



JOIN THE DEBATE ON GENDER  
EQUALITY IN RESEARCH!



This project is supported  
by the European Commission  
under the FP7 Capacities programme

# **GENDERA Final Conference**

## **Session 1: Career paths in research: Structural change**

**Alexandra Bitusikova**  
**Matej Bel University in Banska Bystrica**  
**Slovakia**

## Why structural change?

- Structural change has an objective to create conditions for sustainable and attractive careers in research for both men and women
- The topic has been well reflected in the Recommendations to the Member States „Initiating and sustaining structural change“ (workshop on Structural change in order to improve gender equality in research organisations in Europe), August 2011

## Initiating structural change

- Gender education/ Raising awareness
- Setting institutional standards and guidelines
- Involvement of policy-makers and institutional leaders in the discourse
- Support from gate keepers
- Allocation of funding

## Sustaining structural change

- Commitment to and setting in place instruments for implementation
- Modernisation of research management
- Transparency of recruitment procedures
- Changes to practices for retaining women in research
- Changes in mobility patterns and peer review

# Monitoring and measuring impact

- Benchmarking
- Gender audits

A holistic approach: The adoption of legal instruments, introducing innovative practices, and provision of incentives for bringing forward gender equality=most important factors for implementation.



JOIN THE DEBATE ON GENDER  
EQUALITY IN RESEARCH!  
**SPEAKERS**



This project is supported  
by the European Commission  
under the FP7 Capacities programme

- Caroline Roughneen, Ireland
- Karin Uphoff, Germany
- Maria Palasik, Hungary
- Maca Jogan, Slovenia