



SHIFT GEAR: Mainstreaming gender into academic and research organisations

*Conference, 20 October 2016
Brussels, Madou Auditorium*

Equality between women and men is a fundamental principle of the European Union still unmet in various sectors of the society, including the higher education and research.

Women represent 47 % of PhD graduates in the EU, but this is not yet sufficiently reflected among researchers. Women make up 33% of all researchers, and only 20.9% of full professors.

European research and innovation policy promotes a strategy for gender equality that is based on institutional change to remove biases affecting women's scientific careers and participation in decision-making. Also the Council Conclusions from December 2015 confirmed the commitment to achieve gender equality in the European Research Area and invited the Member States and research organisations to strengthen their strategies, to draw from good practices and to take concrete actions.

To give practical support and facilitate mutual learning, the European Commission and the European Institute for Gender Equality (EIGE) have developed a new online tool, **Gender Equality in Academic and Research – GEAR**, which will be launched at the conference. The tool gives guidelines and examples for mainstreaming gender in organisational procedures and culture. It is based on analysis of gender equality plans and their achievements in a number of universities and research performing organisations in the EU.

Conference

The **high level conference “Shift GEAR – Mainstreaming gender into academic and research organisations”** will bring together around 170 stakeholders and decision makers in socio-economic and research policies to reflect on the situation of women and men in academic and research organisations, share their experience and together generate commitment for change – by shifting the gear and transforming the institutions more gender equal.

Conference results will support EU policy objectives, in particular the implementation of the European Research Area Roadmap 2015-2020, Horizon 2020 as well as Strategic engagement for gender equality 2016-2019.



DRAFT PROGRAMME

Moderator: Quentin Cooper

09.30 – 10.00 Registration and welcome coffee

10.00 – 10.15 **Welcome**

- Virginija Langbakk, Director of the European Institute for Gender Equality (EIGE)

10.15 – 10.30 **Opening speech**

- Giulia Del Brenna, Deputy Head of Cabinet, Cabinet of Commissioner Moedas - Research, Science and Innovation

10.30 – 12.00 **Panel discussion: How can policies support the institutional change?**

Strong political commitment with appropriate incentives in research organisations is crucial in order to achieve institutional change. This panel invites political leaders and top level managers to discuss and search for common pathways to increase policy support for gender equality in academia and research.

Introduction:

Ana Arana Antelo, Head of Unit "Science with and for Society" – Directorate General Research and Innovation

Panel participants:

- Janar Holm, Secretary General, Ministry of Education and Research, Estonia
- Anne Peyroche, Chief Research Officer, National Centre For Scientific Research, France
- Eucharía Meehan, Member of the Science Europe Governing Board and Head of the Irish Research Council
- Ligia Amancio, Gender Equality body, Portugal

Discussion with the audience

12.00 – 12.30 **Keynote presentation**

"Gender equality in research institutions – making an institutional change"

- Barbara Limanowska, Programme coordinator, gender mainstreaming, EIGE



12.30 – 13.30

Lunch

13.30 – 15.35

Panel discussion: What are the success factors for institutional change?

There are many examples of successful institutional transformation towards gender equality in research performing organisations in Europe. Addressing gender bias, creating family-friendly organisational practices and establishing equal career paths for women and men have been and still are some of the well-known challenges in the academic and research communities. This panel discussion focuses on success factors and ways to learn from each other in particular with a greater cooperation between institutions and gender equality bodies.

Introduction:

Therese Murphy, Head of Operations, EIGE

Panel participants:

- Martine Rahier, University of Neuchâtel, Switzerland, European University Association (EUA) vice-president
- Dorothy Griffiths, Provost's Envoy for Gender Equality, Imperial College London, (LERU)
- Riitta Tolvanen, VTT, Senior Vice President, Human resources, representative of the European association of research and technology organisations (EARTO)
- Karel Luyben, President of the Conference of European Schools for Advanced Engineering Education and Research (CESAER)
- Gülsün Sağlamer, President of the European women rectors association

Discussion with the audience

15.35 – 15.45

Looking ahead – Cooperation with EIGE

Therese Murphy, Head of Operations, EIGE

15.45 – 16.00

Concluding remarks

- Robert-Jan Smits, Director-General, Research and Innovation, European Commission