent spirit if compared with other types of work. Moreover, there is the possibility to work at different items and not only at one. Furthermore, there is the possibility of travelling

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www.genislab-fp7.eu/

PARTNERS:



around the world knowing different aspects of the research in other countries and making contacts with other researchers on my field.

Do you think that being a man/woman had any impact on your career?

Leandro - In my opinion, being a man or a woman in the research field has no impact in your career. I do not see any type of gender discrimination.

Laura - I think that in a scientific panorama both men and women should be equal. However, women find more obstacles, because of the ruling mentality in society, just like in other fields. Moreover, it is evident that the "problem" of parenthood affects more women than men for two reasons: it is not convenient for a pregnant woman to work with "usual" "dangerous" materials that can be found easily in a research laboratory; before and after the born of her son/daughter, she has less time to dedicate to work in general because she has to take care of her child.

Your organization experienced the gender audit, how was it for you? What are your expectations about it?

Leandro - What I expect from a gender audit in my organization is to see that there are no differences regarding the gender. That everyone has the same rights and obligations.

Laura - I considered the interview very interesting and I retain that it could be a manner to present the gender "problem" in our organization. I expect major visibility and more discussion about it.

PARTNERS: IPF

The **Leibniz-Institut für Polymerforschung Dresden e.V (IPF)** is one of the largest polymer research organizations in Germany. As an institute of the Leibniz-Gemeinschaft (Leibniz Association), the IPF is committed to carrying out application-oriented basic research and receives its base funding in equal parts from the Federal Republic of Germany and its member states. The focus of activities at the IPF is directed toward the advancement of basic scientific knowledge for the development of functional polymer materials and polymer materials with new or improved characteristics. In

their endeavours, the researchers at the IPF work towards understanding the effects of interfaces and the utilization of interface design in material development, in which nanotechnological aspects as well as interfaces to biosystems are of great importance. By December 31, 2008, the IPF had a total of 445 employees, among them 219 researchers including 76 PhD-students. The proportion of female staff members amounted to 45%. At any time, many international visiting scientists from many countries work at the institute for different periods. In 2008, their number amounted to 117.

Activities in the "gender and research" field

IPF took and takes part in several materials science based EU-Research projects within FP6 and 7 where gender aspects play an important role, such as: NANOFUN-POLY, SC&CR, FLARETPOL, AMBIO, KidStem, INTELTEX, MULTIHYBRIDS (FP6); POCO, AngioScaff (FP7). On the national level, IPF has been involved in various German and Saxon programmes covering gender issues since 1995. In 1995, IPF implemented a Concept for promotion of women ("Konzept Frauenförderung im IPF"). Since 2004, IPF has an elected representative for gender issues, dealing with activities on the improvement of the compatibility of family and working life. Since 2009, IPF implements a plan for gender equality for the years 2009-2012 ("Gleichstellungsplan 2009-2012"). On 17th May 2010, IPF has got the Certificate "Beruf und Familie" (Profession and Family). The IPF-homepage "equal opportunities" is currently in preparation.

TOOLS: GENDER BUDGETING

Gender budgeting means to read a budget (of a state, institution or company) from a gender mainstreaming perspective in order to identify gender inequalities in the distribution of economic resources (i.e. who manages resources? Who benefits the most from the distribution of resources?).

Its prerogative is the assumption of the importance of addressing gender equality which means that institu-



tions asking for a gender budget analysis are deeply committed towards the fulfillment of gender equality.

There isn't a unique methodology to apply the gender balance, it might vary depending on the kind of institution under the lens and on the balance voices examined. In fact it isn't necessary to examine the whole balance, but only those voices considered key in tracking gender inequality.

In practice the gender balance means that external experts examine the balance and related documentation reporting where inequality in the distribution of resources lies. Following the institution is supposed to use the results of the gender budgeting to correct inequalities and address equality.

The key for a successful gender budgeting relies on:

- The commitment of the institution: as a fact balance is something very sensible and the results of the gender budgeting might be very challenging for the heads of the institution involved.
- The collaboration of the administrative staff is crucial as they are the ones to keep record of the balance and to give most of the information to the experts.
- The continuity over the time and an action plan of positive actions coordinated: if gender balance is an isolated experience and is not linked with other gender equality measures its impact is limited.

Fondazione Brodolini is in charge of Gender Budgeting activities within Genis Lab. The Brodolini Foundation has carried out gender budgeting analysis already in the Marche Region, Catanzaro Province, Rome Municipality, Pistoia Province.

