



Towards a European GEP System (EGEPS): a strategy to measure and promote gender equality

Dr Rita Bencivenga, MSCA Fellow

Trinity Centre for Gender Equality and Leadership (TCGEL)

Trinity College Dublin, The University of Dublin, Ireland



2020
Jan 27-28
BOLOGNA
Italy

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Regendering Science. For an inclusive research environment



Bencivenga, R. (2020). *Towards a European GEP System (EGEPS): a strategy to measure and promote gender equality*. [PowerPoint slides]. PLOTINA. Regendering Science. For an inclusive research environment. Final Conference. University of Bologna, Italy. https://ritabencivenga.files.wordpress.com/2021/02/2020_bencivenga_slides_egeps-2.pdf



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Systemic
Action for
Gender
Equality



Fiages

Feminist
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Approach to
Gender
Equality in
STEMM

**A modest
proposal**

A new approach to GEPs

Academies already working at GEPs should pool and engage their expertise and experience.

This would lead to:

- ◆ harmonisation of terminology and tools

A first step toward:

- ◆ benchmarking , exchanging experience and reflecting collaboratively on the future challenges.

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Materials and methods

Data collected

- ◆ INTEGER (FP7), SAGE (H2020), FIAGES (MSCA)
- ◆ Local and national meetings of Athena Swan (AS) Charter members
- ◆ Exchanges with the national association of the equality bodies – CUGs - of Italian Universities (*Conferenza Nazionale degli Organismi di Parità delle Università italiane*)
- ◆ Analysis of scientific literature and documents, legislative documents, running or concluded FP7 and H2020 SwafS projects, websites and other online documents related to AS and CUGs
- ◆ Interviews, formal and informal meetings with members of local and national committees of AS and CUGs

ECTS

- ◆ European Credit Transfer System (ECTS): a key tool of the European Higher Education Area (EHEA)
 - ◆ An essential element of the Bologna process
 - ◆ Acknowledges studies made abroad
 - ◆ Acknowledges courses and programmes, full Bachelor's, Master's, and Doctorate degrees

FIM System®

- ◆ Functional Independence Measure (FIM) System based on an evaluation scale.
 - ◆ Measurement tool that explores an individual's physical, psychological and social function
 - ◆ Assesses a patient's level of disability as well as a change in patient status in response to rehabilitation or medical intervention
 - ◆ Using the FIM scale needs a formal training, to guarantee uniformity in the data collection
 - ◆ Healthcare providers have access to a centralised database and statistic services (FIM System®: <https://www.udsmr.org/>)

FIM System®

Healthcare providers may:

- ◆ send the data collected to the national database that
- ◆ compares them with results at the national level.

This comparison helps each healthcare providers in:

- ◆ understanding the quality of rehabilitation services offered and
- ◆ improving them in case the comparison shows levels lower than the average.

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Results

European GEP System (EGEPS)

- ◆ A standard for comparing the level of gender equality in higher education across the European Union and other collaborating European countries.
- ◆ The **EGEPS** could measure achievements toward gender equality helping academic and students making a more informed decision when deciding to move from one institution to another, at the national or international level.
- ◆ Standardisation of data and information would allow:
 - ◆ rapid comparisons of aspects of specific interest,
 - ◆ selection of only those universities that excel in a sector,
 - ◆ attract excellent students and researchers of all genders

