

CHANGE

CHAlleNging Gender (In)Equality in Science and Research

BACKGROUND

Gender equality efforts are successful!

- In 2012, women made up between 40 % and 60 % of graduates in all countries.
- Between 2002 and 2012, the number of women graduates in natural sciences & engineering generally grew at a faster rate than the number of men.

But gender inequalities still remain!

- Overall, women remain under-represented amongst researchers in the EU.
- In 2012, women researchers in academia were more likely to have 'precarious' contractual arrangements than men (1-year-contracts or no contract at all).
- In 2010, women's average gross hourly earnings (EU-28) were 17.9 % lower than those of men in research & development.
- Women continue to be severely under-represented in top-level positions: in 2014 women accounted for 20.1 % of the heads of institutions in the EU-28.

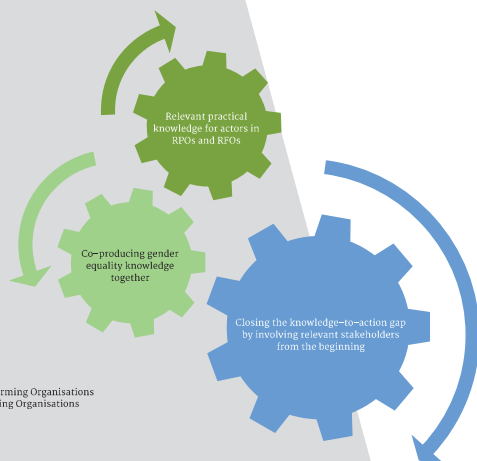
All data from "She-Figures 2015"

(https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf)

THE CHANGE IDEA

- Many "gender in science & research"- projects result in naming several barriers for women careers and giving recommendations on how to overcome these barriers and increase gender equality.
- However, there is a research-to-practice gap as the recommendations are not put into action. The reason lies in the lack of strategies due to
 - Knowledge-to-action gaps: CHANGE will assure the co-production of relevant gender knowledge together with stakeholders and implement quick actions already during the first years.
 - Power issues: CHANGE involves so called Transfer Agents, who are persons in powerful positions in science & research, who are committed to the idea of gender equality in science & research, and support the implementation of the gender equality plans in their organisation.

THE CHANGE APPROACH



RPOs = Research Performing Organisations
RFOs = Research Funding Organisations

THE AIM OF CHANGE



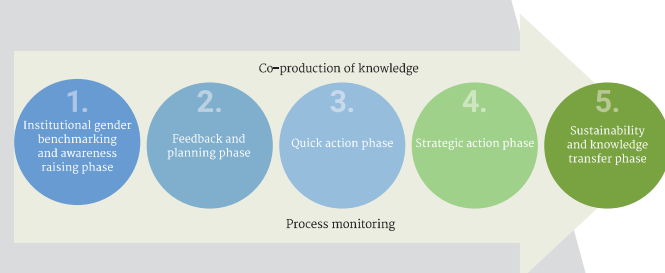
is to support research performing organisations (RPOs) to implement gender equality plans and become resource centres skilled to provide gender equality knowledge and expertise to other RPOs and also RFOs (research funding organisations).



CHANGE contributes to a structural change towards gender equality in the European Research Area by

- stimulating institutional cultural change towards gender equal work environments in RPOs, and
- highlighting the importance of gender dimension inclusive research and innovation programmes in RFOs.

ORGANISATIONAL CHANGE IN 5 STEPS



IMPACT FOR ALL CHANGE ORGANISATIONS



- Tailor-made Gender Equality Plans (GEP)
- Implemented quick GEP actions
- Started middle-term GEP actions
- Planned long-term GEP actions

CHANGE FOR YOU!



Online published workshop designs
(for knowledge co-production)



Regular stakeholder activities (expert interviews, workshops)
→ establishing Communities of Practice in all CHANGE countries



Final international stakeholder workshop for RPOs & RFOs



Policy papers on boosting women's careers, enhancing gender equal decision making; creating gender-inclusive research programmes; evaluation of gender equality projects in science and research

www.change-h2020.eu

CHANGE

CHAlleNging Gender (In)Equality in Science and Research

BACKGROUND

Gender equality efforts are successful!

