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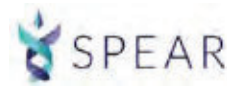
Gender equality in CEE countries:

POLICIES AND PRACTICES 2020

**Institutional change through implementation of
GEPs at the RPOs and RFOs in the CEE countries**

November 12-13, 2020





Gender equality in CEE countries: Policies and practices 2020

Institutional change through implementation of GEPs at the RPOs and RFOs in the CEE countries

November 12-13, 2020

Lithuanian Social Research Centre in cooperation with Vilnius University, Vilnius, Lithuania



**Research
Council of
Lithuania**

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Gender equality is one of the main priorities in the European Union (EU), which is highlighted among the European Research Area (ERA) goals. In this context, research funding organizations (RFOs) and research implementing organizations (RPOs) have been invited to initiate institutional change through implementation of Gender Equality Plans (GEPs). Numerous completed and still ongoing European Commission (EC) funded HORIZON2020 SWAF work program projects brought significant positive changes, however, as it was reported by EC in 2019 review of the achievements, “efforts are still needed to achieve ERA priorities”, including those which are focused on strengthening gender equality.

Recent data show that Central and Eastern European (CEE) countries rather rarely appear among the GEPs’ implementation targeted H2020 projects partners. Besides, fundamental research on gender in science in CEE countries is still rather fragmental and scattered, and hardly available for international reader as most of the results have been (if at all) published in national languages. Therefore, alongside other issues (e.g. political will, economic standing, socio-historical heritage, etc.) gender equality initiatives in research and innovation in developing academic and other environments are rather scarce in the CEE countries. Meanwhile, gender equality policies, measures and tools, which have long tradition in other regions and countries, may not necessarily be appropriate for RPOs and / or RFOs operating in the CEE countries.

Therefore, sustaining the EU level ambitions and addressing the situation exclusively in the CEE countries, the conference aimed at bringing together promoters and implementers of the GEPs focused H2020 projects and researchers exploring gender in science issues for:

... discussing the most recent results of research on gender in different cultural, political, economic, and other contexts, which provide background for gender equality policies in CEE countries and wider, and sharing ideas, obstacles and possible solutions prevailing in this field of knowledge and practice.

... sharing experience and celebrating achievements of institutional change focused activities in CEE RFOs and RPOs striving to ensure excellence in science and innovation through the strengthening of gender equality.

... establishing and strengthening inter-institutional relations between researchers exploring gender (equality) and institutional change, gender equality promoting administrators of RFOs and RPOs, and gender equality endorsing science policy-makers in the CEE countries.

... encouraging public debate by highlighting today’s gender equality issues and challenges and striving to initiate reasonable solutions.

In total, the conference gathered 146 participants representing different RPOs and RFOs in more than 20 countries. Conference discussions swirled around presentations of achievements implementing number of HORIZON2020 projects (e.g. SPEAR, ACT, SUPERA, R&I PEERS, GEECCO, LeTSGEPs, STARBIOS2, Baltic Gender, other) in the CEE and other countries (see abstracts of the presentations further in this book). A lot of lessons have been learnt; even more lessons stand ahead. However, most importantly, the conference was not only a space for sharing and discussing findings and achievements, but it also mobilized members of academic community for meaningful and significant action: the conference participants signed the Statement of support to women's protest movement in Poland.

Supreme acknowledgments to the conference presenters, moderators, discussants and all other participants.

Aurelija Noveskaitė,
Sonata Vyšniauskienė and Julija Mažuolienė



Statement of the participants of the conference in Vilnius „Gender equality in CEE countries: Policies and practices 2020”, 12-13 November 2020

We, the members of the European academic community, express our strong support for the women's rights protests in Poland. As those engaged in international projects supporting gender equality in research organisations and higher education institutions, we recognize gender equality and freedom of expression as preconditions for both democratic society and modern academia.

Women rights are human rights.

After the Conference, the statement letter was signed by 63 participants, including academic management, experts, researchers, teachers and students in countries: Lithuania, Poland, Croatia, Italy, Hungary, Czech Republic, Germany, Spain, France, Slovenia, Romania, Bulgaria, Austria, Serbia, Slovakia.

The Conference Organizational Committee:

Chief researcher dr. Aurelija Novelskaite

Junior researcher PhD student Sonata Vyšniauskienė

PhD student Julija Mažuolienė

Handwritten signatures of the three members of the Conference Organizational Committee.

International conference
Gender equality in CEE countries: Policies and practices 2020
Institutional change through implementation of GEPs
at the RPOs and RFOs

Lithuanian Social Research Centre and Vilnius University
 November 12-13, 2020

Conferences programme

Nov 12, Thursday	
10:00	Opening
LSRC Director dr. Boguslavas Gruževskis VU Vice-Rector for Organisational Development and Community Affairs dr. Rita Rekašiūtė-Balsienė	
10:30-11:30	Opening plenary talk: <i>How do research organisations in Central and Eastern Europe commit to gender equality? Findings from the ACT project</i>
Ewa Krzaklewska, Paulina Sekuła, Marta Warat Institute of Sociology, Jagiellonian University in Krakow, Poland	
GEP as a praxis: retrospective success stories based on perspective alleviations	
11:45-13:00	Roundtable 1. <i>Experiences and insights from the Central Europe</i> Moderator: Rūta Ruolytė, Vilnius university
SPEAR Project: Gender equality through the lenses of the decision makers	Šanja Bojanić, Kristina Stojanović Čehajić, and Brigita Miloš University of Rijeka, Croatia
SUPERA Project: institutionalizing gender equality at the Central European University	Andrea Krizsan Central European University, Hungary
R&I PEERS Project: Implementing GEP at ZRC SAZU (Research Centre of the Slovenian Academy of Sciences and Arts) in Ljubljana, Slovenia	Tanja Petrović ZRC SAZU Institute of Culture and Memory Studies and ZRC SAZU Graduate School, Slovenia
Stimulating the cooperation on gender equality measures in an inactive environment: TA CR's experience from the structural change project GEECCO	Jana Dvořáčková and Marcel Kraus Technology Agency of the Czech Republic, Czech Republic
MISANU, SERBIA: Through LeTSGEPs and joint efforts to gender equality	Djordje Baralic and Marija Segan Radonjic Mathematical Institute of the Serbian Academy of Sciences and Arts, Serbia
Setting up GEP in Plovdiv University: Initial Status Assessment project SPEAR	Rositsa Doneva, Silvia Gaftandzhieva, and Elena Somova University of Plovdiv "Paisii Hilendarski", Bulgaria
13:45-15:00	Roundtable 2. <i>Experiences and insights from the Baltic sea region / Eastern Europe</i> Moderator: Vilana Pilinkaitė, Lithuanian Social Research Centre
STARBIOS2 Project: Gender as a trigger for sustainability and structural change at University of Gdansk	Natasza Kosakowska-Berezecka and Magdalena Żadkowska University of Gdansk, Poland
Baltic Gender Project: Focus on a systematic institutional change	Rima Mickevičienė Klaipėda University, Lithuania

Experiences from building GEP for Politechnika Krakowska, as part of H2020 project GEECCO		Lidia Zakowska and Zofia Bryniarska Cracow University of Technology, Poland
SPEAR Project: Understanding contexts of GEP implementation at Lithuanian HEIs		Natalija Mažeikienė Vytautas Magnus University, Lithuania
SPEAR Project in Vilnius university: on the way to gender equality		Rūta Ruolytė-Verschoore Vilnius University, Lithuania
ACT Project: Impact of projects on gender equality and antidiscrimination funded by the European Union – practical perspective		Katarzyna Jurzak Jagiellonian University in Krakow, Poland
15:10-15:30	The Complexity of GEP implementation	Florian Holzinger and Helene Schiffbaenker Policies - Joanneum Research, Austria
15:45-17:00	Informal Lounge with GEinCEE Community of Practice	
Nov 13, Friday		
Contributing to the quality of research and innovation by implementing institutional change: Seesawing GEPs. Theoretical considerations, empirical findings, practical implications		
10:00-11:20	Removing barriers to the recruitment, retention and career progression of women researchers Moderator: Inga Gaižauskaitė, Lithuanian Social Research Centre	
Improving female researchers' careers through GEP actions at ZRC SAZU (Slovenia)		Tanja Petrović ZRC SAZU's Institute of Culture and Memory Studies and full professor at the ZRC SAZU Graduate School, Slovenia
Combating Harassment: Policy Innovations		Ana Belén Amil Central European University, Hungary
Gender Equality Plans at Lithuanian Universities. Identifying and Addressing Cultural and Structural Barriers		Natalija Mažeikienė ¹ , Aurelija Novelskaitė ² , Daiva Skučienė ² 1 Vytautas Magnus University, Lithuania 2 Vilnius University, Lithuania
Gender Equality Policies and Practices in the Albanian Context		Ingrid Shuli , Merita Xhumari , and Rezarta Shkurti University of Tirana, Albania
11:30-12:30	Addressing gender imbalances in decision making processes Moderator: Daiva Skučienė, Lithuanian Social Research Centre and Vilnius University	
Discipline-specific datasets to boost gender equality in research organizations: the GENERA Data Set		Lucio Pisacane Italian National Research Council – CNR, Italy
Improving Gender Equality through tailor-made evaluation approaches: How to apply theory-based, context- and gender-sensitive evaluation approaches in RPOs and RFOs		Susanne Bühner ¹ , Evanthia Kalpazidou Schmidt ² and Rachel Palmén ³ ¹ Fraunhofer ISI, Germany ² Aarhus University, Denmark ³ Universitat Oberta de Catalunya, Spain
Working towards gender-balance in leadership and decision-making: the case of GEARING-Roles		Jon Pizarro University of Deusto, Spain
12:45-13:15	Closing plenary talk: What Structural Changes are Caused by Gender Equality Plans in Higher Education and Research Organizations?	
Virginija Šidlauskienė Šiauliai University, Lithuania		

Conference opening talk by Director of Lithuanian Social Research Centre **Prof. Boguslavas Gruževskis**

Ladies and Gentlemen,
Dear Participants of the Conference!

According to the latest information I have, 116 participants from 19 countries are registered for our Conference. So, first of all, I would like to congratulate everyone of you on the land of Lithuania. Of course, it is a pity that we cannot meet all of you live in Lithuania, but if you have not been at this corner of the world, visit it virtually after the Conference, and after the pandemic, plan your next vacation in Lithuania. Contact the Conference organizers and they will help you to plan and to spend time more efficiently in this country of amber, green forests and organic food.



