

# Guidelines on Gender Diversity in S&T Organisations

comments by *Marcella Corsi*

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**Women's careers hitting the target:  
Gender management in scientific and  
technological research (G.A. No.FP7-230278)**

International Conference

**GENDERING SCIENCE & TECHNOLOGY**

**Experimental Horizons of Structural Change**

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# Lessons learned

## A taxonomy of the obstacles

Interpretation/Motivation	Institutions/Operations
<ul style="list-style-type: none"><li data-bbox="137 492 942 601">❑ Hidden structure of discrimination</li><li data-bbox="137 629 942 738">❑ Unavailability of information and knowledge</li><li data-bbox="137 766 942 875">❑ In-house communication problems</li><li data-bbox="137 903 942 955">❑ Forms of dissent</li><li data-bbox="137 983 942 1035">❑ Poorly motivated actors</li><li data-bbox="137 1063 942 1235">❑ Organisational/bureaucratic dynamics affecting the involvement of actors</li></ul>	<ul style="list-style-type: none"><li data-bbox="996 492 1653 601">❑ Regulatory conflicts or deficiencies</li><li data-bbox="996 629 1653 681">❑ Organisational barriers</li><li data-bbox="996 709 1653 761">❑ Structural inertia</li><li data-bbox="996 789 1653 898">❑ Effects of the economic crisis</li></ul>

# Lesson learned

## Towards a social innovation 1

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1. The scope of the interventions often goes beyond the individual research institute and **it is sometimes necessary to refer to a wider sphere of action**, even out the same field of science and technology, acting in the political and regulatory environment at national level
  2. Based on the experiences carried out, it is possible to think to **make a change of scale** such as to **make gender equality in science**, a **common asset** and shared culture also in the community
  3. Developing a **capacity for social innovation** means to negotiate and promote profound changes in the relationship between science, technology and society, producing a positive effect on the situation of female researchers with a broader scope than that of a single research institution
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# Lesson learned

## Towards a social innovation 2

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Some conditions for triggering a capacity for social innovation

- link actions with a broader **collective action** on gender issues
  - involve **political and cultural institutions** in the elaboration and implementation of policies
  - use of the "traditional" means of **mass communication**
  - promote full and informed **participation of citizens** at all levels
  - adopt a **wide-ranging, strategic and operational vision** of the fight for gender equality in scientific research
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# Effects of the economic crisis

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In all European countries, there is no thorough assessment of the gender-differentiated impact of the crisis and of the policies adopted to cope with it. By contrast, gender impact assessments of government's economic policies and measures to tackle the crisis are necessary in order to ensure that the needs of both women and men are met. Without proper gender equality objectives, targets, indicators, and sex-disaggregated data, it is not possible to know whether publicly financed projects and activities are successful in their specific aims and whether they contribute to greater gender equality or to perpetuate gender inequalities.

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# Effects of the economic crisis

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- O51. Changes in corporate priorities due to the economic crisis: *“The ongoing global economic crisis has led several European research institutions to re-organize and change their academic and/or business priorities, reducing the importance of initiatives aimed at promoting gender equality in their agendas.”*
  - O52. Cutting/downsizing activities already budgeted: *“The general economic situation has resulted in several European universities and research organisations having to undergo a comprehensive process of transformation (the merging of faculties, staff cuts, etc), which has led to the cancellation or slowdown of previously planned initiatives.”*
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# Effects of the economic crisis

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- O53. Cognitive effects of the economic crisis  
*"The general economic situation also affects the cognitive climate of research institutions, forcing management to adopt a restrained communication style, emphasising the need to avoid unnecessary expenses, or those presumed to be unnecessary, such as communication campaigns for issues that are not apparently vital to the institution's core business."*
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# Effects of the economic crisis

## EGGSI report

1

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The economic crisis has had serious repercussions on public finances, with the risk of downgrading the status of equality policies or reducing budget allocated to these policies.

Our review shows that in some Member States cuts in public budgets are seriously affecting the promotion of gender equality and the functioning of equality infrastructures (AT, BE, CZ, IE, LV, RO, UK). Moreover, the gender equality issues have lost prominence in several Member States (DK, EE, FR, IE, LV, LT). Similar considerations apply to candidate countries (HR and FYROM).

However, good practices have also been recorded in some states which have deliberately decided not to reduce or even to increase resources devoted to gender equality institutions and/or projects (Nordic countries).

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# Effects of the economic crisis

## EGGSI report

2

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In **Finland**, a government report on gender equality – the first of such a kind - was presented to the Parliament in 2010. The purpose of the report is to evaluate the government's gender equality policy and related measures over the past ten years; it also presents future policy definitions in various fields with a view to improving the effectiveness of the gender equality policy. It includes, for example, proposals on extending gender equality planning to basic education, reinforcing the gender equality perspective in university and science policy and prolonging work careers, as well as extending solutions to reconcile work and family life to different phases of life.

