

# Grey literature on research

**What is grey literature? It is literature produced by non-commercial publishers, such as public institutions, universities, research institutes and civil society. It contains a lot of useful content, but is often hard to find as it is scattered across different loca-**

**tions. EIGE has collected grey literature on gender equality and you can access our collection through a simple search interface. EIGE's collection of grey literature is available in several EU languages and documents come from all EU Member States.**

## The relevance of gender in research

European research still shows a significant under-representation of women, particularly in the 'hard sciences' and in leadership positions. Highly skilled women in the EU are left out, which is a considerable loss of talent. Gender equality in research is therefore not only about fairness, but also necessary to fill gaps in the EU's labour market.



## Grey literature in EIGE's library

EIGE's library hosts one of the largest collections on gender-related literature related to research. The collection presents **good practices** of current policies throughout Europe as well as **gender indicators** aimed at assessing gender equality in research. Several re-

sources focus on the ways in which the EU has mainstreamed gender into **policy processes** for research. You will also find **research reports** and **statistical documents** providing data on key gender issues related to research.

## Policies and tools for mainstreaming gender into research

Since the late 1990s there has been interest in advancing gender equality in research. Within the library you will find resources providing an **overview of policies advancing gender equality in research** across Europe.

Resources also highlight the importance of translating policies into good practices; resources therefore provide useful insights, practical examples and recommendations.

A number of documents focus on the **institutional transformation** that needs to happen in academia and other research institutions to advance gender equality. Different resources highlight the need for **structural change within scientific organisations**. Such actions include the promotion of work-life balance and the elimination of gender stereotypes in education. Resources

in the library also provide examples of specific **toolkits to advance gender-equality in research**, such as the gender equality in academia and research tool.

### Reading list

European Parliament resolution of 21 May 2008 on women and science;

'Turning good policies into good practice: why is it so difficult?';

*Structural Transformation to Achieve Gender Equality in Science — Guidelines.*

## Academic careers and the gender perspective

Despite progress, women scientists and researchers seeking to climb the **career ladder** still face many barriers. Women's opportunities to enter leadership positions strongly depend on those controlling the selection processes, often referred to as 'gatekeepers'. Women are particularly under-represented among academic gatekeepers and in leading positions in research organisations.

Within the library you will find resources that examine the obstacles in academic nomination procedures and funding limitations that women need to overcome to further their careers. You will also find resources that stress the importance of ensuring a **gender balance on decision-making bodies/committees**.

Some of the resources also review the procedures for evaluating and promoting research personnel to senior positions and identify examples of **good practices at institutional and national levels**.

### Reading list

*Women, research and universities: excellence without gender bias;*

*How do universities and research institutions in the European Union foster gender equality?;*

*Mapping the maze: getting more women to the top in research.*

## The industrial and scientific research sector: obstacles and gender discrimination

Research shows that **gender segregation in research** is driven by the same causes as gender segregation in the labour market as a whole: study choices driven by gender stereotypes and barriers in organisational practices, amongst others.

Within the library you will also find resources highlighting the challenges encountered by **women in industrial research**. Resources also present good practices from companies moving towards greater gender equality.

### Reading list

*Gender and Excellence in the Making;*

*The Gender Challenge in Research Funding — Assessing the European national scenes;*

*Women in industrial research: a wake up call for European industry;*

*Women in Industrial Research — Analysis of statistical data and good practices of companies.*

### About EIGE

The European Institute for Gender Equality is the EU knowledge centre on gender equality. EIGE supports policymakers and all relevant institutions in their efforts to make equality between women and men a reality for all Europeans and beyond, by providing them with specific expertise and comparable and reliable information on gender equality in Europe. With over 800 000 items, EIGE's Resource and Documentation Centre is a one-stop shop for gender knowledge. Access our collection of policy documents, books, articles, studies, specialised databases and more at [www.eige.europa.eu](http://www.eige.europa.eu)

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