If we look at gender equality in Lithuania from a bird's eye view, there is no greater tension in the country in this area in general. By the end of the week or at the beginning of next week, two-thirds of the country's top positions could be held by women (Prime Minister and Speaker of the Parliament), the unemployment rate for women is almost one percentage point lower (8.8%) than for men (9.7%). Women in Lithuania have a higher education level and, most important, have longer an average life expectancy of almost 10 years. This last indicator, in my opinion, shows very well the degree to which women are loved in Lithuania by their men, who sacrifice for them not only their strength, but also their health. I'm kidding carefully.

A few words on the topic of the Conference. In Lithuania, gender equality focused activities started growing right after recovering independence in 1990 by establishing Gender (or Women's) study centres in all Universities. Just several, but obviously not all names: Marija Aušrinė Pavilionienė, Karla Gruodis, Viktorija Daujotytė, Giedrė Purvanekienė, Dalia Marcinkevičienė / Leinartė, Vida Kanopienė, and many other.

However, the research on gender equality (or women's status) in science is still rather scarce and fragmental in Lithuania, therefore, I want to believe that this Conference and ongoing projects will greatly strengthen this area of research in Lithuania in future.

I cannot fail to mention the LSTC researchers who have worked consistently on gender equality. Maybe many of you have heard of the chief researcher of LSRC prof. Meilutė Taljūnaitė, she has been representing Lithuania at Helsinki Group on Gender in Research and Innovation (previously - The Helsinki Group on Women and Science, which was established in November 1999). Chief researcher of LSRC Alina Žvinklienė, among others she works on the topic and has been a co-author of the outstanding EC publication "Waste of talents: turning private struggles into a public issue, Women and Science in the Enwise countries" (2003). (https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/enwise-report_en.pdf)

Aurelija Novelskaitė, the Chief Researcher of LSTC, one of the main organizers of this conference, is also very active on this topic. If the conference were live, it would be a place for your applause. Great achievements in this field have been made by our partners - Vilnius University, but I think the Vice-Rector of Vilnius University will introduce you to the work and achievements of one of the oldest Universities in Eastern Europe in the field of gender equality.

Looking broader, Šiauliai university and, more specifically, work of assoc. prof. Virginija Šidlauskienė must be mentioned. Since early 2000, Šiauliai University had been working on strengthening gender equality by implementing a number of international projects, including “Family Planet”, INTEGER, HELENE, and other. You will have a possibility to hear Virginija Šidlauskienė in this conference (she will give the closing plenary talk).

Today, a number of Lithuanian universities have or are implementing gender equality plans working with international partners in EC Horizon2020 projects (KU, KTU, VDU, VU). Regretfully, LSRC’s partnership in the EC Swafs project application was not successful this year. Notwithstanding LSRC plan to join COST action “Gender Equality for Researchers in Early Career Stages” and other initiatives, and, in cooperation with other institutions and initiatives (i.e. VU project SPEAR, project ACT community of practice and other) will continue strengthening gender equality research activities and at the same time will continue to develop gender equality initiatives at the LSRC level.

Dear Colleagues, According to the programme, I don’t have time for a long speech, so a couple of more ending words. I think many of you know the book of John Gray “Men are from Mars, women are from Venus”. On the other hand, studies from different disciplines also show that women and men are very similar, but also quite different. And these differences, in my opinion, make up the greatest power of Homo Sapiens as a biological species. It is therefore essential to place the emphasis very correctly on gender equality initiatives. Equality needs to be ensured for the realization of different potentials, but it does not have to be equality of potentials themselves. Therefore, if I were asked if there was anything more important than equality, I would say harmony.

Ladies and Gentlemen, Dear Participants of the Conference! I want to wish that there would not be shortage of harmony in your Conference and debate, and where there is harmony, there will be both equality and freedom and happiness.

Conference opening talk by Vice-Rector for Organisational Development and Community Affairs of Vilnius University
dr. Rita Rekašiūtė-Balsienė

Dear colleagues,

I have the honor to welcome you to the International Conference on Gender equality, which is organized from Vilnius. Today we can meet only online, but I believe that the pandemic situation will be overcome through equal collaboration between scientists of all genders.

Lithuania has a deep tradition of gender equality. All three Statutes of the Grand Duchy of Lithuania legitimized the right of women (nobility) to inherit property. It was very innovative in the 16th century. The old tradition does not change the present without our intervention.



We do a lot, but still need equal opportunities for women and men in all areas of life.

Vilnius University has already been working in the field of diversity and equal opportunities for five years in a row. The main goal of these activities is to create the best working and studying conditions. Vilnius has started to develop its equal opportunity activities from the field of disability. Currently, the biggest attention is dedicated for gender equality issues. Simultaneously, the goals of Vilnius university diversity and equal opportunities strategy 2020-2025 are being implemented.

Diversity and equal opportunities analysis have been done in Vilnius University for the year 2018-2019. It has revealed that we are facing problems of gender representation in the highest administration, teaching and research positions. The “academic scissors” of our university demonstrate that although the number of women alumni is twice as high as that of men, the number of women decreases significantly in the later stages of a teaching career, and the number of women holding professorships is twice as low as that of men. The percentage of women and men in terms of academic qualifications throughout the trajectory of a scientific career is in line with the trends of pedagogical career formation. There is a gender imbalance among senior researchers – 22 percent women and 78 percent men.

The latter cause is one of the main reasons why we are intensively working in the field of gender equality now. Thanks to the SPEAR project we are starting to prepare concrete gender equality plans in our academic and non-academic units. Subsequently, we are planning to have gender equality plan, uniting all Vilnius University, which, I do hope will considerably help to improve gender equality situation in the university.

Furthermore, our activities in diversity and equal opportunities field is being developed in ARQUS alliance, Coimbra Working Group on Equality and Diversity, in Horizon 2020 project SPEAR, dedicated for implementation of Gender equality plans (GEP). Hereby, we do strongly feel international pulse of this field and we are moving forward together.

I believe that this conference will be of great help to each other in addressing gender equality issues and all the practical implementation things to do the best we can to move further in gender equality situation.

I wish you a meaningful conference and good health!

How do research organisations in Central and Eastern Europe commit to gender equality? Findings from the ACT project

Ewa Krzaklewska, Paulina Sekuła, Marta Warat

Institute of Sociology, Jagiellonian University in Krakow, Poland

Gender equality in research and academia is recognised as an important goal of the European Union (EU) and the European Research Area. To counteract gender inequalities various measures had been promoted and introduced both on the levels of the EU, member states and research organisations. They include funding and awarding gender equality interventions, promoting and implementing Gender Equality Plans, developing guidelines and toolkits to improve the implementation of GE measures. While there is a growing body of studies examining the developments in implementing gender equality measures as well as factors facilitating and hindering these processes, research on Central and Eastern Europe (CEE) is still scarce.

In the presentation we examine the current status of gender equality interventions in higher education institutions (HEIs) and research performing organisations (RPOs) in CEE. More specifically we reflect on the legal and institutional frameworks for gender equality (GE bodies and measures, HR excellence in research award) as well as the internal and external drivers of institutional change in CEE research organisations and academia. We apply the perspective of feminist institutionalism, which analyses various aspects of gendered organisations and asks how these organisations can be de-gendered, by focusing on endogenous and exogenous change drivers and the agency of actors to provide institutional change. The empirical basis of our analysis are the results of the [Community Mapping Survey](#) and an analysis of [gender equality institutionalisation in HEIs and RPOs in CEE](#). The Community Mapping survey was conducted in 2018 under the framework of the H2020 project ACT among gender equality practitioners, researchers and HR staff to get information about the status quo of gender equality implementation activities in European HEIs and RPOs and to map potential members of ACT-supported Communities of Practice. The analysis of gender equality institutionalisation was carried out between April 2019 and May 2020 within the ACT-supported Community of Practice for Gender Equality in Central and Eastern Europe and aimed at identifying existing legislations, measures and bodies regarding gender equality in selected CEE HEIs and RPOs

The analysis of the impact of both exogenous and endogenous factors on the implementation of gender equality measures in research and academia in CEE shows that it most often takes place under the influence of external, international incentives combined with the efforts of internal, local change agents. The wording of organisational GE regulations are often directly transferred from national regulations without adapting them to the context, or needs of a given organisation. In the organisational legislation and policies broad antidiscrimination frames are often used, with the rare focus on gender equality as such. Soft measures are widespread like awareness rising, trainings of voluntary character, declarations of being committed to the values of diversity or balanced representation. At the same time, hard and targeted measures such as compulsory training for decision-makers, introducing specific targets/quotas are rare or absent. While there is still a substantial need for more institutional initiatives with measures based on comprehensive status quo assessment and tailored-made solutions, there is a gradually growing stock of good practices from CEE region, which we also discuss.

The Complexity of GEP implementation

Florian Holzinger and Helene Schiffbaenker

Policies - Joanneum Research, Austria

The European Research Area aims at establishing “a single, borderless market for research, innovation and technology across the EU”¹. One of its main priorities is to promote gender equality and diversity in science. But the European landscape of research and innovation is highly fragmented also in regard to gender equality as regularly reported in the She Figures² and in the ERA Progress Reports³. Gender Equality in research and innovation in EU member states varies significantly in terms of participation of men and women as researchers in different research sectors and scientific disciplines but also in terms of the framework conditions of GE and the level of implementation of GE policies and measures in research and innovation.

The European Commission (EC) has sought to improve GE and to increase the implementation level of GE policies and measures in EU member states as well as in research performing and funding organisations through specific measures and calls in the 7th and 8th framework programme for research and innovation – Horizon 2020. One main instrument was funding specific projects which allowed research performing and research funding organisations to develop and implement gender equality plans (GEPs) and thereby increase gender equality at the organisational level and in the long run on the system level. The EC plans to continue this effort in the upcoming 9th framework programme for research and innovation – Horizon Europe – through funding further activities to continue and increase the capacities for developing and implementing GE across the ERA and through establishing GEPs as an eligibility criterion for Horizon Europe applications for public research organisations. This would mean that public research organisations will need to have a GEP in place to be eligible for applying to Horizon Europe. This should stimulate public research organisations all over Europe to engage in promoting gender equality and to create GEPs. The experiences of the projects funded in 7th framework programme and in Horizon Europe have made evident that developing and implementing GEPs is not a straight forward process and that there are no easy and readymade solutions at hand. The following reflections on GEP implementation issues are based on experiences from three so called structural change projects we were/are engaged in as external evaluators (GARCIA, GENERA and SPEAR) and two other projects (EFFORTI, ACT) where we have engaged in an evaluation framework for GE measures and in building up capacities for GE across Europe. At the end, we will briefly summarize what this would mean for developing and implementing GEPs in / for Horizon Europe.

