



Promoting gender balance and inclusion in research, innovation and training

PLOTINA

Project Coordinator:

Prof. Tullia Gallina Toschi

University of Bologna

*Il manifesto di
PLOTINA.*

*Appunti di una lotta
accurata.*

*Le ragioni di un
successo...*



EU Programmes 2014-2020

Search Topics

Updates  Calls  

H2020

Research Fund for Coal & Steel

3rd Health Programme

Promotion of Agricultural
Products

Consumer Programme

COSME

Justice Programme

FP7 & CIP Programmes 2007-2013

[Call budget overview](#)

TOPIC : Support to research organisations to implement gender equality plans

Topic identifier: GERI-4-2014**Publication date:** 11 December 2013**Types of action:** CSA Coordination and support action**DeadlineModel:** single-stage**Opening date:** 11 December 2013**Deadline:** 02 October 2014 17:00:00

Time Zone : (Brussels time)



Horizon 2020

Topic Description [+ More](#)**Scope:**

Specific challenge: Gender equality is a key priority of the European Research Area Communication. "A Reinforced European Research Area: Partnership for Excellence and Growth"¹, which invites Member

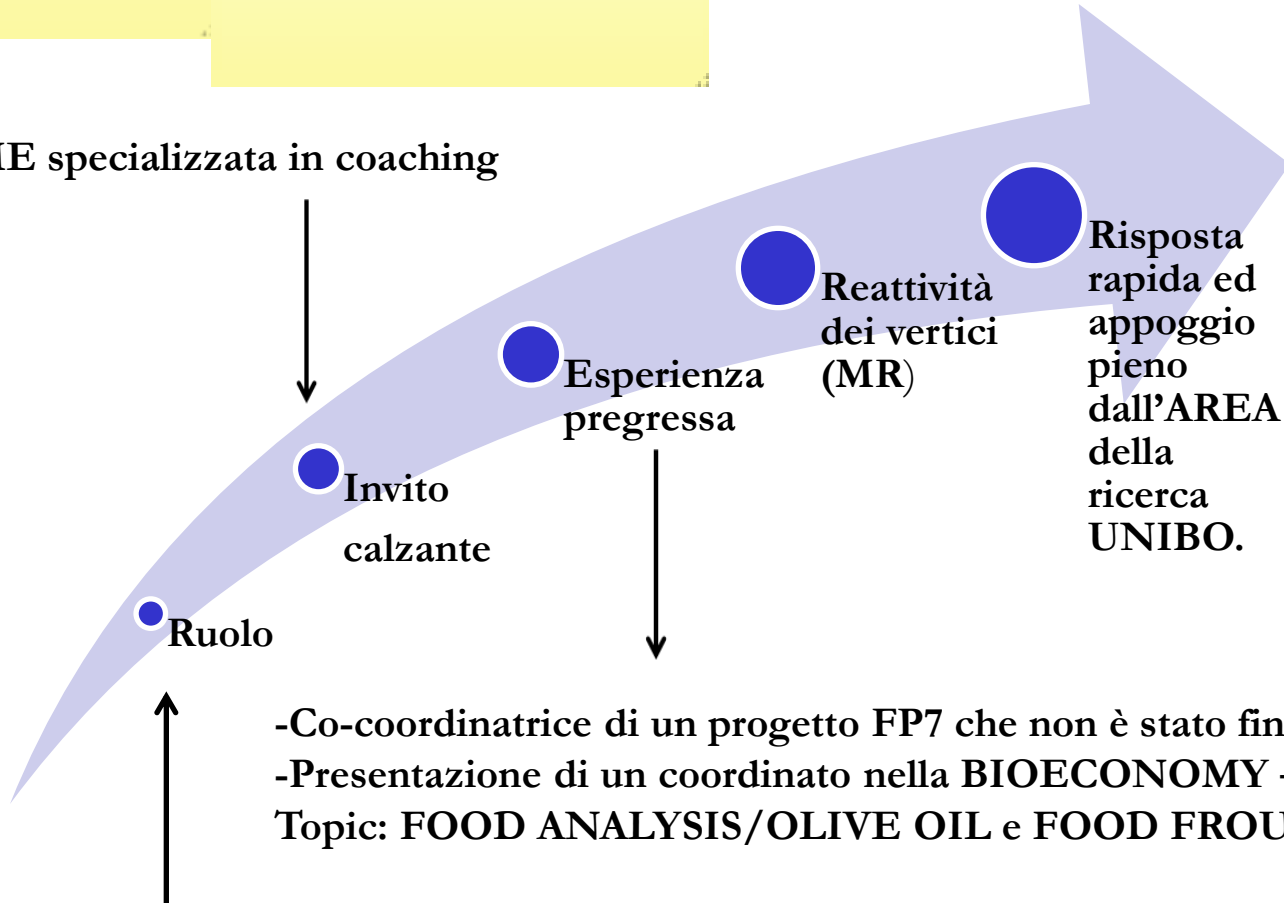
Monitoraggio
Conoscenza e studio
della call

+ x
Prima di partire. |...

