



EFFECTIVE GENDER EQUALITY IN RESEARCH AND THE ACADEMIA

SP4-CAPACITIES
COORDINATION AND SUPPORT ACTION, SUPPORTING ACTION
FP7 –SCIENCE – IN – SOCIETY – 2013 -1

DELIVERABLE NUMBER: D.6.4

Database of good practices of Gender Sensitive Research

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Dissemination Level: Public

Deliverable Status: Report

Due date of deliverable	31/12/2016
Actual date of delivery	22/12/2016
Start date of Project	01/01/2014
Duration:	48 months
Deliverable lead beneficiary:	UAB



This project has received funding from the European Union's Seventh Framework Program for research, technological development and demonstration under grant agreement no 612413

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1. Introduction

The aim of the deliverable “D.6.4. Database of selected good practices” is to collect good practices in gender sensitive research, as part of the Task 5 of the EGERA project.

“Database of good practices (M24-M37). Partner institutions will fuel the constitution of a database of selected good practices in promoting a gender perspective in research, with the description of actions implemented internally or to which these institutions did participate outside the consortium. This database will be made available for the purpose of future AR actions” (EGERA DoW, 2013: 25).

This document includes the definition of good practices in gender sensitive research, the methodology applied in the collection process, a summary of the good practices with a brief assessment of each of them, the completed sheets received, and the template. The general and specific criteria for the selection were already stated in the deliverable “D.6.3. Recommendations on the inclusion of Gender in Research and Criteria for the Selection of good practices for Gender Sensitive Research”. The design of this document is based on two excellent examples by the UN-WOMEN “The Compendium of Good Practices in Training for Gender Equality”¹ (2016) and the deliverable D.2.3. HEIRRI Database (2016)², from the project “Higher Education Institutions & Responsible Research and Innovation”, as well as on experiences, projects and initiatives³ conducted at UAB.

We have adapted the definition of good practices on Gender Mainstreaming proposed by EIGE⁴. Good practices in gender sensitive research are any experience or initiative, method or technique that represent, within their environment and discipline, a progress or innovation in mainstreaming gender perspective, women perspective or feminist perspective in research, demonstrating some success and impact that could help others

¹ <http://www.unwomen.org/es/digital-library/publications/2016/5/compendium-of-good-practices-in-training-for-gender-equality>

² https://issuu.com/heirriproject/docs/d2.3_heirri_database_-_wp2_stock_ta

³ Some of the projects conducted are: POEMS “Mapping the legislation and assessing the impact of protection orders in the European Member States” (2013-2015), “Epogender. Gender violence: Protocols for the protection of victims and effectiveness of protection orders” (2013-2014), “Rights on the move: Rainbow families in the European Union” (2013-2014), “Feasibility study to standardise national legislation on gender violence and violence against children” (2009- 2011), “Gender and research: Elaboration of a guide to include the gender perspective in the academic activity” (2011), “European Constitution, Gender and Fundamental Rights: Impact of the EU legal system on the legal system of the state of autonomous communities (2005-2008), “The reform of Directive 76/207/CEE relative to the equal treatment between men and women: evaluation of the policies on equality and creation of indicators for the transposition of the Directive” (2003-2004), “Gender Impact Evaluation within the University and Scientific Sector of Catalonia” 2006 and ATRIA Project “Study on prevention projects on intergenerational violence-What Works”. (2015).

⁴ EIGE (European Institute of Gender Equality) has defined good practices as “(...) a practice that, upon evaluation, demonstrates success at producing an impact which is reputed as good, and can be replicated.” (EIGE, 2013: 10).

universities or research centres to create gender sensitive research. Included in the definition are three types of initiatives or actions that should be considered good practices in gender sensitive research.

- 1) Gender Perspective in Research Contents, in research projects, patents, agreements or product's design, in any of the aspects defined in this document as a Gender Sensitive Research.
- 2) Activities and initiatives of training, counseling, awareness-raising, funding, and scientific transfer or dissemination (networks, publications, dissemination texts or webs) that contribute to strengthening the gender sensitive research.
- 3) Gender Equality in Research Teams: also included are the activities and actions carried out within the groups to strengthen women's leadership in research projects, equal distribution of power positions, or the access to resources and to scientific prestige.

We have collected a total of 20 good practices in gender sensitive research, including research projects, policies, networks, associations and training activities for PhD students, either from the universities and research centres of EGERA themselves, from other universities with whom they have collaborated or others where they participate in at regional or national levels. The good practices were collected by EGERA partner universities and research centres: Science Po (France), Universitat Autònoma de Barcelona (Spain), Antwerpen Universiteit (Belgium); SKU/University of Radboud (Netherlands), University of Vechta (Germany), METU-Middle East Technical University (Turkey) and CZGZ-Global Change Research Centre (Czech Republic).

2. Conceptualization of Gender Sensitive Research

Even though the deliverable "D.6.3. Criteria for the selection of good practices of Gender Sensitive Research" already included the conceptualisation of what Gender Sensitive Research and the Gender Perspective in Research and Science are, we include again some of the most important issues:

"Gender perspective in Science", heir of the feminist epistemology, takes consideration towards the scientific production process as a gendered process itself, infused with power relations and based on hierarchical relationships between different fields of knowledge considered either legitimate or illegitimate (Harding, 1986). Andocentric scientific knowledge neglects care and emotions, personal and private affairs, the voices and concerns of women, and allows knowledge to speak with a male voice (Harding, 1986:55). Moreover, scientific institutions, as gendered organisations themselves, favour gendered

processes through which gender, sexuality and the body are part of the processes of control in work organisations, specially of women (Acker, 1990: 40), and where issues related to procreation and emotions are abandoned and excluded (Acker, 1990: 151).

“Gender sensitive research” covers the concept proposed by the Toolkit Gender in EU-funded Research (EC, 2009) and “includes gender equality in the research teams and also as a complex and relevant dimension in approaching the problem, in the theoretical framework, in the object of study, in data collection methodologies, in analysis and in the publication of results, as well as in how people and other key agents participate in the research (Leduc, 2009; Toolkit Gender in EU-funded Research, 2009; Schiebinger & Schraudner, 2011). (EGERA D.6.2, 2014: 5)

“Gender Sensitive Research also as a investigation that takes in account the dimensions of social justice and structural power relationships in a sex-gender system” (EGERA D.6.3., 2016: 9), the empowerment of participants, equal and fair relations in research, social responsibility, and the elements of reflectionness when recognising the role of researchers and their relationship with the participants” (Reinharz, 1992; Leduc, 2009; Hesse-Biber, 2014 in EGERA D.6.2, 2014: 6)

3. Summary of Good Practices

As mentioned above, a total of 20 good practices that promote gender sensitive research are included in this deliverable. The UAB has been the major contributor, submitting eight good practices, partly because it is a large university with a long tradition in Gender Studies in the Social Sciences, and because it is the responsible for the work package on gender perspective in research of the EGERA project. The University of Antwerp, the University of Vechta and METU have gathered three practices each. CVGZ, SKU-Nijmegen and Science Po submitted only one.

It is nonetheless obvious that the collected good practices do not represent the totality of projects and initiatives that are being conducted in universities and research centres. At UAB there is a larger number of projects and initiatives that could be labelled as gender sensitive research or that include the gender perspective, as it probably happens in the other universities and research centres of EGERA, but due to several reasons, researchers have not submitted their projects and initiatives to EGERA. The possible reasons are analysed below in the section “Obstacles and lessons learnt”.

The great majority of practices received are research projects (11), but there are also networks and associations (2), awards (1), seminars and training (2), specific policies on recruitment (3), and funding programmes (1). In terms of research projects, most initiatives belong to Social Sciences (10), while only one (1) belongs to another field, in particular, to Health Sciences.

The gender perspective in projects, which are mostly from research in Social Sciences, corresponds to gender focused research or research whose main topic of interest, including the title, is clearly related to scientific issues that tackle inequalities between women and men and the social hierarchical system of sex-gender. Some projects' main subject of interest are women from ethnic minorities, such as the project "Religion and media diet in post-migration contexts" from UAB, while others talk about sexual minorities, for instance, the projects "Queer Voices" and "LGBTQ Forum" from University of Antwerp. The only project that observes the gender perspective in terms of "Gender Aspects" (Ganetz, 2005, in Addis, 2010:50) but not as the main axis of research is the one from the Health Sciences, the AEQUALIS project (UAB). The gender perspective in most of the projects submitted includes the participation of all the agents involved in the research process, for instance in "The Gender Gap as Multidimensional Phenomenon", "Men in Care" and "Religion and Media Diet" from UAB, and the projects "Queer Voices" and "LGBTQ Forum".

Most of the initiatives and projects have received funding from outside the university, whether from national institutions or by means of European, national or regional calls. They have also received support from foundations, as in the case of the AEQUALIS project and "Men in Care" from UAB, who received financial support from "LaCaixa" Foundation through the program "RecerCaixa". Other projects and actions are funded by the universities themselves, and their researchers do not receive any more funding beyond their usual salaries. This is the case for the projects "Design and use of Gender Specific and Gender Stereotypical Toys" from Radboud University, and "Equit@t UOC Award" from UOC (collected by UAB). It demonstrates that as long as there exist calls to fund social projects aimed at studying gender discriminations, these initiatives will be sustainable and will therefore be maintained within the institutions.

Table 1. Good Practices included in the document

Title	Short description	Type of initiative	Field of Knowledge	Responsible institution	Collected by
AEQUALIS project: promoting Self-Management, Health Literacy and Social Capital	Clinical test research based on the intervention of the elderly. It aims at improving the health of elder citizens from socioeconomically disadvantaged areas through workshops of self-care, health literacy and social capital. 16 Primary Health Care Centres in Catalonia participate in the research. Women constitute a particular control subgroup, because they are vulnerable to inequalities.	Research Project	Medical Sciences	Fundació Salut i Envel·liment UAB [Health and Ageing Foundation of the Autonomous University of Barcelona], Catalonia, Spain	UAB
Ankara University Policy. Document on the Conditions of Appointment and Promotion of Academic Staff	Policy establishing that the University will give extra credit/points to academic staff in the appointment and reappointment for a permanent academic position at the University, if they conduct research on issues such as poverty, discrimination and gender-based discrimination, in particular aimed at the promotion of human rights, environmental sensitivity and social justice.	Political Decision Making Process	No particular discipline	Ankara University Implementation of EU FP7 GENOVATE project at Ankara University	METU
Challenged parents: Empirical exploration of attitude transformations of mothers and fathers along the first school year	Research project on the years from early childhood to first year of school, and the experiences of families, where the gender perspective is included in the analyses of children's lives and the roles of parents.	Research Project	Pedagogy	Department I, Social Work, University of Vechta, Germany	Vechta
Equit@T UOC Award	Awards to initiatives that promote the equality between men and women, and the academic and professional participation of women in the ICT field. The first edition of the award has been held this year 2016.	Awards	Technological Sciences	Universitat Oberta de Catalunya (UOC)	UAB
Epogender – Gender violence: Protocols for the protection of victims and effectiveness of protection orders. Towards an efficient implementation of Directive 2011/99/EU	Directive 2011/99/EU on the European protection order establishes a system of judicial cooperation in the EU, which aims to ensure the protection of victims when they move across the EU territory. This project focuses on the protection awarded to victims of gender violence; it addresses the legal and jurisdictional conflicts	Research Project	Law	UAB Universitat Rovira i Virgili Tarragona - Spain European Commission's	UAB

	that stem from the diversity of the national systems of victim protection and the necessity to provide a response to the provisions of the Directive.			Daphne III Programme.	
Design and Use of Gender Specific and Gender Stereotypical Toys	Research into the design and use of gender specific and gender stereotypical toys. The research is based on interviews with girls who play with gender specific masculine connoted computer games, the development of two analytical scales to measure the gender specificity and the gendered stereotypes of games and applying these scales on toys on the websites of three toy producing companies in Netherlands.	Research Project	Pedagogy	Radboud University, Nijmegen, The Netherlands.	Radboud
Interuniversity Gender Research Seminar	The main objective of the Interuniversity Gender Research Seminar is to provide advanced training in critical gender+ studies to MA and PhD Students of the universities of Antwerp, Brussels and Ghent. The seminar is developed under an interdisciplinary perspective and draws attention to current and upcoming theoretical and methodological debates regarding gender and diversity.	Seminars	Anthropology Demographics Economic Sciences History Juridical Sciences and Law Linguistics	University of Antwerp Free University of Brussels Ghent University	Antwerp
KOC-KAM Research Fund Program	KOC-KAM holds a funding program to support academic research projects on gender issues. The funding program has been conducted since 2011. It allocates funds to selected outstanding research proposals for the completion of academic research in various disciplines that focus on gender-related issues in Turkey.	Networks & Associations	Medical Sciences Demographics Economic Sciences Geography History Juridical Sciences and Law Linguistics Pedagogy Political Sciences Psychology Sociology	KOC-KAM is The Center for Gender Studies and Koc University, Istanbul, Turkey.	METU
LAGEN – Association of women’s and gender studies institutions in Lower Saxony	LAGEN is a networking base of gender institutions at universities, funded by the Ministry of Science and Culture of the Land of Lower Saxony. The aim is to discuss scientifically about gender studies and to perform common research. It includes an interdisciplinary	Networks & Associations	Gender Studies	LAGEN – Association of women’s and gender studies institutions in Lower Saxony, Germany.	University of Vechta

