Gender Equality in Academia and Research
The GEAR toolset

December 2, 2021

Dr Bente Knoll
Managing director of Büro für nachhaltige Kompetenz B-NK GmbH
Lecturer at Technische Universität Wien

Bente Knoll

- Landscape Planning (master) and Transport and Traffic Planning (PhD)
- Gender expert and consultant
- Founder and managing director of B-NK GmbH (independent research institute, management consultancy; gender and diversity expertise)
- B-NK is engaged in research and consulting processes within ecological, economic, social dimensions of sustainability
- Located in Vienna/Austria; projects in Austria, Europe, and Central Asia
- Lecturer at various Austrian universities (Gender Studies in Engineering)
Gender Equality in Academia and Research

The GEAR toolset

Content of my talk

- Brief overview on definition/basics on gender and gender equality (strategies) in Europe
- What does “Gender in Academia and Research” mean?

- Overview on the GEAR tool: Who is it for? What services are provided?
- Outlook: Gendered Innovation platform
Definitions

• The term "SEX" refers to the biologically determined characteristics of men and women in terms of reproductive organs and functions based on chromosomal complement and physiology. As such, sex is globally understood as the classification of living things as male or female. Although it is rather fixed, sex cannot be fully encapsulated in this binary system.

• The term "GENDER" refers to the social construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures. As a concept, gender is thus more fluid than sex, but changes in the definition of gender roles still take time.

• Gender identity (how I think about myself)
• Gender expression (how I demonstrate my gender)
• Biological sex (objectively measurable organs, hormones and chromosomes)
• Sexual orientation (who I am attracted to)
Gender Equality
Strategies and policies at the European level

Gender Equality in Europe

• In 1957, the Treaty of Rome introduced the principle of equal pay for men and women.
• EU has adopted thirteen directives on gender equality since the 1970s.
• In 1999, based on the Treaty of Amsterdam the promotion of equality between men and women became one of the essential tasks of the EU.
• In 2009, the Treaty of Lisbon confirmed once again the importance of gender equality in the EU.
European Research Funding

Gender Dimensions in H2020

In Horizon 2020 gender is a cross-cutting issue and is mainstreamed in each of the different parts of the Work Programme, ensuring a more integrated approach to research and innovation.

Three objectives underpin the strategy on gender equality in Horizon 2020:

• 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 to improve the scientific quality and societal relevance of the produced knowledge, technology and/or innovation.
Gender Dimensions in Horizon Europe

There are 3 main levels at which gender equality is considered in Horizon Europe:

1. Having a Gender Equality Plan (GEP) in place becomes an eligibility criterion for certain categories of legal entities from EU countries and associated countries.

2. Integrating the gender dimension into research and innovation content is a requirement by default. It is an award criterion evaluated under the excellence criterion unless the topic description explicitly specifies otherwise.

3. Increasing gender balance throughout the programme is another objective, with a target of 50% women in Horizon Europe related boards, expert groups and evaluation committees, and gender balance among research teams set as a ranking criterion for proposals with the same score.


GEPs

For Horizon Europe calls for proposals with deadlines in 2022 and beyond, applying public bodies, research organisations and higher education institutions, from EU Member States and associated countries, must have a GEP or equivalent strategy in place to be eligible for funding.

Gender Dimensions in Research

WHO

Equal opportunities for all genders in research

WHAT & HOW

Gender in research content

Encourage equal participation of all genders in research teams at all levels
Create working conditions and culture that allow all genders to have equally fulfilling careers
Address all genders’ realities
Consider gender-specific research to fill knowledge gaps

GEAR

A useful tool – Gender Equality in Academia and Research
Gender Equality in Academia and Research - GEAR tool

Making universities and research organisations equal for women and men

The gender equality in Academia and Research (GEAR) tool provides universities and research organisations with practical advice and tools through all stages of institutional change from setting up a gender equality plan to evaluating its real impact.


What can you find in this online tool?

- A practical definition of ‘gender equality plan’ for the particular context of higher education and research institutions.
- A step-by-step guide on the process to set up, implement, monitor and evaluate gender equality plans. The guide also contains hints about obstacles and challenges you may face, along with suggestions on how to overcome them. You can also find a list of basic requirements and success factors for realising it.
- An action toolbox with concrete examples of actions to be designed and implemented within a gender equality plan.
- Advocacy arguments to promote gender equality in your organisation.
- Background information about the EU and national legislation and policies supporting gender equality in research.
- Key resources that can support the structural change process.
What is a Gender Equality Plan (GEP)

In the specific context of research organisations and higher education institutions, the European Commission considers a Gender Equality Plan as a set of actions aiming at:

1. Conducting impact assessment / audits of procedures and practices to identify gender bias;
2. Identifying and implementing innovative strategies to correct any bias;
3. Setting targets and monitoring progress via indicators.

The GEAR Step-by-Step Guide

Step-by-Step Guide for establishing a Gender Equality Plan

- Step 1: Getting started
- Step 2: Analysing and assessing the state-of-play in the institution
- Step 3: Setting up a Gender Equality Plan
- Step 4: Implementing a Gender Equality Plan
- Step 5: Monitoring progress and evaluating a Gender Equality Plan
- Step 6: What comes after the Gender Equality Plan?


Gender Equality in Academia and Research

Examples of actions

Structures to support gender equality work

- Dedicated organisational arrangements tailored with gender equality work (unit, office, network, service, etc.)

- Head of unit
- Gender Balance Committee
- Gender and Diversity Committee
- Gender Project Manager
- ENRICH (Centre for Women in Science and Engineering Research)

Awareness-raising and competence development

- Generating awareness for gender inequality and developing competence to engage with gender equality issues
- Two-way awareness-raising sessions for all stakeholders

Gendered Innovation

A useful tool – gender in research content

http://genderedinnovations.stanford.edu/
Managing director of **B-NK GmbH**
Büro für nachhaltige Kompetenz (Consultancy for Sustainable Competence)

B-NK GmbH is to integrate gender and diversity perspectives in urban and transport planning, landscape architecture, mobility research as well as in sustainable (urban) development.

**Dr Bente Knoll**

bente.knoll@b-nk.at
+43 676 6461015

[https://b-nk.at/](https://b-nk.at/)

Lecturer at **Technische Universität Wien**
Courses in Gender Studies in Engineering