

The **INTEGER** project

Institutional **T**ransformation for
Effecting **G**ender **E**quality in
Research

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FP7 2010 Science in Society Work Programme

- Activity 5.2.1: Gender and research
- Area 5.2.1.1: Strengthening the role of women in scientific research and in scientific decision-making bodies
- SiS–2010–2.1.1-1 (Coordination and support action):

Implementing structural change in research organisations/universities

- **INTEGER Starting Date:** March 1st 2011
Duration: 48 months
Budget: €3,245,063
70% funding by EC (€2,247,705)
30% by partner institutions

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Aim of the INTEGER project

Create SUSTAINABLE TRANSFORMATIONAL CHANGE
in european research and higher education institutions
in order to IMPROVE the participation and career progression
of WOMEN scientific researchers

How

- Develop and implement tailored GENDER ACTION PLANS in three institutions: Trinity College Dublin (Ireland), Siauliai University (Lithuania) and Centre National de la Recherche Scientifique (France)
- Exchange of experience between partners & with Experts and Ambassadors
- Design and disseminate guidance material based on lessons learned

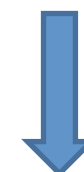
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		 TRINITY COLLEGE DUBLIN	 ŠIAULIAI UNIVERSITY
Gender Action Plan Implementation	•Institute of Physics •National Institute for Mathematical Sciences	•School of Natural Sciences •School of Chemistry	•Faculty of Mathematics & Informatics •Faculty of Technology
Gender Expertise	Mission pour la place des femmes	WiSER Centre for Women in Science & Engineering Research	Gender Studies Centre
Co-ordinator	 advancing gender equality in science, engineering and technology		
External Evaluator	 Leibniz Institute for the Social Sciences		



Experts & Ambassadors



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Institutional Transformation: Gender Action Plan Themes

Themes	Areas of Analysis across the themes
1. Engagement of Decision Makers	- Collecting gender data and including targets for improvement - Recruitment, promotion and retention policies, processes and procedures - Developing 'future leaders' pipeline - Updated management approaches, appraisals and policy development - Research assessments, including research active profiles - Workplace culture to include working styles, environment, language and behaviour - Returning schemes after career breaks - Dual career couples
2. Organisational Structures	
3. Career Progression, development and support	
4. Work Life Balance	

Thank you for your attention

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<http://www.theukrc.org/about-us/our-projects/integer>

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