	doctorate, annual meetings, a website that lists experts on Gender Studies in Lower Saxony, the Network 'Gender and Migration', a Publication series that will start in Jan 2017 and the International Conference "Politics of Reproduction".				
LGBTQ Forum	This forum offers meetings with lectures, network moments and informal discussions over a cup of coffee twice a year. They want to stimulate the cooperation of LGBTQ activist (organisations) and LGBTQ researchers, and firmly believe in the need to learn from each other. Research needs and results can be communicated, and people with similar interests can meet each other.	Networks & Associations	LGBTQ Studies Sociology	University of Antwerp and other Flemish academic and activist institutions Funded by the University of Antwerp	University of Antwerp
Men in Care. Challenges and opportunities to reduce the gender inequalities to face new care needs	Research project centred on the identification of cultural and socio-economic barriers that impede the implication of men in the unpaid and paid care work. It is based on the analysis of men's experiences and perceptions in informal care, as main caregivers; men's workings experiences and perceptions as caregivers in formal care; the formal care activities from a gender perspective, the family care provision, and identifying the user's preferences for care.	Research Project	Anthropology Psychology	Social and Cultural Anthropology. Departaments of URV (Universitat Rovira Virgili) and UAB, Catalonia, Spain.	UAB
More women into leadership positions in research teams	The action if focused on systematic, informal and individual support of women researchers. The objective is to improve the position of women in the scientific leadership and increase the proportion of women among the heads of the departments and Scientific teams by individual support, informal mentoring, experience-based learning, and trainings. These actions are oriented to improve knowledge, competences and skills of female researchers in the area of management and leadership.	Other initiatives Individ. support / informal mentoring	Earth and Space Sciences	Czech Globe	Czech Globe
Neo (Re-organization of professionalism and gender in social work. Discourse analysis of the expressions of specialists in a	Research project on the discourse that supports the professional construction of two highly gendered careers in Education. The aim of the project is to reconstruct in a qualitative and contrasting way how educational professionals	Research Project	Pedagogy	Department I – Social Work University of Vechta, Germany	Vechta

contrasting perspective	from two different fields of social work, the day care (German KiTa) and the socio-pedagogical family assistant (German SPFH), make professionalism the subject of discourse, and how they connect it to constructions of gender in the context of current discussions about more men in the field of social work. Thus the project reconstructs the current reproduction and transformation of social work as a gendered profession in local discursive practices.				
PRESSAGE Program	PRESAGE considers that mainstreaming this knowledge in the different curricula taught at Sciences Po is key to make research widely available and visible. That's why a full teaching offer was developed in form of gender related core and specialization courses at the B.A, M.A and PhD levels, in all social sciences disciplines taught at Sciences Po, including Sociology, Political science, History, Law and Economics. The purpose of mainstreaming gender in curricula is to make gender knowledge available to every student of Sciences Po over his/her curriculum at the institution.	Seminars Networks Dissemin. Other initiatives: Gender Knowledge mainstreaming program	Economic Sciences History Juridical Sciences and Law Pol. Science Sociology Philosophy	Science Po	Science Po
Queer Voices: LGBTQ, Identity and Music	A PhD Research Project on the role of music in the lives of Flemish LGBTQ, which includes the creation of a dissemination website built together with the research participants (www.queervoices.be)	Research project Dissemination	Interdisciplinary Science of Arts and Letters	University of Antwerp	Antwerp
Religion and media diet in post-migratory contexts, the perspective from Muslim women from Maghreb living in Catalonia	The objective of the research project is to understand the process of adjusting of Muslim women from North Africa who are living in Spain. Our main topic of interest is their cultural consumption. The research aims at detecting the influence of religion in their media diet. It is a qualitative research and our main theoretical frame is intersectionality. The methodology is qualitative and based on interviews to Muslim woman who migrated to Spain more than five years ago. They created the video	Research Project	Sociology	Research group InCOM-UAB Departament of Audiovisual Communication and Publicity, UAB, Catalonia, Spain Funded by UAB and Generalitat de Catalunya. Direcció General	UAB

	“Revelades” for public dissemination.			d’Afers Religiosos.	
Rights on the move: Rainbow families in European Union	Rights on the move looks at the European protection of the rights of rainbow families, i.e. families where the parental roles are played by persons of the same legal gender – moving and residing within the EU. The diversity of regulations about marriage and partnership, access to assisted reproductive technologies and adoption exposes these families to considerable obstacles when moving within the EU. By adopting a child-oriented approach, “Rights on the move” aims at unravelling how freedom of movement should be read in compliance with the EU Charter, the European citizenship rights of the child and other international and supranational instruments.	Research Project	Juridical Sciences and Law	UAB Trento University Italy European Commission’s Human Rights and Citizenship Program.	UAB
The Gender pay gap as a multidimensional phenomenon. Analysis of institutional, organizational and cultural barriers. Proposals for intervention.	The project intends to analyse the gender pay gap, understood as a multidimensional phenomenon, with the ultimate goal of drawing effective proposals aimed to minimizing it. The project is based on case studies in selected companies, capturing the organizational cultures and contexts that shape different expressions of the gender pay gap.	Research Project	Sociology	Centre d’Estudis Sociològics sobre la Vida Quotidiana i el Treball (QUIT) – Sociology Departament-UAB. Catalonia, Spain.	UAB
Turkish Higher Education Council (YÖK) Policy Document on Gender Equality in Higher Education Institutions	It’s a Policy Document that recommends and foresees the next points: the introduction of a compulsory or an elective “Gender Equality Course” into curricula, the organization of at least one event or seminar on this topic every semester, disseminating knowledge and information on issues of gender equality and gender equality courses and events; and the provision of support for the establishment of research centres on women’s issues, for the purpose of mainstreaming gender equality and gender research in every university. The requirement of the establishment of research centres on women’s issues in every university is considered as a good practice of initiating gender sensitive research.	Political Decision Making – Process / Institutional Assessment	Policies on Gender Equality	YÖK Chair of the Commission for the Women’s Studies and Women’s Problems in the Academia Ankara, Turkey	METU

Women Role Talk Show project	This project consists of analysing and defining the role and portrayal of women on television talk shows aired in prime time and late night in Europe (Spain, Italy, France and United Kingdom). This research includes two main lines of research: gender studies, which is key to the successful development of this project, and television studies.	Research Project	Sociology	Image, Sound and Synthesis Research Group Department of Audiovisual Communication and Advertising and Department UAB. Catalonia, Spain.	UAB
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4. Process of good practices collection

4.1. Collection process

We have collected the good practices from among the partner universities and research centres of EGERA (UA, UAB, Science Po, U. Radboud, University of Vechta, METU, CZGZ, CESIS), and those with whom they have collaborated at either international, European, national, regional or local levels. The following is a description of the process of selection and collection of the good practices, including some of the obstacles encountered and lessons learnt.

The UAB elaborated, as part of its tasks within the WP6, the deliverable “D.6.3. Criteria for the selection of good practices of Gender Sensitive Research” (UAB, 2016) in February 2016. The draft of this document was created in December 2015, and discussed through collaborative work within the EGERA project during the 3rd Workshop Gender Perspective in Research held on January 18-20, 2016 at UAB. It comprised the directives to guide the collection of good practices, their scope, definition, and contents; a description of the related fundamental concepts, such as sex, gender, gender perspective, and gender sensitive research; and the general and specific criteria to select and assess the good practices, adapted from those by EIGE (2013). The deliverable included the proposal of a website that would host the selected good practices.

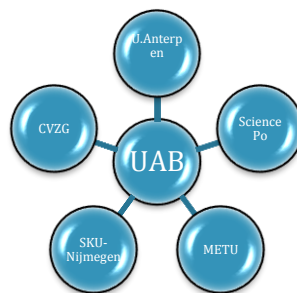
Afterwards, in April 2016, the UAB also prepared the document “Guidelines to fill Good Practices Information Sheet” in cooperation with the EGERA partners. This document summarised some information from the deliverable D63, and included the information sheet to be filled with details about the good practices, to facilitate their assessment. It was delivered at the end of April to all partners as to initiate the collection of good

practices. They were responsible for the collection and assessment, and for sending them to UAB, who coordinated the process.

The document “Guidelines to fill Good Practices Information Sheet” was recognised by the European project RRI Tools, and included in their database as a useful tool for their “Tools” and “Guidelines” section, on last June 9, 2016 (see <http://www.rri-tools.eu/-/good-practices-of-gender-sensitive-research-guidelines-and-information-sheet>).

The calendar for locating and collecting the good practices was agreed upon with all partners of EGERA. In the first phase, universities and research centres had to collect at least one practice and send it to UAB, between early May and late June, 2016, after which the UAB had committed to send feedback if necessary. The second phase, between September and October 2016 was the time to collect more practices and send them again to UAB, who is responsible for the elaboration of the present document and its submission to the coordination of the EGERA project.

The flow of information went back and forth between the UAB and each partner of the EGERA project, as shown by diagram below.



Each university and research centre decided their own channels and strategies to locate and collect the good practices; and the UAB only shared its own strategies when they could help the other partners —they were not guidelines for the collection process, neither on who should be responsible for filling in the sheet. The main strategies, all different from each other, followed by the partners include:

- At UAB, dissemination via institutional e-mail of the document “Guidelines to fill Good Practices Information Sheet” among all the university community and involved agents (Vice-rector of Research, and departments and research groups) to encourage participation. The research groups Quit and In-Com replied and forwarded their research projects.
- At the University of Antwerp, filter all research projects with the keyword ‘gender’ included in the database of the university’s Research Area.
- Direct invitation for participation to groups and researchers of each university who had been identified as gender experts through news, websites or internal databases. In the case of UAB, invitations were sent to groups whose area of

research or approach could be considered a good practice in gender sensitive research; to expert groups listed in the Observatory's database; and to other groups who had at some point cooperated to organise the EGERA workshops. The good practices "Aequalis project", "Equit@at Award" and "Men in Care" were collected following this strategy. The Gender Institute at Radboud University also had a database on gender related research in their website that has been helpful for this purpose.

- Direct invitation to researchers by means of personal networks from the EGERA researchers, who are gender experts and know their own universities well. This has been the situation for University of Antwerp and UAB.
- Projects lead by the EGERA researchers themselves or in which they have participated. This is the case for the PRESSAGE program by Science Po (France) or a project that fosters women representation in research, selected by CVZG (Czech Republic).

There has also been a variety of strategies when completing the sheets. At UAB, most of them have been filled in by the main responsible of the good practice, since they have a better understanding of the project or initiative, and the UAB EGERA team would only complete some empty spaces once read the sheet. All other partners have followed different procedures: in some cases this was the responsibility of the project's leader, while in others, the sheet was completed by the EGERA researcher in the institution. This has only happened once at UAB, because there were a number of good practices available and it was a risk to offer completing the sheets without knowing how many we would receive at the end.

Once the sheets were delivered, the UAB supervised and sent feedback where necessary — some of them have required linguistic correction and edition. All good practices received have been approved for this deliverable, except for one, collected by UAB, which was not submitted on time.

4.2. Obstacles and lessons learnt in the process

During the process of collection and selection of good practices some obstacles have hindered receiving more results.

The first obstacle was that the universities and research centres of the EGERA project, with the exception of UAB, are all medium to small research centres, which complicates finding numerous projects or initiatives in gender sensitive research, and in turn has also affected the territorial scope of the practices delivered, which in most cases has been limited to the universities and research centres themselves. Nonetheless, METU, University of Antwerp, University of Vechta, and the UAB have submitted some

initiatives beyond their institutions, either from national levels —like the polices introduced by METU—, or as a result of interuniversity cooperation. UAB, University of Antwerp, and University of Vechta have submitted research projects resulting from the cooperation of several universities and gender expert associations.

The subject of study for some of the EGERA project research centres also constituted an obstacle. For instance, CVGZ is a small centre dedicated to environmental research, and therefore they have not been able to locate any project related to gender sensitive research within their institution. In some cases, like Science Po, the lack of projects with gender perspective is evident, and they have only been able to submit the PRESSAGE programme.

However, the most important impediment encountered was the lack of time for the persons in charge of projects to complete the information sheets, sometimes not even to facilitate the necessary information for the EGERA researchers to do so. Teaching and research staff, immersed in highly competitive careers and with plenty of responsibilities in teaching, research, and management do not have enough time to complete the Good Practices Information Sheet.

