



‘Gender In Technology Research’ As Entry Point For Structural Change?

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Can gender
as a cross-cutting theme in
technology research funding
be working as
entry point
for structural change in research organisations?



CH ... a shift in focus towards addressing AN the structural transformation of GE institutions ...

- Promoting gender equality in research in Europe and the US
 - Originally: help women pursue scientific careers
 - Insufficient: to increase the number of women in science (esp. in top positions)
 - Failed: to remove structural barriers
- Now focus on: systemic, comprehensive and sustainable change
 - US: ADVANCE programme (National Science Foundation)
 - EU: Structural change calls in framework programmes (European Commission, FP7, Horizon 2020)





European strategy on gender equality

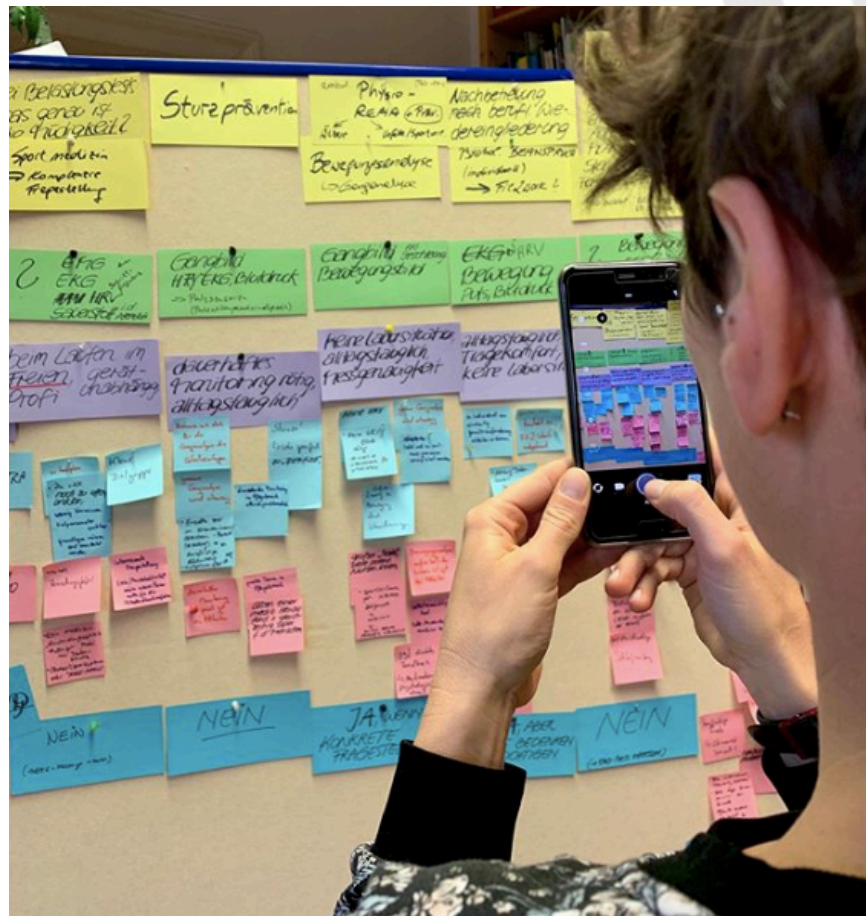
- Fostering gender balance in research teams, in order to close the gaps in the participation of women.
- Ensuring gender balance in decision-making, in order to reach the target of 40% of the under-represented sex in panels and groups and of 50% in advisory groups.
- Integrating the gender dimension in research and innovation (R&I) content, helps improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.

<https://ec.europa.eu/programmes/horizon2020/en/h2020-section/promoting-gender-equality-research-and-innovation>