Firstly, we would like to emphasize that promoting gender equality in research and innovation (as well as in any other sector of the economy or society) through GEPs is a complex intervention into a complex and dynamic system. This means that not only developing and implementing GEPs is a complex process that entails multiple and interrelated actors, activities and objectives but also the system itself is characterized by high degrees of differentiation and interdependencies. Therefore, it is sometimes impossible to say where the system begins and ends and that the problem of gender inequality is not confined to a specific part or parts of the system. Rather it is interwoven with different processes and structures of the system but also highly dependent on the contexts of these systems. Based on this understanding of GEPs as a complex intervention into a complex and dynamic system we will discuss issues of implementing GEPs that should be taken into account when designing and implementing a GEP. We will close our short presentation with conclusions for integrating GEPs in Horizon Europe.

¹ https://ec.europa.eu/info/research-and-innovation/strategy/era_en

² <https://op.europa.eu/en/publication-detail/-/publication/9540ffa1-4478-11e9-a8ed-01aa75ed71a1>

³ <https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/5641328c-33f8-11e9-8d04-01aa75ed71a1>

What structural changes are caused by gender equality plans in higher education and research organizations?

Virginija Šidlauskienė
Šiauliai University, Lithuania

The European Commission (EC) has been supporting the development of Gender Equality Plans (GEPs) in higher education and research institutions across Europe through its FP7 and Horizon 2020 research programmes since 2010. It is important to take into consideration a number of structural changes that have occurred in the past decade in higher education and research organisations by implementing GEPs. There is limited evidence-based analysis based on the results of interventions and “what works” in particular contexts. What institutional transformations and structural changes have been caused by implementing Gender Equality Plans across Europe? The paper aims at describing the current situation of inspired and achieved institutional changes through Gender Equality Plans within the supported and funded structural change projects by EC during the period of 2010-2018. In this context, the sustainable cultural and institutional changes achieved in higher education and research organisations are discussed. Firstly, an introduction evaluating the gender structural changes and brief comments on their impact are provided. Secondly, the outcomes of 37 projects expending great efforts to institutionalise gender equality policies through GEPs are summarised. Two main evaluation indicators (quantitative and qualitative), i.e. policy (policies) and structures/mechanisms, are used in evaluating the results. The representation of Central and East European (CEE) countries implementing structural changes during the period 2010-2020 is described.

GEP as a praxis: retrospective success stories based on perspective alleviations

Roundtable 1. Experiences and insights from the Central Europe

H2020 project SPEAR in Croatia

Gender equality through the lenses of the decision makers

Sanja Bojanić, Kristina Stojanović Čehajić, Brigita Miloš

University of Rijeka, Croatia

The proposed expose is based on the preliminary results of the ongoing qualitative analyses that is taking place at the University of Rijeka for the purposes of pre-GEP analytics. Our focus will be on the material gathered via semi-structured interviews held with several persons in decision making professional positions at the University. Although the collected material offers a variety of analytical themes, we find that the notion of flexibility might serve as a inspiring and insightful notion to present in this conference. Our choice is based on the premise that the notion of flexibility reveals numerous gender-related prepositions which are highly important for the deeper understanding of the gender – related career thematic, especially in the sense of revealing hidden or unconscious restraints or biases that govern either self-valorisation or career-decision processes. Therefore, through the notion of flexibility we aim to show how different aspects of professional development become or persist as gendered.

H2020 project SUPERA in Hungary

Institutionalizing gender equality at the Central European University

Andrea Krizsan

Central European University, Hungary

This presentation will discuss how the Central European University, a private liberal art school based in Central and Eastern Europe went about moving from a primary focus on equal opportunities to gender equality policies. I will trace the process from preparing the ground for a gender equality project of structural transformation, through a major base line assessment on gender inequalities to institutionalizing permanent structural components for gender equality at the university. The presentation will pay specific attention to opportunity structures including political circumstances, leadership and political will, changing political context (move to Vienna) and organizational exhaustion and their impact on progress. It will discuss specific elements of institutionalization including the first CEU Gender Equality Plan and the model of yearly workplans, the creation of the Gender Equality Officer position, the process of developing a regular data collection and monitoring system, the establishment and operation of the Gender Equality Hub and briefly some of the outstanding policy initiatives. Special focus will be devoted to discussing difficulties and bottlenecks in the process and their causes. The presentation will conclude with some projections particularly for sustainability and possibility of replication.

H2020 project R&I PEERS in Slovenia **Implementing GEP at ZRC SAZU**

Tanja Petrović

ZRC SAZU Institute of Culture and Memory Studies
and ZRC SAZU Graduate School, Slovenia

In my contribution to the round table, I will share experiences from the ongoing GEP implementation at ZRC SAZU. The GEP is being implemented in the framework of the R&I PEERS project and was officially adopted in February 2019. I will first shortly describe preparatory steps that lead to the current shape of the GEP – the preliminary research made to adjust GEP strategies to both national context and organizational specificities and to tailor them so they respond to concrete needs of researchers. I will then discuss the process of GEP adoption, and outline main areas covered by ZRC SAZU's GEP. Finally, I will offer insights we gained during the first two years of GEP implementation.

H2020 project GEECCO in Czech Republic **Stimulating the cooperation on gender equality measures in an inactive environment: TA CR'S experience from the structural change project GEECCO**

Jana Dvořáčková and Marcel Kraus

Technology Agency of the Czech Republic, Czech Republic

The presentation will focus on the process implementation of gender equality measures in a research funding organization located in the Czech Republic and the context-specific challenges we have faced during the process. Technology Agency of the Czech Republic is a public, nationwide research funding agency supporting applied research. Although it became active in gender equality issues already 6 years ago, its previously sparse activities have transformed into a complex whole only thanks to the structural change project GEECCO (Gender Equality in Engineering through Communication and Commitment) funded by the EU. Under this project, TA CR leads the work package "Implementing gender equality in RFOs". Within this work package, we have introduced the gender dimension in research content as part of the evaluation procedure for project proposals. We have elaborated our system of motivating research performing organizations (our beneficiaries) to apply for HR Excellence in Research award and launch changes for gender equality. We have also developed a guideline for promoting gender equality in the evaluation process, which will be put in practice in the coming months, as well as other intervention measures. The above-mentioned activities would not be probably perceived as exceptional in many countries. Nevertheless, due to the fact that Czech science policies do not put any significant pressure to implement changes neither on research funders, nor on research performing organizations, and the fact that we belong to the first funders in the CEE region involved in the "gender agenda", our organization has become relatively visible. In positive terms, we tend to be given as a good example of an active organization. In a negative sense, our activities raise resistances among the evaluators and beneficiaries, which in turn increases the resistances on part of our co-workers. In the situation of a relative absence of support "from above" the gender equality efforts initiated by the core implementing team tend to be sometimes perceived as a peculiar individual "hobby". Under this condition, EU-funded structural change projects seem to be an exceptionally powerful actor, as

the need to successfully implement the project stimulates cooperation. In our presentation we will share the lessons learned during the implementation process. We will focus on specific actions that enabled us to reach our aims and practical tips possibly transferable also to other environments.

H2020 project LeTSGEPs in Serbia

Through LeTSGEPs and joint efforts to gender equality

Djordje Baralic

MISANU, Mathematical Institute of the Serbian Academy
of Sciences and Arts, Serbia

In our presentation, we explain the historical background and main challenges that we are facing in building our capacity for achieving Gender Equality. We share our experiences and steps taken under the guidance and knowledge we obtain by our participation in the LeTSGEPs project. Also, we report on our activities in addressing the importance of the role of female researchers in mathematics, mechanics and computer science and pointing out gender balance in science.

H2020 project SPEAR in Bulgaria

Setting up GEP in Plovdiv University: initial status assessment

Rositsa Doneva, Silvia Gaftandzhieva, and Elena Somova

University of Plovdiv “Paisii Hilendarski”, Bulgaria

As a partner in the SPEAR (Supporting and Implementing Plans for Gender Equality in Academia and Research) project under European Union’s Horizon 2020 programme, University of Plovdiv (PU) in Bulgaria is on a way of setting up and implementing its own GEP. PU has had no previous experience in GE and GEP implementation. That is why the PU have very thoroughly performed the beginning step of the project work related to PU status assessment and stakeholder engagement following Step 1 and Step 2 of the GEAR tool – EIGE’s guide on how to implement GEPs. A detailed analysis of the gender-related state-of-play in PU will be presented. The analysis is based on the following methods and sources: deep review of national and university policies on GE; collecting and analysing sex-disaggregated quantitative data (academic staff, non-academic staff, PhD students and students); collecting and analysing qualitative data on GE-issues; evaluation activities; formal and informal discussions, talks and interviews with staff members and students. Quantitative data about PU academic staff, non-academic staff, PhD students and students is collected using the records from existing databases maintained for the needs of different university units. Statistical analysis is carried out by disaggregation of the data by gender to outline the gender-based differences in percentages according to different characteristics of the target group (field of study/teaching, degree of study, occupation, qualification, etc.). The obtained results for PU are compared with the official data on the percentage distribution by gender of students and staff for Bulgaria as a whole and for EU published by Bulgarian National Statistical Institute and Eurostat. To collect qualitative data on GE-issues at PU, 4 surveys have been developed and verified by experts. Based on the results of state-of-play, measures are chosen to build the foundation in all main direction of a GE initiative at PU. The measures are selected according to the recommendations to be SMART (according to GEAR tool), but also to be feasible within the overall national, societal and institutional context.

Summary of the Roundtable 1

Ruta Ruolyte-Verschoore

Vilnius University, Lithuania

In this roundtable discussion, five different projects taking place at the moment in Central Europe have been presented. These presentations concentrated on different stages of creating or already implementing Gender equality plans (GEP) in institutions.