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# Effects of the economic crisis

## EGGSI report

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In **Sweden**, the government has increased the resources available for gender equality policy measures: it set aside

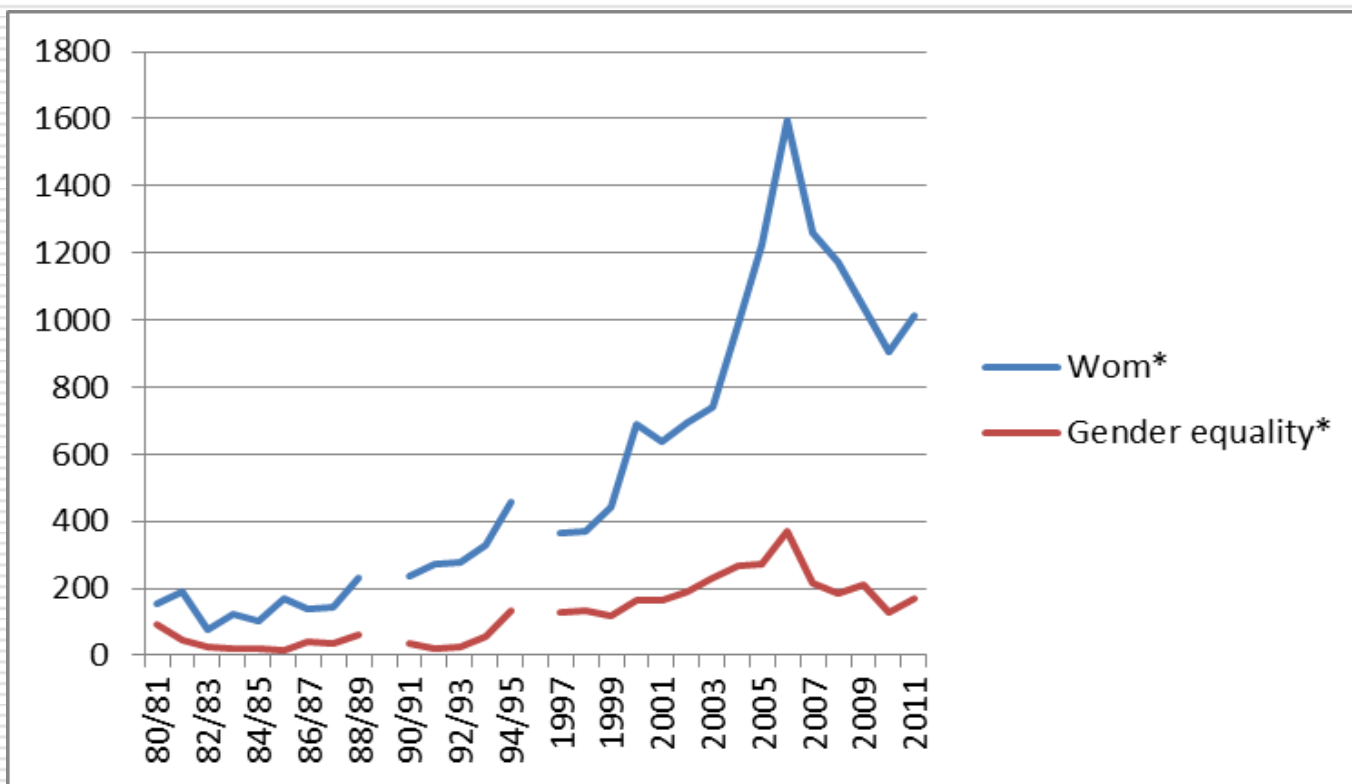
- 400 million SEK per year (around 40 million EUR), for the period 2007–2010
- 240 million SEK per year (around 24 million EUR) for the period 2011-2014, which is still much more than before 2007.

At the same time, SALAR (the Swedish Association of Local Authorities and Regions) has carried out a Programme for Sustainable Gender Equality, specifically targeted to develop gender mainstreaming in the municipalities and county councils. This includes training key staff in organisations, building up a web-based knowledge bank for the on-going dissemination of experience, and developing managerial systems.

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# Effects of the economic crisis

**Number of times the words kvinn\* (wom\*) and jämställdhet\* (gender equality\*) have been mentioned in the Budget Bills, 1980-2011**



Source: Nyberg (2010)

# Effects of the economic crisis

## Gender budgeting

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In times of crisis, gender budgeting is a tool to make the limited public budgets more efficient and allow them to have a real impact. With respect to gender-responsive budgeting, five priorities should be aimed at:

- devoting sufficient resources to gender mainstreaming and gender budgeting processes;
  - monitoring the impact of the crisis, with particular attention to the most vulnerable groups, and implementing gender mainstreaming on the planned reforms and strategies to cope with the crisis;
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# Effects of the economic crisis

## Gender budgeting

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2

- developing the production of data, statistics and evaluations, and securing a proper and sophisticated monitoring system of the gender outcomes of the measures taken;
  - fostering a rethinking of men's position in the family and society through actively promoting men's involvement in household responsibilities, supported by policies that require changes in men's lifestyle;
  - increasing women's participation in economic decision-making, including the design, implementation and monitoring of both fiscal consolidation measures and stimulus packages.
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Thank you!

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