

**TARGET** } Taking a Reflexive approach  
to Gender Equality for  
institutional Transformation



# TARGET-GEECCO CONFERENCE

## March 11<sup>th</sup> 2021



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GEECCO - This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 741128.

# WELCOME!



Brigitte Ratzer coordinator GEECCO  
Angela Wroblewski coordinator TARGET

# Aim of the final conference

## Threefold focus

- Looking back on the last four years and present what has been achieved in GEECCO and TARGET so far.
- Reflect on enabling factors given the specific context of implementing institutions.
- Discuss lessons learned with international experts.

Common discussion to support mutual learning and to formulate recommendations based on GEECCO and TARGET experiences.

Unfortunately, the party effect is reduced ...



## @ context: just a reminder ...

### Gender equality objectives of European Research Area (ERA)

- Gender equality in scientific careers at all levels
- Gender balance in decision-making bodies and positions
- Integration of the gender dimension in research and innovation content (sex and gender analysis) and teaching

# What's next ...

## Horizon Europe GEP requirements

- Work-life balance and organisational culture
- Gender balance in leadership and decision-making
- Gender equality in recruitment and career progression
- Integration of the gender dimension into research and teaching content
- Measures against gender-based violence including sexual harassment

# TARGET – Taking a Reflexive approach to Gender Equality for institutional Transformation

Angela Wroblewski

# TARGET Approach

Based on the assumption that a sustainable gender equality policy is going beyond the formal adoption of a GEP

## Principles for GEP development

- Evidence based
- Targeted to specific context of implementing institution
- Reflexive elements in GEP
- Embedded in a community of practice (CoP) an institutional gender equality discourse
- Referring to the European and national gender equality discourses

Based on a multidimensional gender equality concept

[www.gendertarget.eu](http://www.gendertarget.eu)

# TARGET Partners

## Implementing Partners

- **ARACIS** - National Agency for Quality Assurance in Higher Education, Romania
- **FRRB** – Regional Foundation for Biomedical Research, Italy
- **RIF** – Research and Innovation Foundation, Cyprus
- **ELIAMEP** – Hellenic Foundation for European and Foreign Policy, Greece
- **University Belgrade**, Serbia
- **University Hassan II Casablanca**, Morocco
- **RMEI** - Mediterranean network of engineering schools

## Supporting Partners/Coordinator:

- **FGB** (Italy), **NOTUS** (Spain)
- **IHS** – Institute for Advanced Studies (Austria)





# GEECCO – Gender Equality in Engineering through Communication and Commitment

Brigitte Ratzer

# GEECCO Approach

GEECCO established tailor-made Gender Equality Plans (GEPs) in four European universities with STEM focus (RPOs) and implemented gender dimensions in two research funding organizations (RFOs) in funding schemes, programs and review processes.

## Objectives:

- Tailor made GEPs for each RPO partner
- Implementing gender criteria in the activities of RFOs
- Setting up a self-reflective learning environment in and between all RPOs and RFOs with the support of facilitators
- Evaluate GEP implementation within the participating RPOs and RFOs with a quantitative evaluation and a qualitative monitoring

[www.geecco-project.eu](http://www.geecco-project.eu)

# GEECCO Partners

| Short name    | Legal Name   | Country        |
|---------------|--|----------------|
| TUW           | Technische Universität Wien (coordinator)              | Austria        |
| UNICR         | Università degli Studi Mediterranea di Reggio Calabria | Italy          |
| PK            | Politechnika Krakowska                                 | Poland         |
| UPC           | Universitat Politècnica de Catalunya                   | Spain          |
| TA CR         | Technologická Agentura Ceske Republiky                 | Czech Republic |
| WWTF          | Wiener Wissenschafts-Forschungs-und Technologiefonds   | Austria        |
| YELLOW WINDOW | Yellow Window  | Belgium        |
| B-NK GmbH     | B-NK GmbH Consultancy for Sustainable Competence       | Austria        |
| GESIS         | GESIS-Leibniz-Institute for the Social Sciences        | Germany        |



- **Advisory board** consists of international renowned experts and oversees the content wise quality of project outputs and gives advice to the coordinator and the executive board.
- **Observer group** will be deeply involved in WP7. The results and overview generated in WP7 shall be communicated and spread to other RFOs. The objective is that these RFOs in the RFO-OG communicate and implement certain results and guidelines.

# Lessons learned from coordinators' perspective

Brigitte Ratzer  
Angela Wroblewski

# Lessons learned regarding structural change

Implementing institutions started a reflexive structural change policy.

Project duration has been used effectively: capacity building, analysis of status quo, definition of objectives, development of GEP, GEP implementation, reflection based on monitoring and external evaluation, GEP adaptation.

