

# Gender + time

Transferring Implementing Monitoring Equality

# GenderTime

**Transferring, Implementing, Monitoring Equality**

**EU funded collaborative project**

**Science in Society, FP7**

Project value: 3.33 Million Euros

EC funding: 2.33 Million Euros

## **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

Topic SiS.2012.2.1.1-1: Ensuring equal opportunities for women and men by encouraging a more gender-aware management in research and scientific decision-making bodies.

Coordination and Support Actions (Supporting Actions)

**Contract start date: 1st January 2013**

**Duration: 48 months**

**Website: [www.gendertime.org](http://www.gendertime.org)**

# The underrepresentation of women in STEM

- Women's equal participation in scientific research is a key-issue for European economical and technical development, as well as a central matter for the achievement of equal opportunity between women and men and social justice.
- The under-representation of women in certain scientific disciplines, as well as in research decision making positions in most fields is well known and has indeed been a major concern for the European Commission for a number of years.

# Background

- Reports issued by the European Commission for the last decade highlight the fact that in spite of a growing number of female students in higher education, and an increased presence of women among PhD students, horizontal and vertical segregation remain salient.
- Policies for recruitment, retention, promotion and leadership of researchers in European research bodies often affect career progress of female researchers adversely.

# Aims

Therefore the aim of the Gendertime project is to:

- Identify and implement the best systemic approach to increase the participation and career advancement of women researchers in selected institutions.
- Develop specific tailored activities, such as recruitment, retention and promotion policies, supporting work-life balance measures, updated management and research standards, supporting policies for dual careers-couple, etc.
- Enable effective knowledge transfer across the consortium and beyond

# The GenderTime Consortium

- [Egalité des Chances dans les Etudes et la Profession d'ingénieur en Europe](#) Co-ordinator France
- [Inter-University Research Centre for Technology, Work and Culture](#) Austria
- [The University of Padua](#) Italy
- [Gotheborg University](#) Sweden
- [University Paris Est Créteil](#) France
- [Mihailo Pupin Institute](#) Serbia
- [Bergische Universität Wuppertal](#) Germany
- [Loughborough University](#) United Kingdom
- [Tecnalia Research & Innovation](#) Spain
- [Donau-Universität Krems](#) Austria

# Institutional action plans

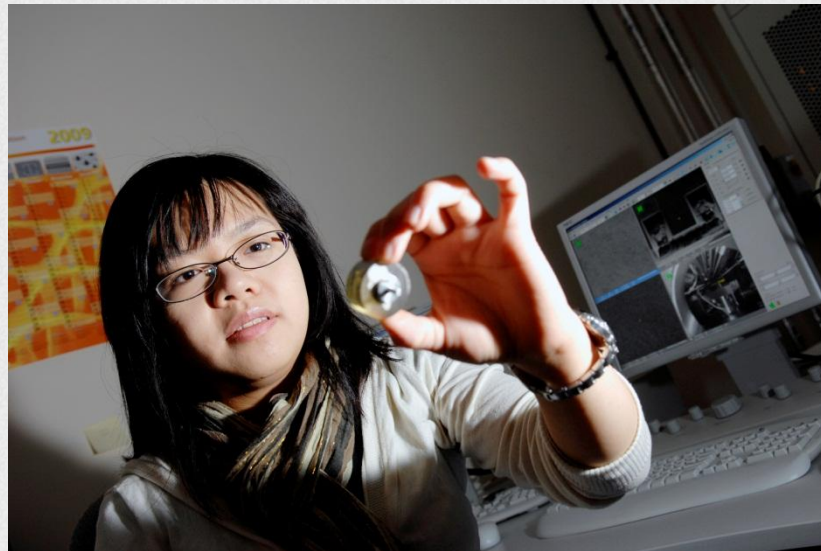
- Each scientific partner will develop and implement a tailored action plan
- Actions will include initiatives around; recruitment, careers development and support, staff development, networking, working culture, communication, flexible working and the dissemination of good practice



# Overall objectives

- To identify good practice
- Implement action plans
- Monitor and evaluation action plan implementation
- Facilitate knowledge transfer
- Disseminate effectively and widely
- Develop guidelines and monitoring tools

Thank you for your attention!



[www.gendertime.org](http://www.gendertime.org)