



PLOTINA

Promoting gender balance and inclusion
in research, innovation and training



Tighten the pipeline in a durable way. How to manage?

PLOTINA Project H2020 GA n° 666008 coordinated by
Alma Mater Studiorum – Università di Bologna
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- Some starting assumptions:
 - Nowadays **gender equality is particularly at risk**: the a social and political evidence is that has no boundaries, political parties or specific religions:
 - **THE LACK OF GENDER EQUALITY IS A GLOBAL ISSUE**
 - **THERE IS NO REAL TOPOGRAPHY OF GENDER INEQUALITY**
 - **IT IS PERVASIVE**

- What works **against the sustainability of the gender equality**,
i.e. against the full realization of Gender Equality Plans?

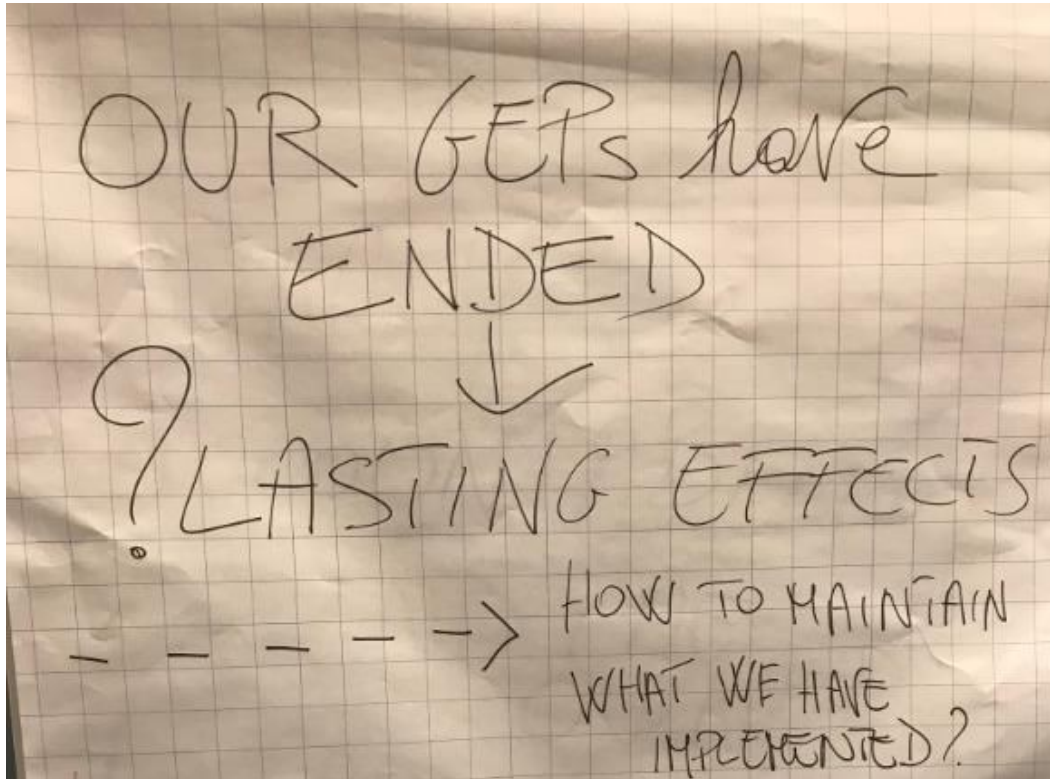
- 1) **The just «formal» preception of gender equality** (is something somehow «polite», like the welfare, a question of «politically correct», not fashionable at the moment);
 - 2) **The gender fatigue** (again! with this old gender issue!);
 - 3) **The lack of knowlege and awarness, first of all of women** (e.g. the action of «genderization» of the language at the Unibo has not being understood/appreciated by many women)
 - 4) **The ancestral lack of a female team spirit, a lobby, an interdisciplinary network** (gender equality felt as a prerogative and subject of gender/human disciplines)
 - 5) **The strong resistance linked to the competition** (the sub track constant opposition, the fear of women), particularly when is **difficult to have progress in the university** career and when there is a **lack of resources**

How to foresee/obtain the sustainability of a GEP?