Another obstacle is the fact that EGERA did not offer any reward or compensation for those presenting their projects. Therefore, the challenge now is to achieve a recognition that could be valued in academic careers or included in the curriculum of research groups. Some comments received by researches include: ‘Why should I present my project?’; ‘What do I get in exchange?’; ‘I think this is a waste of time’, or ‘I cannot spend my time in this now’.

Finally, the sheet may have been a barrier itself, because there was a lot of information to be completed; in particular, the evaluation section, which required great feedback from researchers. Language has also been a challenge, at least in UAB, who had to offer translation and proofreading services for English.

It is worth noting that because few good practices were submitted, it has not been necessary to carry a selection process, but a ‘detection process’, at least at UAB, Science Po and CVGZ. This is a lesson to be conveyed for similar future actions: it is a difficult process, and it certainly does not help an environment in which academic staff is constantly evaluated on the basis of their projects and career.

Lessons learnt during the collection process can be summarised as follows:

- Collection forms should be shorter, or have an easier format, with a limited number of words for each space. Some fields need to be briefer and more concise, like the description.

- Guarantee recognition for being selected for the data base of good practices in gender sensitive research. That could be done by means of an award, a quality label, or publishing the results in a public website, following the example of RRI Tools.
- Extend the scope of collection to other universities or research centres whose good practices are known by the EGERA partners in all the countries and regions where they are from. For instance, the UAB will extend the collection process to all Catalan speaking universities, connected through the 'Xarxa Vives', for it is a great instrument to increase the visibility of gender sensitive research.
- Extend the collection process in time, so it could be updated annually with new projects and initiatives.

5. Selected Good practices on Gender Sensitive Research

5.1. AEQUALIS project: promoting Self-Management, Health Literacy and Social Capital among Older People

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	<p>TITLE OF THE INITIATIVE</p> <p>AEQUALIS Project: Promoting Self-management, Health Literacy and Social Capital among Older People Living in Socioeconomically Disadvantaged Areas: A Clinical Trial To Reduce Health Inequalities (Proyecto AEQUALIS: promoviendo el autocuidado, la alfabetización en salud y el capital social en personas mayores de áreas urbanas socioeconómicamente desfavorecidas: un ensayo clínico para reducir las desigualdades en salud)</p>												
2	<p>TYPE OF INITIATIVE</p> <table border="1"> <tr> <td><input checked="" type="checkbox"/></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Networks , associations, working groups</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Other initiatives</td> </tr> </table>	<input checked="" type="checkbox"/>	Research Project / Agreements / Patents	<input type="checkbox"/>	Seminars / Workshops / Training	<input type="checkbox"/>	Networks , associations, working groups	<input type="checkbox"/>	Dissemination: articles, web , social media	<input type="checkbox"/>	Political Decision Making -Process / institutional Assessment	<input type="checkbox"/>	Other initiatives
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<input type="checkbox"/>	Other initiatives												
3	<p>RESPONSIBLE INSTITUTION</p> <p>Health and Aging Foundation of UAB Primary Health Care Team - PHCT Sardenya (or EAP, as it stands in Catalan)</p>												
4	<p>CONTACT IN THE RESPONSIBLE INSTITUTION</p> <p>Laura Coll-Planas, Sergi Blancafort Alias Health and Aging Foundation of UAB laura.coll@uab.cat / sergi.blancafort@uab.cat / +34 93 433 50 30 Barcelona, Spain</p>												
5	<p>WEBSITE</p> <p>http://salut-envelliment.uab.cat/aequalis/</p>												
6	<p>OTHER INVOLVED INSTITUTIONS</p> <p>The Primary Health Care Centres (or CAP, as it stands in Catalan) depend on several public institutions responsible for Health Care in Catalonia.</p> <ul style="list-style-type: none"> • CAP Besòs (Barcelona) – Catalan Institute of Health (ICS) • CAP Blanes (Blanes) Catalan Institute of Health (ICS) • CAP Chafarinas (Barcelona) Catalan Institute of Health (ICS) • CAP Cotxeres (Barcelona) Consorci de Salut i Social de Catalunya) • CAP Dr. Lluís Sayé (Barcelona) Catalan Institute of Health (ICS) • CAP Horta (Barcelona) Catalan Institute of Health (ICS) • CAP Horts de Miró (Reus) Catalan Institute of Health (ICS) • CAP La Marina (Barcelona) Catalan Institute of Health (ICS) • CAP La Torrassa (Hospitalet de Llobregat) Consorci Sanitari Integral • CAP Les Hortes (Barcelona) ACEBA • CAP Marià Fortuny (Reus) SAGESSA Group • CAP Nova Lloreda (Badalona) Badalona Care Services (Badalona Serveis Assistencial-BSA) • CAP Sant Ildefons (Cornellà) Catalan Institute of Health (ICS) • CAP Sant Martí (Barcelona) Catalan Institute of Health (ICS) • CAP Sant Pere (Reus) Catalan Institute of Health (ICS) 												
7	<p>DESCRIPTION, STRATEGY & BENEFICIARY</p> <p>The research is designed as follows: Randomised, controlled, parallel, open and pragmatic clinical trials. The control group remains on the waiting list. During the study, the participants from the control group will not receive any intervention to avoid any effect. When the follow-up period is due, they will receive the same intervention as the participants from the intervention group as a compensation for their time spend</p>												

		<p>being assessed. The intervention has a group format and is conducted in 16 primary health care centres and their immediate surroundings. Each centre is responsible for a control group and an intervention group. The random sequence was computer-based, masked, and distributed into groups. The intervention allocation was blinded.</p> <p>The sample size consists of 390 persons, and it is designed to show clinically relevant benefits for self-perceived health 3 months after the intervention. Self-perceived health is measured with the first question from the SF-12 questionnaire, and is dichotomised as good health (including excellent, very good, and good), or poor health (including fair or poor).</p> <p>Inclusion criteria: 60+ year old, fair or poor self-perceived health, community-dwelling and user of the specific primary care centre, men and women alike.</p> <p>Exclusion criteria: inability to reach the Health centres autonomously, cognitive impairment or diagnosed dementia, serious pathology that restricts or advises against physical activity, end-of-life situations, serious mental pathologies that hinder from participating in group activities.</p> <p>The study was approved by the Clinic Research Ethics' Committee from the Research Institute in Primary Health Care (IDIAP, as it stands in Catalan). Jordi Gol. The study protocol is registered at ClinicalTrials.gov with the reference number: NCT02733523.</p> <p>The intervention consists of a group led by professional nurses, doctors, or social workers who have previously attended specific training. The sessions are observed by 1 or 2 professionals from the Primary Health Care Centre. Each group can allocate 12 individuals, and is organised into 12 2-hour sessions (1 session per week).</p> <p>During the programme, participants share information and their knowledge, give support to each other and engage in activities organised in the community. Sessions include content on physical activity, emotions and feelings, healthy and cheap food and cooking, social relationships and participation, personal autonomy and communication with healthcare professionals. The programme includes three short trips in the neighbourhood around the primary health care centre: a healthy walk, a visit to a market/supermarket, and a visit to a socio-cultural entity (e.g., a senior club). Participants work together on signposting the health assets in the neighbourhood in order to identify close places to do physical activity and leisure and socio-cultural activities with other people. Since getting participants engaged in activities organized in the community is one of the aims, the programme provides a strategy of social prescription. Participants also create a group mural, where they hang their own small hand-made crafts and photographs of the short trips and share motivational and emotional sentences related with the content of the sessions. In some sessions, participants practice smooth exercises and set personal action plans to promote behaviour change.</p> <p>The sixteen primary health care centres involved in the project have led the implementation of the project in their territories, by means of advertising the intervention, recruiting and screening potential participants, and making assessment interviews. Each centre has designated two professionals as observers of the intervention, who will conduct the programme in the control group. These professionals receive previous training from the research team of the project.</p>
8	INITIAL DIAGNOSIS - CONTEXT	<p>Health promotion, as it stands in the WHO Ottawa Charter (1986), is the process of enabling people to increase control over, and to improve their health. In a related manner, salutogenesis implies to strengthen people's potential to create good health as a tool for a satisfactory and productive life. In 2010, the Commission on Social Determinants of Health set proposals of policies and interventions to reduce inequalities.</p> <p>The most disadvantaged geographical areas and socioeconomic groups have generally poorer health status. Likewise, aging and gender are inequality axes on their own. Furthermore, the economic crisis has specially affected older population. Therefore, older people –mostly women– set up a subgroup of special</p>

		<p>attention when implementing policies to reduce health inequalities. Moreover, cities are the territories that concentrate higher health inequalities.</p> <p>Self-perceived health has been considered as a good indicator of general health status, mortality and morbidity, as well as health inequality.</p> <p>During the last years, it has been given special attention to the term “health literacy” as the ability to obtain, read, understand and use healthcare information to make appropriate health decisions. Accordingly, low health literacy would be a risk factor and it could be developed through specific educational interventions. Meanwhile, the WHO has defined Health literacy as the cognitive and social skills that determine the motivation and ability of individuals to gain access understand and use information in ways that promote and maintain good health. A recent systematic review shows that low health literacy is related with poor participation in preventive and health promotion activities, worse chronic disease self-management, an increase of hospital stays, and higher mortality and morbidity.</p> <p>Finally, in this project, the social capital is defined, according to the framework developed by Nyqvist in turn adapted from Putnam’s definition, as an umbrella concept that includes individual (family and friends) and collective (community) social resources, as well as structural (social networks, contacts and participation) and subjective (social support and sense of belonging) aspects. Several authors have found a positive association between social capital (or its components) and self-perceived health.</p>
9	OBJECTIVES	<p>General aim: To reduce health inequality by an intervention designed to promote self-management, health literacy and social capital among older people who perceived their health as fair or poor and are living in urban socioeconomically disadvantaged areas.</p> <p>Main aim: To assess the effectiveness of an intervention designed to promote self-management, health literacy and social capital in the improvement of self-perceived health.</p> <p>Secondary aims:</p> <ol style="list-style-type: none"> 1. To assess the effectiveness of the intervention in the improvement of: <ol style="list-style-type: none"> a. Self-management, health literacy and social capital (social support and social participation) b. Health related quality of life, in its mental and physical dimension. c. Mental health, including loneliness, depressive symptoms and psychological well-being. 2. To assess the effectiveness of the intervention on specific subgroups: women, elder people, and people with lowest educational and socioeconomic levels. 3. To determine patterns of individual health behaviours depending on health literacy, social capital, gender, and educational and socioeconomic level. 4. To understand the effect of economic crisis on health and self-management trajectories of elder people living in disadvantaged neighbourhoods.
10	IMPACT & OUTCOMES	<p>The clinical trial is currently in progress. Therefore, only expected outcomes and preliminary results from the pilot can be reported.</p> <p>The project is expected to have a direct impact on participants who receive the intervention in aspects related to health and well-being, as well as an indirect on the people around them and the health professionals involved. As a whole, it should contribute to reduce health inequalities by improving self-perceived health of participants living in socioeconomic disadvantaged urban areas. Participants become health agents and start a process that help to spread self-management and informed decision-making benefits, which consequently increase its potential benefit in the society.</p> <p>Results from the pilot study show that the intervention group was integrated by 14 older people (mean 74.6±7 years old), nine women and five men. Two family doctors (women) from the centre were involved as observers. The group was</p>

