



GEARING-Roles



GEARING-Roles is a strong multidisciplinary consortium of 10 European academic and non-academic partners that will design, implement, and evaluate 6 Gender Equality Plans (GEPs) following the steps described in the GEAR tool: define, plan, act and check.

Our premise is that structural gender inequality is perpetuated by attitudes, beliefs, and practices that implicitly assign stereotyped roles to men and women in organisations, universities, and society at large. In light of this, the project has the firm objective of challenging and transforming gender roles and identities linked to professional careers and working towards real institutional change. Our project will delve deep into the sociology and psychology of gender roles to help us explain and challenge gendered career choices, the unequal representation of women and men in scientific careers, and the favoured position of men in leadership and decision-making roles. GEARING-Roles will specifically look into men and women's internalised understanding

of gender roles, the social and cultural factors that shape these roles, how these affect their study and work choices, and how these choices relate in turn to the conferred status of scientific careers. Our project is rooted in a vibrant and diverse community, with consortium members and partners from different:

- areas of knowledge such as science, technology, engineering and mathematics (STEM), social sciences and humanities (SSH)
- levels of expertise in gender and equality academic partners will learn and be supported by non-academic partners and vice versa
- sectors such as academia, international networks, agencies, foundations
- backgrounds.

Every participant is committed to working in collaboration to build on mutual learning techniques, exchange best practices and lessons learnt, and generate tested tools, based on a six Is model (Interdisciplinarity,

Intersectorial, Impactful, Inclusive, Innovation and International) (CARO 2019) and following the vision of the three Os (Open Innovation, Open Science, and Open to the World).

The main objective of the project is to design and implement effective and evaluable equality plans in six European institutions with the objective of questioning and overcoming the gender roles that perpetuate inequality in order to respond to the different types of gender bias that have an impact for equal opportunities among women and men in research institutions. We refer to biases in financing (Gallego, 2018), visibility (Carter et al., 2017, Jones et al., 2014), the perception of competition (Knobloch-Westerwick et al., 2014), teacher evaluations (Maliniak et al., 2013), the evaluation of women's scientific work (Hengel, 2017), and the scissor effect or dripping pipe or the wage gap (Shen, 2013).

GEARING-Roles targets transformation of traditional gender roles at the micro meso, and macro levels, with four main objectives:

Objective N1	To remove barriers to female recruitment and devise Personal Career Development Plans (PCDPs).
Objective N2	To address gender imbalances in the representation, processes in research institutions and promote women in leadership positions.
Objective N3	To provide alternative references in traditionally male dominated areas (STEM) and in those where women are the majority but remain in lower positions (health and care, hum, law, SSCC in general) by: <ul style="list-style-type: none"> ● strengthening the gender dimension in research programs and methodologies ● increasing knowledge, understanding and scientific production on gender and feminist studies ● reinforcing women researchers' careers.
Objective N4	Promotion of gender equality in research organisations and key stakeholders for the reinforcement of ERA: <ul style="list-style-type: none"> ● disseminate the common frameworks and outputs for institutional gender assessment, ● undertake the planning, monitoring and evaluation GEPs to establish a commitment to gender equality in major European stakeholder organisations ● build a sustainable long-term network of organisations advancing gender equality.

Our GEPs are oriented at maximising impact, adopting measures for structural and effective change. GEPs that do not work towards long-lasting change only contribute to occlude issues of gender inequality by opting for practical solutions. GEPs, in fact, often only implement superficial changes. Durable changes can only happen through a strategic mobilisation of relevant stakeholders, a calculated account of reconciling a variety of interests, and a profound understanding of the contextual factors affecting women's personal, domestic, and work realities. As EIGE's Director, Virginija Langbakk stated, "European research cannot afford not using its full potential. We must make the best use of every person's knowledge and transform existing barriers into opportunities. The GEAR tool helps universities and research organisations create an environment that empowers and inspires both women and men. Improving our talent pool will also contribute to a more competitive Europe" (EIGE, 2016). A fundamental move in achieving long-lasting change includes the deconstruction of gender roles by raising awareness of what they are and how internalised and

