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Czech Republic | www.czechglobe.cz

CESIS



Centro de Estudos para a Intervenção Social
Portugal | www.cesis.org

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Advisory Committee:
The Advisory Committee gathers seven senior academics and policy makers in the fields of gender and other equality policies, in particular in the field of gender in science & higher education (see [EGERA website](http://www.egea.eu) - [Consortium > Advisory Committee](#)).

Website of EGERA project:
www.egea.eu

Call (part) Identifier
FP7-SCIENCE-IN-SOCIETY-2013-1



EFFECTIVE
GENDER
EQUALITY in
RESEARCH and the
ACADEMIA

www.egea.eu



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About EGERA

EGERA is the acronym for Effective Gender Equality in Research and the Academia, a coordination and support action project, funded by the European Union's Seventh Framework Program.

(Project number: FP7-Science-in-Society-2013-1, G.A. no. 612413)

EGERA intends to promote a full set of measures to achieve gender equality and fight gender-based stereotypes in research and the academia.

EGERA is a tool for achieving two overarching objectives:

- Gender equality in research and higher education
- Bringing a gender perspective in research contents and outputs

EGERA pursues both an ambitious and pragmatic objective by tackling the opacity of recruitment and appraisal procedures, gender bias in evaluation and practices which contribute to slow down women's careers and working conditions and work environments with respect to gender equality. The Europe-scale project EGERA brings together eight research and higher education institutions from seven EU member states and Turkey. Actions undertaken by respective partners shall be understood as a whole which engages our research and academic communities. The project wants to communicate a spirit of innovation, transparency and openness. With this in mind, EGERA will constitute a label of equality, fairness and excellence.

With a view to bring about sustainable and measurable cultural and organizational changes to promote gender equality, EGERA has secured the full support of the top management structures of its respective partner institutions.

Fully-fledged Gender Equality Action Plans (GEAPs) will be implemented and continuously enhanced along this four-year-long project. GEAPs will articulate a structural understanding of gender inequalities and bias in research with a set of actions covering the most salient issues with respect

- to the recruitment, retention, appraisal and empowerment of women in research and higher education
- to the mainstreaming of gender knowledge across disciplinary fields.

Workplan

EGERA is structured in eight work packages (WP) which are closely connected and interrelated to each other. Beside Project Management and Monitoring & Evaluation the main tasks are:

1. Assessing gender + inequalities and bias:

Objective is to continuously enhance the instruments (surveys, reports, indicators) to monitor and assess gender-based inequalities and discriminations, and their potential intersection with other relevant inequality grounds, including age, disability, sexual orientation and other personal circumstances.

2. Building gender friendly environments:

Objective is to recruit, promote and retain women and to promote work-study-life balance by changing working culture, decision-making processes and gender-sensitive communication.

3. Training the academic communities:

Objective is to effectively support structural change in favour of gender equality in research institutions through the implementation of tailor-made Gender Training Plans.

4. Revisiting governance & evaluation models:

Objective is to trigger a broad reflection on the impact of the current governance and evaluation models at play in partner institutions on gender equality, also addressing the participation of social partners, students and different categories of personnel in decision-making.

5. Strengthening a Gender Perspective in Research:

Objective is to provide inputs from the EGERA partnership to the broad reflection on the relevance of gender for selected research areas- among which STEMs, as a crucial component for academic excellence and responsible research and innovation.

6. Dissemination:

Objective is to disseminate the achievements and good practices that emerge along the project within the consortium and across broader academic communities at local/regional, national and EU-levels.

Events

The development of an effective dissemination strategy is a key requirement of the European Commission. Serving this purpose, the project will strive to contribute to an effective dissemination of results to targeted audiences and relevant stakeholders as well. During the life cycle of the project the following events will be organized:

Launching conference	03 – 2014
Seminar on Gender Trainings standards	05 – 2014
Workshops on Gender perspective in research	07 – 2014 05 – 2015 01 – 2016
Workshop on Gender culture indicators	05 – 2014 11 – 2014
Seminar on gender in curricular	03 – 2015 02 – 2017
EGERA - STAGES co-event	03 – 2015
Seminars on gender & governance	03 – 2015 02 – 2016 11 – 2016
Addressing sexist violence	07 – 2015
Co-event Gender in STEMs	09 – 2015
Other Dissemination Event	11 – 2016
Measuring progress towards Gender Equality seminar	02 – 2017
Final conference	08 – 2017