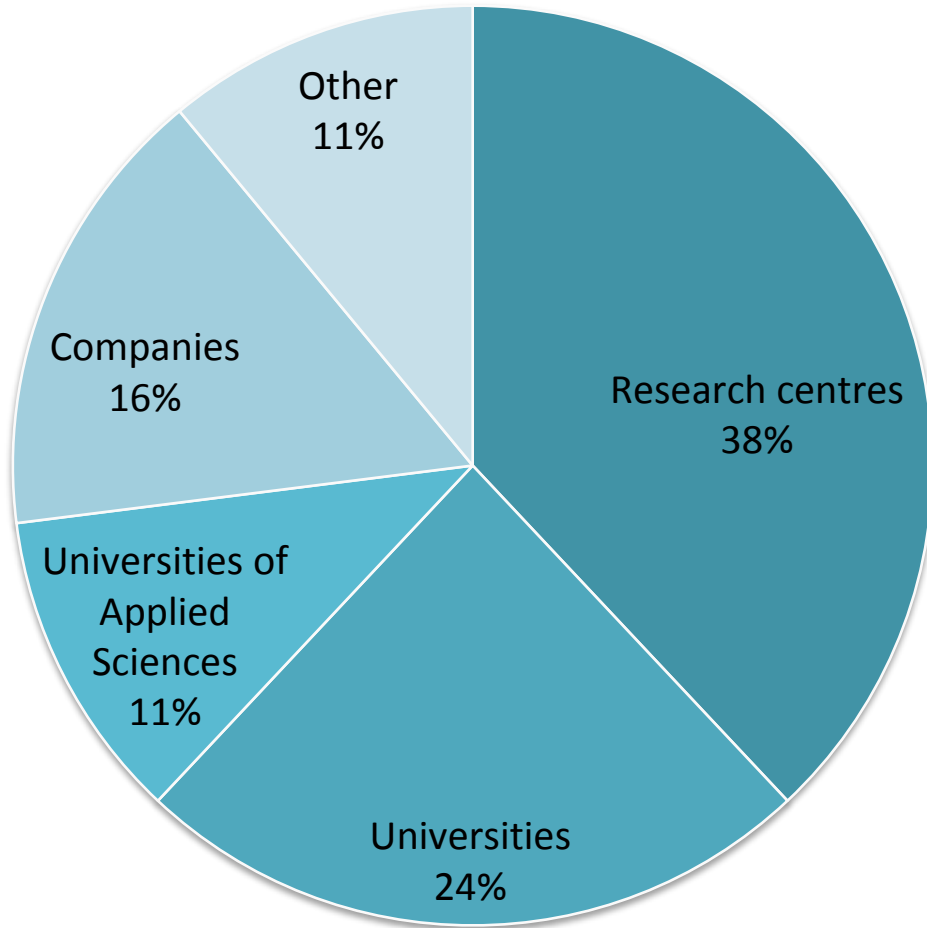


Linking gender to tech research: FEMtech, FemPower and Women-Bonus



This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 787177.

Types of organisations with FEMtech funding



„Gender in tech“ as entry point?

- 69% of FEMtech projects have been managed by a female PI (Wroblewski 2016)
 - 100% of FemPower projects in industrial research had female PIs
 - increase chances for women for their first project lead
 - measures facilitate and accelerate women's careers
- (Thaler & Hofstätter 2014)

