INTEGER Guidelines

Creation of online Guidelines which will act as an implementation manual for peer institutions seeking to improve the position and progression of women researchers:

User-friendly, clear and informative website.

Based on the good practice brought together from the experience of the implementing organisations.

For more information about INTEGER

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Visit Partners’ Websites
www.cnrs.fr/mission-femmes/integer
www.tcd.ie/wiser/integer
www.projectinteger.com
www.gesis.org/cews

www.integer-tools-for-action.eu

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**What is INTEGER?**

INTEGER (INstitutional Transformation for Effecting Gender Equality in Research) is an EU FP7-funded project (Science in Society Work Programme) within which higher education and research institutions are implementing gender action plans to improve the career progression of women researchers. These tailored Transformational Gender Action Plans (T-GAPs) allow institutions to better use their resources through partnerships to harness their scientific excellence and bring about transformational change.

The INTEGER Project began in March 2011 and will be completed in June 2015.

**Consortium**

The INTEGER project brings together three implementing institutions:

- Centre National de la Recherche Scientifique (CNRS), France
- Trinity College Dublin (TCD), Ireland
- Šiauliai University (SU), Lithuania

They receive research-based feedback from an external evaluator:

- GESIS - Leibniz Institute for the Social Sciences, Germany

As well as support of Experts & Ambassadors:

- e.g. NSF-ADVANCE (US) & Athena SWAN (UK) Awardees

**T-GAP Themes**

The devised T-GAPs, based on detailed baseline data assessments, carried out in each implementing organisation, address both the institutional and local levels (e.g. selected Faculties, Schools, Institutes) and span across four themes and various areas of analysis:

### Areas of Activity

- Gender data and targets for improvement
- Recruitment, promotion and retention policies, processes and procedures
- Development of ‘future leaders’ pipeline
- Review of management approaches, appraisals and policy development
- Research development planning
- Workplace culture
- Parental supports, including extended paternity leave

**Expected Outcomes and examples of achievements**

- **Increased awareness and cultural change**
  - Capacity building training on gender equality and unconscious bias
  - Professional development trainings for women researchers
  - Visible Senior Management support
  - High-level Committee to review researcher’s recruitment, promotion and reward procedures

- **Increased number of women applying for research positions, promotion, top level funding and being nominated to decision-making positions**
  - Increasing the participation of women in decision making bodies and positions
  - Gender monitoring of recruitment and promotion data, setting of concrete targets for promotion
  - Introducing observers, specialised in gender issues

- **Enhanced work-life balance**
  - Post-maternity/caring leave protected research time
  - Improved childcare options for parents
  - Establishment of University based crèche

- **Raised profile of the INTEGER institutions as role models for peer European institutions**
  - Visiting eminent speaker programme
  - Tailored evaluation concept

**Enhancing Excellence in Research through Promoting Gender Equality**