



EGERA Project. Observatori per a la Igualtat. Effective Gender Equality in Research and the Academia

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Bilbao, 12/12/2014. GenderTime Conference



Egera Project (2014-2017)

8 research and higher education institutions
in seven EU member states

EGERA intends to promote a full set of measures to achieve gender equality and fight gender-based stereotypes in research and the academia.

EGERA is a tool for achieving **two overarching objectives**:

- Gender equality in research and higher education
- Bringing a gender perspective in research contents and outputs



CONSORTIUM

- Sciences Po, France, Coordinator
- Universitat Autònoma de Barcelona, Spain
- Radboud University Nijmegen (SKU), The Netherlands
- Middle East Technical University (METU), Turkey
- Universiteit Antwerpen (UA), Belgium
- University of Vechta, Germany
- Centrum Vzkzumu Globalni Zmeny (CVGZ), The Czech Republic
- Centro de Estudos para a intervencao social (CESIS), Portugal

WORK PACKAGES

- WP1. Project Management & technical coordination (Sciences Po)
- WP2. Assessing gender + inequalities and bias (METU)
- WP3. Building gender friendly environments (UA)
- WP4. Training academic communities (SKU-Radboud University)
- WP5. Revising governance + evaluation models (Sciences Po)
- WP6. Strengthening a Gender Perspective in Research (UAB)
- WP7. Dissemination (Vechta)
- WP6. Monitoring & Evaluation (CESIS)



WP6 UAB

To provide inputs from the EGERA partnership to the relevance of gender for selected research areas – among which STEMs, as a crucial component for academic excellence and responsible research and innovation

It will be paid attention to the **instruments** developed to support the inclusion of a gender perspective in research, notably under other FP7 projects

WP 6 Task – UAB

1. Mapping of existing tools	M1-15	Workshop I UAB July 2014
2. Awareness raising Actions (Project's Managers)	M4-M12	
3. Addressing resistances	M8-M48	
4. Awareness raising Actions (MA & PhD)	M9-M48	Workshop II UAB May 2015
5. Database of good practices	M24-M37	Workshop III UAB

Implementing the Equality Action Plan in UAB during 4 years



EGERA TEAM IN UAB

Montserrat Rifà, Observatory for Equality (EGERA UAB, coord.)

Laura Duarte, Observatory for Equality (WP2)

Maribel Ponferrada, Observatory for Equality (WP6)

Maria Prat, Faculty of Education (WP2)

Sílvia Carrasco, Vice-head of Student Participation and Cooperation (WP3)

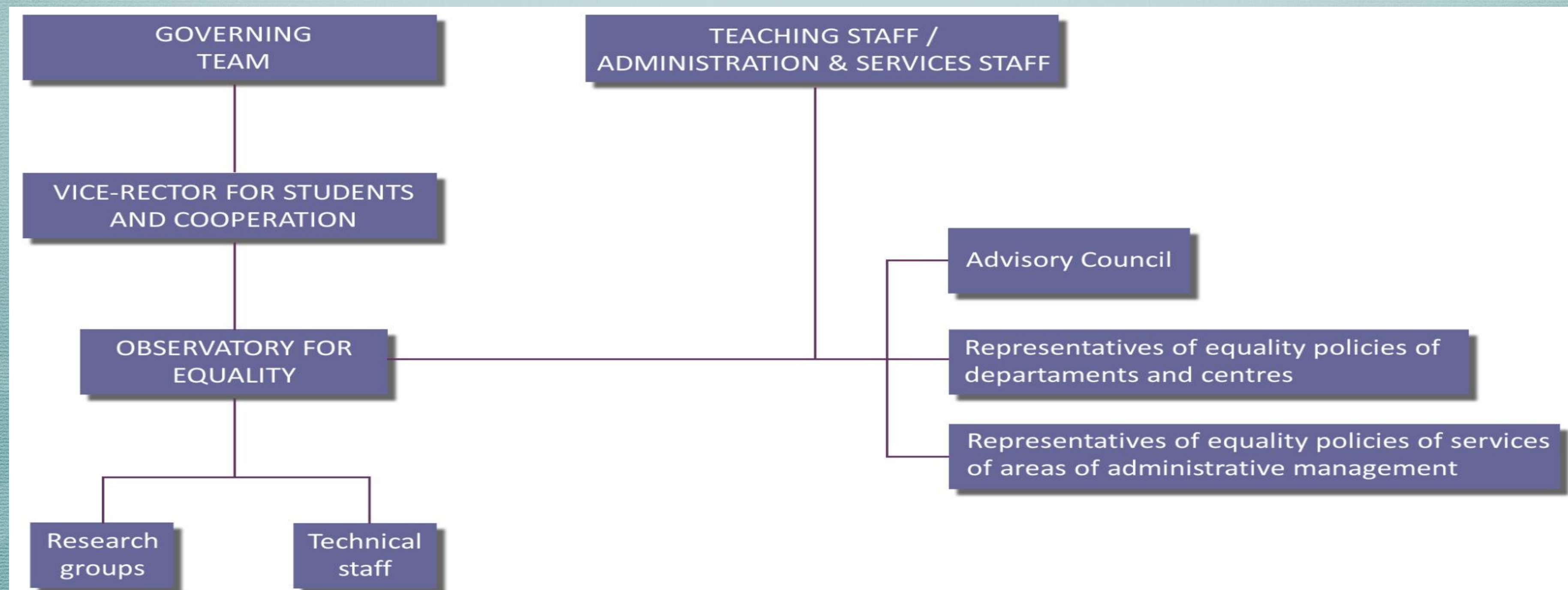
Bengonya Saez, Faculty of Philosophy (WP4)

