

Advancing RTD through Gender-Fair Recruitment and Retention Strategies

Vienna, 19–20 May 2011

A Capacity Building Workshop



The workshop was **targeted to organisations for implementing gender equality policies in RTD institutions**. It was organized as a **two-way process involving theoretical and practical experts** to identify barriers to the implementation of gender policies and **possible ways to bring down these barriers**.

Background research showed abundant material, especially from English speaking countries. Information from Central Eastern and South Eastern Europe was less accessible. In order to benefit from the broad diversity of European science cultures and history, invitations focussed on these regions.

In the **preparation** phase the participants were asked for their preferences and to give feedback on a list of suggested topics.

Tailored to the different needs and backgrounds of the participants and their strong wish to exchange experiences, the **two days** were mainly dedicated to **working sessions** and only a few and short keynote presentations. A **professional facilitator** applied a set of different moderation methods (e.g., fishbowl, Open Space).

Knowledge on gender issues ranged from self-taught literacy to high-level expertise, many participants were responsible for gender policies at their organisations.

Participants and experts reflected on strategies that could contribute to structural change and improvement in the RTD system; leading to more gender fairness and also to more fairness in general.

They identified **barriers** to gender equality in recruitment and retention:

- Gender policies only work when binding
- Traditionally science professions do not allow flexibility of career paths
- Informal processes, networking and negotiations circumvent consented rules
- Gender differences in self-presentation and self-perception

They proposed **practical ideas** how to tackle these challenges at institutional level:

- Consented and binding rules for recruitment
- More reliable ways to evaluate research quality are needed
- Avoiding the gender label on gender sensitive policies (when possible)
- Research-only semesters after maternity leave and childcare facilities
- External and independent recruiting committees
- Statistical data that allow for in-depth analysis
- Sanctions for not reaching gender targets
- Headhunting women
- Find examples of women who accomplish required tasks
- Coaching helps women to cope with the present situation

Participants: Violeta Kurti-Islami, Edi Gusia & Shqipe Krasniqi , Agency for Gender Equality - Office of the Prime Minister, Kosovo – Marina Grubišić, Agency for Science and Higher Education, HR – Alison E. Woodward, Vrije Universiteit Brussel BE (keynote speaker), – Zuzana Kiczková & Mariana Szapuová, Comenius University Bratislava, SK – Madeleine Luethy, ETH Zürich, CH – Emi Pesonen, European Forest Institute, FI – Kathy Kikis-Papadakis & Stella Vasilaki, FORTH, GR – Helga Widowitz, Medical University of Graz, AT – Judit Acsády & Katalin Tardos, HAS Institute of Sociology, HU – Sandra Berzina, Latvian Women in Science, LV – Emilio Elizalde, National Research Council CSIC, ES – Svandis Benediktsdottir, Norwegian University of Science and Technology, NO – Henrietta Dale & Raphaela Elisabeth Kaisler, Portia Ltd., UK – Yvonne Galligan, Queen's University, Belfast, UK – Marianne Bakro-Nagy, HAS Research Institute for Linguistics, HU – Alev Topuzoglu, Sabanci University, TR – Amparo Garrigues Giménez University Jaume I of Castellón, ES – Sabine Engel & Esther Hoppacher, University of Innsbruck, AT – Richard Gamauf, University of Vienna, AT (keynote speaker)

Facilitator: Katharina Novy

Organisers: Christine Urban, Regina Reimer, Michael Strähle, assisted by Sonja Beran

Follow-up video conferences are dedicated to mutual learning:

- Favourable working conditions in RTD
- Geographic mobility, the potential of virtual co-operations, dual career schemes, etc.
- Compatibility of family and scientific career
- Non-linear careers
- Anonymised job applications and independent committees

You are invited to join these conferences!



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For a workshop report,
background information and key note presentations go to
<http://www.genderinscience.org>



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