		<p>conducted by a nurse (man), a member of the research team. Two women (66 and 87 years old) and one man (69 years old) were interviewed for the qualitative study.</p> <p>Regarding feasibility and adherence of the intervention, six people dropped from the study due to the schedule, health problems, unfamiliarity to be within a group and family responsibilities. Both participants and health professionals show overall satisfaction with the intervention. They welcome the possibility to express their own opinion about the intervention, and demand more information and recommendations from health professionals who are conducting the sessions. Participants also relate difficulties during goal setting and feel uncomfortable during the activities that require implementation skills related to functional literacy. Lack of adherence to the intervention is observed in half of the participants initially recruited and reduced participation during the process: four of 15 did not initiate the intervention, four started but not finished it, and seven completed entirely. Impacts reported by observers and facilitators refer to improvements in mood and general well-being.</p> <p>Impact mechanisms are related with the three intervention areas. Increase of bonding social capital, -by means of sense of belonging to the group, making new friends, finding out new facilities in the community- and linking social capital – increased familiarity and confidence towards the observers and the center. Two women began to participate together in walks organized by the center, so that social support led to changes in physical activity. Direct impacts in nutrition were not observed. Regarding health literacy, participants perceived as useful the recommendations on how to improve the communication with health professionals. Regarding context, doing the activity in the health care center favoured the involvement of participants. At the same time, they repeatedly showed resistance and rejection to intrinsic social changes in the neighbourhood: increased immigration and loss of family and social ties.</p> <p>The research team is currently preparing innovative actions addressed to students aimed to increase their awareness of health inequalities, to promote intergenerational relationships approaching the problems of both groups, and to encourage their curiosity for research.</p>
11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	Medical Sciences
12	ABSTRACT	<p>Motivations: Socio-economic and education determinants (SED) have a big impact on health outcomes, in terms of worse health status in populations living in disadvantaged conditions. Social capital (SC), self-management (SM) and health literacy (HL) are intermediate factors with potential to mitigate health inequalities through interventions driven by local health agents.</p> <p>Objectives: The main outcome is to improve self-perceived health among older people who perceived their health as fair or poor and are living in urban socioeconomically disadvantaged areas. Secondary aims are: (1) to analyse the efficacy of the intervention increasing SM, HL and SC; (2) to identify behavioural health patterns and link them with the intervention efficacy levels; (3) to analyse the effect of economic crisis in heath trajectories.</p> <p>Methodology: Randomized, controlled, pragmatic and open clinical trial. The complex intervention is based on a group dynamic held weekly during 3 months in primary health care centres of urban areas in Catalonia.</p> <p>Expected results: The study will provide scientific evidence on how to diminish health inequalities caused by SED. The role of participants as health agent will be encouraged among their proximity network. Results will allow launching evidence-based programs to shift social and health policies towards health equity.</p>
13	KEYWORDS	Health inequalities, self-perceived health, ageing, older people, primary health care, social capital, self-management, health literacy, socio-economic conditions, urban areas, well-being
14	START DATE	01-03-2015
15	FINAL DATE	28-02-2017
16	FUNDING	Obra Social La Caixa i Associació Catalana d'Universitats Públiques / Programa Recercaixa / Convocatòria 2014

17	PRINCIPAL COORDINATOR	<p>Laura Coll Planas, medical doctor, PhD student in Public health, Fundació Salut i Envel·liment de la Universitat Autònoma de Barcelona</p> <p>Sergi Blancafort, biologist, PhD in sociology, Fundació Salut i Envel·liment de la Universitat Autònoma de Barcelona</p> <p>Rosa Monteserin, medical doctor, PhD, EAP Sardenya</p>	<p>Women (number)</p> <p>2</p>	<p>Men (number)</p> <p>1</p>
18	LOCAL COORDINATOR (in case Coordinated projects)	<p>Name, position, and university</p> <p>-</p>	<p>Women (number)</p> <p>-</p>	<p>Men (number)</p> <p>-</p>
19	RESEARCH TEAM MEMBERS	<ul style="list-style-type: none"> • Alba Artigas Baeza, nurse, collaborator at the Fundació Salut i Envel·liment de la UAB. • Nuri Coma, nurse and antropologist, collaborator at the Fundació Salut i Envel·liment de la UAB. • Judith Pizarro, social worker at grup SAGESSA. • Antònia Raya Tena, primary care nurse at CAP Raval Nord. • Montserrat Riba, social worker at CAP Horta 7D. • Xavier Rojano Luque, epidemiologist at the Fundació Salut i Envel·liment de la UAB. • Ernest Morell, sociology student at the UAB in training at the Fundació Salut i Envel·liment. • Adrià Lobera, nurse, collaborator at the research unit of the EAP Sardenya. • Judith Vila, primary care nurse at EAP Sardenya. • Ester Cob, medical doctor, resident on family and community medicine at UDACEBA, EAP Sardenya • Helena Serrano, medical doctor, primary care physician at EAP Sardenya, EAP Sardenya 	<p>Women (number)</p> <p>8</p>	<p>Men (number)</p> <p>3</p>
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	<p>Until now the following actions have been carried out successfully:</p> <ul style="list-style-type: none"> • Creating an advisory board integrated by three older women who have advised on the design of the intervention, as well as public health professionals who have advised on the implementation and assessment. Moreover, one of the three older women has been 		

		<p>involved as researcher doing participant observation of the trips in two groups.</p> <ul style="list-style-type: none"> • Preparation of documents relating to the group intervention: study protocol, assessment questionnaire, and guidelines for conductors and observers. • Identification of health care centers that were likely to be included in the study and contact with managers. • Implementation and evaluation of the pilot study in a center from Barcelona. Evaluation included a focus group, interviews with participants and a group dynamic with the health professionals involved as observers and facilitator and the research team. • Presentation of the project to health care centers that were identified to conduct the intervention. • Advise to professionals from the health care centers on the recruitment, screening and evaluation of participants. • Training of facilitators and observers of the group intervention. • Dissemination of the project in several meetings and conferences. • Creation of a website and a twitter account. • Implementation of the intervention in the sixteen centers included in the study. The intervention has been completed in 11 centers and has started in three. In the remaining two centres, it will start by the middle of November. • Data entry of questionnaires. <p>This project has involved 16 primary health care centers from different providers of the public health system. Mostly women compose the network of professionals from these centres that are engaged in the AEQUALIS project.</p> <p>The AEQUALIS project has been recognised with two of the five awards given to the best contributions during the 36th SEMFYC congress (national conference on general practitioners) held in 2016: Best Research Project and Best Experience.</p> <p>The research team has been invited to write an article about the feasibility study for the journal "Comunidad" ("Community"), edited by SEMFYC (currently under review).</p>
21	SUSTAINABILITY	<p>One of the tangible products of the study is the intervention guide that facilitates the replication and design of similar interventions, and it can be adapted to different contexts. The guide will become a tool to promote community health in the primary health care centers involved in the study, as well as those that have shown interest to use the materials and run the intervention in their territory.</p> <p>A key element for the future sustainability of the project is that the observers of the intervention are professionals from primary care and the research team has trained them. Thus, they all have the necessary tools to run the intervention once finished the project.</p> <p>All publications of the project will be open access. Each center can use the data subset from its own centre in order to make secondary analysis and present scientific communications. Once the main outcomes of the study are published, data access will be open to other researchers who may be interested.</p> <p>Along with the development of the project, a network of centers involved will be created as a base of good practices in order to guarantee the implementation of recommendations established in the research project and its future sustainability. It will be also useful to promote further research lines related to AEQUALIS.</p> <p>Moreover, the research team will produce short videos that will be accessible from our website to everybody who may be interested in learn on replicate the intervention.</p>
22	LEARNING POTENTIAL	<p>This is one of the few multicentre clinical trials in the field of health promotion that have been run in primary care under a community approach focus. It is based on a complex intervention focused on three axes (health literacy, self-management and social capital) as potential modifiers of the influence of social determinants on health. The project shares the aim set out in the Catalan Health Plan 2016-2020 on reducing social inequalities measured as an increase of self-perceived health. The study will help to understand the effect of the</p>

		<p>economic crisis on individual health trajectories and social participation, as well as its impact on the increase and decrease of inequalities. It will also contribute to a better understanding of behavioural changes that may help to reduce health inequalities. The project will promote the implementation of evidence-based intervention procedures in future health policy strategies. It will also provide evidence on how to implement an intervention tailored to needs and local contexts of older people living in vulnerable situations. This methodology may be transferred to other contexts and intervention strategies.</p> <p>This research will facilitate the activation of intervention health strategies on older people more focused on the social reality of inequality.</p> <p>The results will provide evidence-based information more adjusted to the current reality, which will help to set recommendations addressed to general population, professionals and different levels of health administration. It will also test its effectiveness in everyday practice within a small group of selected participants and flexible terms. Furthermore, qualitative methodology will provide a better understanding of values, attitudes and personal expectations on self-management, as well as health behaviours of older people in a context of crisis and social vulnerability. Finally, this project can be used as a model for its biopsychosocial approach of health and as a source of wellness and good health.</p>
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	<p>The review of the literature and the definition of a theoretical framework have been developed under a gender perspective. The design of the intervention includes a gender and health promotion perspective about social determinants. That is, the intervention has been designed to promote the active participation and empowerment of participants, given that women –especially older ones– frequently have disempowered life trajectories. Besides that promotion of personal autonomy is one of the “guiding lights” of the intervention, there is a specific session aimed to discuss situations in which autonomy of older people is a value at risk.</p> <p>The intervention has been implemented trying to secure the participation of men, as they are frequently less involved in health promotion and group activities. Nevertheless, a major participation of women help us to respond to one of the current challenges: the high prevalence of older women living alone - often widows- with a poor self-perceived health and feelings of loneliness and having few opportunities to establish support ties and social networks.</p> <p>Process evaluation considers gender-related issues during recruitment, adherence to intervention and impacts. Data analysis will be done with men and women subgroups in order to identify possible gender differences in impacts.</p> <p>In process evaluation, qualitative and quantitative methodology are complementary. Qualitative methodology help us to deepen into different contexts and health trajectories of men and women, as well as into the diversity of perceived impacts and empowerment paths that have facilitated the intervention.</p>
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	<p>Two women and one man lead the AEQUALIS project. The rest of the research team includes 8 women and three men.</p>

5.2. Ankara University Policy Document on the Conditions of Appointment and Promotion of Academic Staff

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	<p>TITLE OF THE INICIATIVE</p> <p>Ankara University - Policy Document on the Conditions of Appointment and Promotion of Academic Staff ANKARA ÜNİVERSİTESİ ÖĞRETİM ÜYELİĞİ KADROLARINA ATANMA VE YÜKSELTİLME İLKELERİ</p>												
2	<p>TYPE OF INICIATIVE</p> <table border="1"> <tr> <td></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td>x</td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>		Research Project / Agreements / Patents		Seminars / Workshops / Training		Networks , associations, working groups		Dissemination: articles, web , social media	x	Political Decision Making -Process / institutional Assessment		Other initiatives
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3	<p>RESPONSIBLE INSTITUTION</p> <p>ANKARA UNIVERSITY</p>												
4	<p>CONTACT IN THE RESPONSIBLE INSTITUTION</p> <p>Çiler Doğan Professor of Communication at Ankara University Local Coordinator of GENOVATE Project İLEF Ankara Üniversitesi İletişim Fakültesi, Oda no: 301 06590 Cebeci, Ankara, Türkiye +90 (312) 319 77 14 -251 cdursun@ankara.edu.tr</p>												
5	<p>WEBSITE</p> <p>Link to the Senate decision announcing the policy document (in Turkish) http://personeldb.ankara.edu.tr/?page_id=427</p>												
6	<p>OTHER INVOLVED INSTITUTIONS</p> <p>None</p>												
7	<p>DESCRIPTION, STRATEGY & BENEFICIARY</p> <p>The initiative listed here as a good practice is a University policy document listing compulsory and optional conditions to be met by the academic staff for the appointment or reappointment to a permanent academic position at the University. The document states (exact translation from page 4 Article 1.6.30) “participation in academic and social work and projects targeting the struggle against all forms of poverty, discrimination and gender based discrimination in particular with the objectives of the promotion of human rights, environmental sensitivity and social justice” among the optional conditions that need to be fulfilled and which will be rewarded during the process of appointment and promotion. By doing so, academics will get extra credit/points for conducting research on these issues.</p>												
8	<p>INITIAL DIAGNOSIS - CONTEXT</p> <p>This action is initiated by the team members of the EU FP7 GENOVATE project conducted at the Ankara University and is also a part of a greater gender equality approach and strategy adopted by the University. (http://kasaum.en.ankara.edu.tr/?page_id=51).</p> <p>Once the GENOVATE project began its implementation at Ankara University, the research team conducted a study (including focus groups and in-depth interviews conducted with the academics) on the organizational culture on the issues of gender equality in the university. The study revealed that there is little incentive for gender research within academics. The team came up with the idea of providing incentive for research on gender and initiated the policy formulation and adaptation process. Çiler Dursun, the local coordinator of the GENOVATE project, was a member of the Commission on Appointment and Promotion of</p>												

		Academics and a member of the University Senate and she brought up the policy offer to these bodies. After facing some oppositions and having debates in these units, the offer was finally accepted and the policy was adopted by the University Senate. It is noteworthy that the team initially designed the policy for Social Sciences but during the Senate meeting, members of other disciplines such as Medicine or Engineering also declared their willingness to benefit from it; hence the criteria became relevant for all disciplines.		
9	OBJECTIVES	The policy document aims to promote research on different forms of discrimination with a particular focus on gender based discrimination from the perspective of human rights, social justice and environmental sensitivity, by encouraging that this type of research be considered favourably in promotion. Although the clause is not listed among the compulsory conditions for the appointment and promotion of academic staff, it operates as an incentive to generate academic or social work projects on these issues. Academic staff, having the knowledge that their work on gender (or other forms of discrimination) would be rewarded by the University administration would be more motivated to conduct work on such issues.		
10	IMPACT & OUTCOMES	Objective indicators which would make the assessment of the impact and outcome of such policy are not present (yet). The GENOVATE team members have been long willing to measure the impact of the policy but they have faced a hindrance: since the files of the academic staff who are applying for appointment or promotion are confidential it is not possible for them to acquire the information on the number of academics who invoked the extra score for gender studies. In order to overcome this problem, the team is planning to conduct a follow-up study by asking academics directly. On the basis of informal talks among the academics, the GENOVATE team foresees that the impact would be around 10% for social sciences.		
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	No particular discipline is addressed but the impact can be seen in every discipline.		
12	ABSTRACT	See description.		
13	KEYWORDS	Gender discrimination, human rights, social justice		
14	START DATE	2015		
15	FINAL DATE	Continuous –no final date		
16	FUNDING			
17	PRINCIPAL COORDINATOR	Prof. Uduak Archibong MBE Professor of Diversity; Director, Centre for Inclusion and Diversity and Strategic Advisor for Equality, Diversity and Inclusion at University of Bradford	Women (number)	Men (number)
			1	
18	LOCAL COORDINATOR (in case Coordinated projects)	Çiler Doğan Professor of Communication at Ankara University	Women (number)	Men (number)
			1	
19	RESEARCH TEAM MEMBERS	Emel Memiş Assistant Professor of Economics at Ankara University Yeliz Özdemir Research Assistant in the Faculty of Communication at Ankara University	Women (number)	Men (number)
			2	

