

GET INVOLVED!

YOUR BENEFIT

By getting involved in the discussion you will

- Gain access to
 - > a database of good practices from Europe
 - > state-of-the-art knowledge in gender equality at the European level
 - > an active network of stakeholders at European level
- Find colleagues who are devoted to making changes in research organisations and higher education institutions in your country
- Contribute to a handbook for helping others to effect change in their country

THE GENDERA INITIATIVE IS COORDINATED BY:



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PARTNERS:

- Center for European Initiatives and Research in the Mediterranean (CIREM), Spain
- National Documentation Centre / National Hellenic Research Foundation (EKT/NHRF), Greece
- Jozef Stefan Institute, Slovenia
- Univerzita Mateja Bela v Banskej Bystrici, Slovakia

- Joanneum Research Forschungsgesellschaft mbH, Austria
- Steinbeis-Europa-Zentrum, Germany
- Agenzia per la Promozione della Ricerca Europea (APRE), Italy
- Ort Braude College of Engineering, Israel

Find out more about the GENDERA initiative under:

www.gendera.eu

GENDERA
Gender Debate in the
European Research Area



JOIN THE DEBATE ON GENDER EQUALITY IN RESEARCH!



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THE GENDERA INITIATIVE STRIVES TO MAKE A CHANGE TO THE EQUALITY OF GENDER IN RESEARCH ORGANISATIONS IN EUROPE

By raising awareness in a wide cross-section of today's society, GENDERA aims to re-address the equality of gender within research organisations and higher education institutions across Europe.

The role of women in Research and Development at different career stages and in different sectors will be strengthened through dialogue

(the gender debate) and the implementation of best practices.

From 2010 onwards, the GENDERA partners will collect, systemise and analyse existing strategies and programmes in order to identify best practices that are already having a positive effect on ensuring that women's participation in R&D increases and that they achieve higher and decision-making positions.

All available data to date shows an under-representation of women researchers in research organisations and higher education institutions. Despite the legal obligation already in place, change is taking place but not substantially or quickly enough. By strengthening the position of women scientists in these organisations, making sure more women have a role in making decisions affecting future generations of researchers, Europe stands to

- benefit from **diverse teams** that are open to and providers of new ideas
- become more internationally competitive by incorporating the qualities of the whole of society, male and female and thus **increasing innovation potential**
- **reap economic benefits** paired with achieving social justice and equality

Contact your national GENDERA representative to become involved

- in the National Task Force
- in national workshops and international round table discussions
- European exchange (virtually on the internet platform or at events)

PARTNERS IN DIALOGUE

GENDERA requires the debate to take place between a whole range of actors, including high level representatives

- from research funding ministries, research councils, etc.
- in research organisations and higher education institutions
- in politics – national and European governments
- from associations, i.e. female academia, female engineers etc.
- from trade unions, especially those responsible for public servants

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Links & Background Information

The following list shows a selection of links connecting you with background information on the current situation of women scientists in research and higher education institutions. If you would like to read more, please visit the hyperlinks to the information (open by selecting a publication/website, pressing the “Shift” key and the left button of the mouse at the same time):

- European Commission, DG Research, Scientific Culture and Gender Issues Unit
- She Figures 2009: Statistics and Indicators on Gender Equality in Science
- European Commission (2002), Women in industrial research: a wake up call for European industry
- European Commission (2003), Waste of Talents: Turning Private Struggles into a Public Debate
- European Commission (2004), Gender and Excellence in the Making
- European Commission (2005), The European Charter for Researchers – The Code of Conduct for the Recruitment of Researchers
- European Commission (2005), Women and Science – Excellence and Innovation – Gender Equality in Science
- European Commission (2006), Women in Science and Technology – The Business Perspective
- European Commission (2008), Mapping the Maze: Getting More Women to the Top in Research
- European Commission (2009), The Gender Challenge in Research Funding – Assessing the European national scenes
- European Commission (2009), Women in science and technology – Creating sustainable careers
- Commission staff working document - Accompanying document to the Report from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions - Equality between women and men – 2010
- ESF Member Organisation Forum on Research Careers (2010), Research Careers in Europe Landscape and Horizons
- European Centre for Women and Technology
- European Platform of Women Scientists
- UNESCO