



OVERCOMING THE CHALLENGE OF STRUCTURAL CHANGE IN RESEARCH ORGANISATIONS

**A REFLEXIVE APPROACH
TO GENDER EQUALITY**

**EDITED BY
ANGELA WROBLEWSKI
RACHEL PALMÉN**

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BOOK**

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Overcoming the Challenge of Structural Change in Research Organisations – A Reflexive Approach to Gender Equality

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List of Abbreviations

AAASS	American Association for the Advancement of Slavic Studies
AC	Associated Country
ACT	Communities of PrACTice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe, Horizon 2020 funded project
ARACIS	National Agency for Quality Assurance in Higher Education (Romania)
BA	Bachelor
CBW	Capacity Building Workshop
CELAP	Centre for Ethics, Law and Applied Philosophy
CESEE	Central, Eastern and Southeastern Europe
CGE	Committee for Gender Equality
CoE	Council of Europe
CoP	Community of Practice
CPGE	Preparatory classes for the Grandes Écoles [Classes Préparatoires aux Grandes Écoles]
CRUI	Conference of Italian University Rectors [Conferenza dei Rettori delle Università Italiane]
CSO	Centre for Women's Studies
CSR	Corporate Social Responsibility
CTI	Commission for Engineering Titles [Commission des Titres d'Ingénieurs]
CUG	Unique Guarantee Committee for [Comitati Unici di Garanzia] (Italy)
EC	European Commission
ECM	École Centrale de Marseille
EIGE	European Institute for Gender Equality
ELIAMEP	Hellenic Foundation of European and Foreign Policy (Greece)
ERA	European Research Area
ERAC	European Research Area and Innovation Committee
ETAN	European Technology Assessment Network
EU	European Union
EU13	Central-Eastern and South-Eastern European Countries – ‘new EU Member States’

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EU15	Northern and Western European Countries – ‘old EU Member States’
FASPER	Faculty for Special Education and Rehabilitation
FESTA	Female Empowerment in Science and Technology Academia, FP7-funded project
FGB	Fondazione Giacomo Brodolini (Italy)
FP7	7th Framework Programme, EU research-funding programme (2007–2013)
FRA	European Union Agency for Fundamental Rights
FRRB	Fondazione Regionale per la Ricerca Biomedica (Italy)
GAME	Giovani Ambasciatori Mediterranei [Young Ambassadors of the Mediterranean]
GBV	Gender-based Violence
GE	Gender Equality
GEA	Gender Equality Audit
GEAR	Gender Equality in Academia and Research (tool)
GEC	Groupe des Écoles Centrale
GEP	Gender Equality Plan
GM	Gender Mainstreaming
GSGE	General Secretariat for Gender Equality
H2020	Horizon 2020, EU research-funding programme (2014–2020)
HEEI	Higher Education Engineering Institution
HEI	Higher Education Institution
HR	Human Resources
IHS	Institute for Advanced Studies (Austria)
IRO	Rules of Internal Operation
IT	Information Technology
IW	Institutional Workshop
LERU	League of European Research Universities
MA	Master
MS	Member States
MW	Michelangelo Workshop
NAP	National Action Plan
NEET	Not in Education, Employment or Training
NGO	Non-Governmental Organisation
NSF	National Science Foundation (USA)
NW	National Workshop
OSF	Open Society Foundation
PAP	Positive Action Plan
PhD	Doctor of Philosophy
PI	Principal Investigators
R&I	Research & Innovation
RFO	Research-Funding Organisation
RIF	Research and Innovation Foundation (Cyprus)
RMEI	Réseau Méditerranéen des Ecoles d’Ingénieurs et de Management
RPO	Research-Performing Organisation

SDG	Sustainable Development Goal
SDG5	Sustainable Development Goal 5
SiS	Society in Science
SNSPA	National University of Political Studies and Public Administration [Școala Națională de Studii Politice și Administrative din București]
STAGES	Structural Transformation to Achieve Gender Equality in Science, FP7 funded project
STEM	Science, Technology, Engineering, Mathematics
SwafS	Science with and for Society
TARGET	TAKing a Reflexive approach to Gender Equality for institutional Transformation, Horizon 2020 funded project
TEU	Treaty of the European Union
TFEU	Treaty on the Functioning of the European Union
UB	University of Belgrade (Serbia)
UH2C	Université Hassan II Casablanca (Morocco)
UN	United Nations
UNDP	United Nations Development Programme
UNECE	United Nations Economic Commission for Europe
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNITWIN	University Twinning and Networking Programme

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About the Editors

Angela Wroblewski has been a Senior Researcher at the Institute for Advanced Studies in Vienna since 1999. She is a trained sociologist and has a background in the field of gender studies in academia, including evaluations of equality policies and women-only programmes. Since 1999, she has been involved in research and evaluation projects with a focus on equality policies and diversity at universities and research institutions and has also conducted research projects focusing on students and academics with disabilities. She coordinated the H2020 project TARGET and is involved in GENDERACTION where she is responsible for the monitoring of the implementation of ERA Roadmap Priority 4 in Member States. She is active in international networks focusing on gender equality in higher education such as the Women in Higher Education Management Network.