EVALUATION OF THE GOOD PRACTICE		
20	WORKS WELL	This is an initiative operating as an incentive for the promotion of work, research and projects by the members of the university. The initiative does not require any resource but is effective as a reward for conducting research on specified topics. The impact of the policy has not been measured yet but a follow-up study is in the process of planning.
21	SUSTAINABILITY	Sustainability is high due to the adoption of policy by the university. The initiative is a good practice because it is not dependent upon the provision of budgets or any other material resources.
22	LEARNING POTENTIAL	The initiative offers a learning potential for other institutions for the promotion of gender-equality based research. It also is important in terms of its awareness' raising potential for both academics and students.
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	The policy suggests having a strong engagement with the issues of gender, environment, social justice and discrimination. Gender emerges as a central category in many of such issues. Hence ranging from Medicine to Sociology, by offering a reward, this policy encourages the inclusion of a gender component; the gender perspective. This policy was discussed by the academics in the meetings organized by GENOVATE team during the implementation of the GENO project, so it is therefore an embodiment of the efforts brought by GENOVATE.
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	Not applicable.

5.3. Design and Use of Gender Specific and Gender Stereotypical Toys

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET														
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	Other initiatives													
3	RESPONSIBLE INSTITUTION	Radboud University, Nijmegen, The Netherlands												
4	CONTACT IN THE RESPONSIBLE INSTITUTION	Dr. Els Rommes Radboud University Faculty of Social Sciences / Institute for Gender Studies Assistant Professor gender studies, pedagogy and ICT E.rommes@pwo.ru.nl / 024-3612806 The Netherlands												
5	WEBSITE	http://genderandset.open.ac.uk/index.php/genderandset/article/view/131												
6	OTHER INVOLVED INSTITUTIONS	Institute for Gender Studies												
7	DESCRIPTION, STRATEGY & BENEFICIARY	<p>Description: research into the design and use of gender specific and gender stereotypical toys. The strategies: summarizing previous research on the impact of gendered games on children; interviewing girls who play with gender specific masculine connoted computer games, developing two analytical scales to measure the gender specificity and the gender stereotypes of games and applying these scales on toys on the websites of three toy producing companies in the Netherlands.</p> <p>Beneficiaries: toy companies who want to make less gender sensitive or stereotypical games, parents who would provide their children with less stereotypical toys.</p>												
8	INITIAL DIAGNOSIS - CONTEXT	As a result of the numerous gender stereotypes present in most video games, frequent playing of video games is associated with greater acceptance and less critical evaluation of gender stereotypes. This is a form of a gender mainstreaming strategy.												
9	OBJECTIVES	<p>1) Discuss the extent to which the gender specificity of masculine connoted computer games present a problem for girls and how much freedom they have to experiment with masculine connoted characteristics.</p> <p>2) Explore how games acquire their gender scripts</p> <p>3) Identify possible interventions in the computer game design process that might lead to less stereotypical or gender specific toys being produced in the future</p>												
10	IMPACT & OUTCOMES	The results of the research have been published in the International Journal of Gender, Science and Technology, which is an open access journal. The research												

		have designed a method to analyse toys on scales of gender specificity and gender stereotypes, which can be potentially applied to other products.		
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	Pedagogy		
12	ABSTRACT	We have analysed the gender scripts of the toys of three Dutch companies and distinguished gender specific from gender stereotypical scripts. We developed a method for rating games on these two dimensions. Gender stereotypical games play an important part in the gendering of children. In order to explore to what extent this might also be the case for gender specific scripts, we interviewed eight girls (9-13 years old) about their play behaviour in relation to masculine connoted games. On the one hand, these girls felt free to play with such games, but on the other hand, they also spent time and effort justifying their choices, showing that their freedom to play with gender specific games with a masculine connotation was limited to some extent. Therefore, it is important that companies develop gender neutral, gender equal or gender bending games. In this respect, our analysis of the games developed by the three companies revealed considerable differences between the companies. We explored potential reasons for these differences in the markets (educational or retail trade) addressed by these companies, the user representation techniques they had used, and the (feminist) values that the directors of these companies held. We expect that interventions in the design process aimed at the user representation techniques used by the companies and the feminist values of the designers could be most effective in creating less gender specific and stereotypical games.		
13	KEYWORDS	Gender scripts, toys, games, gender stereotypes, scales		
14	START DATE	2008		
15	FINAL DATE	2011		
16	FUNDING	Internally funded by the Radboud University		
17	PRINCIPAL COORDINATOR	Els Rommes, Assistant professor, Radboud University	Women (number) 1	Men (number)
18	LOCAL COORDINATOR (in case Coordinated projects)	inapplicable	Women (number)	Men (number)
19	RESEARCH TEAM MEMBERS	Name, position, and university Els Rommes, Assistant professor, Radboud University	Women (number)	Men (number)
		Maartje Bos, MSc, Radboud University Josine Oude Geerdink, MSc, Radboud University	3	
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	This research project efficiently used literature review and primary and secondary data collection to produce a gender analysis of game design and use. The combination of developing scales to analyse the gender aspect for specific games and applying and testing these scales by interviewing girls playing these games, seems like a very good direct measurement. Due to the small scale of data collection, the research has an exploratory character.		

21	SUSTAINABILITY	This small research project is part of a sustainable line of research of the project coordinator into gender and technology. The project coordinator is currently involved in various longer projects involving gender in technique, such as 'useTsmartly (2013-2016)', 'Identities and Diversities in the Making (2012-2016)', and 'The Dynamics of Gender'.
22	LEARNING POTENTIAL	<ul style="list-style-type: none"> • Combine different methods to validate products • Interviewing children as users of technology • Studying gender in technology and IT, and especially in children increases awareness of how stereotypes develop early in life and how technology can be applied to change this tendency.
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	The data and assessment included demonstrate the importance of a gender analysis of the gaming industry, which is presently mainly analysed from a mainstream perspective.
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	The project is coordinated by a female assistant professor with a permanent position at Radboud University, and the research group consisted of only women. On the one hand this empowers the position of women in science, but on the other hand including men in the project would illustrate that the topic is of general interest.

5.4. Equit@T UOC Award

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	TITLE OF THE INITIATIVE Equit@T UOC Award Premi equit@T UOC												
2	TYPE OF INITIATIVE <table border="1" style="margin-left: 20px;"> <tr><td><input type="checkbox"/></td><td>Research Project / Agreements / Patents</td></tr> <tr><td><input type="checkbox"/></td><td>Seminars / Workshops / Training</td></tr> <tr><td><input type="checkbox"/></td><td>Networks , associations, working groups</td></tr> <tr><td><input type="checkbox"/></td><td>Dissemination: articles, web , social media</td></tr> <tr><td><input type="checkbox"/></td><td>Political Decision Making -Process / institutional Assessment</td></tr> <tr><td><input checked="" type="checkbox"/></td><td>Other initiatives</td></tr> </table>	<input type="checkbox"/>	Research Project / Agreements / Patents	<input type="checkbox"/>	Seminars / Workshops / Training	<input type="checkbox"/>	Networks , associations, working groups	<input type="checkbox"/>	Dissemination: articles, web , social media	<input type="checkbox"/>	Political Decision Making -Process / institutional Assessment	<input checked="" type="checkbox"/>	Other initiatives
<input type="checkbox"/>	Research Project / Agreements / Patents												
<input type="checkbox"/>	Seminars / Workshops / Training												
<input type="checkbox"/>	Networks , associations, working groups												
<input type="checkbox"/>	Dissemination: articles, web , social media												
<input type="checkbox"/>	Political Decision Making -Process / institutional Assessment												
<input checked="" type="checkbox"/>	Other initiatives												
3	RESPONSIBLE INSTITUTION Universitat Oberta de Catalunya (UOC). The award's jury consists of members from several universities in Catalonia, such as the UAB (Universitat Autònoma de Barcelona), UB (Universitat de Barcelona), UPC (Universitat Politècnica de Catalunya), UOC (Universitat Oberta de Catalunya); and other organizations, like CITIC (Centro Latinoamericano de Estudios de Informática y Comunicación), EVERIS and Ackcent.												
4	CONTACT IN THE RESPONSIBLE INSTITUTION Name of contact person: M. Antonia Huertas / Montse Serra Organisation / Institution: UOC Department / Research Centre: Estudis d'Informàtica, Multimèdia i Telecomunicació (UOC) Job position: teachers Email / Phone: mserravi@uoc.edu / (0034) 652 162 110 Country: Catalonia, Spain												
5	WEBSITE http://premi-equitat.uoc.edu/es/												
6	OTHER INVOLVED INSTITUTIONS												
7	DESCRIPTION, STRATEGY & BENEFICIARY From the studies of Computer Sciences of UOC and through the equit@T award UOC, our university wants to promote the participation of women within the academic and professional ICT field. The main goal is to reach the gender equality, a balance between men and women. The beneficiary can be men, women and institutions with the same goal of good practices for gender equality. These good practices can be carried out with projects, appropriate leadership, activities addressed to it and so on.												
8	INITIAL DIAGNOSIS - CONTEXT The award is focused on the minor participation of women in the ICT field. For instance, in technical degrees and all types of technical education.												
9	OBJECTIVES This year (2016) has been the first edition of the award, which dealt with a mission or intention of the utmost importance: promoting women within the ICT scope. Our aim for the future is to be able to organise the award from now on every year, but that involves searching for collaboration from other institutions or organisations.												
10	IMPACT & OUTCOMES The award had an impact not only in our country, Spain, but also in Portugal and South America.												

11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	Could you select one of the UNESCO <table border="1" data-bbox="746 253 1241 320"> <tr> <td><input checked="" type="checkbox"/></td> <td>Technological Sciences</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Ethics</td> </tr> </table>	<input checked="" type="checkbox"/>	Technological Sciences	<input checked="" type="checkbox"/>	Ethics
<input checked="" type="checkbox"/>	Technological Sciences					
<input checked="" type="checkbox"/>	Ethics					
12	ABSTRACT	The main goal of the award is to achieve the gender equality, and balance between men and women within the ICT field.				
13	KEYWORDS	Equality gender, ICT technologies, educational and professional field				
14	START DATE	First edition in 2016				
15	FINAL DATE	The idea is to repeat this award next year and to promote it for the future.				
16	FUNDING	Funding institution: UOC				
17	PRINCIPAL COORDINATOR	M. Antonia Huertas, teacher, UOC <table border="1" data-bbox="965 622 1394 712"> <tr> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td>1</td> <td></td> </tr> </table>	Women (number)	Men (number)	1	
Women (number)	Men (number)					
1						
18	LOCAL COORDINATOR (in case Coordinated projects)	Montse Serra, teacher, UOC & UAB <table border="1" data-bbox="965 712 1394 869"> <tr> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td>1</td> <td></td> </tr> </table>	Women (number)	Men (number)	1	
Women (number)	Men (number)					
1						
19	RESEARCH TEAM MEMBERS	Name, position, and university <table border="1" data-bbox="965 869 1394 981"> <tr> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td></td> </tr> </table>	Women (number)	Men (number)		
Women (number)	Men (number)					
EVALUATION OF THE GOOD PRACTICE						
20	WORKS WELL	The award was a successful event. The winner of the award was “Fundación Laboratoria” de Chile. “Laboratoria” is a social initiative that allows young women to get an excellent expertise in web technology, in order to introduce them in the digital industry as front end developers. The main goal of all this is to decrease the gender gap that exists in the technological industry. In Chile, only a 4,5% of workers of this field are women.				
21	SUSTAINABILITY	The award is 100% sustainable, but in the future, our institution wants to collaborate with public and private institutions and organisations, since we have noticed their interest during this first edition. New calls for others partners will be offered (i.e.: universities, Oracle, Telefonica, HP, etc.)				
22	LEARNING POTENTIAL	An important issue here is the visibility that the Equit@T UOC award has given to the gender balance, by showing skills and abilities and exceptional innovation in the ICT scope, always with a gender and social perspective of the ICT technologies.				
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	This initiative is focused on gender and equality promotion, by putting emphasis on the intention of the projects, the type of leadership, the composition of teams, social interests, and in general, balanced opportunities between men and women, including the quality contribution that feminine approach incorporates. It is a way to increase knowledge about different aspects of women and men’s when leading and working in team groups.				
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	The action of the award helps to achieve research teams and projects lead by women, or a change in power relationships. The award is a way of gender-sensitive dissemination because introduces different points of view from both sides, men and women, and from academic and professional areas. At the same time, others factors according to balance gender are faced such as sociocultural aspects, race, age, educational background and so on. Our award is tolerating with all these kind of interactions without discrimination in order to reveal any kind of inequalities.				