Georgeta Ion, Faculty of Education (WP5)

Observatory for Equality (UAB)

The Observatory for equality is a University organization structure: Equality unit (Eleventh additional provision of the Organic Law of Universities 4/2007)

In February 2005 the Observatory was created focuses its action field in the inequality sphere between women and men. In 2008 the Observatory extended its field of action to disability, social or economic situations, ethnics and sexual diversity





Gender Equality Plan

(2013-2017)

Universitat Autònoma
de Barcelona

- 1 Inclusive university and inclusive excellence
- 2 Equality of opportunity between women and men
- 3 Intersectionality of gender
- 4 Inclusive research and teaching
- 5 Participation, gender and equality

WP6. TASK 1. Mapping of existing tools & Critical assessment

A critical cartography of the main tools available at the European Research Area;

An analysis of projects with valid instruments for including gender in research contents.



- Accessibility of the resources to the scientific community
- Quality and usefulness of the proposed instruments, scientific disciplines
- Intersectionality, or the articulation between gender, ethnicity, social class, sexual diversity, age, and other differences.

WP6. TASK

1. Mapping of existing tools & Critical assessment

Critical analysis of projects, websites and reports

Gendered Innovations: How Gender analysis contributes to research (2013)

Toolkit Gender in EU-Funded research (2008-2012)

PRAGES Practicing Gender Equality in Science (2007-2009)

Meta-analysis of gender and Science research. Synthesis report (2012)

CostActionGenderSTE. Gender, Science, Technology and Environment (2012)

GenSET Gender in Science (2012-2015)

GENPORT Your gateway to gender and science resources (2013-2017)

SIS Gender Projects. "Science and/in society" Gender Projects

EPWS European Platform of women Scientist (2005-2008)

INSTRAW Gender research: A how-to guide United Nations International Research and Training Institute for the Advancement of women.

BRIDGE, Institute for Development Studies. Gender and Monitoring: a Review of Practical experiences.

Others: GenisLab (2011-2015), Integer (2011-2015), Gender-Net (2013-2016), FESTA (2012-2017), STAGES (2012-2015), Gendera (2010-2012), and GENOVATE (2012-2015).

Including gender

In the scientific projects and basic and applied research:

- questions and objects of study
- scientific literature
- gender analysis

Throughout the research process:

- phases ranging from the formation of teams and decisions regarding the leadership of the project
- methodologies
- type of participation of men and women in all phases of the project (Yellow Window, 2009: 1.2).

