

Workshop

Gender Stereotypes and Gendered Attitudes in the Assessment of Women's Work

Support for Raising Awareness and Taking Action

Location: Democritus 153, 10 Agia Paraskevi Attica, Athens, Greece

Date: 3rd - 4th March 2011

Organisers: Foundation for Research and Technology - Hellas (FORTH), Institute of Applied and Computational Mathematics

Workshop Aim

This workshop is organized as part of the awareness and capacity building activities of the FP7 SiS funded project, genSET. genSET's goal is to support European science institutions in promoting gender equality and taking action on the gender dimension in science in order to improve: **science knowledge making; human capital development; institutional processes and practices; and compliance with regulation.**

The workshop **Gender Stereotypes and Gendered Attitudes in the Assessment of Women's Work** is an opportunity for institutions and decision makers to be part of a knowledge transfer and a dialogue with gender experts and with other institutions in the European science system leading towards greater equality in how women and men are valued in science.

Workshop Format

Briefing materials will be made available prior to the workshop, which will summarise the research evidence demonstrating gender equality issues relating to the assessment of work and people in science. Included also will be the report, **Recommendations for Action on the Gender Dimension in Science**, which was produced by a panel of 14 Science Leaders from across Europe.

Focus group discussions will be facilitated by gender experts in order to identify the dominant perceptions, opinions, beliefs and attitudes towards gender equality issues in science institutions and in particular in reference to the criteria and processes used in assessment.

Key issues for discussion

- Factors that enhance the existence of gender stereotypes and gendered attitudes in the assessment of women's work and the consequences they have to the functioning of the organization,
- Opportunities to address issues through gender equality action plan in organizations
- Capacity needs of the organizations in relation to putting in place a gender action plan
- Management support requirements for assisting organizations with the implementation of gender action plans (exploring possible implications, discrepancies and success factors through the use of 'best practices' paradigms).

Benefits of attending

- High-ranking gender experts will support participants during the workshop, facilitating the discussions and the reflection process through their experience and knowledge
- Access to most recent examples of gender research scholarship and evidence on the benefits of gender equality actions as a key condition in securing scientific quality
- Opportunity to communicate concerns, needs and opportunities to the European Commission through the reporting activities of the genSET project
- Opportunity to be part of the growing network of stakeholder institutions for sharing experience and expertise on addressing gender equality issues
- Additionally, a small number of participants attending the workshop will be offered an opportunity to receive expert mentoring support, assisted by international gender experts, in order to facilitate the implementation of gender action plans in their organization.

Background

The *genSET Consensus Report on the Gender Dimension in Science* produced by the panel of 14 European Science leaders was published in June 2010. It offers to the science community a comprehensive gender strategy and 13 fully evidenced and specific recommendations for action, designed to bring improvement across common gender equality problems.

The Consensus Report has the patronage of a number of major players in the European science systems, including **European Science Foundation, The Research Council of Norway, Fraunhofer, Swedish National Agency for Higher Education and Euroscience.**

In October, the Board of Directors at the University of Tromsø has adopted the report as their guiding principles for gender equality work across all six faculties.

Following the success of the report – over 2000 individuals have shown interest in the proposed recommendations - genSET, European Science Foundation and COST are organizing **1st European Gender Summit**, which will take place on 8-9 November in Brussels. Keynote speeches will be delivered by top level policy makers, and the programme will involve number of themes on the subject: ***Changing the Culture of Research – Changing the Culture of Innovation – Changing Society.***

Further information

To find out more about the Workshop and to register your participation please

visit the genSET website, <http://www.genderinscience.org>

or

email Athanasia on amarge@iacm.forth.gr