5.5. EPOGENDER, Gender Violence: Protocols for the protection of victims and effectiveness of protection orders

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	TITLE OF THE INITIATIVE Epogender – Gender violence: Protocols for the protection of victims and effectiveness of protection orders. Towards an efficient implementation of Directive 2011/99/EU												
2	TYPE <table border="1"> <tr> <td><input checked="" type="checkbox"/></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Networks , associations, working groups</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Other initiatives</td> </tr> </table>	<input checked="" type="checkbox"/>	Research Project / Agreements / Patents	<input checked="" type="checkbox"/>	Seminars / Workshops / Training	<input type="checkbox"/>	Networks , associations, working groups	<input checked="" type="checkbox"/>	Dissemination: articles, web , social media	<input type="checkbox"/>	Political Decision Making -Process / institutional Assessment	<input type="checkbox"/>	Other initiatives
<input checked="" type="checkbox"/>	Research Project / Agreements / Patents												
<input checked="" type="checkbox"/>	Seminars / Workshops / Training												
<input type="checkbox"/>	Networks , associations, working groups												
<input checked="" type="checkbox"/>	Dissemination: articles, web , social media												
<input type="checkbox"/>	Political Decision Making -Process / institutional Assessment												
<input type="checkbox"/>	Other initiatives												
3	RESPONSIBLE INSTITUTION Universitat Rovira i Virgili Tarragona - Spain												
4	CONTACT IN THE RESPONSIBLE INSTITUTION Laura Román - Project Manager Sandra Ramos - Research Assistant Public Law Department Av. Catalunya, 35 43002 Tarragona - Spain +34 977558343 epogender@urv.cat												
5	WEBSITE http://www.epogender.eu/												
6	OTHER INVOLVED INSTITUTIONS Universitat Autònoma de Barcelona; Szczecin University; Bulgarian Judges Association												
7	DESCRIPTION, STRATEGY & BENEFICIARY <p>Description: research on the protection measures of gender violence victims when exercising their right to freely move and reside within the EU.</p> <p>The strategies: sending a questionnaire to national experts; drafting national reports on the existing protection measures of gender violence victims in the 26 EU Member States affected by the Directive; analyzing the state of implementation of EU Directive 2011/99/EU; comparing the national reports; providing recommendations on how to better implement the Directive, with a special focus on victims of gender-based violence; providing training in different EU countries on the European protection order.</p> <p>Beneficiaries: EU Member States and institutions; national, local and regional authorities; practitioners and other stakeholders involved in the protection of victims, in particular judges, prosecutors, competent public authorities and social services, police officers, lawyers</p>												
8	INITIAL DIAGNOSIS - CONTEXT <p>The EU Member States have different protocols and legislation addressing the protection of victims of gender-based violence. The lack of harmonization in this regard is problematic as it may result in less protection for women when they decide to move from an EU Member State to another. In response to that issue, Directive 2011/99/EU on the European protection order was adopted. It protects persons against criminal acts of other persons that suppose a risk for their life or integrity.</p> <p>In this context, this research project aims to offer a Handbook comprising both the legislation in force and indicators allowing the correct transposition of the Directive and the adoption of effective protocols for the protection of gender violence victims who exercise their right to freedom of movement and residence.</p>												

9	OBJECTIVES	<ol style="list-style-type: none"> 1) Identify the current situation in the EU Member States on the protection measures available for victims of gender-based violence 2) Identify harmonized and divergent protections measures across the 28 national legal orders 3) Identify the obstacles to the harmonization of the protection measures 4) Provide indicators allowing to harmonize the protection of the victims of gender violence in the EU 5) Provide indicators allowing the correct transposition of Directive 2011/99/EU 6) Organize training workshops for practitioners and other relevant stakeholders, in particular judges, prosecutors, competent public authorities and social services, police officers, lawyers 7) Raise awareness among the general population.
10	IMPACT & OUTCOMES	<p>The results of the research have been published in two different handbooks, available both in Spanish and English:</p> <ul style="list-style-type: none"> - Protection of the Gender-Based Violence Victims in the European Union - The European Protection Order. Its application to the victims of gender violence. <p>Both publications are available in open access.</p> <p>Furthermore, several workshops involving practitioners and other stakeholders involved in the protection of victims have taken place in several EU Member States, including an international congress entitled 'The European Protection Order for Victims. Criminal judicial cooperation and gender-based violence'.</p>
11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	Juridical Sciences and Law
12	ABSTRACT	<p>The EU Member States have protocols addressing protection of victims of gender violence (in particular women and children) that due to the lack of harmonisation cause malfunctions in the protection offered to victims when exercising their right to freely move and reside within the EU since the protection provided in each Member State has different characteristics. One of the measures launched by the EU in order to cope with this issue is the adoption of Directive 2011/99/EU of the European Parliament and the Council on European protection order that although referring to protection of persons against criminal acts of other persons that suppose a risk for their life or physical, psychological or sexual integrity as well as to prevent new criminal acts or diminish the consequences of those committed before, but has also a particular relevance as for the protocols in the Member States dealing with the protection of victims of gender violence (as the Directive establishes).</p> <p>Taking into account the particular importance of this new institution of law, which is the European protection order, we understand that it is particularly important to analyse the state of art of the protection measures of victims of gender violence. Despite of the necessary openness of the criminal proceedings, the lack of a final judgement, the existence or not of provisional measures against the alleged offender or the victim, the national legislations of the Member States establish protection measures having criminal, civil or administrative character, constituting the basis for the adoption of a European protection order according to a specific procedure. We therefore propose this study of the state of art of this topic as well as of the implementation of the measures launched by the Directive in order to achieve its correct transposition and at the same time to strengthen</p>

		<p>the suitability of the protocols for the protection of victims of gender violence in the Member States for the case that those exercise their right to freely move and reside within the EU.</p> <p>The Project seeks to offer a Handbook comprising both legislation in force and indicators allowing for the correct transposition of the Directive and the adoption of effective protocols for the protection of victims within of the framework of the freedom of movement and residence. The study to be carried out will be accompanied by training workshops for stakeholders in the four Member States of the Project partners in charge of the adoption of protection measures. Those workshops will account for the advances in the research conducted within the Project allowing for at the same time to gather some feedback as for the contents of the Handbook. Besides, the research and training activities will be complemented by dissemination activities directed towards awareness raising in the society and the promotion of the importance of the Union rules in this field, in particular of Directive 2011/99/EU.</p> <p>The Project is co-ordinated by the Rovira i Virgili University (URV) in partnership with the Autonomous University of Barcelona (UAB). The European dimension of the Project is strengthened through the participations of the University of Szczecin from Poland and the Bulgarian Judges Association (BJA). Besides, experts from all EU Member States will provide support since the conclusions of the project shall be of available for all EU Member States and the Union institutions themselves.</p>						
13	KEYWORDS	European protection order; gender-based violence; protection measures; comparative analysis.						
14	START DATE	2013						
15	FINAL DATE	2015						
16	FUNDING	European Commission's Daphne III Programme.						
17	PRINCIPAL COORDINATOR	<table border="1"> <tr> <td>Teresa Freixes, Full professor</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td>1</td> <td></td> </tr> </table>	Teresa Freixes, Full professor	Women (number)	Men (number)		1	
Teresa Freixes, Full professor	Women (number)	Men (number)						
	1							
18	LOCAL COORDINATOR (in case Coordinated projects)	<table border="1"> <tr> <td>Teresa Freixes, Full professor</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td>1</td> <td></td> </tr> </table>	Teresa Freixes, Full professor	Women (number)	Men (number)		1	
Teresa Freixes, Full professor	Women (number)	Men (number)						
	1							
19	RESEARCH TEAM MEMBERS	<table border="1"> <tr> <td>Laura Román, Senior Lecturer Neus Oliveras, Senior Lecturer Víctor Merino, Lecturer Núria Torres, Lecturer Elisabet Cerrato, Lecturer Raquel Vaño, Post-doctoral researcher Sandra Ramos, Administrative Manager Mercè Sales, Lecturer Caspar Visser, Lawyer-linguist Corinne Drouin, Administrative Manager Bettina Steible, PhD candidate Pasquale Policastro, Professor Bogna Baczynska, Joint Professor Emil Dechev, Judge Svetla Margaritova-Vuckova, Lecturer and legal expert Atanas Atanasov, Judge</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td>11</td> <td>5</td> </tr> </table>	Laura Román, Senior Lecturer Neus Oliveras, Senior Lecturer Víctor Merino, Lecturer Núria Torres, Lecturer Elisabet Cerrato, Lecturer Raquel Vaño, Post-doctoral researcher Sandra Ramos, Administrative Manager Mercè Sales, Lecturer Caspar Visser, Lawyer-linguist Corinne Drouin, Administrative Manager Bettina Steible, PhD candidate Pasquale Policastro, Professor Bogna Baczynska, Joint Professor Emil Dechev, Judge Svetla Margaritova-Vuckova, Lecturer and legal expert Atanas Atanasov, Judge	Women (number)	Men (number)		11	5
Laura Román, Senior Lecturer Neus Oliveras, Senior Lecturer Víctor Merino, Lecturer Núria Torres, Lecturer Elisabet Cerrato, Lecturer Raquel Vaño, Post-doctoral researcher Sandra Ramos, Administrative Manager Mercè Sales, Lecturer Caspar Visser, Lawyer-linguist Corinne Drouin, Administrative Manager Bettina Steible, PhD candidate Pasquale Policastro, Professor Bogna Baczynska, Joint Professor Emil Dechev, Judge Svetla Margaritova-Vuckova, Lecturer and legal expert Atanas Atanasov, Judge	Women (number)	Men (number)						
	11	5						
EVALUATION OF THE GOOD PRACTICE								

20	WORKS WELL	<p>This research project followed an efficient methodology, through the use of questionnaires, collection of national legislation, national reports, comparative analysis, and the elaboration of a final handbook.</p> <p>The initial goals were fully achieved, as a snapshot of the legislative framework existing in the 26 EU Member States affected was made, thus resulting in the comparative analysis and final handbook. In addition, the different training workshops were successfully implemented and manage to raise awareness on the protection awarded at EU and national level to victims of gender-based violence.</p>
21	SUSTAINABILITY	<p>The results of the research project have been published and are made available in open access in order to ensure the best dissemination possible. In this respect, all the information about the activities, publications, and workshops, conducted within the frame of this project are available on the website, which remains active although the project was closed in 2015.</p> <p>Furthermore, an important effort was made to ensure that the outcomes of the project would be properly disseminated among university professors as well as practitioners (judges, public prosecutors, lawyers, police officers, specialised social services), in different languages.</p>
22	LEARNING POTENTIAL	<ul style="list-style-type: none"> • Analyse the different legal frameworks of protection of victims of gender-based violence across the EU • Analyse the European protection order and assess its potential in ensuring the protection of victims of gender-based violence
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	<p>The whole research project adopted a gender-based analysis as it focused on the protection awarded to victims of gender-based violence.</p>
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	<p>The scientific coordination of the project was conducted by a female full professor at the Autonomous University of Barcelona, and the overall management by a female senior lecturer at the Rovira and Virgili University. While the majority of the research team members were women (11), five men also actively participated in the project, including two local coordinators.</p>

