

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.

www.integer-tools-for-action.eu



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



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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

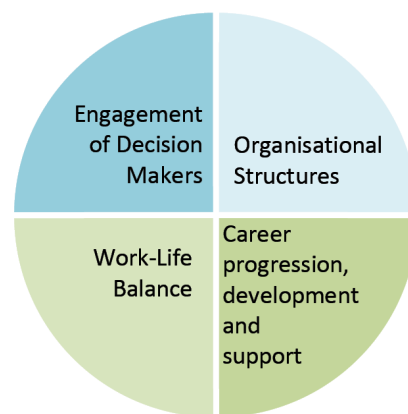
As well as support of Experts & Ambassadors:

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



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:

T-GAP Themes



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