Gender sensitive research

For achieving scientific and technological excellence
As part of the axis of responsible science and innovation (RRI, 2012: 3)

Conceptualizing sex and gender

"Gender -a sociocultural process- refers to the cultural and social attitudes that together shape and sanction 'feminine' and 'masculine' behaviors, products, technologies, environments, and knowledge" (Gendered innovation. Schiebinger & Klinge, 2013:9).

A broader definition of gender includes power relations as constitutive of the process of gendered distinction (Scott, 1986: 1067), and sexuality as part of the construction of the sex-gender system of society (Rubin, 1986 [1975]: 114).

Gendered Innovations

in Science,
Health & Medicine,
Engineering, and
Environment

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What is Gendered Innovations?

SEX & GENDER ANALYSIS

Methods

Terms

Checklists

CASE STUDIES

Science

Health & Medicine

Engineering

Environment

CASE STUDIES "IN A NUTSHELL"

POLICY RECOMMENDATIONS

INSTITUTIONAL TRANSFORMATION

VIDEOS

Facebook >

How to cite website >



ENVIRONMENT
ENGINEERING
HEALTH & MEDICINE
SCIENCE

FEATURED CASE STUDIES



Why Gendered Innovations?

"Gendered Innovations" employs methods of sex and gender analysis to create new knowledge.

Gendered Innovations: How Gender analysis contributes to research (2013)

Londa Schiebinger and Ineke Klinge
7FP, UE
(Stanford University)

Website and report

<http://genderedinnovations.stanford.edu/>

Gendered Innovations: How Gender analysis contributes to research (2013)

...supply scientists and engineers with "practical methods for sex and gender analysis, and to develop case studies as concrete illustrations of how sex and gender analysis leads to new ideas and excellence in research" (Schiebinger & Klinge, 2013: 7).

Sex and gender analysis in research methods and areas in STEM (Science, Technologies, Engineering, and Mathematics).

Twenty case studies: design, methodology and literature (available on-line)

Specific method for Engineering: key points to follow when putting research teams together, and appropriate methodologies from a participatory perspective

Terms and checklist

Practical videos for students

Information about representative institutions including equality in science

List of a gender bias in Science and policy recommendations

Social sciences do not appear

Only one case consider the intersection between gender and race

Methods of sex and gender analysis

Rethinking Research Priorities and Outcomes

Rethinking Concepts and Theories

Formulating Research Questions

Analyzing Sex

Analyzing Gender

Analyzing how Sex and Gender Interact

Analyzing Factors Intersecting with Sex and Gender

Engineering Innovation Processes

Designing Health & Biomedical Research

Participatory Research and Design

Rethinking Standards and Reference Models

Rethinking Language and Visual Representations

EUROPEAN COMMISSION

Toolkit **Gender** in EU-funded research

Yellow Window Management Consultants
Engender
Genderatwork

2009

Directorate-General for Research

EUR 23857 EN

Toolkit Gender in EU-Funded research (2008-2012)

**Yellow Window Management
Consultants, Engender Health and
Genderatwork
FP7, EU**

Report

Toolkit Gender in EU-Funded research (2008-2012)

Its main goal was to provide researchers tools for incorporating the gender dimension in research, both in the research teams and project proposals.

Understanding how gender can be part of the different stages of the research

Different case studies, based on actual projects of the European Union

Scientific areas: Food, agriculture and biotechnology, nanosciences, materials and new production technologies, energy, environment, transport, socio-economic sciences and humanities, science in society, and specific activities on international cooperation.

Check list for Gender in Research (equal opportunity and gender in research content in all the phases)