5.6. International, qualitative research project on the topic: Multinational Qualitative Study of Children's Well-being

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	TITLE OF THE INITIATIVE International, qualitative research project on the topic: Multinational Qualitative Study of Children's Well-being												
2	TYPE OF INITIATIVE <table border="1" style="margin-left: 20px;"> <tr> <td><input checked="" type="checkbox"/></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Networks , associations, working groups</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Other initiatives</td> </tr> </table>	<input checked="" type="checkbox"/>	Research Project / Agreements / Patents	<input checked="" type="checkbox"/>	Seminars / Workshops / Training	<input type="checkbox"/>	Networks , associations, working groups	<input type="checkbox"/>	Dissemination: articles, web , social media	<input type="checkbox"/>	Political Decision Making -Process / institutional Assessment	<input type="checkbox"/>	Other initiatives
<input checked="" type="checkbox"/>	Research Project / Agreements / Patents												
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<input type="checkbox"/>	Networks , associations, working groups												
<input type="checkbox"/>	Dissemination: articles, web , social media												
<input type="checkbox"/>	Political Decision Making -Process / institutional Assessment												
<input type="checkbox"/>	Other initiatives												
3	RESPONSIBLE INSTITUTION Department I, Social Work, Vechta University												
4	CONTACT IN THE RESPONSIBLE INSTITUTION Christine Hunner-Kreisel University of Vechta Centre Department 1, Social Work Professor Christine.hunner-kreisel@uni-vechta.de Germany												
5	WEBSITE												
6	OTHER INVOLVED INSTITUTIONS												
7	DESCRIPTION, STRATEGY & BENEFICIARY The study involves a qualitative counterpart to the Children's Worlds study which explores concepts of the Children's Worlds study by emphasising local contexts in a comparative national analysis.												
8	INITIAL DIAGNOSIS - CONTEXT The context of the international project "children well-being: global and local contexts" has been conceptualized together with two colleagues from Berlin (Prof.'in Susann Fegter/TU-Berlin) and Sydney (Dr. Tobia Fattore/Macquarie University) as we recognized that there is much more quantitative research on children's well being than qualitative approaches. It is the common aim to find methodological ways of comparing the data beyond the national level as an essentialized category and therefore beyond methodological nationalism.												
9	OBJECTIVES Following an intersectional methodological approach, the main aim is to make inequalities and discrimination visible.												
10	IMPACT & OUTCOMES It is quite early for a description of the impact and outcomes. One main topic of the project is the concept of well-being, although research in 21 countries cannot be compared along the category of nation.												
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD <table border="1" style="margin-left: 20px;"> <tr> <td><input type="checkbox"/></td> <td>Logic</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Mathematics</td> </tr> <tr> <td><input checked="" type="checkbox"/></td> <td>Pedagogy</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Political Science</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Psychology</td> </tr> <tr> <td><input type="checkbox"/></td> <td>Science of Arts and Letters</td> </tr> </table>	<input type="checkbox"/>	Logic	<input type="checkbox"/>	Mathematics	<input checked="" type="checkbox"/>	Pedagogy	<input type="checkbox"/>	Political Science	<input type="checkbox"/>	Psychology	<input type="checkbox"/>	Science of Arts and Letters
<input type="checkbox"/>	Logic												
<input type="checkbox"/>	Mathematics												
<input checked="" type="checkbox"/>	Pedagogy												
<input type="checkbox"/>	Political Science												
<input type="checkbox"/>	Psychology												
<input type="checkbox"/>	Science of Arts and Letters												

19	RESEARCH TEAM MEMBERS		4	
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	The research with the students and with the colleagues was very good and effective.		
21	SUSTAINABILITY	The results will be sustainable due to the well-connected teams within the research community or to central social players (for example field of education). They all are working along with educational institutions and with representative institutions of the cities where the research is located.		
22	LEARNING POTENTIAL	The research produces interesting information with respect to gender stereotypes. For example, how concepts of well-being of children being addressed as girls are strongly interwoven with social beauty ideals. It is also about the strength of normative ideals in family and what it means for children to grow up in a foster home.		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	Children from female* and male* sexes were asked for their perspectives. Intersectional analysis.		
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	These projects include mostly women and seldom men.		

5.7. Inter-university Gender Research Seminar

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET														
1	TITLE OF THE INITIATIVE	Interuniversity Gender Research Seminar												
2	TYPE OF INICIATIVE	<table border="1"> <tr> <td></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td>x</td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>		Research Project / Agreements / Patents	x	Seminars / Workshops / Training		Networks , associations, working groups		Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
	Research Project / Agreements / Patents													
x	Seminars / Workshops / Training													
	Networks , associations, working groups													
	Dissemination: articles, web , social media													
	Political Decision Making -Process / institutional Assessment													
	Other initiatives													
3	RESPONSIBLE INSTITUTION	University of Antwerp Free University of Brussels Ghent University												
4	CONTACT IN THE RESPONSIBLE INSTITUTION	<p>Henk de Smaele University of Antwerp History department Associate professor Henk.desmaele@uantwerpen.be Belgium</p> <p>Petra Meier University of Antwerp Political Sciences department – Citizenship, Equality and Diversity Full professor Petra.meier@uantwerpen.be Belgium</p> <p>Julie Carlier Ghent University Department of Conflict and Development Studies - Ghent Centre for Global Studies Coordinator Julie.carlier@ugent.be Belgium</p> <p>Chia Longman Ghent University Centre for Research on Culture and Gender Associate professor Chia.longman@ugent.be Belgium</p> <p>Karen Celis Free University of Brussels Political Sciences department – RHEA Centre for Gender and Diversity Research professor Karen.Celis@vub.ac.be Belgium</p> <p>Gily Coene Free University of Brussels RHEA Centre for Gender and Diversity Professor and Director of RHEA Gily.Coene@vub.ac.be</p>												

		Belgium
5	WEBSITE	http://www.culturegender.ugent.be/en/GRS Edition 2016 Ghent University https://www.uantwerpen.be/en/rg/ced/seminars/resistances-to-gender-equality/ Edition 2015 University of Antwerp https://my.vub.ac.be/nieuws/interuniversity-gender-research-seminar-2013-2014-feminist-methodologies Edition 2014 Free University of Brussels
6	OTHER INVOLVED INSTITUTIONS	NA
7	DESCRIPTION, STRATEGY & BENEFICIARY	<p>Having an interdisciplinary focus, since 2010, this yearly, free course provides PhD and advanced MA students whose research is situated in or related to the field of Gender and/or Diversity Studies with in-depth and advanced training in contemporary Gender Studies and theory and methodology in related fields, such as Sexuality Studies, Cultural Studies, Postcolonial Studies, etc., next to general scholarly skills such as reading, writing, discussing and presenting. The course is not limited to issues of gender alone, but aims to attract students broadly interested in subjectivity, identity, diversity and agency and questions of (in)equality and power in society and culture from a critical research perspective.</p> <p>Alternating, the two days of lectures and master classes take place at the Universities of Antwerp, Brussels or Ghent. Students attend all keynote speaker sessions and prepare reading assignments. Students present their own research in one of the master classes and (try to) relate it to the topic of the course, which changes annually, for example:</p> <ul style="list-style-type: none"> - 2016: Moralities and the Intimate Life (Ghent) - 2015: ResistanceS to gender EQUALITY (Antwerp) - 2014: Feminist Methodologies (Brussels) <p>Beneficiaries: Advanced master and Doctoral students in Human and Social Sciences who are interested in including a gender+ perspective in their research.</p>
8	INITIAL DIAGNOSIS - CONTEXT	<p>The Flemish academic scene is characterized by a predominantly disciplinary organization. There is no central policy on gender in curricula. The interuniversity Master Gender & Diversity (2014-2015) and specific courses related to gender in specific disciplines (such as literature, or political sciences) are dependent on the individual engagement of professors and researchers. These are often no obligatory courses to all students, which means that only a limited group of interested students find and follow these courses and are trained in gender research.</p> <p>The organization of interdisciplinary gender research seminars allows gender scholars from different fields to meet, present and discuss their work with peers and to stay on top of the latest debates in critical, gender+ research.</p>
9	OBJECTIVES	<ul style="list-style-type: none"> - The main objective is to - Provide advanced training to MA and PhD students in critical gender+ studies - Draw attention to current and upcoming theoretical and methodological debates regarding gender and diversity by annual theme selection. - Students present and discuss their research beyond their disciplinary work environment with peers in gender studies. Hereby they develop their analytical, comparative skills.
10	IMPACT & OUTCOMES	<p>The main impact lies with the respective theses of the participants who are supported in their research regarding:</p> <ul style="list-style-type: none"> - rethinking priorities and social interests of research, - rethinking concepts and theories. <p>For example, the theme of resistance to gender equality in 2015, focussed both on the theoretical meaning of resistance, empirical findings, but also on the role</p>

		<p>of gender scholars as resisting agents (e.g. against neoliberalism) or against conservative resistance.</p> <p>Individual reflection on own research is fostered through the presenting of their own work and the writing of a paper wherein they apply the insights of the seminar to their work.</p> <p>Attendance lies around 20-30 students. Non-academics are also welcomed to the public lectures.</p>																												
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	<table border="1"> <tr><td>X</td><td>Anthropology</td></tr> <tr><td>X</td><td>Demographics</td></tr> <tr><td>X</td><td>Economic Sciences</td></tr> <tr><td></td><td>Geography</td></tr> <tr><td>X</td><td>History</td></tr> <tr><td>X</td><td>Juridical Sciences and Law</td></tr> <tr><td>X</td><td>Linguistics</td></tr> <tr><td>X</td><td>Pedagogy</td></tr> <tr><td>X</td><td>Political Science</td></tr> <tr><td>X</td><td>Psychology</td></tr> <tr><td>X</td><td>Science of Arts and Letters</td></tr> <tr><td>X</td><td>Sociology</td></tr> <tr><td>X</td><td>Ethics</td></tr> <tr><td>X</td><td>Philosophy</td></tr> </table> <p>The seminars are interdisciplinary, open to all students, but mostly situated within Human and Social Sciences</p>	X	Anthropology	X	Demographics	X	Economic Sciences		Geography	X	History	X	Juridical Sciences and Law	X	Linguistics	X	Pedagogy	X	Political Science	X	Psychology	X	Science of Arts and Letters	X	Sociology	X	Ethics	X	Philosophy
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X	Science of Arts and Letters																													
X	Sociology																													
X	Ethics																													
X	Philosophy																													
12	ABSTRACT	<p>This yearly interdisciplinary and interuniversity intensive course provides Doctoral and advanced Master students from human and social sciences of the universities of Antwerp, Brussels and Ghent with in-depth and advanced training in gender+ studies, next to general scholarly skills such as reading, writing, discussing and presenting. The course is not limited to issues of gender alone, but aims to attract students broadly interested in diversity, epistemology and questions of (in)equality and power in society, culture and politics from a critical research perspective. Central to the course seminars are the key concepts, theories and methodologies for research in gender studies as an interdisciplinary field, yet which are also relevant for other critical research.</p> <p>Each year the course has a specific focus, drawing on different debates and course material, which allows students who previously followed the course to re-register.</p>																												
13	KEYWORDS	Research seminar, Theory, Methodology, Gender+ (Gender & Diversity, specific attention is paid to intersectionality)																												
14	START DATE	2010																												
15	FINAL DATE	Ongoing, yearly activity																												
16	FUNDING	<p>The respective Doctoral Schools Vlaanderen in Actie, Pact 2020 (Flemish Government)</p> <p>The seminars are funded ad hoc. The organizing university of the year applies for respective funding through general calls of the government and doctoral schools for smaller projects.</p>																												
17	PRINCIPAL COORDINATOR	<table border="1"> <tr> <td>Name, position, and university Cf. point 4 contacts of Scientific Committee</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td>5</td> <td>1</td> </tr> </table>	Name, position, and university Cf. point 4 contacts of Scientific Committee	Women (number)	Men (number)		5	1																						
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	5	1																												
18	LOCAL COORDINATOR (in case Coordinated projects)	<table border="1"> <tr> <td>Name, position, and university NA</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </table>	Name, position, and university NA	Women (number)	Men (number)																									
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19	RESEARCH TEAM MEMBERS	Name, position, and university NA	Women (number)	Men (number)
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	<p>Efficiency: Because of the interuniversity cooperation, with support of the respective doctoral schools and ad hoc funding of the Flemish government, it is possible to organize at one of the universities so this doesn't require substantial mobility nor fees.</p> <p>Effectiveness: In only two days, the students gain in-depth knowledge through key literature and keynote speakers. Furthermore, as they present their own work to their peers and present professors, the feedback and acquired knowledge has an impact in their research with a direct gender perspective.</p>		
21	SUSTAINABILITY	<p>Medium/high sustainability: Since 2010 the research seminars have been organized annually. This is based upon the cooperation of multiple professors and ad hoc funding. In this sense, economical sustainability is dependent on these funds (needed for keynote speakers). If professors were to change institutions this could impact the seminars, however, this is secured by the involvement of multiple actors.</p>		
22	LEARNING POTENTIAL	<ul style="list-style-type: none"> - interdisciplinary and interuniversity cooperation - paying close attention to the latest and upcoming debates regarding gender and diversity - using calls for small grants of doctoral schools and the government to organize the seminars. For example, at the University of Antwerp, the doctoral school launches yearly a call to doctoral students and their supervisors to apply for funding if the project(s) are targeted at doctoral students and their further education and professional development. 		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	<p>NA [no view on the actual theses of participants]</p> <p>Participants present their work and are also required to write a paper on their work and the connection to the seminar theme if they want to require the credits. During the seminar and after the paper deadline, the participants receive individual feedback. The central purpose is to support the participant in their own gender research project.</p>		
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	NA		