+ x
Processo *bottom-up* |

+
Decisione. |
Si parte!!

SME specializzata in coaching



- Co-coordinatrice di un progetto FP7 che non è stato finanziato.
- Presentazione di un coordinato nella BIOECONOMY –
Topic: FOOD ANALYSIS/OLIVE OIL e FOOD FROUD

Presidente Comitato Unico di Garanzia di Ateneo

The topic: Specific Challenge

TOPIC: GRI4.2014-2015 - Support To Research Organisations To Implement Gender Equality Plans

- ✓ Gender equality is a key priority of the ERA (European Research Area)

The topic: Scope (1)

- ✓ The action provides support to RPOs and RFOs in order to **support systemic institutional changes**, in particular through the implementation of Gender Equality Plans (GEPs). GEPs shall:

- Conduct **impact and research activities** at **organisation level**
- **Implement innovative and research activities**, including **gender equality in HR management**, **research content**, **Higher Education**
- **Set targets and indicators** at **organisation level**

- ✓ The RPOs, including Higher Education Institutions, and RFOs involved in the consortium shall be at a **starting stage in the setting-up of GEPs** and shall ensure the **support from their highest management associations** in the consortium

- ✓ The proposals shall include **gender equality in research** in **each partner organisation** in relation with existing GEPs in relation with existing gender equality in research (...)
- ✓ The proposals shall include **monitoring and assessment** of the **duration of the project** and **specific partner organisation** further promoted through the action

The topic: Scope (2)

Core group interno + partner SME.
Brain storming |
Analisi della call.

The topic: Expected Impacts

- ✓ The activities will **increase the number of RPOs and RFOs implementing GEPs** pursuing the three objectives mentioned in the challenge. In the medium / to long term, activities will contribute to the achievement of ERA in particular by **increasing the number of female researchers, improving their careers and mobility**, thus contributing to research intensity. The integration of the gender dimension in research programmes and content will improve the **social value of innovations** and the fitness for purpose of innovative products

TYPE OF ACTION: Coordination and Support Action



PLOTINA: two pages proposal

+ ✕

-Project manager di straordinaria esperienza.

-Verifica competenze e disponibilità interne.

-Costruzione di un gruppo di lavoro realmente disponibile e solidale.

Promoting gender balance and inclusion in research, innovation and training (PLOTINA)

Coordinator, Prof. Tullia Gallina Tocchi

GR24 2014-2015: Support to research organisations to implement gender equality plans

Strongly aligned with an ERA Communication key priority, the aim of this project is to foster excellence and social value of innovations in research, by (i) preventing the possible waste of female untapped talents and (ii) creating diversification of views and approaches (taking into account the gender dimension) in research. The key action challenges will be the achievement of 1) **SYSTEMIC INSTITUTIONAL CHANGES** and 2) **RESEARCH PROGRAMMES and EXPERIMENTAL PLANS REVISION**, by including the gender dimension.

Background of the project

Despite the increase in the number of female researchers in Europe and the fact that they mainly tend to work in the public sector, e.g. in the Universities, few of them have an equal opportunity to make a contribution and enjoy the benefits of a scientific career. Alongside the phenomenon of vertical segregation, also known as the "glass ceiling", widespread horizontal segregation leads the majority of females to be grouped in certain types of occupations, and, in general, the higher the position in the hierarchy, the lower the percentage of women. This evidence of gender bias is particularly disturbing because it contrasts with one of the scientific community's core beliefs about its own internal governance: decision-making should be based on meritocracy, hierarchy on individual performance in furthering scientific inquiry. This lack of gender balance potentially limits the international competitiveness of research and the expression of the maximum of excellence.