Brief glossary: short and basic, only sex and gender are included

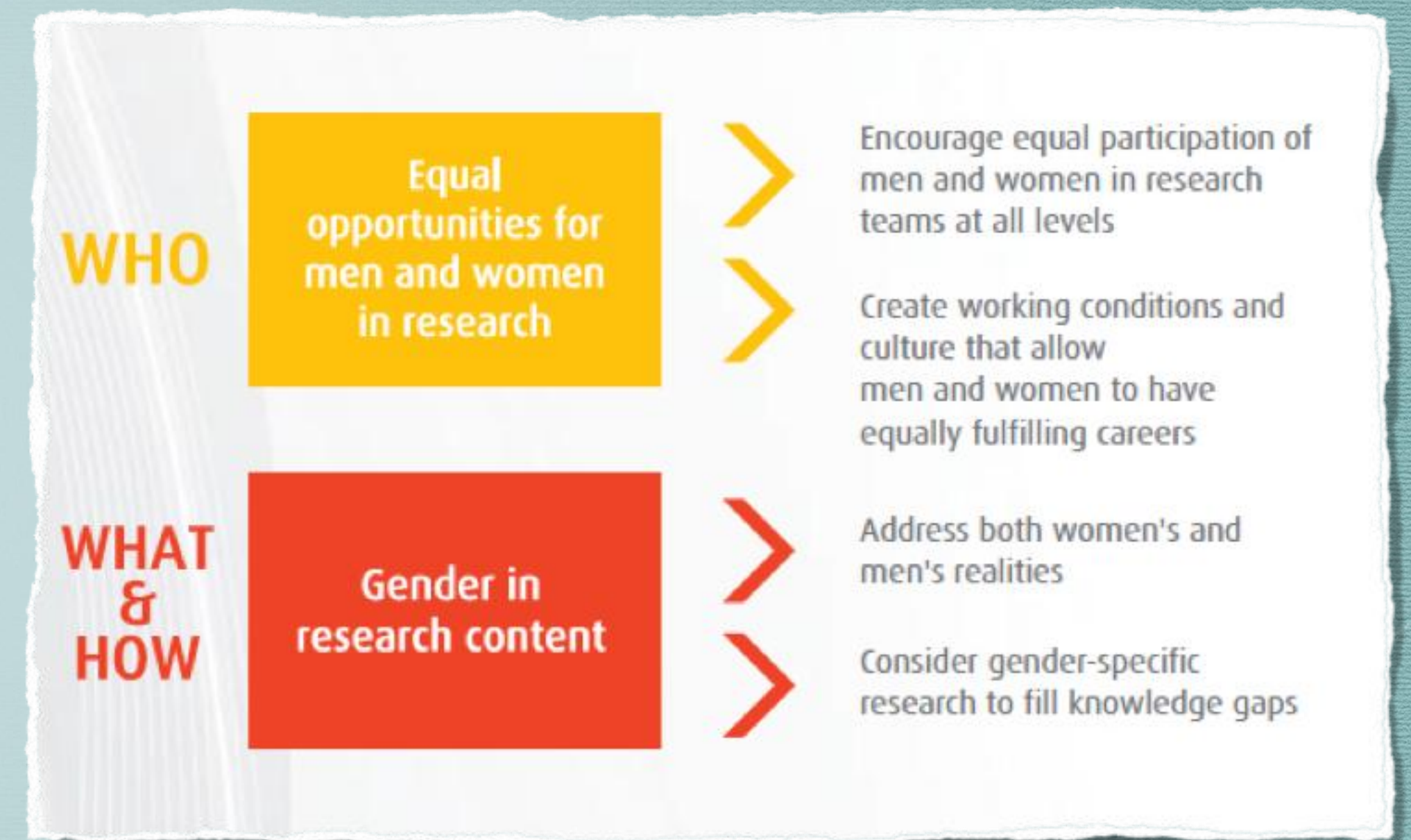
A reductionist definition of gender, regarding men and women as separate and homogeneous

Intersectionality does not appear

They avoid any reference to ethnicity or sexual diversity, power and social inclusion.

Authorship is not visible in the text, and consulted are not explicitly mentioned.

