

EURAXESS TRAINING
PRAGUE
May 20, 2019

Gendering research management: enhancing excellence, removing barriers

ABSTRACT

The morning session will address the three priorities of the European Commission with regard to enhancing gender balance in research teams (1), access to decision-making (2), and integrating the gender dimension in research (3). Based on key definitions and a brief diagnosis of the key issues at stake such as horizontal and vertical segregation, the masculine image of science and the pervasiveness of gender-blind research, it will highlight the core features of the structural approach supported by DG Research as well as current trends in addressing these challenges at the levels of EU member states and research organizations. It will also illustrate how this can reflect in implementing the Code of conduct for the recruitment of researchers or enhancing the profile of research organizations applying to HRS4R.

During the afternoon session, a more practical stance will be adopted to familiarize trainees with gender as an integrated part of research management, through exercises realized in subgroups and discussed in plenary. As an introduction, a brief state of play for each priority will be shared, drawing upon examples of good practices collected in EU-wide databases, especially with respect to recruitment and career management. Exercises will aim at providing guidance in dealing with those issues as part of Responsible Research and Innovation, covering the integration of a gender perspective at all stages of the research cycle, as well as potential strategies to remove barriers to women researchers' geographical mobility and career enhancement. This session will draw upon training materials developed by Yellow Window to support research organizations in the design and implementation of Gender Equality Plans, complemented by a selection of case studies relevant to EURAXESS key priorities.

AGENDA OF THE DAY

Time	Actions
9 :00	Welcome, registration
9:30– 10:00	Introduction, expectations, programme for the day
10:00 – 10:15	Basic concepts (a reminder) <ul style="list-style-type: none">• Sex vs. gender?• Gender equality
10:15 – 10:45	Gender in Research: A review of problems at stake <ul style="list-style-type: none">• Masculine image of science• Horizontal segregation• Vertical segregation• Gender-biases with regard to international mobility• Gender- biased and gender-blind research

Time	Actions
10:45 – 11:00	Legal and policy frameworks for gender in research: <ul style="list-style-type: none"> • From fixing women to fixing institutions: EC's approach to gender & science • A momentum for gendering research & the academia? Current trends in the EU
11:00 – 11:15	Coffee break
11:15 – 12:00	Gendering HR instruments in the ERA: <ul style="list-style-type: none"> • The Code of conduct for the recruitment of researchers • HRS4R <i>Work in buzz groups on each document followed by plenary discussion</i>
12:00 – 13:00	Lunch break
13:00 – 13:45	What do we know about: <ul style="list-style-type: none"> • Enhancing gender balance in research teams? • Supporting women's access to decision-making? • Integrating the gender dimension in research?
13:45 – 14:30	Integrating gender throughout the research cycle <ul style="list-style-type: none"> • Presenting the research cycle (handout) • How to address EC's 3 priorities at each stage of the cycle? <i>Work in buzz groups on each stage followed by plenary discussion</i>
14:30– 15:15	Removing barriers to women researchers' mobility and career enhancement (I) <ul style="list-style-type: none"> • Identifying barriers to a) international mobility and b) career enhancement • How to help removing those barriers? <i>Identifying barriers in plenary, followed by buzz groups on each issue</i>
15:15 – 15:30	Coffee break
15:30 – 16:30	Removing barriers to women researchers' mobility and career enhancement (II) <ul style="list-style-type: none"> • 4 EURAXESS relevant case studies to be briefly presented in plenary • Applying a comprehensive gender approach to each case study <i>Work in buzz groups followed by plenary discussion</i>
16:30-17:00	Lessons from the day