The VITAPATCH project

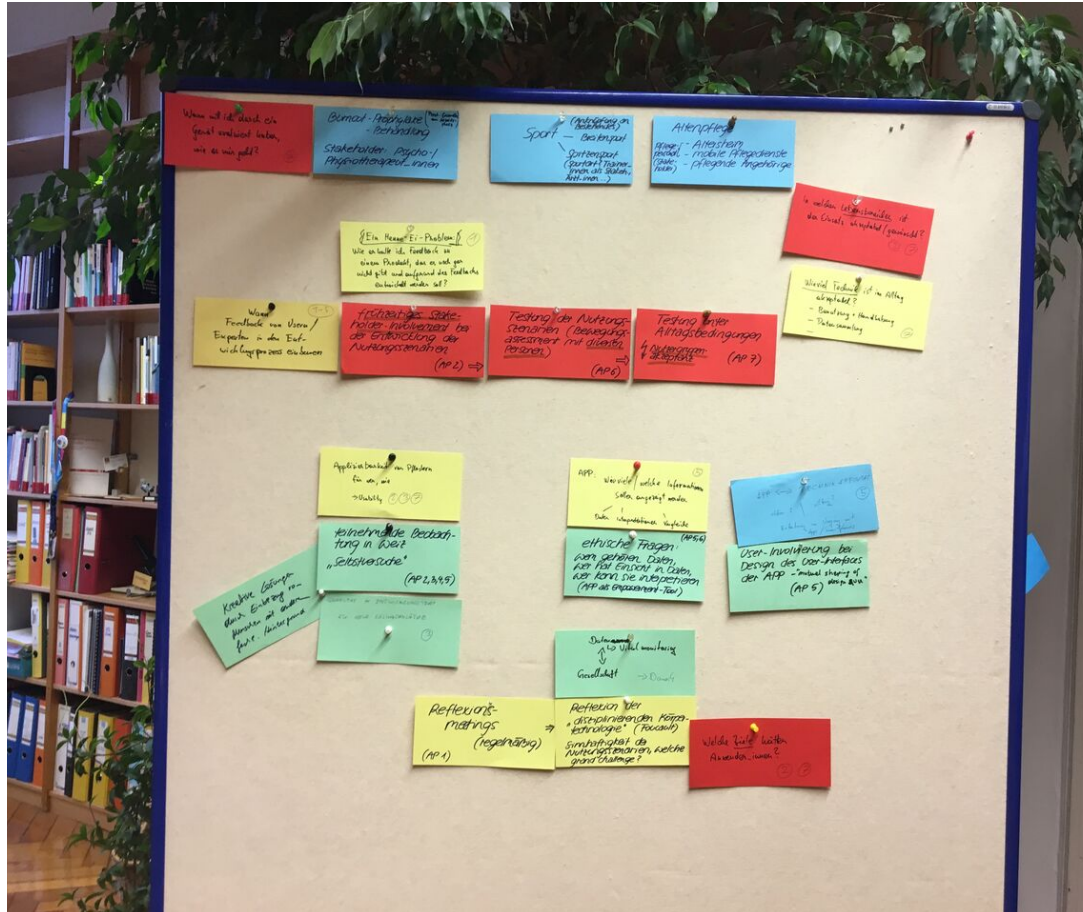


FEMtech project VITAPATCH:
„Multifunctional Data Patch for
Vital and Movement Monitoring
in Everyday Environment“

- IFZ came on board with gender expertise
- Participatory research (stakeholder involvement)

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Mutual shaping of design and use



... and then?

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Entry point: yes, ... but structural change?

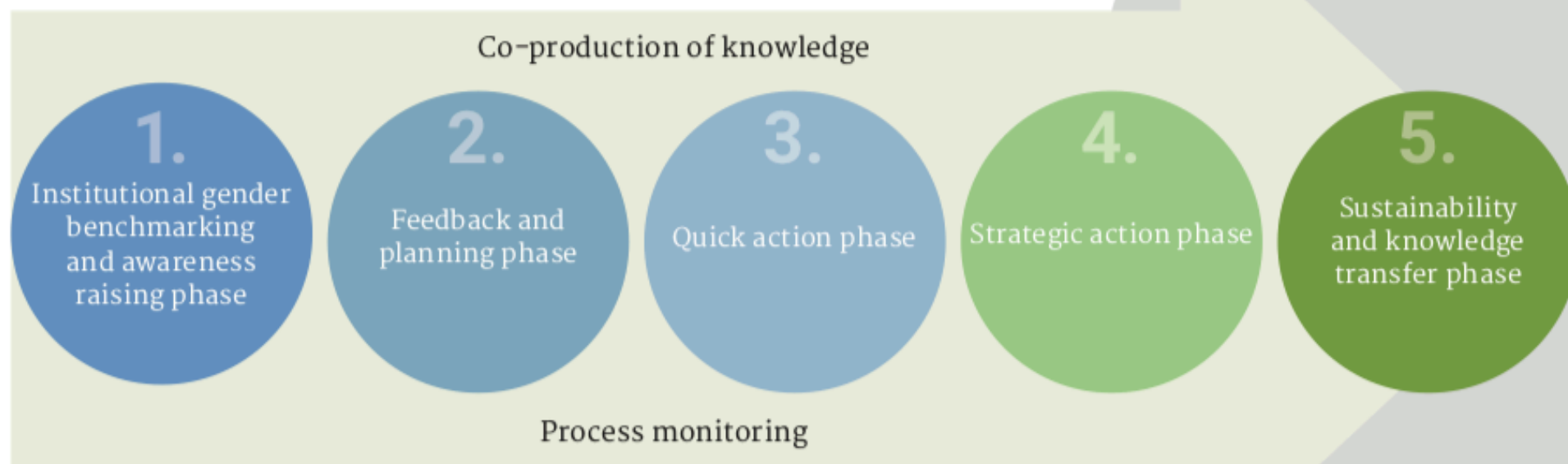
- No direct connection between FEMtech research projects and gender equality measures in the organisations (Wroblewski 2016)
 - Women's situation in research and reconciliation of family and work have been discussed
 - But mostly in informal settings
 - And in connection with specific cases e.g. (maternal leaves)
- The FemPower project funding had a career catalyst effect only for early career researchers (Thaler & Hofstätter 2014)
 - 10 of 12 experienced women PIs came already from higher management positions
 - Funding had positive effects on companies (not connected to gender equality)





