



Gender Monitoring Tool

Building blocks for grant application

Ulrike Nachtschatt
Koordinationsstelle für Gleichstellung,
Frauenförderung und Geschlechterforschung

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The Gender Monitoring Tool – Why?



*„Promoting gender equality in science and innovation is a commitment of the Union. In Horizon 2020, gender will be addressed as a cross-cutting issue in order to rectify imbalances between women and men and to **integrate a gender dimension in research and innovation programming and content**”*

(Council Decision 2013/743/EU)

The Gender Monitoring Tool – Why?

Fact sheet: Gender Equality in Horizon 2020

A renewed commitment

The promotion of gender equality in research and innovation is a commitment of the. It is enshrined in the core documents establishing Horizon 2020, with the following objectives:

- *Gender balance in research teams*
- *Gender balance in decision-making*
- *Integrating gender/sex analysis in R&I content.*

These three objectives are in line with the Commission's strategy on gender equality as well as with the goals set out in the July 2012 Communication on completing the European Research Area (ERA). They are integrated at each stage of the Research and Innovation cycle.

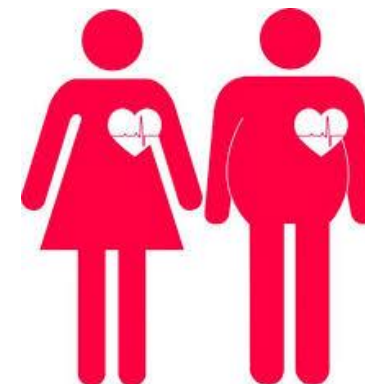
The Gender Monitoring Tool – Why?

It is state of the art in medical research to consider the sex and the gender dimension:

- Female/male cell cultures (sex)
- Female/male knock-out mice, rats, animals (sex, gender?)
- Female/male patients (sex and gender)



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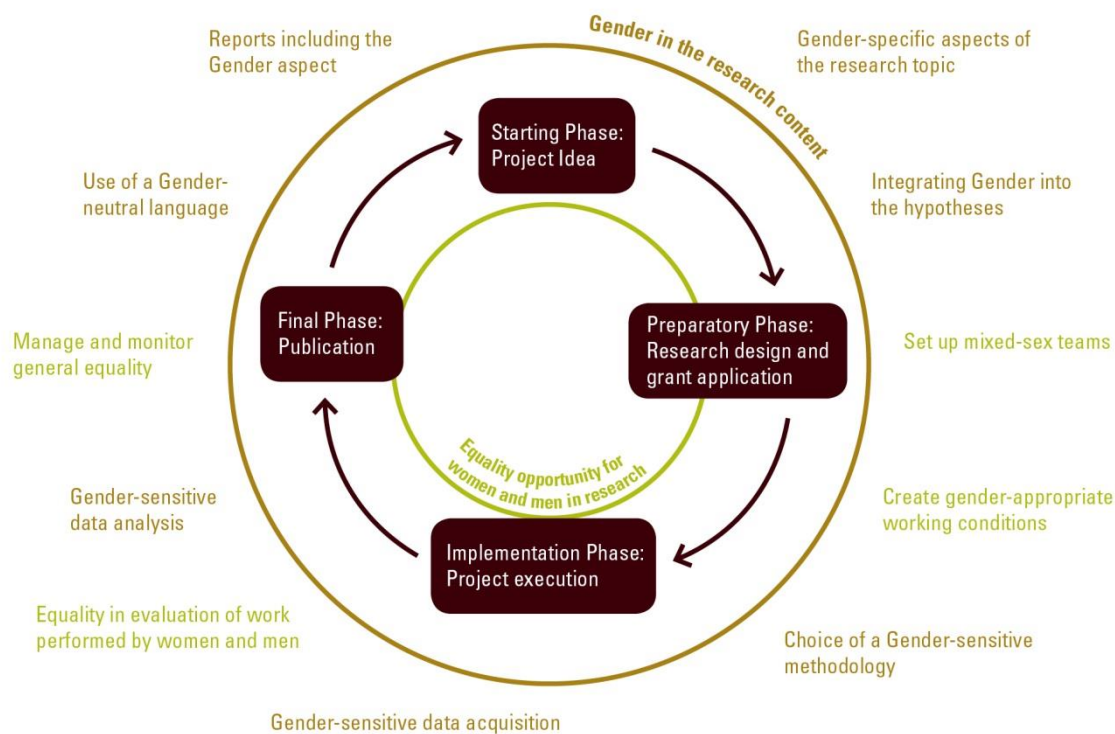


GMT – The aims

- ✓ To develop instruments to **support** young scientists in grant application
- ✓ To provide an easy and **flexible tool**
- ✓ To meet the **quality expectations** of calls concerning gender in content & research and equality of female and male scientists
- ✓ The GMT covers **all necessary Gender Medicine and equality-relevant aspects and gives a clear structure**. It thus stands for professionalism and quality.

GMT – Sex and Gender in Research

A. GENDER SENSITIVE RESEARCH CYCLE



Adapted from: European Commission (2009), *Toolkit, Gender in EU-funded research*.
Yellow Window Management Consultants

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GMT – Equality in teams and leadership

Gender Mainstreaming at the Personnel Level

Show personnel
structure in project

Composition of teams
Management structure
Distribution of tasks and jobs
Quality of Labor Law conditions
Personnel development,
seminars, congresses



Is equality given?

Yes: illustrate and prove
explicitly

No: What is being done to
ensure equality?



Define goals and
steps to be taken

What goals will be set to
achieve equality?

What steps should explicitly be
taken?



Define suitable **indicators**

Set targets for **Project Start** and
Project End



Illustrate quality
control

In-process monitoring
and/or

Final Report including
discussion of the targets met



Compare *Activities* and
Deliverables



Hauptmenü

Startseite

■ Geschlechterforschung

■ Ringvorlesung

■ Pflichtlehre

■ Leitfaeden

■ Gender Monitoring Tool

■ Horizon 2020

■ **Structure**

■ Illustrations

■ Literature

■ Medizindidaktik

■ EUGiM 2009 - 2011

■ Projekte & Kooperationen

■ Publikationen

Kinderbetreuung

Frauenempowerment

GMT-Structure

GMT Make-up 1 Project-specific Building Blocks

- a. Building Block 1a: Equality and equal opportunity on the project team [[pdf-file](#)]
- b. Building Block 1b: Including the category sex/gender in the project content [[pdf-file](#)]
- c. Building Block 1c: Evaluation of results [[pdf-file](#)]

2 University-specific Building Blocks

- a. Building Block 2a: Equality and equal opportunity at the Medical University of Innsbruck – Measures for all Personnel [[pdf-file](#)]
- b. Building Block 2b: Gender Medicine research and teaching at the Medical University of Innsbruck [[pdf-file](#)]

3 Illustrative Example [[pdf-file](#)]



Links

- An overview of examples can be found on the website **Gendered Innovations of Stanford University** under the headings Science (basic research) and Health & Medicine:
<http://genderedinnovations.stanford.edu/fix-the-knowledge.html>
- For additional examples and evidence-based findings on various illnesses, see the website of the **National Institutes of Health: A to Z Guide: Sex and Gender Influences on health**
<http://orwh.od.nih.gov/resources/sexgenderhealth/index.asp>
- Links to the Editorials of **Nature** and **Science**, **European Commission** Strategy Papers and Policies find on
<http://www.gendermed.at/geschlechterforschung/gender-monitoring-tool.html>



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Thank you for your attention!

Ready for questions ...