unchallenged behaviours, perceptions, and practices perpetuate gender inequalities. The GEAR tool illustrates how implicit bias operates, and encourages challenging cultural stereotypes and reconsidering reasons for decisions and the individual and institutional level. The GEARING-Roles project believes that a viable approach to tackle implicit bias is to understand the sociology and psychology of gender roles, challenge them, and discursively explicate its effects in the structural construction of inequality. A gender role, also known as a sex role (Levesque, 2011), is a social role encompassing a range of behaviours and attitudes that are generally considered acceptable, appropriate, or desirable for people based on their actual or perceived sex or sexuality (Alters, 2009; Gochman, 2018). As such, gender roles are closely related to how we construct our gender identities and the unequal importance attributed to feminine and masculine values. (Bourdieu, 1999; Connell, 1995; De Beauvoir, 1949; Firestone, 1976; Giddens, 1992; Gil, 2008; Lagarde, 1990; Martínez & Bonilla, 2000; Woolf, 1929). Conventional masculine and feminine codes have constrained the pursuit of desires and personal expressions

GEARING-Roles 6 GEPs will serve as a tool to:

1. Improve the situation of women by removing barriers to female recruitment and laying the foundations for an inclusive and equal organisation which operates according to merit, by setting up of a Personal Career Development Plan
2. Promote the participation of women in decision-making roles and address gender imbalances in processes and representation
3. Integrate the gender perspective in research and curricula by fostering gender knowledge and the gender dimension in research programs and methodologies, and by strengthening women researchers' careers
4. Challenge the existing traditional gender roles that lead to unequal representation of women in STEM and men in the humanities, social sciences, and care-related disciplines. Also, disseminate a common framework among stakeholders by promoting gender equality in research organisations, thus reinforcing the ERA.





that are not aligned with gender roles and stereotypes. While boys are increasingly accessing university in smaller numbers than girls, choosing certificate and vocational courses due to their internalised roles for practical work (Rubio, 2009), they also make up a significant share of people in STEM disciplines, which often enjoy higher social and economic recognition (López, 2003; Sarsaneda, 2012).

This has resulted in a significant gap between women and men participating in certain sectors. According to EUROSTAT (2017) and the Spanish Ministry of Education, Culture and Sports (2017), there is evidence of gendered segregation within universities, especially in specific disciplines such as the social sciences, humanities, health, arts, and education. In fact, according to EUROSTAT (2017), women are overrepresented in social sciences, humanities, health, arts, and education accounting for a total percentage of 42.5% at the European level, while the share of men is 23.5%. This imbalance is reflected in some of the

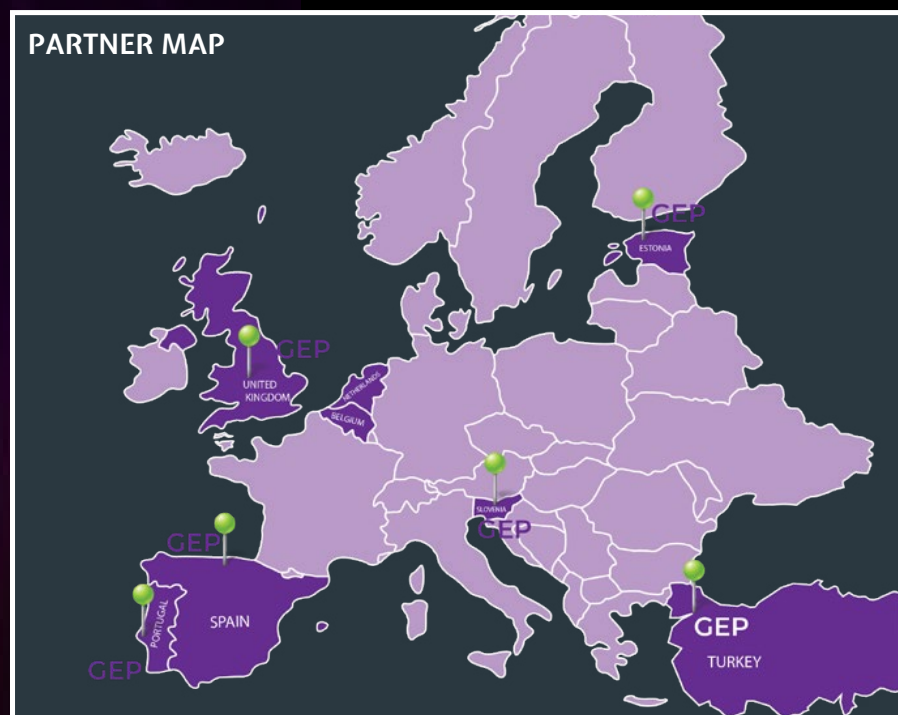
project partners. University of Deusto for example, have a large number of women enrolled in courses traditionally considered more 'feminine' – such as education, social work, and psychology – and few women in sciences or engineering. It is imperative that we question the traditional definitions of gender roles and encourage the reconstruction of masculine and feminine identities if we are to take forward the issue of real and effective gender equality. Equality of opportunities should address both the structural limitations and the limiting social representations of gender (Yellow Window Handbook "Gender in research" Spanish Ministry of Science and Innovation, 2011). The project seeks to work towards this by promoting long-term behavioural and structural changes in organisations through the implementation of GEPs. Within this process, it will challenge the privileged status assigned to men by promoting women's visibility and representation, and juxtaposing their valuable contributions to knowledge creation and organisational quality (John-Jennifer effect).