While the RPOs are perceived as flexible family-friendly working environment, the use of common research metrics (h-index, number of publications and/or citations), without any balance (e.g. scholarship, research grants) actually produces substantial barriers to e.g. the re-entry of people to academia after a break to raise children. Furthermore, a not gender sensitive organization of the work or international mobility are also obstacles to women's career, such as a not enough promoted female empowerment in planning and choices. It has been reported that there are three broad approaches to promote gender equality:

- equal treatment (ensuring men and women are treated the same);
- positive actions (specific actions to redress disadvantage);
- mainstreaming equality (integrating gender equality into systems, structures, institutions, programmes, policies and practices).

By those mainstreaming the RPOs and EPOs, at the start of the setting-up of gender equality plans, through this project, will develop and implement their GEPs, being also impartially monitored and evaluated.

Expected results, lead users and exploitation/discrimination plan

Implementation of GEPs by: (i) a gender balance competition (each involved RPOs and EPOs); (ii) a gender bias analysis (each involved RPOs and EPOs); (iii) adoption of gender-sensitive structural and institutional practices (recruitment, advancement, decision-making process, work organization, funding and peer-review); (iv) production of a Gender Auditing procedure to auto-monitor trends and progress (Quality Management System gender integrated); (v) training actions on gender equality and women empowerment/conflict management; tailored seminars and workshops directed to, at least, three RPOs and EPOs lead users; (vi) establishment of a PhD scholarship (every year integrated in a different discipline) including the gender dimension in the research project; (vii) build a model in order to integrate the gender dimension in research projects and programs (RPOs and EPOs); (viii) constitution of RPOs integrated research teams gender aware; (ix) production and application of a method for impartially monitoring and assessing the progress made throughout the PLOTINA project.

ORCID: 0000-0001-1000-1000

+ ✕

PER ANDARE A CERCARE PARTNER..|

is discriminated through by the PLOTINA website and by the single RPOs and EPOs is and will generate targeted and open-access knowledge

on-makers at higher management level, researchers/teachers, research funding staff, technical and administrative staff, RPOs and EPOs (EURADISS Service network) and

rk

• analysis, baseline;

id implementing GEPs (key challenge) overcome of gender bias at organization level notion of a gender-aware science) in RPOs and EPOs (case studies);

entering;

internal monitoring;

on.

Dedomen, Università di Bologna (UNIBO) Italy (Coordinator) - National Institute of Slovenia — ISEG Technical University, Portugal - **Cejajga**, University, Turkey -

My, Spain

rk Council (IRC) Ireland (rk)

tion: Centro Studi **Regem**, Donna & Diversity Management, Italy; **Elkogas** Foundation,

Centre for Social Innovation (CSI) Austria
for Minerva Communications (MINERVA) Belgium

Bon: € 2.3 million

is

1
(2006) **Science Policies in the EU: Promoting Excellence through Mainstreaming Gender Equality**, EC&F

Gender and Excellence in the 21st Century: A European Strategy, Policy, 22, 222-232

(2014) **Gender and Excellence in the 21st Century**

meeting, equally in the European Union, Taylor & Francis Group

Gender, K. P. (2012) **The evidence suggests easy-to-implement models to help women advance their research**



Partecipazione a brokerage event



[Home](#) [Participants](#) [Presentations](#) [Projects](#) [How it works](#) [FAQ](#) [Venue](#) [Contact](#) [Your Account](#) [Sign out](#)

New password saved ×



Tullia Gallina Toschi

University of Bologna

216 profile visitors

Profile last updated on 7 Oct 2015, 13:09

[Show Profile](#)

VISITORS

• 216 since registration

MEETINGS

• 4 own, 0 cancelled
• 1 guest, 0 cancelled

4 own / 1 guest bookings / 0 cancelled



From Ideas to Markets: Excellence in mainstreaming gender into research, innovation, and policy, Brussels

The Gender Summit 4 EU 2014 brought together 350 delegates and 55 speakers from 40 countries on 30 June - 01 July 2014 in Brussels. The plenary sessions of the programme were held at the Charlemagne Building of the European Commission, at which three Directorate Generals of the European Commission were represented by the Director-General of the Joint Research Centre (JRC), Director for Renewables, Research and Innovation, and Energy Efficiency (DGENERGY) and Acting Director, Innovation Union and European Research Area (DG RTD). The Programme focused on [Horizon 2020](#), the current €80bn funding programme of the European Commission. GS4EU's themes and tracks focused on the cross-cutting role of gender and how gender can be integrated within the different calls, through actions enhancing gender equality and through inclusion in research and innovation content. Read the conference report and recommendations here: [GS4 2014 EU Report](#) Read more about the programme and speakers in the [Event Booklet](#)

