Structural Transformation to Achieve Gender Equality in Science

Result in Brief

Project information

STAGES
Grant agreement ID: 289051

Project website

Status
Closed project

Funded under:
FP7-SIS

Overall budget:
€ 4 646 640,25

EU contribution
€ 2 789 759

Coordinated by:
DIPARTIMENTO PER I DIRITTI E LE PARITI OPPORTUNITA

Start date
1 January 2012

End date
31 December 2015

Structural transformations to support gender equality in science

Human resource management at research institutions is a key obstacle to gender equality in science. An EU team has addressed this issue in order to secure a brighter future for women researchers.

The project STAGES (Structural transformation to achieve gender equality in science) targeted structural change and gender-aware management at all organisational levels. To achieve this, the consortium implemented self-tailored action plans in research institutes and universities from Denmark, Germany, Italy, the Netherlands and Romania. These centred on a women-friendly environment, and promoting gender-aware science as well as women's leadership in science.

Project work leveraged advances and opportunities promoted in the European Commission's structural change strategy, which was launched in 2011 and marked a turning point in addressing the problem of gender inequality in science. Frameworks for the action plans focused on further developing the concept of institutional gender equality and promoting change in organisational culture and formal and informal
behaviours.

Actions included communicating with relevant actors for sharing knowledge and experience, and providing technical and other assistance for implementing and evaluating the action plans. The project established courses on gender for leaders, gender quotas for boards and a Women Researchers' Day.

All participating organisations adopted a sustainability plan that ensures the actions initiated during STAGES will continue. Some have already integrated them in their current practices, and others have been used to enhance standing gender equality and diversity plans.

Partners worked to produce a deeper understanding of the dynamics surrounding structural change efforts through analysis, monitoring and assessments of the processes activated in each organisation. These efforts resulted in a set of guidelines supporting structural transformations in research institutions. The guidelines cover seven main areas: collecting data on and monitoring gender equality; engaging leadership; policymaking and institutionalisation; networking and empowering women to take action; integrating gender in education and research; and communication and visibility.

Networking, dissemination and public communication activities helped to spotlight project work, establish exchange with other related EU-funded projects and promote the guidelines. Other activities included a project newsletter and a mid-term and final conference. The project's main products are available on the STAGES website.

Efforts by both the project and participating organisations advance and enable structural change that benefits gender equality in science in European research institutions. This promises to increase women's participation and career advancement in research at all organisational levels and contribute to an overall higher quality of research in Europe.

Keywords
Structural transformations, research institutions, gender equality, science, women researchers

Discover other articles in the same domain of application

Cutting the bureaucratic red tape using the once-only principle

5 September 2019
Children's life course in the hands of both their social environment and genetic predispositions

24 January 2020

Technical innovations help overcome access barriers to cultural spaces

21 February 2020

Share this page

Last update: 20 January 2017

Record number: 150624