For more information:

www.fondazionebrodolini.it

<http://www.gender-budgets.org/ww.gender-budgets.org/>

NUMBERS: 8%

8% is the number that represents the quota of patents in the STEM sector registered by women. This data is

lower than the percentage of women in the relative scientific field and cannot be explained only through the scarcity of women. The role of women in innovation is object of a recent debate and it probably reveals the need for a greater awareness of the role of gender as a dimension of competitive advantage in innovation and the application of research results:

- Gender equality has been missing from the submissions made to the European Patents Office;
- The level of patent applications from women is around 8%, and Germany, which is the source of 50% of EPO's applications, has only 6% submitted by women.

What happens overseas? In a recent article by the *National Center for Women and Information Technology*, the percentage of women registering patents in the STEM field in the United States has raised from 1,7% in 1980 to 6,1% in 2005 towards a 13% of men.

It is not just a European debate: the global scientific community needs to question the innovation production and challenge gender issues.

Sources:

Frietsch, Rainer, Inna Haller, Melanie Vrohling et al. 2008. Gender-specific patterns in patenting and publishing. Fraunhofer ISI Discussion paper Innovation Systems and Policy Analysis, No16

"The Gender Gap in Patenting: Is Technology Transfer a Feminist Issue?," NWSA Journal, volume 21, n.2, estate 2009. Please look also at:

http://ethics.uncc.edu/sites/ethics.uncc.edu/files/media/rosser%20lecture.uncc_.pdf

NETWORKING

We keep talking about innovation:

Gendered Innovations is a project sponsored by the Stanford University and the European Commission to foster the employment of sex and gender analysis as a resource to create new knowledge and technology. The Gendered Innovations project:



- 1) develops methods of sex and gender analysis for scientists and engineers;
- 2) provides case studies as concrete illustrations of how sex and gender analysis leads to innovation.

The goal of the Gendered Innovations project is to provide scientists and engineers with practical methods for sex and gender analysis. To match the global reach of science and technology, methods of sex and gender analysis were developed through international collaborations, as recommended in the 2010 **genSET Consensus Report** and the United Nations **Resolutions** related to Gender, Science and Technology passed in March 2011.

And following a forthcoming...: a European appointment with gender and scientific innovation: the **European Conference on Gender and Innovation** - Maximising Innovation Potential Through Diversity in Research Organisations, 19th-20th March 2012, Stuttgart, Germany. The conference is organized by the **GENDERA** project and will gather experts from international and European organisations presenting and discussing how we can achieve a better impact in our gender activities. The conference invites all stakeholders to join the debate for increasing the innovation potential through more diversity and gender equality in research and innovation processes. It will be an occasion to discuss with experts about current and future policy on gender and innovation.

GENISLAB NETWORKING:

Manuelita Mancini and Barbara de Micheli from the **Fondazione Brodolini** have presented Genis Lab to the Gender Summit. The first **European Gender Summit** networked key players from all sectors to initiate the much-needed changes in the culture of research and innovation. These joint discussions produced the first ever collective agreement on policy development on gender for innovation, the policy manifesto on **"Integrated Action on the Gender Dimension in Research"**. The conference was organized within the **GENSET** project.

Flavia Zucco from **Associazione Donne e Scienza** presented GenisLab to the European Parliament during the **"Towards a Gender Balanced Science Culture to Foster Innovation"** meeting organized by the **Epws** in January in Brussels.

BECOME A GENISLAB AMBASSADOR!

On **our webpage** you can find the poster, the ppt presentation, the brochure. Please send a communication to our coordination team reporting the initiatives you are participating to.

NEWS

FROM EUROPE

Latest European report on **Structural change in research institutions: Enhancing excellence, gender equality and efficiency in research and innovation**. The feminisation of the student population is one of the most striking aspects of the last 30 years. But women are still struggling to progress in their scientific career. At leadership level, women account for only 18 % of full professors and 13 % of heads of institutions in the higher education sector. Based on recent scientific findings and research practices, this expert report provides the analysis needed to take action and points to good practices in research institutions which retain and promote women in research and innovation.

FROM GENISLAB

The next appointment with GenisLab: the first thematic workshop of GenisLab

The thematic workshop will take place in Belgrade, hosted by our partner **FTM UB** on February 27th-28th2012. It will be the occasion for the partners to discuss about the three ongoing Laboratories and to set the ground for the implementation of an "awareness campaign on stereotypes" ■