- Considering it at an **early stage of the project** (the drafting time)
- Evaluating the measures of sustainability as a **key of the impact**

→ **Task of the EC/evaluators**

- **Notes for the sustainability of the gender equality/equal opportunity (the GEPs objective)**



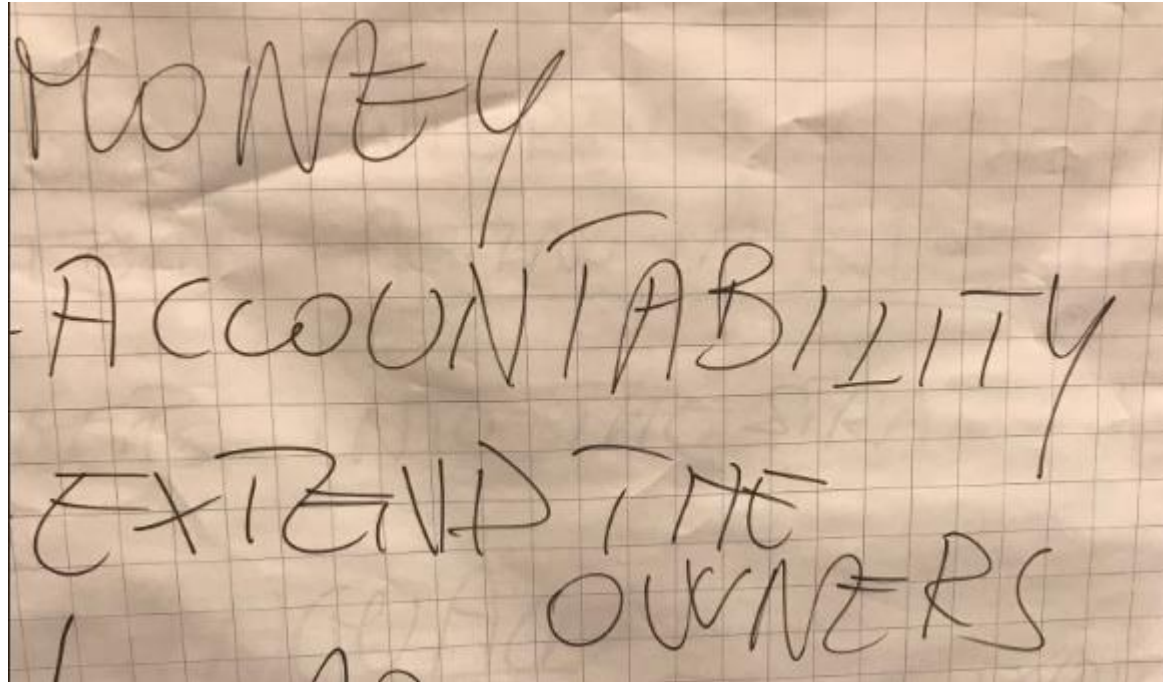
EUROPEAN COMMISSION
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Unit B5 – Spreading Excellence, Widening Participation, Science with and for Society

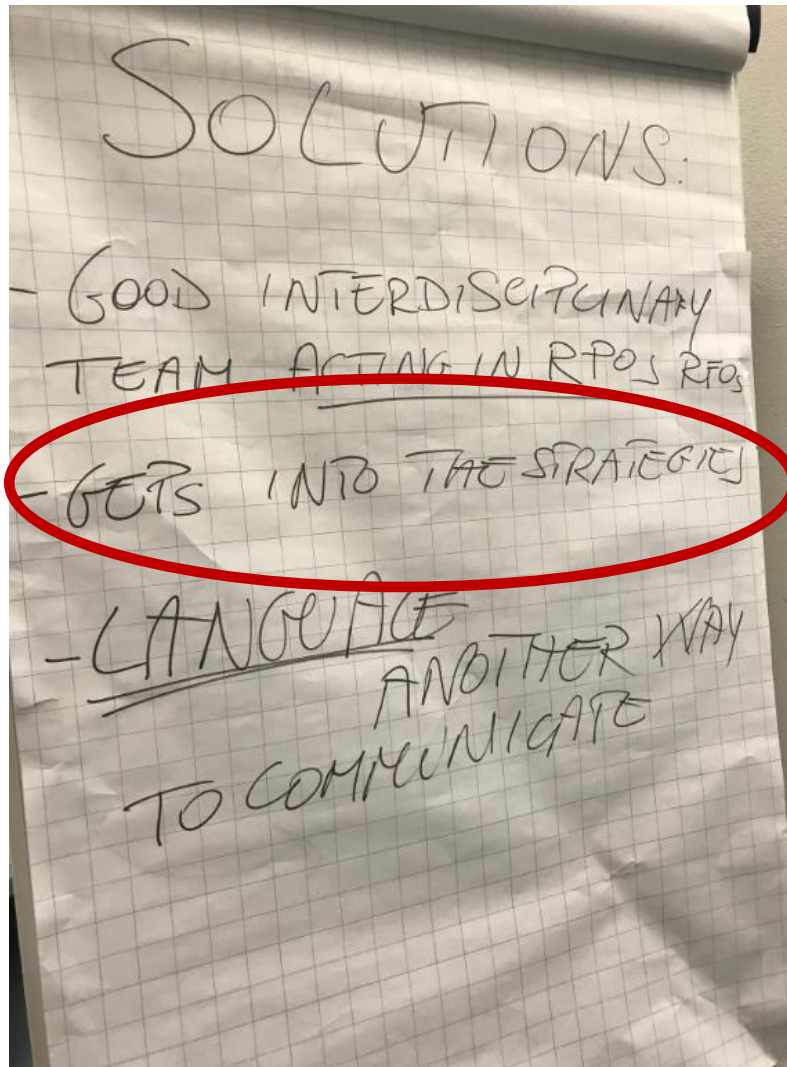
H2020 Gender Equality Plan Projects Cluster Event

