



## WHO IS INVOLVED?

The GENIS LAB project sees the participation of three technical partners providing the methodologies and tools:

**FGB** - Fondazione Giacomo Brodolini

**ITC/ILO** - International Training Centre of the International Labour Organization (Gender Unit), UN Agency

**ADS** - Associazione Donne e Scienza (Women and Science National association), Italy

Four scientific partners present a focus area on nanotechnologies and an already set network (ECNP).

**CSIC** - (Spanish Superior Council for Scientific Research) - Institute for Polymer Science and Technology, Spain

**IPF** - Leibniz-Institut für Polymerforschung Dresden e.V., Germany

**FTM UB** - Faculty of Technology and Metallurgy, University of Belgrade, Serbia

**NIC** - National Institute of Chemistry, Slovenia

Two other STEM areas (physics and ITC) are represented in order to provide a comparative assessment as well as best practices.

**INFN** - National Institute for Nuclear Physics, Italy

**BTH** - Blekinge Institute of Technology, Sweden

## PARTNERS:



## CONTACTS:

PROJECT COORDINATION:

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For further information please check out our website:

[www.genislab-fp7.eu](http://www.genislab-fp7.eu)





**GENIS LAB stands for GENDER IN SCIENCE AND TECHNOLOGY LAB. Our aim is to create new working conditions in six European scientific organizations.**

Why do working conditions need to change?

Although many things have changed in society, as well as in science, research is still a “boys’ affair”. Men lead most of the projects, occupy the majority of the top positions and hold the management power both at a national and at European level. Meaning that they are the main actors when it comes to the definition of funding, research lines, working methodologies and conditions. Still, women represent a large part of the talent pool for research science, but many EU data sources indicate that they are more likely than men to “leak” out of the pipeline in the sciences before obtaining a tenured position in a research institute or university.

**Four years of activities for implementing structural changes in order to overcome the factors that limit the participation of women in research.**

What do we mean by structural change?

We mean a process that as a first thing involves every part of your organization (managers, researchers, administrative staff) into discussing, identifying obstacles that impede women’s career and defining strategies to overcome them. In the end a women’s friendly working environment is a better place for all.

*Four years of activities for implementing structural changes in order to overcome the factors that limit the participation of women in research.*

The following step will be to implement these strategies through an action plan that will last almost three years: enough time to measure results, evaluate outcomes and adjust the plan to better meet emerging needs.

Everybody’s participation is important: change does not take place if the whole scientific community does not see the need for it. This is why **we adopt a participative methodology.**

THE GENIS LAB TEAM



What do we mean by participative methodology?

In order to achieve our goals we have decided to use specific tools already tested in organizations (from public institutions to companies) and combine them in order to reinforce every single action and strengthen the impact:

**GENDER PARTICIPATORY AUDIT:** it enhances the collective capacity of the organization to examine its activities from a gender perspective and identifies strengths and weaknesses in promoting gender equality issues.

**GENDER BUDGETING:** a budget analysis from a gendered point of view in which the gender question is taken into account at all levels of the budgetary process with the aim of promoting the equality of women and men.

**VIRTUAL LABS:** a place in the project website where partners can exchange practices, their outcomes and findings along the way.

**TRAINING FOR HUMAN RESOURCES MANAGERS:** without changing the mind of the top management structural changes are hard to put in place.

**CHANGING EVALUATION CRITERIA:** scientific excellence was defined in a time where research and research policies were very different (for instance very few women were involved). Does it respond to contemporary science needs? Through an investigation on scientific production praxis and gendered stereotypes that involve the researchers we will propose new criteria for the definition of excellence.

«Our aim is to promote organizational change in six European research centres.»