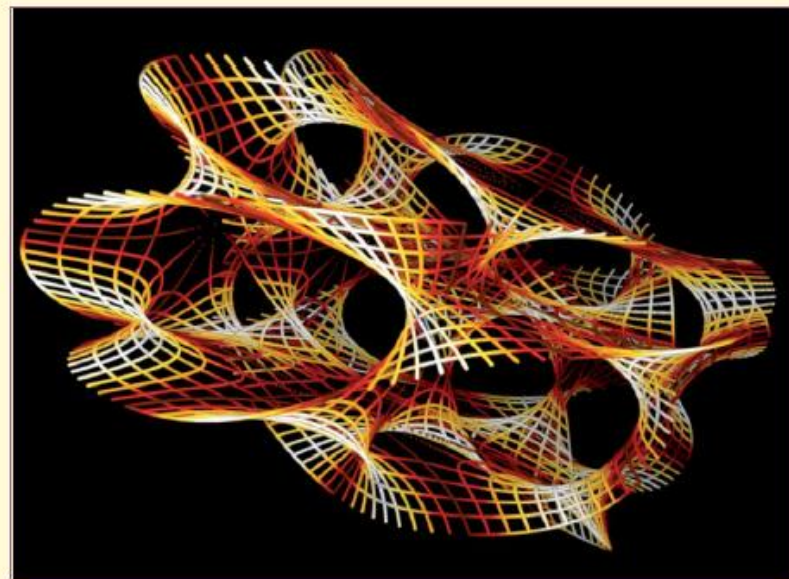
Gender in research



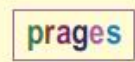
PRAGES

Practicing Gender Equality in Science (2007-2009)

PRAGES



Guidelines for Gender Equality Programmes in Science



Practising Gender Equality in Science

Meta-analysis of gender and Science research. Synthesis report (2012)

Meta-analysis of gender and science research

- Home
- Project description
- Methodology
- Consortium
- Social science correspondents
- Bio-natural and technical experts
- Coordinators of reports
- Steering scientific committee
- Reports
- Gender and Science Database
- Conference
- Photos
- Contact
- Intranet

Welcome

Meta-analysis of gender and science research is a project of the 7th RTD Framework Programme of the European Union (contract nr.: RTD-PP-L4-2007-1), led by Maria Caprile at the CIREM Foundation.

GSD search

Advanced search

Conference

Beyond the leaky pipeline

Challenges for research on gender and science

19th - 20th October 2010
Brussels, Belgium

Gender and science database

This project is financed by the European Commission

GENPORT

Your gateway to gender and science resources (2013-2017)

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About GenPORT

GenPORT is a developing online community of practitioners, served by an internet portal and made up of organisations and individuals working across the globe for gender equality and excellence in science, technology or innovation. GenPORT covers all sciences - natural and social sciences, and humanities.

[Read more](#)

Engendering Cities: Designing Sustainable and Inclusive Urban Environments for All

Submitted by [Juliet Webster](#) on Mon, 2014-06-23 14:24

This conference aims at a better understanding of the gender dimensions of environmentally related topics within the grand challenges included in the new EU research framework programme Horizon 2020.

Date(s):
Thursday, September 25, 2014 (All day) to Friday, September 26, 2014 (All day)

Website:
http://www.genderste.eu/engendering_index.php
[Read more](#) [Log in](#) or [register](#) to post comments

An app to encourage female students to break gender stereotypes

Submitted by [Juliet Webster](#) on Mon, 2014-06-23 14:13

Designed by a first year design student at the Open University, this app will give girls the opportunity to connect with positive female STEM role models. Available In September.

[gender stereotyping app](#)
[Read more](#)

Upcoming events

[The gender pay gap revisited – causes and consequences of horizontal and vertical gender inequalities on the labour market](#)
2014-07-07 (All day) to 2014-07-11 (All day)

[Visions of Humanity in Cyberculture, Cyberspace and Science Fiction](#)
2014-07-13 (All day) to 2014-07-15 (All day)

[International Congress of Women Mathematicians 2014](#)
2014-08-12 09:00 to 2014-08-14 22:00

[8th European Conference on Gender Equality in Higher Education](#)
2014-09-03 (All day) to 2014-09-05 (All day)

[XV International Conference on Human Computer Interaction, Special Track "Engendering Technologies"](#)
2014-09-10 (All day) to 2014-09-12 (All day)

[more](#)

User login

Username or e-mail *

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Obstacles and risks:

Staticity
Obsolescence
Accummulation



Gender Research: A How-To Guide

INSTRAW has prepared this guide in order to provide researchers with practical information on integrating gender concerns into research projects and programmes - which we believe will make research more accurate and ultimately more useful in influencing policy formulation and implementation. The guide includes concrete examples that illustrate the different steps involved in making research gender-sensitive, a top-ten list of gendered research characteristics, and a section with additional resources. The guide is purposefully general so that it can be adapted to particular circumstances – *research methods that best capture the complexities of gender issues are those that are adapted to the specific context.*

