

A large version of the Gender Time logo, with "Gender" in dark grey and "Time" in a lighter grey, with a large orange cross for the letter "T".

Transferring Implementing Monitoring Equality

[www.gendertime.org](http://www.gendertime.org)

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# GenderTime

**Duration:** 48 months from 1 January 2013 to 31 December 2016

**The Project's Consortium:**

- Egalité des Chances dans les Etudes et la Profession d'Ingénieur en Europe (ECEPIE) France (Coordinator)
- Interuniversitaeres Forschungszentrum für Technik, Arbeit und Kultur (IFZ) Austria
- Università degli Studi di Padova (UNIPD) Italy
- Linköping University (LiU) Sweden
- Université Paris Est Créteil (UPEC) France
- Mihailo Pupin Institute (PUPIN) Serbia
- Bergische Universität Wuppertal (BUW) Germany
- Loughborough University (LoU) United Kingdom
- Fundacion TECNALIA Research & Innovation (TECNALIA) Spain
- Donau-Universität Krems (DUK) Austria

The **aim** of the GenderTime Project

- to identify and implement the best systemic approach to increase the participation and career advancement of women researchers in Institutions where self-tailored action plans are being implemented
- plans will include actions such as recruitment, career development and networking, work/life balance measures, equal representation at decision level, management and policy making, elimination of gender stereotypes, promoting a gender culture, etc.

# Project design: the key role of the TA

- Among the 10 partners, there are 8 scientific partners who will implement self-tailored action plans in their institutions. An external partner is in charge of the evaluation (DUK, Austria). A technical partner coordinates the project (Ecepie, France).
- Institutions involved in GenderTime are intentionally very different in terms of size, discipline, history, etc. in order to experiment in various situations and to create a synergy among scientific partners.
- Keyword: mutual learning
- To guarantee the real implementation of structural change in each Institution a central role will be assumed by **Transfer Agents**.
- **TA** are defined as entitled to implement gender actions in their own institutions and therefore are in the position to transfer knowledge from GT into their institutions
- A crucial point will be the real commitment of organizational heads of each participant of the Consortium.