Report on Key Findings

On February 28th 2018 a H2020 Gender Equality Plan (GEP) projects networking and brainstorming event was organized by Unit B5 of the Research Executive Agency and Unit B7 of DG Research and Innovation. Both Units are responsible for the Science with and for Society Programme from two different perspectives: the first follows implementation and the second is responsible for policy-making.



- Secure a future budget
- Ensure an annual measurement and publication of the gender equality, stick with strategic documents of the Institution
- Share the tasks, share the benefits, share the responsibility with key actors (link with national and international ranking documents?)



- Collateral or additional actions are **lost after the end of a project: the GEP itself**

- **Stik something into the strategic documents**



- **Sustainability is here**

Development of the GEP

A Gender Equality Plan is a tool for structural change.

- EC considers a GEP a set of actions aimed at:
 - Conducting impact assessment/audits of procedures and practices to identify gender bias
 - Identifying and implementing innovative strategies to correct any bias
 - Setting targets and monitoring progress via indicators

<http://eige.europa.eu/gender-mainstreaming/tools-methods/GEAR>

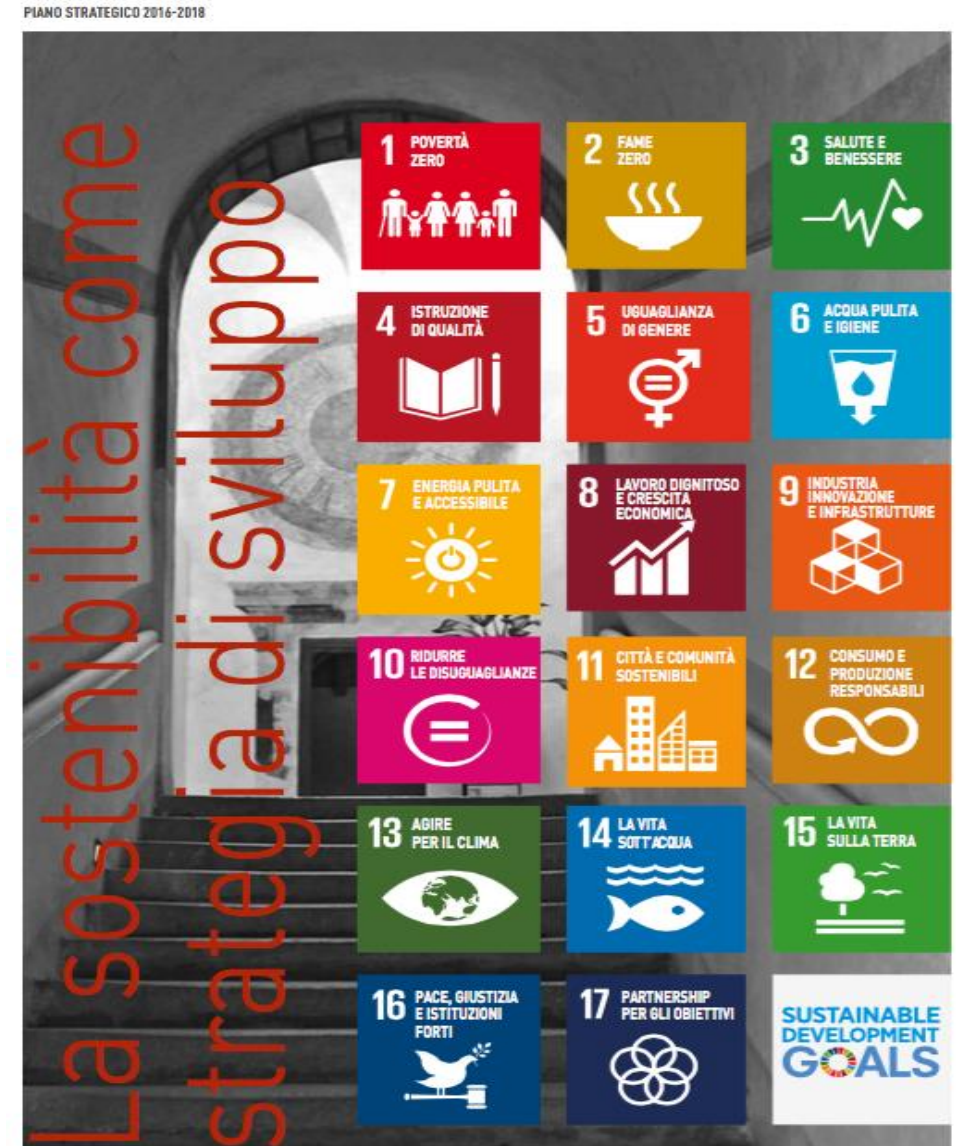


UNIBO GEP: from the Sustainable Development Goals to the Strategic Plan

With its GEP UNIBO would like to contribute to the achievement of the Sustainable Development Goals identified by UN as key priorities for the 2030. UNIBO has already embraced UN Development Goals, as its Strategic Plan 2016-2018 shows. In particular UNIBO PLOTINA Team will focus on the Goals numbers 5 (Gender Equality) and 10 (Reduce Inequality).