The project is structured around a transnational community so that: "together, the professional researcher and the stakeholders define the problems to be examined, co-generate relevant knowledge about them, learn and execute social research techniques, take actions, and interpret the results of actions based on what they have learned" (Greenwood and Levin 2007, p.3). GEARING-Roles is thus, based on the participation of researchers and practitioners, coming together under one common goal, and on a "learning by doing" approach (Wenger and Snyder 2000). It builds up capacities of GEP implementing beneficiaries throughout the accession process, resulting in progressive, positive developments in the participating institutions. Institutional pairing aims to share good practices developed within participating institutions and other organisations akin at the European level, and to foster long-term relationships between partners and other EU key actors such as other projects. Project partners are institutions with sufficient staff and absorption capacity to work with other

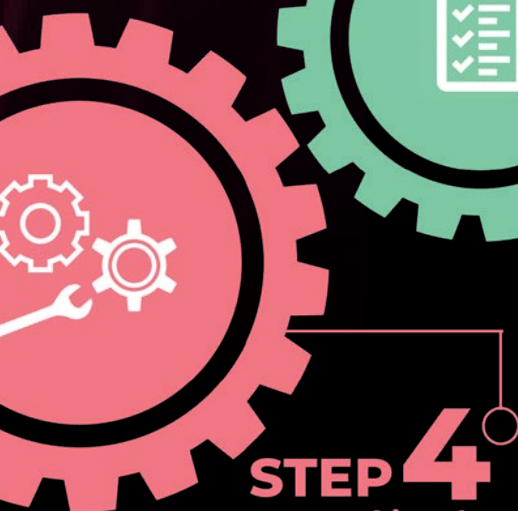
GEARING-Roles adopts the 5 steps methodology for implementing GEPs outlined by the GEAR tool and follows the gender mainstreaming circle.



partner institutions having a similar structure and mandate. GEARING-Roles partners mobilise their staff, demonstrate enduring commitment and ownership and take on board changes and best practices in a sustainable way. Hence, the pairing system is not a one-way relationship in which one partner offers technical assistance, but rather it is a shared commitment.



3
set



STEP 5
Monitor progress
and evaluate the
effectiveness of
GEPs

STEP 4
Act and implement
the GEPs



SUMMARY

GEARING-Roles aims to implement six equality plans in six organisations (five universities and one research funding organisation) to pursue the recognition and promotion of the research career of women, their incorporation in decision-making positions, and the promotion of a culture of equality in organisations. GEARING-Roles focus will be on the deconstruction of sexual roles to unveil often unconscious gender biases that operate in processes of decision-making, selection and promotion of people, and in the attribution of value and recognition.

PROJECT PARTNERS

GEARING-Roles is a multi-stakeholder network of seven academic (six universities and a public research funding body) and three non-academic institutions (a public body and two private companies), supported by 19 stakeholder organisations, built on a solid collaborative track and expertise, and a myriad of regional realities, unique national contexts, and diverse organisational cultures.

PROJECT LEAD PROFILE

DEUSTO was founded in 1886 and has a long and well established tradition. UDEUSTO's mission and educational goal is firmly grounded in academic excellence and social responsibility, aiming at generating economic sustainable growth and making positive contributions towards the construction of fairer and more inclusive society.

CONTACT DETAILS

✉ gearingroles@deusto.es
 🌐 www.gearingroles.eu
 🐦 @gearingroles
 📘 /GearingRoles



FUNDING

This project has received funding from the European Union's Horizon 2020 programme, under grant agreement no. 824536.