Contents

A. Why gender-sensitive research?	2
B. Top Ten Characteristics of Gendered Research	2
C. Gendering your research in five phases	3
1. Phase One: Choosing research topics and objectives	3
a. Who are the stakeholders? / For whom will the research be useful?....	4
b. Research question formulation	4
c. Designing gender indicators	5
2. Phase Two: Choosing your methods	7
a. Quantitative methods	7
b. Qualitative methods	8
3. Phase Three: Evaluating and analyzing data	9
a. Conducting gender analysis	9
4. Phase Four: Communicating your results	10
a. Building political will	11
b. Raising public awareness	11
5. Phase Five: Reflexivity and Lessons Learned	12
D. Additional Reading	12
E. Endnotes	15

INSTRAW Gender research: A how-to guide United Nations International Research and Training Institute for the Advancement of women.

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BRIDGE

development - gender

Inspiring and supporting change for dignity, justice and equality

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Email Updates & Publications by

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BRIDGE supports gender advocacy and mainstreaming efforts by bridging the gaps between theory, policy and practice.

Explore BRIDGE publications and global gender resources

Get involved with our programmes

Sign up for the BRIDGE email update

Get your profile online and find other gender experts

Making sexuality rights real

Toolkit for Sexuality and Social Justice

Sexuality and Social Justice Toolkit

www.splids.ac.uk/toolkit

Information, resources and practical tools in an accessible format

Policies designed to lift people out of poverty, to provide employment and access to crucial services, all too often exclude those who do not conform to sexual or gender identities considered to be 'normal.' In many countries, this exclusion is also enforced through law.

Researchers from the Institute of Development Studies have been working closely with partners and local communities that are most affected, to provide evidence-based, practical campaign options to help activists and policy makers overcome these challenges, strengthen sexuality rights and challenge social injustice. They have now released a free interactive Toolkit for Sexuality and Social Justice that shares learning on these strategies.

Play | Stop

1

2

3

4

5

6

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Aid Effectiveness | Care | CEDAW |

Climate change | Conflict | Education |

Empowerment | Families & Households |

Gender mainstreaming |

Gender-based Violence | Governance |

Health | HIV & AIDS | ICTs | Migration |

Poverty | Sexuality

Browse by Region

GO

Innovation and social responsibility
Quantitative and qualitative methodologies
Participatory research
Gender, power relations and social justice

BRIDGE, Institute for Development Studies. Gender and Monitoring: a Review of Practical experiences.

Mapping & critical assessment of existing tools for including gender in research

Projects/reports include both gender equality and engendering knowledge

Practical information and a sort of tools are available for scientists (glossaries, checklists, case studies, etc.)

STEMs cases do not include complex definitions of sex-gender analysis

Social sciences and Humanities are not visible (theory and praxis)

Technologies and platforms mediate in the process and products

Gender sensitive approaches versus feminist approaches

Minorities, gender power relations and structural resistances excluded

Emerging collaborative projects, communities of practices and networking.

Gender Sensitive Research Workshop, UAB, July 2014

“GENDER SENSITIVE RESEARCH IN INTERNATIONAL PROJECTS WORKSHOP”

11 de juliol

De 10.00 h a 17.00 h

Sala de Graus

Escola d'Enginyeria

Inscripcions: Observatori per a la Igualtat (UAB)

www.uab.cat/observatori-igualtat/

observatori.igualtat@uab.cat



I. Conference

Thinking Outside the Traditional Science/Knowledge Box: Applying Feminist Principles of Praxis to Enhance Credibility and Social Justice in Scientific Inquiry”.
(Prof. Sharlene-Biber, Boston College)

II. Gender perspective in research: Mapping of the existing tools & critical assessment (Montserrat Rifà)

III. Strengthening a gender perspective in European research projects (restricted seminar)

30 researchers UAB
gender experts Advisory Council
AMITCAT (the Association of Women Researchers in Catalonia)
Staff from UAB Office of International Research Projects

The research fields:
Health
genomics
immunology
quantum information
sociology
archeology
migration studies
Education
journalism
environmental sciences
computing and psychobiology.



