

WHO WILL BENEFIT?

- Research Performing Organisations (RPOs)
- Research Funding Organisations (RFOs)
- National and EU policy-makers
- Academic publishers

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CONSORTIUM

RESEARCH PERFORMING ORGANISATIONS



ALMA MATER STUDIORUM – UNIVERSITÀ DI
BOLOGNA (UNIBO)
PROJECT COORDINATOR
ITALY - www.unibo.it



UNIVERSITY OF WARWICK (WARWICK)
UNITED KINGDOM - www2.warwick.ac.uk



KEMIJSKI INŠTITUT NATIONAL INSTITUTE OF
CHEMISTRY (NIC)
SLOVENIA - www.ki.si



LISBON SCHOOL OF ECONOMICS AND
MANAGEMENT (ISEG) UNIVERSIDADE DE LISBOA
PORTUGAL - www.iseg.ulisboa.pt



MONDRAGON UNIBERTSITATEA (MU)
SPAIN - www.mondragon.edu



OZYEGIN UNIVERSITY (OZU)
TURKEY - www.ozyegin.edu

PROFESSIONAL ASSOCIATIONS



CENTRO STUDI PROGETTO DONNA E DIVERSITY
MGMT (PD)
ITALY - www.progettodonna.net



ELHUYAR AHOLKULARITZA (ELHUYAR)
SPAIN - www.elhuyar.eus

EVALUATION PARTNER



ZENTRUM FUER SOZIALE INNOVATION GMBH (ZSI)
AUSTRIA - www.zsi.at

COMMUNICATION PARTNER



JUMP FORUM SPRL (JUMP)
BELGIUM - www.jump.eu.com



Promoting gender balance and inclusion
in research, innovation and training



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PLOTINA VISION

PLOTINA envisages creating an inclusive, diversified and supportive workplace where women and men can conduct excellent research.

CONSORTIUM

The PLOTINA Consortium represents the diversity of European Research Performing Organizations (RPOs) as well as the diversity of European social and cultural environments across a range of disciplines.

OBJECTIVES

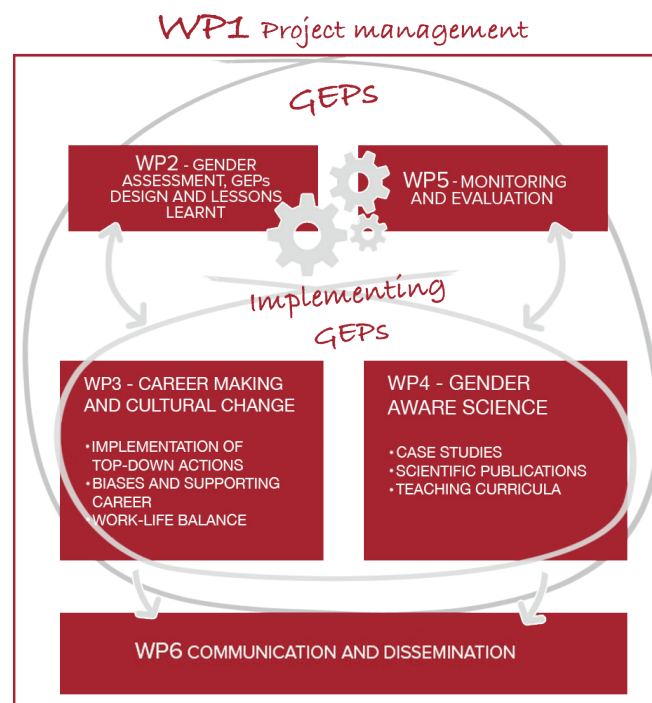
The overall objective of PLOTINA is to enable the implementation and assessment of self-tailored Gender Equality Plans (GEPs) with innovative and sustainable strategies.

The PLOTINA programme is structured around three aims:

- preventing underutilization of qualified female researchers by removing barriers to recruitment, retention and career progression;
- improving decision making by addressing gender imbalances to meet new opportunities for scientific innovation, excellence and productivity;
- incorporating the sex/gender dimension variable in research especially where it is traditionally not applied.

PLOTINA WORKPLAN

PLOTINA is organised in 6 workpackages



The workplan will proceed in 4 overall stages:

- assess the current situation in all Partner RPOs (gender audit);
- design self-tailored GEPs for each RPO;
- implement and evaluate actions in the Partner RPOs to address the targets of the GEPs;
- create a platform of resources that can be used by RPOs across Europe to implement their own GEPs suited to their own situations.

PLOTINA OUTCOMES

The GEPs Actions will **support systemic and sustainable** changes at institutional and departmental level of RPOs.

The end results will be a set of modular and adaptable resources in particular:

TOOLS



Gender Audit Tool



Catalogue of core quantitative and qualitative indicators



Online software for impartial monitoring and evaluation

GOOD PRACTICES DATABASE

A library of successfully implemented PLOTINA GEPs and Actions in:



Women researchers' recruitment, retention, and career progression



Support for work-life balance and cultural change



Integration of sex-and-gender variables in research and teaching