The CHANGE project

ORGANISATIONAL CHANGE IN 5 STEPS



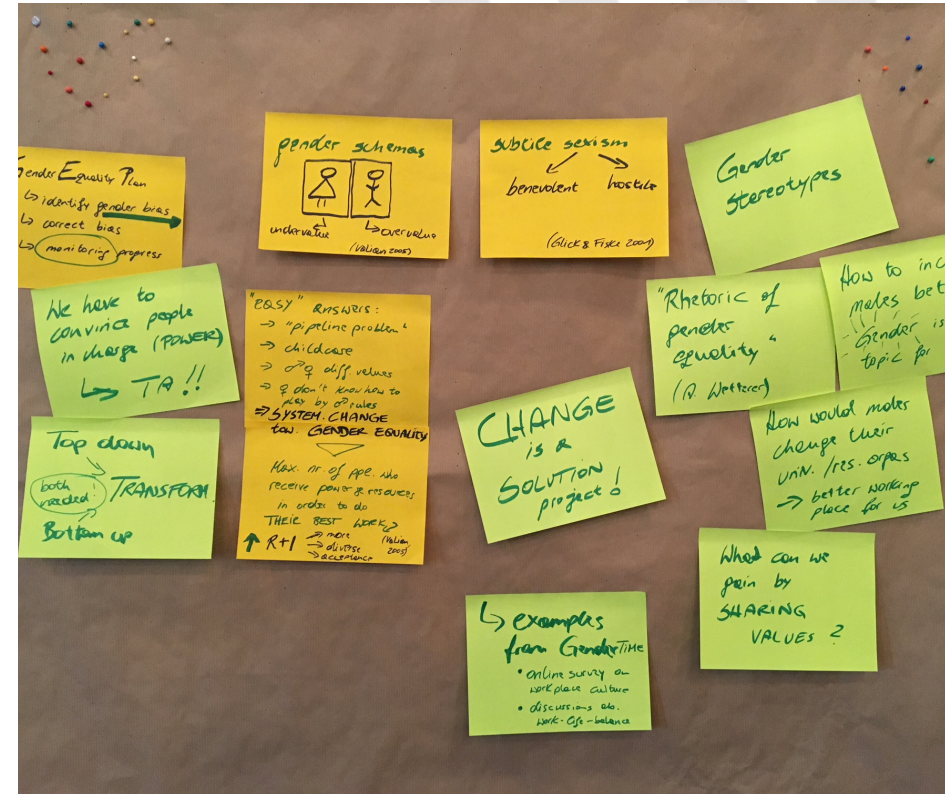
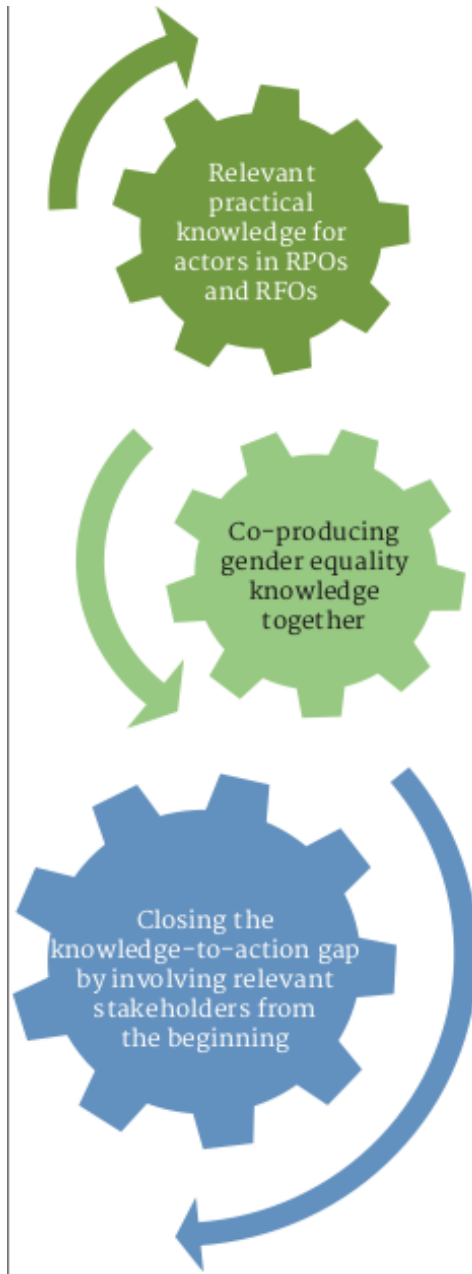
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The CHANGE project



The CHANGE project





I am a #CHANGEr,
and YOU?

<https://www.change-h2020.eu>



@queerSTS



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