Andrea Krizsan from Central European University (CEU) (Hungary) has presented SUPERA project. CEU University has already developed background for equal opportunities policies almost a decade ago. SUPERA project (2018-2020) was more like a shifting point for starting the more specific work with gender equality and its institutionalization. It resulted with a gender equality officer position, the Gender equality hub. The first GEP (2019-2022) has been adopted in CEU, based on Gender Equality Baseline Assessment Report, together with developing a regular data collection and monitoring system. In addition, there were remarkable policy initiatives, regarding gender topic. This project was an opportunity to build alliances and support, develop and expand the channels of communication inside and outside the institution. It is worth to mention, that all these outstanding changes in the university were happening under heavy political circumstances, when attacks on gender equality and gender studies within wider attacks against CEU and academic freedom took place. Despite difficult circumstances, it was possible to implement these initiatives due to tangible support from the highest management of CEU.

Tanja Petrovic from ZRC SAZU Institute of Culture and Memory Studies (Slovenia) was presenting R&I PEERS project (2018-2022). The main focus of this presentation was dedicated to GEP which was adopted in 2019. It was based on thorough research and analysis of the national and international context, organizational culture, employees' perception on GE, and analysis of selected existing practices. GEP encompasses five target areas: mentoring, work-life balance, promoting excellence of female academics, raising awareness of gender equality in the organization, improving gender neutrality and sensitivity in official documents. The changes in gender equality field in organization comes in parallel with the resistance and reluctance in the work environment, where gender is not seen as an any area of priorities which has to be concentrated on at the moment. However, step by step GE related issues become more visible, there is rising awareness about structural inequalities and support by high-level management.

Djordje Bralic and Marija Segan Radonjic from Mathematical Institute of the Serbian Academy of Sciences and Arts (Serbia) have presented LeTSGEPs project. LeTSGEPs is a participative project that seeks to produce a change in the RPOs, where Gender Equality Plans (GEPs) and Gender Budgeting (GB) will be applied. MISANU is at developing stage of GEP at the moment. Also, internal, local and national awareness rising events on GE and GB are taking place at MISANU.

In conclusion, the presenters of the discussion have showed that resistance and gains in the institutions are occurring simultaneously during the process of GEP development or/and implementation. Also, GEP's which are being created under 'umbrella' of international projects, become a means of changes even in times when GE does not seem a priority in the global context of the pandemic. Despite the resistance or/and lack of support, GEP's provides a chance for structural changes and institutionalization of gender equality in aforementioned institutions, which, as a result, becomes a certain example for other institutions in their countries to dare to start working on gender equality.

Roundtable 2. Experiences and insights from the Baltic Sea region/Eastern Europe

H2020 project STARBIOS2 in Poland

Gender as a trigger for sustainability and structural change at university of Gdansk

Natasza Kosakowska-Berezecka and Magdalena Żadkowska

University of Gdansk, Poland

Gender balance was one of the actions within the STARBIOS2 project as one of the crucial aspects of RRI (Responsible Research and Innovation). Our consortium comprises of 12 partner institutions located in different parts of the world, in countries differing with regard to attention given to both gender equality in general, and specifically to gender issues in STEM. In our presentation we will present approaches to disseminate gender mainstreaming policies showing the stage of advancement of their implementation within University of Gdansk. We will refer these policies to the “strategy of the University of Gdansk for 2020-2025”. We will also include examples of good practices and methods to implement gender equality research programs. We will put special attention to:

- ✓ retrospective analysis of research publications with regard to authors’ gender and gender sensitivity of the reporting of research and scientific productivity
- ✓ Monitoring the progress of women’s career – scientific visits abroad, management of scientific projects, employment of women and men in scientific positions
- ✓ establishment of the Commission for implementation of the policy of social responsibility of science (ComSRS)
- ✓ first steps for implementation of Gender Equality Plan.

H2020 project Baltic Gender in Lithuania

Baltic Gender project: focus on a systematic institutional change

Rima Mickevičienė

Klaipėda University, Lithuania

In the frame of the Horizon 2020 Baltic Gender project, 8 scientific institutions from 5 countries in the Baltic Sea region have worked together towards the gender equality in marine sciences and technology, and the achievement of systematic institutional changes. A set of quantitative and qualitative gender sensitive indicators, which help to determine the status quo as well as monitor the change together with a detailed list of recommended actions for the implementation of gender equality plans were developed and selectively tested by partners during the project. Exchange of good-practice between consortium partners, strengthening of women’s networks and establishment of a mentoring scheme have supported the practical application of GEPs in the partner institutions. For increasing the institutional awareness on gender equality, a number of trainings were conducted for academic and administrative staff and top management. The visibility of female scientists and engineers was ensured in the blog series entitled “Women in Marine Science and Technology”. Raising awareness for a family-friendly working culture was promoted via entries in a blog series entitled “Work and Family: sharing the caring”.

An innovative tool GenderWave for incorporation of gender issues in the research project consisting of series questions and examples has been developed. The monitoring of the 13 gender-sensitive indicators is set as a priority for all project partners even after the end of the project. Signed by partners Memorandum of Understanding ensures the sustainability of Baltic Gender network in the next 10 years.

H2020 project GEECCO in Poland **Experiences from building GEP for Politechnika Krakowska, as part of H2020 project GEECCO**

Lidia Zakowska and Zofia Bryniarska
Cracow University of Technology, Poland

The Gender Equality Plan (GEP) for PK is the result of research, analysis and consultation carried out at the Cracow University of Technology within the Horizon2020 project GEECCO “Gender Equality in Engineering through Communication and Commitment” in years 2017-2020. As a result of the strategies and activities carried out within the GEECCO project, the Cracow University of Technology has the opportunity to become a leader in the implementation of the GEP in technical universities in Poland. Participation in the GEECCO (H2020) project has allowed for in-depth research and document development at European level, with the support of more experienced European partners. The GEP for PK objectives and objectives of the GEECCO project are strongly supported by the European Commission and the main principles on gender equality in Europe. GEP set up under GEECCO is in line with the European Strategy for Gender Equality. Gender equality and equal opportunities (non-discrimination) between women and men are fundamental principles in the EU Treaties and thus binding on Member States. Success in building and implementing GEP depends on the intensive involvement of university authorities, high- and medium-level decision-makers, employees, as well as the entire community, students, etc. Several barriers has to be crossed in order to make step forward toward full equality and diversity in engineering science and higher education. It is important to develop a new paradigm for the engineering profession that will show how much women fit into this concept. Then there will be a chance that the stereotype of the “engineer-man” will be forgotten.

H2020 project SPEAR in Lithuania **Understanding contexts of GEP implementation at Lithuanian HEIs**

Natalija Mažeikienė
Vytautas Magnus University, Lithuania

I will present the experience of designing and implementing GEP at Vytautas Magnus University (Lithuania) in the framework of the project SPEAR. By referring to a specific case of my institution, I will discuss how implementational contexts of GEP are constituted by the complex interaction of institutional, national, and international configurations. I pose a question – how structural changes intended by the GEP can be understood as cultural transformations at an organization (‘culture as a structure’) and what measures of GEP can be designed to change cultures. The role of exchange of expertise within ‘communities of learning’ and ‘communities of practice’ in an international consortium will be revealed.

H2020 project ACT in Poland

Impact of projects on gender equality and antidiscrimination funded by the European Union – practical perspective

Katarzyna Jurzak

Jagiellonian University in Krakow, Poland

The presentation focuses on the impact of the projects on gender equality and antidiscrimination funded by the European Union on the internal university policies and institutional change. Practical perspective of a person responsible for ensuring personal safety and equal treatment will be taken into account. Several projects implemented at Jagiellonian University will be presented with a description of their consequences for the university policies and standards.

Summary of the Roundtable 2

Vilana Pilinkaite Sotirovic

Lithuanian social research centre

The projects implemented under H2020 demonstrate the outcomes of feminist interventions in the high education organizations. The universities and research performing organizations in the countries of Eastern Europe could be characterised by hierarchical gendered patterns in leadership and management, professional and occupational segregation and differences in wages, dominant heterosexuality and different family responsibilities. This roundtable invited the scholars from the universities in Poland and Lithuania to share their ideas and experiences about gendering the change in organizational structures and challenges of feminist intervention processes. Some scholars presented the gendered forms of their actions and contexts in which they were implemented. The others focused on the processes and impact of gender mainstreaming and integration of gender equality plans (GEP) which motivate or hinder the change in organizational culture. The participants of the roundtable discussion presented the results of their projects and highlighted the contextual and structural challenges from one point of view. Nevertheless, the outcomes of the project implementation show the gendered transformations on organizational level in terms of more balanced representation of women and men in the leadership of the executive bodies, distribution of gendered knowledge and development of friendly environment for reconciliation of work-and-life. Building the teams within the universities for the project implementation and networking on local and international levels has demonstrated the emancipatory impact on intervention processes. Thus, this session of the conference facilitated the sharing of know-how within *communities of learning* and *communities of practice*.

The round table discussion started with the examples from Klaipėda university in Lithuania presented by assoc. prof. dr. Rima Mickevičienė and Cracow University of Technology presented by prof. Lidia Żakowska and dr. Zofia Bryniarska. Both institutions do research in technological sciences, which is a highly masculine sector of scientific research. Prof. Rima Mickevičienė discussed the importance of developing gender-sensitive indicators to facilitate the creation of gender-balanced structures in the university and drive the gender mainstreaming into research, including its content and implementation teams. Additionally, the project elaborated the digital tool *GenderWave* which serves as a checklist to monitor and assess the gender issues in the research content. Prof. Lidia Żakowska and dr. Zofia Bryniarska highlighted the experience of Cracow University of Technology and discussed the barriers which hinder gender mainstreaming in the institution's structure. Gender stereotypes, imbalanced representation, unfriendly

work environment, discrimination, sexual harassment and many others were listed in the study on perception of equality at Cracow University of Technology. Thus, the developed Gender Equality Plan grounds a strong foundation to develop new paradigm of engineering scientists, which is free of gender stereotypes and open for more balanced representation and share of resources in research and institutional structures.