Such an evidence based, cyclical approach needs

- Time
- Resources (financial and personnel resources)
- Top down commitment plus internal community of practice
- Facilitators advice – degree differing with management support and political landscape

Implementation is challenged by

- Resistances at institutional level; changes in management
- Absence of a national gender equality discourse in R&I
- Anti-gender state policies

# Lessons learned regarding gender in content

## STEM field has specific peculiarities

- few connecting points from within the disciplines
- positivistic “one correct answer” logic vs. ambiguous and context-dependent solutions
- partly a lot of gender research, but in parallel to the “real” (mainstream) research

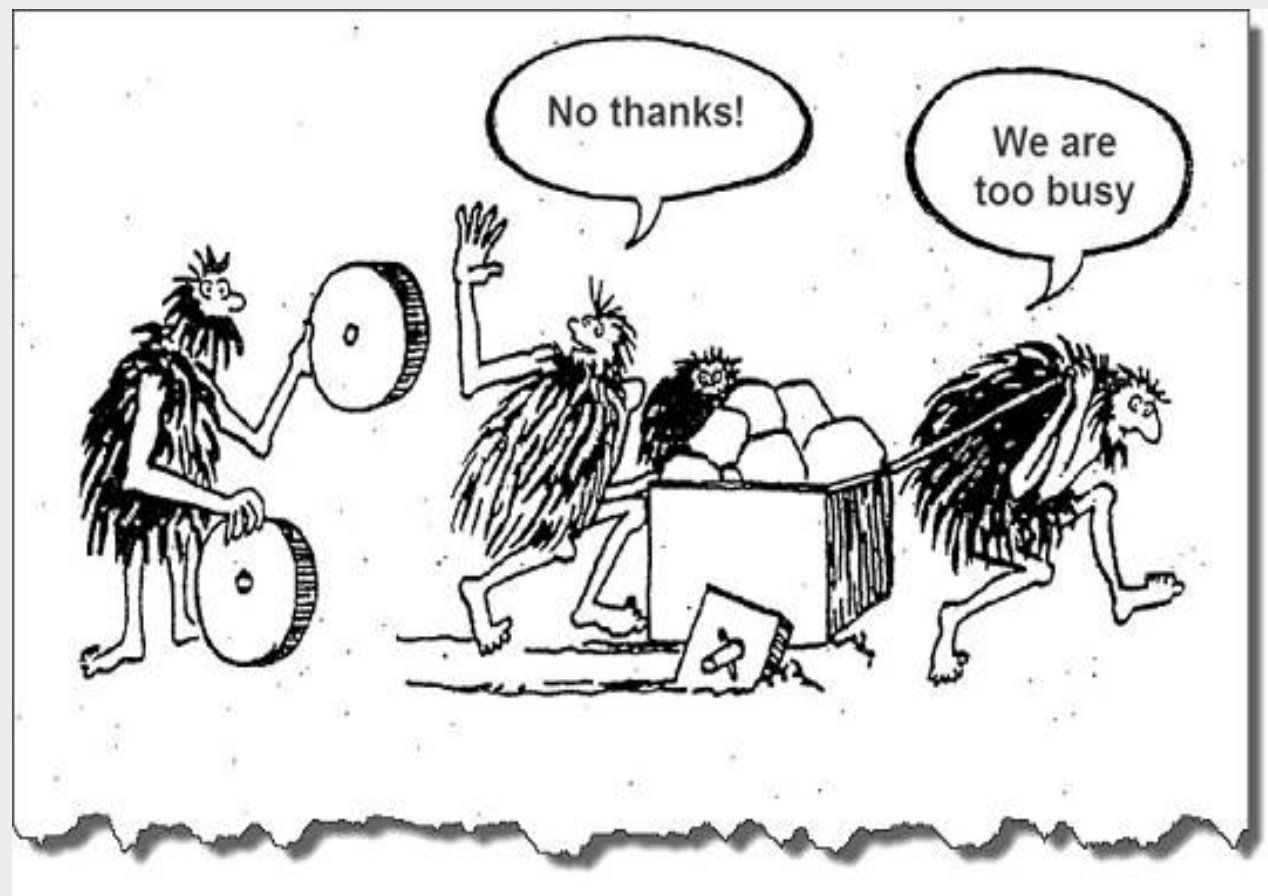
## Discourse comes primarily from outside RPOs

- RFOs, H2020, Horizon Europe (economic pressure)
- publishers, journals (scientific excellence)
- national law (including gender into teaching/ gender studies into curricula)

Scientific communities themselves have deficient to non-existing regulatory mechanisms to integrate gender aspects into their mainstream research

-> sanctions needed

# Between loneliness and excessive demands



# What's next

Main supportive factor: orientation towards EU/progressive countries.

Horizon Europe GEP requirement has the potential to support gender equality in R&I but entail risk of widening gap regarding gender equality.

EU15: 20 years of discussion about GM.

GEP requirement should be embedded in a policy discourse between EU and MS/AC which

- establishes an understanding of gender equality that goes beyond women's representation
- provides arguments/incentives to engage for gender equality in R&I
- establishes quality criteria for GEPs

Additional, further support of pioneering institutions regarding gender equality in countries which start their engagement for gender equality in R&I.



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# THANK YOU!

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