- In 2012, women made up between 40 % and 60 % of graduates in all countries.
- Between 2002 and 2012, the number of women graduates in natural sciences & engineering generally grew at a faster rate than the number of men.

But gender inequalities still remain!

- Overall, women remain under-represented amongst researchers in the EU.
- In 2012, women researchers in academia were more likely to have 'precarious' contractual arrangements than men (1-year-contracts or no contract at all).
- In 2010, women's average gross hourly earnings (EU-28) were 17.9 % lower than those of men in research & development.
- Women continue to be severely under-represented in top-level positions: in 2014 women accounted for 20.1 % of the heads of institutions in the EU-28.

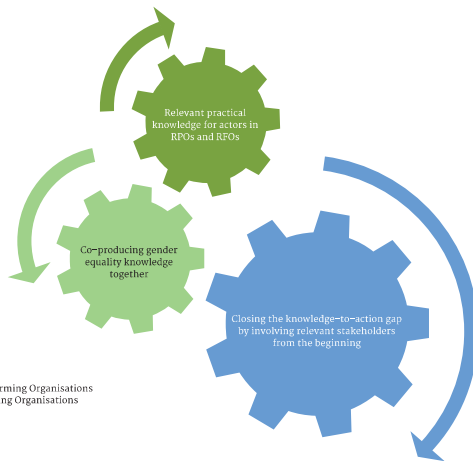
All data from "She-Figures 2015"

(https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf)

THE CHANGE IDEA

- Many "gender in science & research"- projects result in naming several barriers for women careers and giving recommendations on how to overcome these barriers and increase gender equality.
- However, there is a research-to-practice gap as the recommendations are not put into action. The reason lies in the lack of strategies due to
 - Knowledge-to-action gaps: CHANGE will assure the co-production of relevant gender knowledge together with stakeholders and implement quick actions already during the first years.
 - Power issues: CHANGE involves so called Transfer Agents, who are persons in powerful positions in science & research, who are committed to the idea of gender equality in science & research, and support the implementation of the gender equality plans in their organisation.

THE CHANGE APPROACH

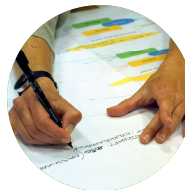


RPOs = Research Performing Organisations
RFOs = Research Funding Organisations

THE AIM OF CHANGE



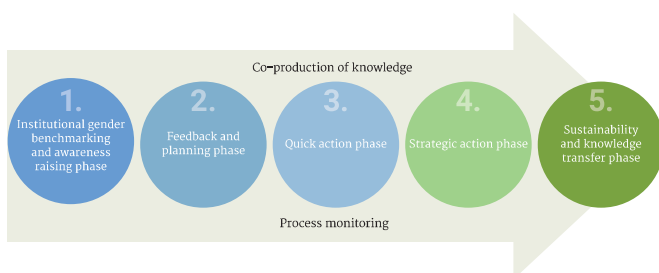
is to support research performing organisations (RPOs) to implement gender equality plans and become resource centres skilled to provide gender equality knowledge and expertise to other RPOs and also RFOs (research funding organisations).



CHANGE contributes to a structural change towards gender equality in the European Research Area by

- stimulating institutional cultural change towards gender equal work environments in RPOs, and
- highlighting the importance of gender dimension inclusive research and innovation programmes in RFOs.

ORGANISATIONAL CHANGE IN 5 STEPS



IMPACT FOR ALL CHANGE ORGANISATIONS



Tailor-made Gender Equality Plans (GEP)

Implemented quick GEP actions

Started middle-term GEP actions

Planned long-term GEP actions

CHANGE FOR YOU!



Online published workshop designs
(for knowledge co-production)



Regular stakeholder activities (expert interviews, workshops)
→ establishing Communities of Practice in all CHANGE countries



Final international stakeholder workshop for RPOs & RFOs



Policy papers on boosting women's careers, enhancing gender equal decision making; creating gender-inclusive research programmes; evaluation of gender equality projects in science and research

www.change-h2020.eu