The other two following presentations covered the practices from Kaunas Vytautas Magnus University and Vilnius University, which had been implemented under the project SPEAR. Prof. Natalija Mažeikienė from Kaunas Vytautas Magnus University highlighted the contextual issues of the implementation of Gender Equality Plan and focused on possible cultural transformations at the organizational level. The project SPEAR has provided a scope of diverse possibilities for interaction on individual and organizational levels, but the question on the impact of these interactions on culture/structure of the organization has remained open. Dr. Rūta Ruolyte-Verschoore shed the light on the process of implementation of GEP in Vilnius University. The experience of promoting GEP in Vilnius University has shown the limited instruments to measure gender inequalities in the institution. The experience of Vilnius University has shown the importance of complex interlink of both “top-down” and “bottom-up” approaches. On the one hand, the consolidation of leadership and its political will to approve GEP has opened opportunities for its implementation. On the other, staff and students raised their awareness and enhanced knowledge on gender, gendered power relations and structural gender inequalities. These empowered actors as beneficiaries of GEP contribute to sustainability of results of GEP implementation.

Finally, last, but not the least, two presentations from two universities, Jagellonian University and the University of Gdansk, from Poland provided the multiple practices of GEP implementation processes. Dr. Katarzyna Jurczak has summarized the findings and results of several H2020 projects implemented in the Jagellonian University. These projects covered diverse issues of gender equality such as gender-based violence, discrimination, balancing recruitment, retention and career progression and institutionalization of GEP in the University. Regardless the challenges in development and implementation of GEP in the University, the project implementers have noticed certain gaps when addressing gender equality. For example, intersectionality and intersectional approach has been completely overlooked in the analysis (diagnosis) and later the process of development of GEP. The researchers dr. Natasza Kosakowska-Berezecka and dr. Magdalena Żadkowska have also highlighted the process of gender mainstreaming in STEM under implementation of the project STARBIOS2 in the University of Gdansk. Though certain resistance against gender mainstreaming was present during the engagement to promote gender and implementation of GEP, nevertheless positive outcomes of the projects were received. The elaborated methods such as monitoring the progress of women’s employment in STEM, their career progress, engagement in management of scientific projects and involvement in publications proved to be effective.

In the conclusion, the overall discussion has demonstrated the dynamics of power and resistance in the intervention processes. The project implementation teams faced these challenges and had to find the ways to integrate gender concepts in the existent power hierarchies aiming at flattering these hierarchies. The use of liberal discourses on equal opportunities, empowering women and value difference has demonstrated the ways of gendering processes in the universities in Poland and Lithuania. The attempts to resist and revise the dominant discourse suggest complex outcomes. On the one hand the gendering processes provided opportunities for equal treatment, equal rights and equal share of resources, but, on the other, they, to certain extent, fitted for the dominant agenda of an individual merit, freedom of choice, competitiveness and hierarchical power relations. Nevertheless, the roundtable discussion has shown the findings about complexities of gendered interventions in the institutional contexts of East European countries suggesting the further analysis on gendering nature of the universities and research performing organizations.

Contributing to the quality of research and innovation by implement institutional change: Seesawing GEPs.

Theoretical considerations, empirical findings, and practical implications

Session 1. Removing barriers to the recruitment, retention and career progression of women researchers

Improving female researchers' careers through GEP actions at ZRC SAZU

Tanja Petrović

ZRC SAZU Institute of Culture and Memory Studies and
ZRC SAZU Graduate School, Slovenia

The presentation focuses on the ways in which GEP adopted at ZRC SAZU (Ljubljana, Slovenia) addresses female researchers' careers, excellence and prospect for career advancement. It particularly discusses mentoring, work-life balance, and construction of excellence as three important domains that shape female researchers' careers and define their possibilities in academia. These domains are covered by ZRC SAZU's GEP through a series of strategies and actions. I will discuss these strategies and actions in detail, providing a wider context and showing how they are situated in European, national Slovenian, as well as the institutional context of ZRC SAZU. I will also discuss the ways in which we expanded/adjusted/revisited these actions and strategies during almost two years of GEP implementation in order to better respond to researchers' actual needs.

Combating harassment: policy innovations

Ana Belén Amil

Central European University, Hungary

Sexual harassment remains pervasive in academia, and constitutes a great obstacle for the achievement of gender equality since it disproportionately affects women and trans/non-binary people. Under the scope of the EU-funded project SUPERA, Central European University (CEU) conducted a community-wide survey on sexual harassment experiences, as part of an overarching baseline assessment of the status of gender equality at the University. Results pointed towards two main problematic areas: underreporting of harassment cases, and the lack of a centralized system to record complaints and their settlement. The SUPERA team set a Working Group with members of faculty, administrative staff and students to amend the Harassment Policy with the following objectives: to modify the complaint mechanisms in a way that encourages victims to come forward; to allow the university to detect behavioral patterns of repeat offenders without the need of an adversarial complaint procedure; to improve recording and monitoring of cases; and to provide the community, and particularly key actors, with specialised training. After a year of work and institutional negotiations, a new Harassment Policy was approved by the Senate. This Policy pulls together a number of elements in an innovative combination. It regulates the set up and functioning of an online application that

allows members of the community to make anonymous, informal and formal complaints; the APP also functions as a centralized recording system where cases and outcomes are securely stored. The Policy introduces an Ombudspersons Network (ON), this is, an elected body of 5 people who will receive training on how to take informal complaints and attempt an informal resolution. The ON is the main responsible for information flow and storage. The Policy includes also provisions on training, awareness raising and regular monitoring. We want to share with the participants the main institutional challenges that we faced during process of Policy design.

Gender Equality Plans at Lithuanian Universities. Identifying and Addressing Cultural and Structural Barriers

Natalija Mažeikienė¹, Aurelija Novelskaitė², Daiva Skučienė²

¹Vytautas Magnus University and ²Vilnius University, Lithuania

The paper presents a case study of designing Gender Equality Plans (GEP) at Vytautas Magnus University and Vilnius University, Lithuania. The paper raises the question of how the implementation of Gender Equality Plans help to facilitate the change toward gender equality in universities by addressing structural and cultural barriers specific to the national and institutional context. The authors of the paper discuss how the cultural approach (Fagenson 1990, Schmidt and Cacace, 2019) allows recognizing cultural factors at the organization and in the broader context and addressing them by designing corresponding GEP measures at VMU and VU. Referring to the structural approach (Schmidt and Cacace, 2019, Timmers et al. 2010), GEPs designed at VMU and VU are presented as measures to challenge and transform corporate gender structures and processes. The authors reveal the profound impact of external processes and structures on the corporate context in the national and international context. The neoliberal turn in higher education became an important external structural factor for Lithuanian universities which imposed logic of marketisation, ‘institutional efficiency’, and ‘global competitiveness’. A number of challenges have emerged in that regard – university employees and communities have been imposed on precarious and uncertain working conditions in academia, have faced difficulties in the reconciliation of study, work and family (Bomert, 2017). In their institutional GE policy measures, universities are trying to address these structural neoliberal challenges. Other important external structural processes related to the implementation of GE policies at the corporate level are incentives and support from external stakeholders (EU funding programs, Lithuanian Ombudspersons for Equal Rights and Academic Ethics, etc.) to promote GE measures. These initiatives encompass new legal regulations, funding policies, recommendations on anti-discriminatory procedures, etc.). The paper presents activities and results of the project „Supporting and Implementing Plans for Gender Equality in Academia and Research“ (SPEAR) which has received funding from the European Union’s H2020 research and innovation programme under grant agreement N° 824544.

Gender equality policies and practices in the Albanian context

Ingrid Shuli (Buçka), Merita Xhumari (Vaso), Rezarta Shkurti (Perri),
University of Tirana, Albania

Gender equality is considered one of the main priorities in the Albania in the process of EU integration. In this context, since 2008 a new law was approved by the Albanian Parliament on Gender Equality and a National Strategy on Gender Equality was design. Since 2016, a gender responsive budgeting was required from the central and local government authorities, that was implemented under assistance of the UN organizations in Albania. However, the universities and research organizations still do not have initiated Gender Equality Plans (GEPs) and institutional changes. For the first time, the University of Tirana was invited to be partner for the EC HORIZON 2020 project LeTS GEPs Leading Towards Sustainable Gender Equality Plans in research performing organisations. Adressing the situation regarding gender equality policies in Albania and especially at the University of Tirana and research organizations, we would like to learn from the experience of the advanced EU countries and exploring gender as institutionally defined social construct in science. We are gong to present the most recent results of our research on gender in the Albanian cultural, political, economic, and social contexts which provide background for gender equality plans and institucional changes at University level and wider. By highlighting today's gender equality issues and challenges we aim to promote reasonable solutions for our institution.

Session 2. Addressing gender imbalances in decision-making processes

Discipline-specific datasets to boost gender equality in research organizations: the GENERA data set

Lucio Pisacane

Italian National Research Council – CNR, Italy

The GENERA Data Set (GDS) is one of the outputs from the Horizon 2020 GENERA project in which 11 research performing organisations (RPOs) in physics have been implementing new, or fostering existing, Gender Equality Plans, and a further 27 RPOs participated as active observes.

The GDS consists of the categories of gender equality data found in use in all GENERA RPOs, who have been implementing or fostering GEPs. These data were identified by the GENERA Implementation Managers, a working group responsible for the implementation of gender equality measures in each organization¹. The data were collected by eleven research organizations: Instituto De Astrofísica De Canarias (Spain), Deutsches Elektronen-Synchrotron (Germany), Jagiellonian University (Poland), Max Planck Society (Germany), National Institute for Nuclear Physics (Italy), National Council for Research (Italy), Karlsruhe Institute of Technology (Germany), National Institute of Physics and Nuclear Engineering (Romania), Netherlands Organisation for Scientific Research (Netherlands), National Centre for Scientific Research (France), University of Geneva. The paper explains the technical process leading to the creation of the GDS. The key step involved identification of what data are actually available in each of the participating organizations. It was then necessary to compare the data from each organization with respect to the level of detail and degree of uniformity, as well as the definitions used for the key variables, e.g. the different levels of academic progression within each GENERA research organizations. The GDS acts like a barometer that gives RPOs a quick way of checking how ‘gender equal’ they are. Importantly, it also provides a systematic way in which to compare the status of women across physics RPOs, e.g. taking as a group the RPOs in the same physics sub-field and of a similar size but located in different countries. The GDS proved to be a useful tool for supporting gender mainstreaming in physics and it has been used as part of another output from the GENERA project, the GENERA Network of physics organisations in Europe.