“we don’t know how to go beyond 40%”[of the under represented sex in each group, as one of the objectives in gender equality in Horizon 2020)

“what else can we do?”
“how can I incorporate gender in my area?”

and “well-explained case studies are necessary as an example for other groups”

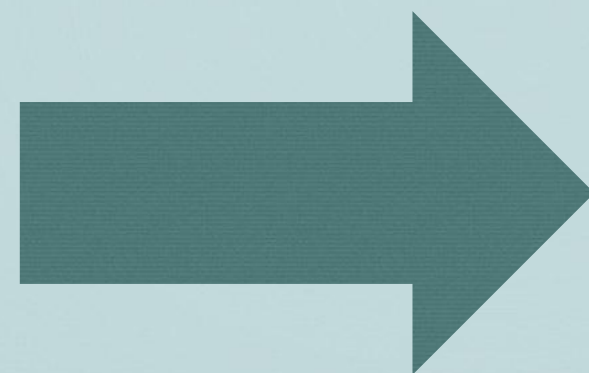
“I am convinced of the importance (on the theoretical level), but I don’t know to put this in practice.”

**Elements
obstructing gender
sensitive research**



No training in research (gender)
Lack of knowledge
Lack of relevance of gender
perspective of evaluators
Gender-blind knowledge
Male *chauvinism* (patriarchal
resistances)
Competitively in career
evaluation

**How could
Observatory and
the EGERA project
help researchers**



**Gender expertise and
gender knowledge
Gender Training,
meetings, networks and
workshops
Handbook of guidelines
Structural support
Visibility**



GUIDELINES (Task 2)

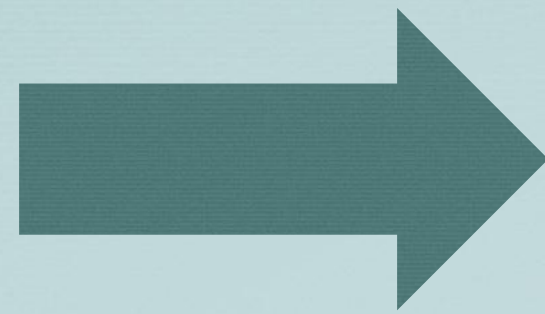
Workshop Gender sensitive research

“Today I learned that the people who is an expert on gender issues should spend **more time researching to help other researchers to incorporate this dimension** in research and go beyond general comments ... Taking into account. We need to think about how to help these research areas is not obvious how to integrate gender there”
(participant workshop)

“These workshops are really helpful. I think that is what they are especially useful because they contact researchers from different areas, but I think **there is a need to follow**. What some people really need is to have someone sitting next to see what their research topic and how you can include a gender perspective”
(participant workshop)

Task 2. GUIDELINES FOR AWARENESS RAISING ACTIONS WITH PROJECT MANAGERS

- **Gender Sensitive Research**



Key points and references in:
Gender equality in the research teams
Gender concept
Impact of research in women's
and men's life
Women and the 'other's voice (subjugated
knowledge)
Reflexivity
Research problems and objectives
Theoretical Frameworks
Gender/Feminist Methodologies
Gender sensitive communication

- **Guidelines for
awareness-raising
actions**



Workshop and restricted seminar
Objectives
Target Audience
Expertise
Format and methodology
Timelines
Evaluation
Handouts

- **Selected tools**

Work in progress

Following the research groups (creating a Community of Practice)

New website (Observatory for Equality) with resources on Gender in Research

Consultory in gender to the research groups

Dissemination of Tools and Guidelines among researchers in UAB (in catalan/spanish)

Organizing Awareness Sensitive Actions and Training for MA and PhD

Capturing resistances to gender sensitive research

Implementing the 3rd Gender Equality Plan UAB

Gender Culture Survey (UA)

Gender Equality Reports Template and HR & Gender Culture Indicators (METU)

Gender Bias in Avaluation in UAB (Sciences Po)

WP6

WP 3

WP 2

WP 5

Thanks for you attention!

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**Observatori
per a la Igualtat**



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