Fig. 1 SAGE Quadrant 3, Work life balance

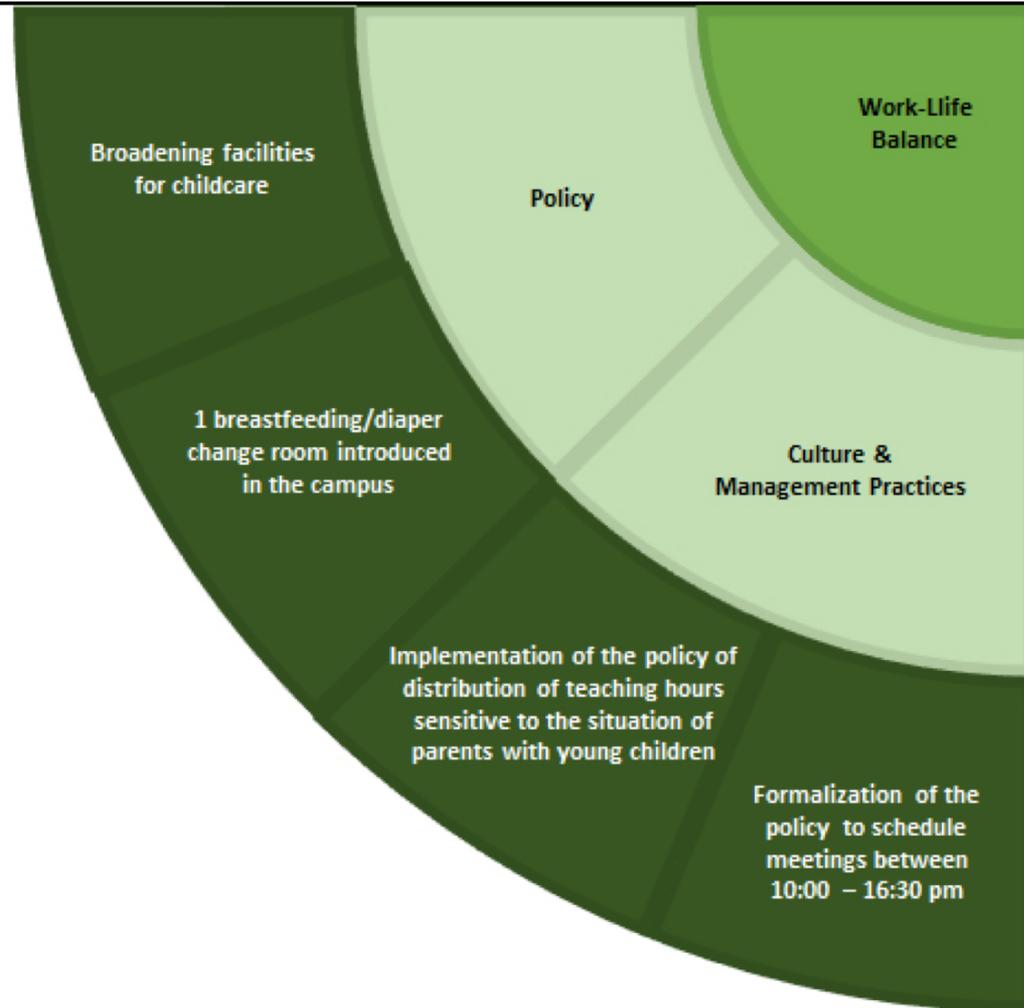


Fig. 2 Translation of each quadrant's dimensions in a set of action (example)

SAGE Quadrant	Dimension	Action planned	Measure of success
Work-Life Balance	Transforming the Culture and Management Practices	Develop policy to schedule meetings between 10:00 – 16:30 pm	Formalized policy for meetings scheduled between 10:00 – 16:30 pm
		Redistribute teaching hours sensitive to the needs of parents with young children	Implementation of the policy of distribution of teaching hours sensitive to the situation of parents with young children
	Improving Work-Life Balance Policy	Creation of breastfeeding/diaper change room	1 breastfeeding/diaper change room on campus
		Form a protocol with the university to have access to kindergarten facilities	Extended facilities for campus childcare

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**Conclusions
and policy
implications**

Call to action

EGEPS could contribute to facilitate the path towards a European system for Gender Equality, sought by the EU for the next R&D programme, Horizon Europe.

The graphic consists of several overlapping circles in shades of blue and yellow. Each circle contains a white icon representing a different scientific or technological field: a lightbulb, a person in a lab coat, a flask with a flame, a microscope, a rocket, and an atomic symbol.

Horizon Europe

THE NEXT EU RESEARCH & INNOVATION
PROGRAMME (2021 – 2027)

GEP, ECTS, FIM System[®], EGEPS

- ◆ **Gender Equality Plans** show how academies promote gender equality in institutional governance, career progression, work-life balance, and engendering knowledge, through structural and cultural change.
- ◆ **ECTS** has shown that the development of a credit transfer system has been critical to advancing international integration, harmonisation of systems, and mobility of students, academics and professionals.
- ◆ The **FIM System[®]** has shown the advantages of confronting an organisation's results with results obtained by similar organisations at the national and international level, thus stimulating the path toward better rehabilitation services and the patients' quality of life.
- ◆ **A European GEP System (EGEPS) would become a standard for comparing the level of gender equality in higher education across the European Union and other collaborating European countries.**

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Funded by the European Union

The FIAGES project has received funding from the European Union's Horizon 2020 research and innovation programme under the Marie Skłodowska - Curie grant agreement No 793195.

The SAGE project has received funding from the European Union's Horizon 2020 research and innovation programme under the grant agreement No 710534.

The views and opinions expressed in this communication are the sole responsibility of the author and do not necessarily reflect the views of the European Commission.