Improving gender equality through tailor-made evaluation approaches: how to apply theory-based, context- and gender-sensitive evaluation approaches in RPOs and RFOs

Susanne Bühner¹, Evanthia Kalpazidou Schmidt² and Rachel Palmén³

¹Fraunhofer ISI, Germany

²Aarhus University, Denmark

³Universitat Oberta de Catalunya, Spain

Our core assumption is that a better representation of women in decision-making positions does not only require measures targeting individual researchers but should embed these measures into broader approaches to foster structural change. Doing so, evaluation can help to select the most effective and efficient ways for promoting change, presumed that they fulfil certain

quality criteria. Based on the results of a H2020 project, we will present an evaluation concept that enables programme managers and evaluators to draw up a tailor-made design and impact model for their planned or ongoing gender equality interventions and to apply it empirically. The interventions may address the national, organisational or team level. The special feature of the proposed evaluation approach is, on the one hand, that the evaluation is theory-based, as well as being gender- and context-sensitive. On the other hand, this evaluation approach makes it possible not only to depict effects on gender equality itself, but also to anticipate effects on research and innovation processes and results that go beyond this. Such effects can be, for example, changes in publication profiles, thematic focuses or a stronger orientation of research towards societal needs. Key messages are that evaluation is always a unique process and a one-size-fits-all approach is not suitable. Well-done however, proper evaluations can foster structural and cultural change by delivering empirical evidence for different kinds of benefits (scientific, organisational, economic, societal etc.). However, in relation to the very slow pace of structural change, the most ill-placed assumption regarding an intervention is that its' impacts can and should be observed in a short period of time and that its success is directly measurable. In contrast, the direct attribution of a long-term impact to a specific intervention is challenging: Evaluators should rather speak about contribution given the complex and dynamic environments.

Working towards gender-balance in leadership and decision-making: the case of GEARING-ROLES

Jon Pizarro

University of Deusto, Spain

GEARING-Roles is an H2020 funded project that brings together five RPOs (University of Deusto – Spain; Oxford Brookes University – United Kingdom; Faculty of Arts of University of Ljubljana – Slovenia; University of Lisbon – Portugal; and Sabanci University – Turkey) and one RFO (Estonian Research Council) that will promote a real, structural change in academia, getting deeper into and questioning the different gender roles still present in higher education and research through the implementation of six gender equality plans (GEPs).

Notable gender imbalances persist in the academy that can be explained by gender bias. Work Package 5 of the GEARING-Roles project has three main objectives:

1. To encourage equal participation in leadership and decision-making;
2. To analyse and redefine leadership models from a gender perspective;
3. To support awareness-raising and behavioural changes that support inclusive leadership.

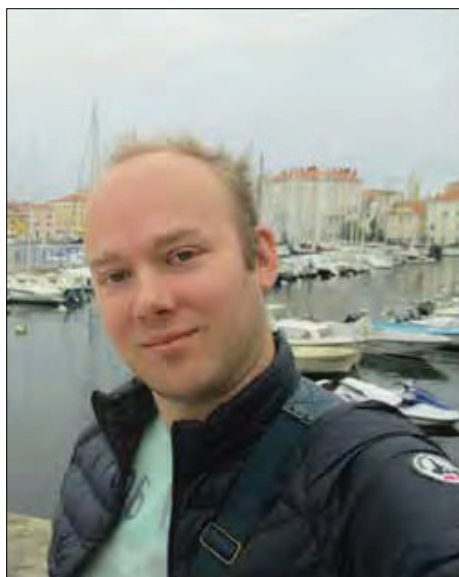
GEARING's partners developed a unique plan to achieve these goals, trying to approach this area with a combination of tools that enables us to follow a path towards a more inclusive and bias-free leadership. In this work, the different set of activities developed under this work package will be presented. In particular, several training initiatives have been developed, targeting different groups (leaders of the GEP implementers, general public, female current and potential leaders) and with different objectives. Furthermore, workshops in the context of our Institutional Pairing System has proved to be our best awareness-raising tools, where leaders on different GEP implementers share their experiences, common goals and resistances and strategies to approach to gender perspective in leadership and decision-making. All these activities, together with our dissemination campaign based on the use of algorithms to identify interrelations and maximise the impact, will be presented as a unique strategy to reach impactful changes regarding WP aims.

Conference plenary and round table presenters and moderators



Ana Belén Amil

Ana Belén Amil is the Gender Equality Officer at Central European University (Vienna/Budapest) for the EU-funded project SUPERA (Supporting the Promotion of Equality in Research and Academia). She is responsible for the design, implementation and monitoring of CEU's first Gender Equality Plan (2019-2022), which aims at diagnosing and correcting gender imbalances in the institution across all constituencies and hierarchical levels. She is also involved in another EU-funded project, GE Academy, that develops and implements a high-quality capacity-building programme on gender equality in research, innovation and higher education. Ana is trained as a clinical psychologist (University of Buenos Aires) and holds an Erasmus Mundus Master's Degree in Women and Gender Studies (Central European University & University of Oviedo).



Đorđe Baralić

Đorđe Baralić, PhD is Research Associate Professor at the Mathematical Institute SANU in Belgrade, Serbia. He obtained his PhD in mathematics in 2013, and his research interests are algebraic topology, combinatorics, geometry and computational topology. In his academic career he participated in over 50 congresses, conferences, summer schools, seminars and workshops in over 35 countries around the world. He is active in science communication and promotion of mathematics in Serbia and other Balkan countries and one of the main coordinators for the May Month of Mathematics <http://m3.rs/>. During 2018-2019 he was a member of MI SANU team in the project Nucleus of Horizon 2020 on responsible research and innovation <http://www.nucleus-project.eu/nucleusproject/> and was a panelist Global Panel – Institutional Change in Research Organisations Across the World held during conference Pathways to Transformations. From 2020 he is a member of MI SANU GEP working group and MI SANU team in HORIZON 2020 project LeTSGEPs, <https://letsgeps.eu/>.



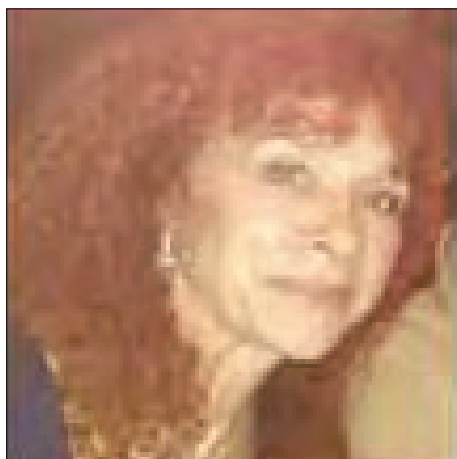
Sanja Bojanić

Sanja Bojanić is a researcher immersed in philosophy of culture; media and queer studies, with an overarching commitment to comprehend contemporary forms of gender, racial and class practices, which underpin social and affective inequalities specifically increased in the contemporary societal and political contexts. She firstly studied philosophy and tailored her interests at the University of Paris 8, where she obtained an M.A. in Hypermedia Studies at the Department of Science and Technology of Information, and an M.A. and Ph.D. at Centre d'Etudes féminines et d'étude de genre, a processes that ultimately led to interdisciplinary research based on experimental artistic practices, queer studies, and particularities of Affect Theory. Her research and scientific work are fostered through various projects funded by EU Commission and private foundations. Author and editor of several books and manuals, she published over thirty peer-reviewed papers on topics related to her field of expertise.



Zofia Bryniarska

Zofia Bryniarska, PhD, Assistant Professor on transport engineering at Cracow University of Technology, Civil Engineering Faculty, Transport Systems Chair. Her international research activities concentrate on the following topics: modelling and analysis of transport processes, research on road and rail transport passengers' satisfaction and preferences, analysis of the level of urban and agglomeration transport quality features, regulations and liberalization of road and railway transport in Poland, identification of the volume, dynamic and performance of urban transport, measures, factors and coefficients describing volume and level of urban and road transport services. She is an author of over 90 research publications in academic and professional journals and conference proceedings. She has been involved in the works of the Polish WU team of the COST Action TU1002 and TU1305. In addition to her research and teaching activities, she participates in the municipal projects concerning research and development of transport in cities and regions. She is also actively participating in social life of scientific and technical organization. She has been a member of the Polish Association of Engineers and Technicians of Transportation since 1981.



Rositsa Doneva

Rositsa Doneva, PhD – Professor at PU “Paisii Hilendarski”. Prof. Doneva is the author of over 160 publications in the field of Intelligent Systems, Conceptual Modelling, Quality Assurance (of HE, e-Learning, Projects, etc.), OOP, e-Learning, m-Learning, Learning Analytics, GE Analytics, etc. with over 430 citations.



Jana Dvořáčková

Jana Dvořáčková, PhD, is a sociologist, she specializes in gender equality issues in research and higher education and working environment in academia. She is a gender expert in the Technology Agency of the Czech Republic, where she is responsible for the implementation of the structural change project GEECCO. She is also an assistant professor at the Gender Studies Programme at Charles University and a postdoctoral researcher at the Centre for Gender and Science at the Institute of Sociology of the Czech Academy of Sciences.



Silvia Gaftandzhieva

Silvia Gaftandzhieva, PhD – Assistant Professor at PU “Paisii Hilendarski”. She is an author of 50 publications in the field of Quality Assurance (of HE, e-Learning, Projects, etc.), e-Learning, m-Learning, Learning Analytics, GE Analytics, etc. with over 100 citations.



Florian Holzinger

Florian Holzinger studied Political Science, Philosophy and Contemporary History at Vienna University. He has two children aged 10 and 7 and was on paternity leave for 6 months for both of them. The focus of his research is currently on gender equality in science, technology and innovation – especially on issues of structural/organizational change. He has evaluated the implementation of gender equality plans in the projects GARCIA and GENERA and currently in SPEAR. Furthermore, he is also involved in the GRANteD project which investigates gender bias in research grant awarding procedures and its consequences on research careers as well as in CASPER, a feasibility study for a European award/certification system for gender equality for research performing organizations.



Katarzyna Jurzak

Katarzyna Jurzak, Head of the Department of Security, Safety and Equal Treatment – Safe JU (since January 2020), Rector’s Proxy for Student Safety and Security at Jagiellonian University in Kraków (from September 2011 to August 2020). She graduated from law at the Faculty of Law and Administration at JU in Kraków. She provides help to students, PhD students and staff in matters related to safety, security and discrimination; reacts to reported threats to students’ safety, evaluates feeling of safety, coordinates promotional, informational and educational campaigns including the *16 Days of Activism Against Gender-Based Violence* campaign (since 2012) and the agreement between the Jagiellonian University in Kraków and City of Kraków Police Department for ensuring safety and security at the university premises. She coordinates cooperation within the *AUCSO - Association of University Chief Security Officers* (active member) and is a member of the Gender & Diversity working group of the Guild network and a member of UNA Europa (one of the European University Alliances) Diversity Council.