Rachel Palmén is a Social Researcher with more than 12 years of professional research experience in the context of gender equality in research and innovation (R&I). She is currently a Senior Researcher at NOTUS and at the Open University in Catalonia where she forms part of the Gender and ICT research programme. She has worked on various European Commission funded projects in the field of gender and science, including the GenPORT community-sourced internet portal for gender and science resources and the EFFORTI project, which developed an evaluation framework for gender equality interventions in R&I. She also worked on the ACT-on-Gender project, which supported eight communities of practice for gender equality in R&I in Europe and Latin America. She is currently working on the TARGET project supporting the implementation of gender equality plans. Her doctorate examined community engagement processes and she is a specialist in participatory processes and community development.

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About the Contributors

Dia Anagnostou is an Assistant Professor of Comparative Politics at the Department of Public Administration at Panteion University of Social Sciences and a Senior Research Fellow at the Hellenic Foundation of European and Foreign Policy (ELIAMEP) in Athens. She completed her PhD in the Department of Government at Cornell University in 1999 and has since specialised in comparative politics, human rights and European governance. Her research has explored how international law, courts and supranational institutions impact domestic politics and rights protection, with a focus on gender equality, minorities, migrants and vulnerable groups.

Margalith Benech-Kopelianskis is an Assistant Director General of services at the École Centrale Marseille. Since 2019, she has worked as a Consultant in data protection compliance. From 2013 to 2019, she served as a legal auditor at the French data protection authority (Commission nationale de l'informatique et des libertés) and worked as a lawyer from 2011 to 2013. She is responsible for the École Centrale Marseille's project on the fight against discrimination and sexual violence.

Mina Bettachy is a Senior Researcher in Physics and Material Science at Hassan II – University of Casablanca (UH2C), President of the Association of Women in Science of Morocco, Founding Member of the Moroccan Association of Statistical Physics and Founding Member and Secretary General of the Moroccan Association of Polymer Physics and Soft Matter since 2000. She is actively engaged in gender issues. She participated in women's literacy programmes in the 1980s, initiated the creation of women's associations to fight against illiteracy and participated in various committees for changing women's status in the family. She is an active member of several national and international networks, including the National Network for Integration of Women, Women's Solidarity Network; TWOS, COACh, Gender STE COST Network, Canary-Africa inter-university cooperation network on equality policies (CIMPI) and is the Coordinator of Women in Physics Group in Morocco within ICWIP. She was a member of the SHEMERA project and Coordinator of the TARGET project at UH2C.

Olivier Boiron is the RMEI Executive Director since 2012. Since 2013, he has been a Professor at École Centrale Marseille in Fluid Mechanics, in January 2014 he became Holder of the UNESCO Chair 651 (Innovation for sustainable

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Maria Caprile is a Senior Researcher and Founder Member of NOTUS. She is a sociologist specialised in work, gender and other social inequality axes. She was Co-director of the study ‘Women in Industrial Research (WIR)’ commissioned by the European Commission (2002–2003) and has since participated in several EU-funded research projects on gender in research and innovation, including the coordination of the study ‘Meta-analysis of gender and science research (2008–2010)’ and the project ‘SHEMERA’ (2011–2014). She participated in GenPORT (2013–2017), which built a community-sourced internet portal for gender and science resources and ACT (2018–2021), which supported eight communities of practice for gender equality in research and innovation in Europe and Latin America. She worked on the TARGET project supporting the implementation of gender equality plans. She is currently involved in the SMILE project, which aims to achieve inclusive higher education by tackling inequalities related to class, migrant background and gender.

Monica Cardarilli holds a PhD from the University of Rome ‘La Sapienza’, Faculty of Civil and Industrial Engineering where since 2016 she has been the Italian representative of GAME board (Young Ambassadors of the Mediterranean) under the RMEI Network of Mediterranean Engineering Schools. Her activity across the young engineers’ network has supported capacity building and exchanges among students from around the Mediterranean through joint initiatives and multi-disciplinary events. Since 2019 she has been a Project Officer at the European Commission’s Joint Research Centre where she works with academia, private authorities and scientific organisations to enhance resilience of critical infrastructures and supply systems across Europe. She supports project initiatives and partnerships, contributing to developing recommendation guidelines on emergency management, safety and security aspects, emerging threats and domino effects, including climate change impacts.

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Massimo Guarascio has been a former Full Professor and a Senior Lecturer at the Faculty of Civil and Industrial Engineering at the University of Rome ‘La Sapienza’ since 2015, where he has worked as Full Professor since 1996. He has also served as Chairman of the Safety and Civil Protection Engineering degree course since 1999 and has extensive teaching experience across Europe and beyond. Furthermore, he is a Former Member and Vice-president of RMEI (Network of Mediterranean Engineering Schools). Currently, he supports GAME (Young Ambassadors of the Mediterranean) as Coordinator, facilitating networking activities and student initiatives.

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