Obiettivi ONU oggetto del Piano Strategico 2016-2018 dell'Alma Mater Studiorum

	3 SALUTE E BENESSERE Assicurare la salute e il benessere per tutti e per tutte le età. Traguardo: 3.1		4 ISTRUZIONE DI QUALITÀ Fornire un'educazione di qualità, equa ed inclusiva, e opportunità di apprendimento per tutti. Traguardi: 4.1, 4.4, 4.5, 4.7, 4.a.
	5 UGUAGLIANZA DI GENERE Raggiungere l'uguaglianza di genere ed emancipare tutte le donne e le ragazze. Traguardi: 5.1, 5.5.		8 LAVORO DIGNITOSO E CRESCITA ECONOMICA Incentivare una crescita economica duratura, inclusiva e sostenibile, un'occupazione piena e produttiva ed un lavoro dignitoso per tutti. Traguardi: 8.2, 8.3, 8.5, 8.6.
	9 INDUSTRIA, INNOVAZIONE E INFRASTRUTTURE Costruire un'infrastruttura resiliente e promuovere l'innovazione ed una industrializzazione equa, responsabile e sostenibile. Traguardi: 9.1, 9.5.		10 RIDURRE LE DISUGUAGLIANZE Ridurre l'ineguaglianza all'interno di e fra le nazioni. Traguardi: 10.2, 10.4.
	11 CITTÀ E COMUNITÀ SOSTENIBILI Rendere le città e gli insediamenti umani inclusivi, sicuri, duraturi e sostenibili Traguardi: 11.1, 11.3, 11.4, 11.6		17 PARTNERSHIP PER GLI OBIETTIVI Rafforzare i mezzi di attuazione e rinnovare il partenariato mondiale per lo sviluppo sostenibile. Traguardi: 17.6, 17.16, 17.17.



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In UNIBO Strategic Plan Gender Equality is strictly related to Goals 4 (Quality Education), 8 (Decent work and economic growth), 9 (Innovation) and 11 (Sustainable cities and communities). UNIBO aims to achieve objectives 5.1 (end discrimination against women) and 5.5 (Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life) intervening with specific actions in the areas of **Research, Training and Third Mission**.