*Natasza Kosakowska-Berezecka
and
Magdalena Żadkowska*

Natasza Kosakowska-Berezecka has a PhD in Psychology and works as an Associate Professor in the Division of Cross-Cultural Psychology and Psychology of Gender at the University of Gdańsk (Poland). Her main area of practice and research is diversity and work-life balance within the area cross-cultural psychology and her special interests are mechanisms of bias, social change and organizational cues fostering social capital and diversity within organizations and societies across the world. She lectures at Polish universities but also abroad (Anglia Ruskin University, Cambridge; University of Brunel, Uxbridge, London; Universidad de Granada; Spain; Delhi University, India, University of Geneva, Switzerland). She also has an expertise on diversity management in organizations. She is an organizational trainer and consultant working with multicultural groups. She gained her expertise working for e.g. ABB, BPH, BRE Leasing, BRE BANK, Det Norske Veritas, Deloitte, DR IRENA ERIS, Energa, European Solidarity Center, Farm Frites, Fundacja Gospodarcza, Gdańska Fundacja Przedsiębiorczości, GFKM, HBSC, Intel, Loreal, LOTOS, LPP, MPK Łódź, NSZZ Solidarność, Polkomtel SA, Remontowa Shipbuilding, Schenker, Thomson Reuters, Ulstein, Wojewódzki Urząd Pracy. She authors many training programs related to diversity and inclusion, work-life balance, negotiations, diverse teams management, teambuilding, effective communication, conflict resolution in multicultural settings. She also works as mediator and coach. She was trainer and consultant within W&M project – a Woman and a Man – leaders of Pomeranian Enterprises, which was the winner of European Social Fund Good Practice Award for 2011 – Equal Opportunities in field of Gender. She has also a leading role of Principal Investigator in two international consortiums PAR Migration Navigator coordinating research project entitled Socio-Cultural and Psychological Predictors of Work-Life Balance And Gender Equality: Cross-Cultural Comparison of Polish And Norwegian Families, funded by Norway Grants in the Polish-Norwegian Research Program, where with her team she analyzes profits of gender equality for men and women and Towards Gender Harmony (www.towardsgenderharmony.ug.edu.pl), where she coordinates work of over 200 collaborators in 62 countries. The project focuses on contemporary understanding of gender roles and gender equality. As diversity expert she also co-authored the Integrative Model for Migrants for City of Gdańsk. She is media expert for Gazeta Wyborcza, Dziennik Bałtycki, Newsweek, Radio Gdańsk, Polish Radio Trójka. In 2017 Natasza Kosakowska-Berezecka's research and scientific accomplishments have been acknowledged "as

of unique value for social innovations, forward thinking in building diversity within business” by the jury of the Success Written with a Lipstick – competition awarding Polish women for their merits in building innovative environment in different areas of business.

Magdalena Żadkowska, PhD, is researcher and expert on gender relations, work-life-balance & responsible research and science. Magdalena Żadkowska, PhD, coach, assistant professor of sociology at University of Gdańsk, Institute of Philosophy, Sociology and Journalism; involved in cooperation with Gdansk Foundation for Management Development, European Solidarity Center, University of Stavanger, University IV of Paris, Lab of Social Innovation. Expert for Module of Integration of Migrants at the Municipality Council of Gdansk. Since 2018, M. Żadkowska was the leader for qualitative studies about Masculinity in several projects. I.e., *Toward Gender Harmony – Understanding the Relationship between Masculinity Threat and Gender Equality Across Cultures*. Gender equality in STARBIOS2 Structural Transformation to Attain Responsible BIOSciences (G.A. n. 709517) (Horizon 2020), from 2016, Structural Transformation to Attain, in collaboration with Università degli studi di Roma Tor Vergata, Oxford University – Medical Sciences Division, Agrobiointitute from Sofia, Univerza na Primorskem-Università del Litorale, Universität Bremen and Aarhus Universitet. The workshop method on *Diversity Management regarding Gender in STEM* was designed and implemented in IFB at University of Gdansk becoming the part of student curriculum at all levels of education and also tested at the University of Bremen and University of Lviv. Expert in gender relations and status quo for: (1) Community of Practice (On the Way to Gender Equality – Community of Practice for Gender Equality in Central and Eastern Europe) of ActProject under grant agreement No 788 204 (introducing Memorandum of Understanding for establishing Communities of PrACTice for advancing gender equality in RPOs and RFOs across Europe for at UG), (2) Gender Academy European Union’s Horizon 2020 research and innovation programme under grant agreement No 824585, (3) National Researcher for Gender-Sensitive Parliaments – EU 28 assessment. In *WLB_GE „Socio-cultural and Psychological Predictors of Work-Life Balance and Gender Equality- Cross-Cultural Comparison of Polish and Norwegian Families”* (Grant number: Pol-Nor/202343/62/2013), 2013 – 2016, WP1 leader – qualitative study (joint and individual in-depth interviews among 50 couples), in collaboration with Center of Intercultural Communication; International

Research Institute in Stavnger and University of Stavanger. In *So are you staying at home? Ethnographic study of telecommuting focused on analyzing the impact of telecommuting on private space and the development of work-life balance practices of everyday life in contemporary Polish home*. 2014 – 2017, Coordinator and researcher within Pomeranian Work Package Project founded by NCN (Polish National Science Center, conducted by Jacek Gądecki, phd, AGH Kraków). 2013 – Author and expert of Program and organizational recommendations for personal consulting for women and their partners and Innovative program and organizational recommendations for adaptation training system (model for adaptation to work) in „PI – Innowacyjny model godzenia przez kobiety życia zawodowego i rodzinnego”eng. PI – Innovative model of Work Life Balance for Women financed by European Social Found POKL.08.01.01-14-004/12.



Marcel Kraus

Marcel Kraus, MSc. is a R&I funding schemes designer and evaluator at the Technology Agency of the Czech Republic (TA CR). His work focuses on the innovative potential of social sciences, humanities and arts and on gender equality in research and innovation. Prior to joining TA CR in 2013 Marcel spent five years at the Fraunhofer Institute for International Management and Knowledge Economy in Leipzig in the area of innovative transfer systems. Since 2015, Marcel supports career development and gender equality in the junior R&I funding scheme entitled ZÉTA. He is engaged in the H2020 project GEECCO focusing on the role of Research Funding Organisation in addressing gender equality in academia and gender dimension in the content of R&I. He is also a member of the External Advisory Committee of the H2020’s Gender-SMART project.



Andrea Krizsan

Andrea Krizsan is a Research Fellow at the Democracy Institute and Associate Professor at the School of Public Policy and the Gender Studies Department of the Central European University. She also acts as the Chair of the CEU Senate Equal Opportunity Committee and leads the CEU team of the SUPERA Project – Supporting the Promotion of Equality in Research and Academia and the Gender Academy Projects. In her research she is interested in understanding policy change in countries of Central and Eastern Europe. She works on different equality policy fields including gender equality policy, policies on gender-based violence, policies addressing ethnic inequalities and intersectionality. Her current research aims to analyze the politics of policy backsliding in times of crisis and illiberal democracy and forms of feminist resistance to such reversal. She is the recipient of the inaugural

Emma Goldman Award for her substantial contributions to the study of feminist and inequality issues in Europe. Her most recent book with C.M. Roggeband analyzed domestic violence policy reforms in five Central and Eastern European countries (Routledge, 2018). Her publications include articles in *Politics and Governance*, *European Journal of Politics and Gender*, *Violence against Women*, *Journal of International and Comparative Social Policy*, *Ethnic and Racial Studies*, *Social Politics*, and *Journal for Ethnic and Minority Studies* and chapters in several edited volumes. She edited a volume on women's movements mobilizing for policy change (2015), ethnic monitoring and data collection (2001) and co-edited one with J. Squires and H. Skjeie on institutionalizing intersectionality and the changing nature of European equality regimes (2012). Andrea has a PhD in Political Science from the Central European University.



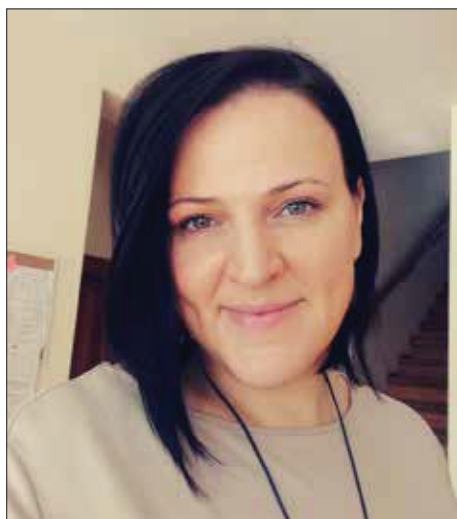
Ewa Krzaklewska

Ewa Krzaklewska, PhD – assistant professor at the Institute of Sociology, Jagiellonian University in Krakow, Poland. Her scholarly interests revolve around gender and family, gender equality, youth studies, mobility, as well as research methods. She is a local coordinator in the H2020 project ACT and a researcher in Men in care project (EaSI Programme, EU). She was a researcher in projects concerning gender equality, including H2020 project GENERA, Gender Equality and Quality of life (Norway Grants) and Equal Treatment as a Standard of Good Governance.



Natalija Mažeikienė

Natalija Mažeikienė, prof. dr. has been working at the Department of Social Work, Faculty of Social Sciences, Vytautas Magnus University. Areas of academic expertise – gender studies, critical social work and critical pedagogy.



Julija Mažuolienė

Julija Mažuolienė is a PhD student of Sociology in Lithuanian Social Research Centre. She is also an activist and leader of non-governmental organisation New Generation of Women's Initiatives. Her areas of interest are women entrepreneurship, women's rights, gender equality, family policy, social entrepreneurship, social capital and welfare state, gender economy.



