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| <b>Title:</b>              | <b>GENIS LAB - The Gender in Science and Technology LAB</b>   |
| <b>Implementation</b>      |    |
| <b>Field(s) of Action:</b> | * Structural Integration of Gender Equality   |
|                            | * Gender-inclusive/Gender-sensitive Organisational Culture  |
|                            | * Gender Dimension in Research and Education  |
| <b>Objectives:</b>         | <ul style="list-style-type: none"> <li>* Promote gender mainstreaming in science</li> <li>* Develop a gender equality plan</li> <li>* Improve women researchers working conditions and career opportunities</li> <li>* Raising awareness on gender inequalities</li> </ul>  |
| <b>Target Group(s):</b>    | Management and leadership<br>Human resources managers, researchers, administrative staff in six European scientific organisations   |
| <b>Description:</b>        | <p>GENIS LAB consortium is a convention focusing on organisational dynamics, whose aim is to improve the work conditions of women and men in research organisations. The systematic approach consists of three levels:</p> <ul style="list-style-type: none"> <li>* the organisational level (definition and identification of specific management tools implementing the structural changes);</li> <li>* social/environmental level (training for HR managers aimed at fighting against gender stereotypes);</li> <li>* transnational European level (developing of the individual gender equality plan based on the outcomes of the organisational level, support and promotion of structural changes).</li> </ul> <p>The GENIS LAB project is based on a strong commitment of people in key positions with human resources management responsibilities. The participative methodology based on the tools has been already tested on various companies. The implementation of these tools such as gender participatory audit, gender budgeting, virtual labs, training for human resources managers, changing evaluation criteria can ensure the successful and reveal results can change the existing recruitment, promotion and retention policies and improve working conditions and carriers opportunities.</p> <p>There is an option in participating in this project to benefit from different actions and help developing the tools.</p> |
| <b>More information:</b>   | The Gender in Science and Technology LAB (GENIS LAB)<br>GENIS LAB was funded by the European Commission in FP7. The final report can be assessed here: <a href="https://cordis.europa.eu/project/rcn/96891/reporting/en">https://cordis.europa.eu/project/rcn/96891/reporting/en</a>  |

From:  
<https://www.genera-network.eu/> - **Gender Equality Network in Physics in the European Research Area**

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Last update: **2019/07/31 15:21**