The Summits are made possible by out range of partners and supporting organisations. Our GS4 EU 2014 network included:



Overall strategy

1. *Fix the Women*: focus on increasing the participation of women in science and development
2. *Fix the Institutions*: focus on increasing the participation of women in institutions.
3. *Fix the Knowledge*: focus on increasing the participation of women in research, for

- ✓ PLOTINA provides a representative environment with excellent results
- ✓ PLOTINA will have more competitive value and better

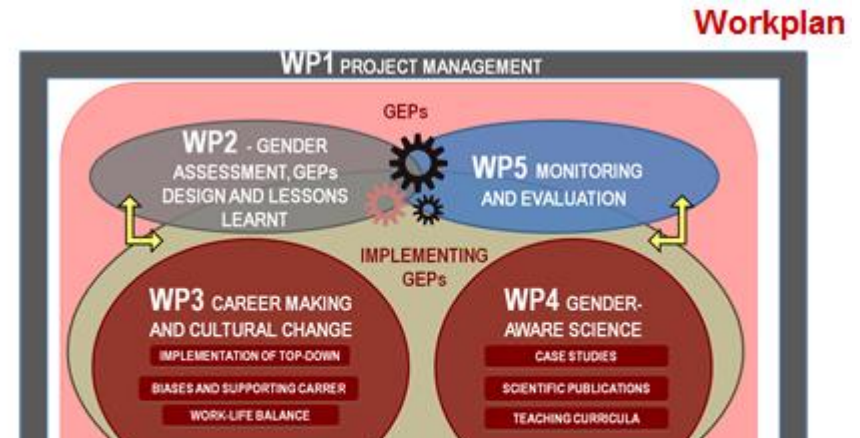
Consortium & roles

RPOs

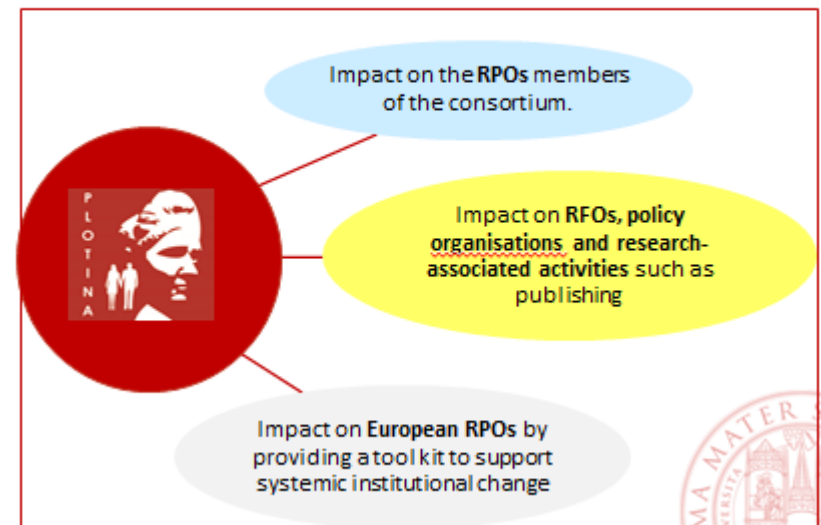
Participant No *	Participant organisation name	Country
1 (Coordinator)	Alma Mater Studiorum - Università di Bologna (UNIBO)	ITALY
2	University of Warwick (WARWICK)	UNITED KINGDOM
3	National Institute of Chemistry (NIC)	SLOVENIA
4	School of Economics and Management (ISEG)	PORTUGAL
5	Mondragon University (MU)	SPAIN
6	Özyegin University (ÖZÜ)	TURKEY
7	Center for Social Innovation (ZSI)	AUSTRIA
8	Minerva Communications (MINERVA)	BELGIUM
9	Progetto Donna (PD)	ITALY
10	Elhuyar Foundation (ELHUYAR)	SPAIN

PROFESSORS

Expected outputs



Expected impacts



Funding, duration, timing

- **Overall requested grant: 2.296.189 €**

- **Duration: 48 months**

- **Evaluation results:** not later than the 2nd of March 2015
- **Indicative starting date:** June 2015

- **Real starting date:** February 2015



PLOTINA deve dire grazie a:

- ✓ ARIC UNIBO SSH
- ✓ Dott.ssa Alessia Franchini
- ✓ Project manager PLOTINA

- ✓ Prof. Fulvio Esposito
- ✓ Rappresentante Nazionale
Configurazione Strategica di Horizon
2020