UNIBO GEP Objectives:

- Promoting gender equality in the institutional culture, processes and practice
- Promoting processes to favour and support gender-sensitive recruitment, career and appointments
- Promoting integration of work with family and personal life
- Promoting a gender and sex perspective in Research processes
- Promoting the integration of a sex and gender perspective in teaching curricula

are in synergy with...

UNIBO Strategic Plan Objectives:

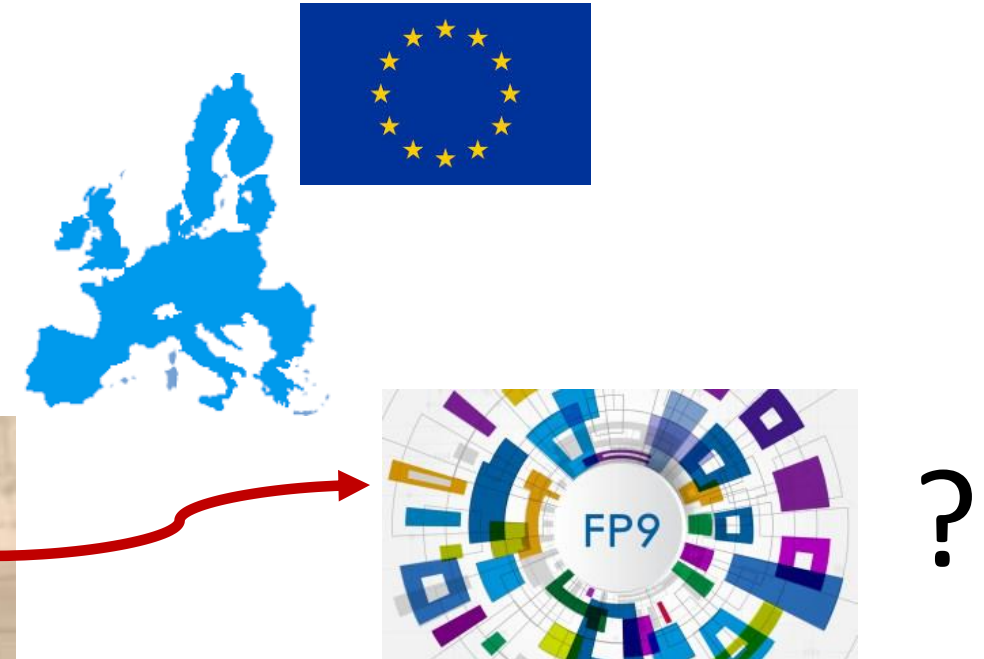
- Supporting research in an international contest
- Promoting the quality of training and invest in multidisciplinary areas, with a special attention for the needs of the person and of the society
- Improving cultural development and socio-economical innovation

Alma Gender Integrated Research Team

- Sustaining gender-responsible and sensitive science and technology, social and political studies and humanities, with the purpose of enhancing the quality of research and improving men and women's lives.

SOLUTIONS:

- MAPPING THE GEPs
- REWARDING THE GEPs
- RANKING THE GEPs





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- KEEP A MEMORY OF WHAT WORKS (LOG BOOK)
- PROVIDE A PERMANENT GENDER EQUALITY COMMITTEE/OFFICE, CONSIDER DELEGATES IN THE DEPARTMENTS, STRIKING THE KEY ACTORS (EG - DIRECTORS)
- A BRAND/REWARD SUCH AS ATHENA SWAN
- LINK WITH THE EXCELLENCE/STRATEGIC CHALLENGES
- MEASURE THE GENDER EQUALITY PERMANENTLY, EASILY AND IN HARMONIZED WAY (**MANDATORY PUBLICATION OF A GENDER ANNUAL REPORT**, EVALUATE AND EXPERIMENT NEW «REAL TIME» INDICATORS)
- REQUIRE **SPECIFIC MEASURE IN GEPs** (FP9), NO MORE A GENERAL PLAN (e.g. embedding gender equality in official RPOs regulations/statute)
- SUPPORT RPOs to DEVELOP AND **PUBLISH** THEIR OWN GEPs (even small financial support)
- REFLECT ON HOW TO «**SELL**» AND **PROMOTE GENDER EQUALITY**





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Thank you
for your attention



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