Rima Mickevičienė

Rima Mickevičienė, PhD in Transport engineering, assoc. prof. of Marine Engineering Department of Klaipeda University (KU), dean of the Faculty of Marine Engineering and Natural Sciences, member of the Faculty Board, KU Senate, Management Board member of the European University Smart Urban Coastal Sustainability. Key field of research: energy efficiency of ships, development of eco-innovative shipbuilding and ship repair technologies, increasing competitiveness of maritime industry. International R&DI experience in six FP6, FP7, Horizon 2020 and 3 regional projects as well as in 5 LLL projects. Participating in the H2020 project Baltic Consortium on Promoting Gender Equality in Marine Research Organizations (Baltic Gender), together with partners, she has been working on reducing gender segregation and gender inequalities in Marine Science and Technology, building strategies on gender-focussed mentoring and networking schemes, family-friendly policies, and recruitment and career advancement measures, as well as developing of innovative tools to address new aspects of gender dimension in Marine Science and Technology.



Brigita Miloš

Brigita Miloš is an assistant professor at the Department of Cultural Studies at the Faculty of Humanities and Social Sciences (University of Rijeka). She obtained her PhD in philology (feminist literary criticism). Afterwards, she directed her study interests towards the field of gender studies, queer and feminist theory with an emphasis on the concepts of embodiment, female literary figurations construction, literary anthropology and interdisciplinary approach to the body. Since 2016. she is the coordinator of the Centre for women's studies at the Faculty of Humanities and Social Sciences in Rijeka. As a researcher, she participated in several projects concerning gender issues. Co-editor of a gender studies textbook, she published over twenty articles in her field of interest.



Aurelija Novelskaitė

Aurelija Novelskaitė, is associate professor at the Institute of Social Sciences and Applied Informatics of Vilnius university and senior researcher at Institute of Sociology of Lithuanian Social Research Centre. Since acquiring PhD in sociology, she proceeds exploring gender issues in science taking part in such projects as FP6 project “Baltic states network: Women in science and high technology” (BASNET). “Young women’s empowerment for professional career during university studies in physical and technological sciences in Lithuania” (2007, funded by Lithuanian State Science and Studies Foundation), “Gender Equality Implementation in Research Institutions: Collaborative Approach – GEIRICA, funded by EEA and Norwegian grant, FP7 project “Structural change promoting gender equality in research organizations – SAPGERIC, HORIZON2020 project SPEAR, and other.



Tanja Petrović

Tanja Petrović is Research Advisor at ZRC SAZU’s Institute of Culture and Memory Studies and full professor at the ZRC SAZU Graduate School, Ljubljana. She received her PhD from Ljubljana Postgraduate School of Humanities in 2005. She was a fellow at the Wissenschaftskolleg zu Berlin (2010/11) and the Netherlands Institute for Advanced Studies in Humanities and Social Sciences in Wassenaar (2013/14). Her research interests lie at the intersection of linguistic, social, and cultural phenomena in socialist Yugoslavia and its successor states; in particular, she works in the fields of anthropology of post-socialism, gender studies, memory studies, masculinity, linguistic anthropology, and labor history. She was a research team member in the FP 7 project GARCIA (Gendering the Academy and Research: Combating Career Instability and Asymmetries) and is currently a national team leader of the H2020 project R&I PEERS (Pilot experiences for improving gender equality in research organisations) (2018-2022).



Vilana Pilinkaitė Sotirovič

Vilana Pilinkaitė Sotirovič, PhD, has more than ten years of experience in doing research on issues of gender+ equality, equal opportunities and social inclusion policies of ethnic minorities, migrants and refugees. She got her PhD in the Central European University, Budapest, Hungary. As a research fellow at the Lithuanian Social Research Centre she has conducted number of research for European Agency for Fundamental Rights (FRA) and European Institute for Gender Equality (EIGE) on equal opportunities and gender equality policies, including research on intersection of gender and other social inequalities, including migrants and refugees. Vilana presented and discussed her research findings in national and international scientific publications. As an expert and researcher, she provides recommendations for policy implementations in the field of gender equality and other fundamental human rights issues on international, national and local level.



Rūta Ruolytė-Verschoore

Rūta Ruolytė-Verschoore, PhD, is Vilnius university Equal opportunities coordinator, expert in Horizon 2020 project “Supporting and Implementing Plans for Gender Equality in Academia and Research (SPEAR)”.



Helene Schiffbaenker

Helene Schiffbaenker, PhD, joined POLICIES – Institute for Economic and Innovation Research of JOANNEUM RESEARCH in 2001 and works there as a senior researcher and deputy-head of the research group Technology, Innovation and Policy Consulting (TIP). Her current research interest is on organizational aspects hindering gender equality in research: Helene was evaluating the implementation of gender equality plans (GEPs) in the FP7 project GARCIA, within H2020 project GENERA. Another focus of her research is on gender bias in grant allocation processes. From 2014 to 2016, Helene was the Principal Investigator of the gendERC project (gendered dimensions in ERC grant selection), commissioned by the European Research Council (ERC) to identify possible causes of gender bias in ERC peer review processes. Currently she is involved into the GRANted project which widens the scale and scope of the gendERC project and investigates the occurrence of gender bias in peer review processes and practices.



Paulina Sekuła

Paulina Sekuła, PhD – assistant professor at the Institute of Sociology, Jagiellonian University in Krakow, Poland. Her research interests include gender equality in research and academia and public policy. Since 2018 she has been a researcher in the H2020 project ACT and a facilitator of the Community of Practice for Gender Equality in Central and Eastern Europe. She participates in the Alexander von Humboldt Foundation project Study of the potential of international mobile women scientists. Previously, she was a local coordinator and a researcher in the H2020 project GENERA (Gender Equality in European Research Area, 2015-2018).



Elena Somova

Elena Somova, PhD – Associate Professor at PU “Paisii Hilendarski”. She is an author of over 70 publications in the field of e-Learning, m-Learning, e-learning technologies, gamification, natural language processing, green technologies, etc.



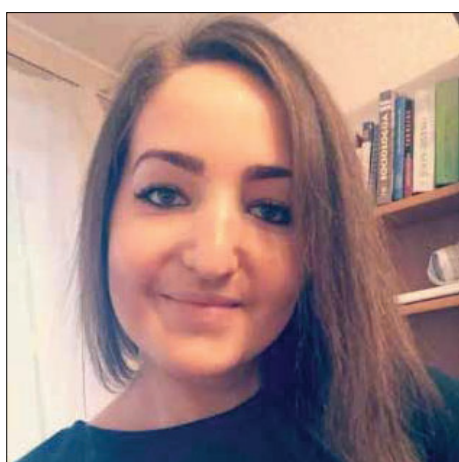
Kristina Stojanovic Cehajic

Kristina Stojanovic Cehajic is a Research Associate at Center for Advanced Studies South East Europe and a PhD student of Philosophy and Contemporaneity of University of Rijeka, Croatia. She holds MA degree in psychology and is a psychotherapist in supervision under European Association for Transactional Analysis. Her primary focus at studies of psychology was methodology, statistics and psychometrics. She continued to develop her research expertise over 10 years of experience in the sector of market research, during which she conducted hundreds of projects, used and combined quantitative and qualitative methodology, sociological, psychological, neuroscience and anthropological methods and techniques. At the Center for Advanced Studies, she is primarily focused on the questions of validity and replicability of scientific research, as well as exploration of the benefits of methodological pluralism and interdisciplinary in achieving greater reliability of knowledge.



Virginija Šidlauskienė

Virginija Šidlauskienė, PhD, is Head of the Gender Studies and Research Group at Šiauliai University. Her research focuses on gender equality mainstreaming impact on institutional, national and European levels. She was an expert of Expert Forum of European Institute for Gender Equality (EIGE) (2012-2018), the expert of the Group of Specialists on Gender Equality Standards and Mechanisms at European Council, the EU expert on gender equality indicators and national gender equality policy expert. Recently she is concentrated on enhancing of gender equality in research organizations. She was engaged in FP7 structural change project INTEGER (2011-2015) on the role of the national team leader and GEP implementing organisation manager. Currently she is an Advisory Board member of the H2020 project R&I PEERS: Pilot experiences for improving gender equality in research organisations (2018-2022).



Sonata Vyšniauskienė

Sonata Vyšniauskienė is a PhD student of Sociology in Lithuanian Social Research Centre since 2017. She has obtained bachelor and master degrees in Social Policy in 2015

and 2017. From 2018, she is holding a Junior Researcher position at the Lithuanian Social Research Centre. The provisional title of her PhD thesis is „Paid parental leave preferences of women and men in Lithuania gender (in) equality perspective“. Main competencies are the evaluation of social policies, data collection, data analysis, qualitative research methodology, conducting individual and expert interviews. Gained experience in the development of integrated social research methodologies, social research, gender policy, family policy, comparative social policy analysis. Her areas of interest: family policy, gender policy, gender (in)equality, social policy and welfare state.



Marta Warat

Marta Warat, PhD, – assistant professor at the Institute of Sociology, Jagiellonian University in Krakow, Poland. Her main academic interests involve gender in European societies, gender equality policies, inequalities, citizenship and democracy. Since 2018 she has been a researcher in the H2020 project ACT, H2020 EU3D: EU Differentiation Dominance and Democracy and local coordinator in Men in Care project (EaSI Programme, EU). Previously she was engaged as researcher in projects concerning gender equality, including Gender Equality and Quality of Life (Norway Grants), Equal Treatment as a Standard of Good Governance (Human Capital).



Lidia Zakowska

Lidia Zakowska, PhD, Professor on transport engineering at Cracow University of Technology, Civil Engineering Faculty, Transport Systems Chair. Her international research activities concentrate on the following topics: engineering for sustainable development, mobility and accessibility of transport users, equity and equality in transportation, environmental protection and climate change, safety studies in road transport, perception of safety, visualization in transportation, , senior's mobility and life quality. She is an author of over 100 research publications. She has led numerous Research Grants and Projects, on national and international levels. Member of Editorial Board of some prominent international journals, lays also as referee of the top journals in transportation and civil engineering sector. She is a Founding member of WIE (Woman in Engineering) Standing Committee at World Federation of Engineering Associations WFEO. Active member of INWES Europe, FSNT NOT and SITK RP past President of the Polish Association of Engineers and Technicians of Transportation, SITK RP in Krakow, now Board member at Polish Federation of Engineering Organizations, Krakow NOT. As a founding member of WIEmy, Women in Engineering Network at Cracow University of Technology, she works for equality of women engineers in their career development. As secretary general of the WOMENVAI platform, she is engaged in activities that bring new technologies at the heart of environmental problems. She trust that adapting to climate change is possible, at local and international levels, if engineers and scientists, men and women are working together with policy makers and the industry on large innovative projects with the advanced technologies developed in the 21st century for a longterm sustainable planet.



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