5.8. KOÇ-KAM Research Fund Program

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	<p>TITLE OF THE INITIATIVE</p> <p>KOÇ-KAM Research Funds Program KOÇ-KAM Araştırma Ödülleri Program</p>												
2	<p>TYPE OF INITIATIVE</p> <table border="1"> <tr> <td></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td>x</td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td>x</td> <td>Other initiatives</td> </tr> </table>		Research Project / Agreements / Patents		Seminars / Workshops / Training	x	Networks , associations, working groups		Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment	x	Other initiatives
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	Dissemination: articles, web , social media												
	Political Decision Making -Process / institutional Assessment												
x	Other initiatives												
3	<p>RESPONSIBLE INSTITUTION</p> <p>Koç Üniversitesi Toplumsal Cinsiyet ve Kadın Çalışmaları Araştırma ve Uygulama Merkezi (The Center for Gender Studies at Koc University)-KOC-KAM</p> <p>KOC-KAM was established in 2010 at Koç University in Istanbul. The Center works as an interdisciplinary hub for gender research and gender studies by bringing together faculties and researchers from different disciplines such as Sociology, Social Psychology, History, Law, Nursing, Philosophy, Political Science and Visual Arts with the aim of creating a sphere to share their research, to conduct collaborative national and international projects and to undertake various academic and training activities within and outside the university on issues of women and gender.</p> <p>KOC-KAM's affiliated faculty and researchers came together with a common interest to foster debate and create awareness of gender issues in Turkey and elsewhere, as well as to collaborate on their gender-related research which becomes only stronger when an interdisciplinary and multi-methodological perspective is endorsed.</p> <p>KOC-KAM's research interests include:</p> <p>Family, gender, self and human development, Women's human rights, Gender equality, law and politics, Feminism, feminist theory and philosophy, Gender in the visual arts, Women's health, body politics, care, Women's movements, participation and democracy.</p>												
4	<p>CONTACT IN THE RESPONSIBLE INSTITUTION</p> <p>Prof. Çiğdem Kağıtçıbaşı Director, KOÇ-KAM Psychology Department e-mail: ckagit@ku.edu.tr</p> <p>Assoc. Prof. Hülya Şimğa Vise Director, KOÇ-KAM Philosophy Department e-mail: hsimga@ku.edu.tr</p> <p>Sultan Toprak Coordinator, KOÇ-KAM e-mail: sutoprak@ku.edu.tr Tel: +90 212 338 1680</p>												

5	WEBSITE	https://kockam.ku.edu.tr/research-funds																						
6	OTHER INVOLVED INSTITUTIONS	-																						
7	DESCRIPTION, STRATEGY & BENEFICIARY	<p>KOC-KAM holds a funding program to support academic research projects on gender issues. The funding program has been conducted since 2011, and it allocates funds to selected outstanding research proposals for the completion of academic research in various disciplines (mostly Social Sciences though) focusing on gender-related issues in Turkey. An independent scientific panel evaluates the applications and selects research proposals that qualify for financial support. Application is open to all academics (ranging from PhD candidates to Full Professors) who are conducting or planning research on gender or with a gender focus and in need of financial assistance.</p> <p>The number of selected projects and the amount of awards vary according to the availability of grants and the scientific quality of the proposed research projects. The upper limit of funding per project is 80,000 TL and the applications are required to provide a detailed research proposal with detailed timeline and budget. The projects are evaluated on the basis of their unique contribution to gender studies.</p> <p>In 2011, ten projects were awarded with funds (amounting to 419.000 TL in total) by KOÇ-KAM Research Funds Program. In 2012, six research projects were awarded funds amounting to 242.000 TL in total and in 2015 seven projects were selected for support.</p>																						
8	INITIAL DIAGNOSIS - CONTEXT	<p>Funding for research in Social Sciences particularly on issues of gender is not easy to find in many contexts including Turkey. Furthermore, although there are many women's research centres in different universities in the country, only a limited number of them are working effectively and producing data, information, and analysis, and bringing together different scholars for cooperative work.</p> <p>KOC-KAM is one of the prestigious centres and is operating at Koc University, which is a private university, established as one of the largest economic corporations in Turkey. For this reason the center has the opportunity to provide funds to the researchers.</p>																						
9	OBJECTIVES	As its name implies, the Center for Gender Studies at Koc University is particularly working on gender issues. The funding program in that sense aims to contribute to the proliferation of gender studies and to the scholars working in this area.																						
10	IMPACT & OUTCOMES	Apart from providing financial support to research on gender, the KOC-KAM Funding Program constitutes a motivation for researchers to develop new projects and submit them to the Scientific Committee. The progress of the projects which are awarded with funds are monitored with reports produced every four-months. The final project reports are also reviewed and receive feedback from an Evaluation Committee. The completed projects are encouraged for dissemination and publication and in some cases the reports of publications produced as a result of the project are published in a book format by KOC-KAM.																						
11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	<table border="1"> <tr><td>x</td><td>Medical Sciences</td></tr> <tr><td>x</td><td>Demographics</td></tr> <tr><td>x</td><td>Economic Sciences</td></tr> <tr><td>x</td><td>Geography</td></tr> <tr><td>x</td><td>History</td></tr> <tr><td>x</td><td>Juridical Sciences and Law</td></tr> <tr><td>x</td><td>Linguistics</td></tr> <tr><td>x</td><td>Pedagogy</td></tr> <tr><td>x</td><td>Political Science</td></tr> <tr><td>x</td><td>Psychology</td></tr> <tr><td>x</td><td>Sociology</td></tr> </table>	x	Medical Sciences	x	Demographics	x	Economic Sciences	x	Geography	x	History	x	Juridical Sciences and Law	x	Linguistics	x	Pedagogy	x	Political Science	x	Psychology	x	Sociology
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x	Pedagogy																							
x	Political Science																							
x	Psychology																							
x	Sociology																							

12	ABSTRACT	See description.		
13	KEYWORDS	Research on gender, femininities, masculinities, social studies.		
14	START DATE	2011		
15	FINAL DATE	ongoing		
16	FUNDING	KOC-KAM with the support from Vehbi Koç Foundation (a private foundation)		
17	PRINCIPAL COORDINATOR	Çiğdem Kağıtçıbaşı, director, KOC-KAM-Koç University	Women (number)	Men (number)
18	LOCAL COORDINATOR (in case Coordinated projects)	Name, position, and university	Women (number)	Men (number)
19	RESEARCH TEAM MEMBERS	Varies every year since the funding program is offered to different projects composed of applicants.	Women (number)	Men (number)
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	<p>KOC-KAM funding program works well for valuing research on gender. It awards the researchers and provides a venue for visibility and recognition. The scientific committee gains expertise in gender and fosters relations and interaction among researchers.</p> <p>The program also encourages dissemination practices to make works and scholars visible by other researchers and the general public.</p> <p>Since KOC-KAM is a prestigious institution, to whose program academics and non-academics apply not only for support but also for recognition purposes. Such will for recognition has the potential to promote both gender studies and number of female researchers working on gender.</p>		
21	SUSTAINABILITY	<p>KOC-KAM Research Fund Program is a relatively new program and supported by a private foundation. In the years of 2011 and 2012 it was offered on a yearly basis but due to technical and organizational reasons (opening calls, collecting applications, forming the scientific committee, reviewing projects, initiating contracts with the beneficiaries etc.) the Program was decided to be opened every two years.</p> <p>Although the Center is determined to making the program sustainable by being funded by private foundation, there is a risk of having interruptions or being ceased.</p>		
22	LEARNING POTENTIAL	Providing support to research on gender both by offering funds and offering visibility is a good example that might be followed by other research and higher education institutions.		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	<p>As the project itself aims to promote research on gender, all of the projects that have been awarded have had a gender component. The lists of year 2011, 2012 and 2015 show this aspect clearly:</p> <p>https://kockam.ku.edu.tr/2011</p> <p>https://kockam.ku.edu.tr/2012</p> <p>https://kockam.ku.edu.tr/2015</p>		

24	SEX-GENDER BALANCE IN RESEARCH TEAMS	A review of the applicants who received funding from the program reveals that the most of the applicants and the beneficiaries of this program are women.
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5.9. LAGEN –Association of women’s and gender studies institutions in Lower Saxony

DESCRIPTION OF GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	<p>TITLE OF THE INITIATIVE</p> <p>LAGEN (Association of women’s and gender studies institutions in Lower Saxony) LAGEN (Landesarbeitsgemeinschaft der Einrichtungen für Frauen- und Geschlechterforschung in Niedersachsen)</p>												
2	<p>TYPE OF INITIATIVE</p> <table border="1"> <tr> <td></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td>X</td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>		Research Project / Agreements / Patents		Seminars / Workshops / Training	X	Networks , associations, working groups		Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
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X	Networks , associations, working groups												
	Dissemination: articles, web , social media												
	Political Decision Making -Process / institutional Assessment												
	Other initiatives												
3	<p>LEAD INSTITUTION</p> <p>Main implementing organisation: network of the institutions mentioned below with financial support from the Ministry of Science and Culture</p>												
4	<p>CONTACT IN THE LEAD INSTITUTION</p> <p>Name of contact person: Jördis Grabow, M.A. Organisation / Institution LAGEN (Landesarbeitsgemeinschaft der Einrichtungen für Frauen- und Geschlechterforschung in Niedersachsen) Job position coordinator Email / Phone: lagen@nds-lagen.de / (0049) 511-3100-7329 Country: Germany</p>												
5	<p>WEBSITE</p> <p>http://www.nds-lagen.de/</p>												
6	<p>PARTICIPATING INSTITUTIONS</p> <ul style="list-style-type: none"> - Braunschweiger Zentrum für Gender Studies [Braunschweig Centre for Gender Studies] The Centre’s purpose is to advance the institutional integration of gender studies at three cooperating institutions--Braunschweig University of Technology, Ostalia University for Applied Sciences and Braunschweig University of Art—and to further strengthen the ongoing cooperation among these institutions in gender studies. The Centre reflects several particular elements: a strong emphasis on natural sciences and technology; bridging humanities, arts, social sciences, natural sciences and technology; and cooperation among three different types of university; and the representation of a broad range of university groups at each institution, including the equal opportunity officers. - Göttinger Centrum für Geschlechterforschung (GCG) Georg-August-Universität Göttingen [Göttingen Centre for Gender Research, Georg August University of Göttingen] The GCG is an interdisciplinary centre at the University of Göttingen that aims to promote gender research. - Forschungszentrum Musik und Gender (fmg), Hochschule für Musik, Theater und Medien Hannover (HMTMH) [Research Centre for Music and Gender, Hannover University of Music, Drama and Media] The Centre is a scientific forum for exploring new and unusual approaches to music culture throughout the ages and in the present. This includes investigating the life and work of overlooked composers and interpreters, and examining the role of wider cultural, social and societal processes. The centre aims to shed light on the interplay of musical production, reception and interpretation within wider societal contexts, engaging in 												

		<p>methodological reflection and applying established musicological methods. The Centre provides capacity and networking to pursue this work.</p> <ul style="list-style-type: none"> - gender_archland - Forum für Gender Kompetenz in Architektur und Landschaft Planung, Leibniz Universität Hannover [gender_archland: Forum for Gender Competency in Architecture, Landscape and Regional Planning, Leibniz University Hannover] The Forum brings together women and men working in regional planning and design. It is an institutional, cross-disciplinary platform at the Faculty of Architecture and Landscape Sciences that cooperates with other universities and other private and public entities. The Forum encourages national and international cooperation and networking. It aims to be a National Focal Point for gender competency in disciplines related to planning, design and building in the Hannover area. - Kompetenzzentrum für geschlechtersensible Medizin, Medizinische Hochschule Hannover [Centre for Competence in Gender-Sensitive Medicine, Hannover Medical School] The Centre promotes long-term networking of and support for those who are interested in the topic of “medicine and gender” and aims to move this topic to a higher level at Hannover Medical School. A particular goal is to establish and strengthen gender-sensitive terminology. - ZIF – Zentrum für Interdisziplinäre Frauen- und Geschlechterstudien, Hildesheim [Centre for Interdisciplinary Women’s and Gender Studies, Hildesheim] The Centre constitutes the central focal point for gender research at the University of Hildesheim and in the cooperation with the University of Applied Sciences and Arts (Hildesheim, Holzminden, Göttingen). The Centre enhances the visibility, profile and internal integration of gender research at the University of Hildesheim and supports the expansion of research cooperation at local, regional, national and international levels. In addition, the Centre supports junior researchers and the integration of gender research into teaching. - ZFG – Zentrum für interdisziplinäre Frauen- und Geschlechterforschung, Carl von Ossietzky Universität Oldenburg [Centre for Interdisciplinary Women’s and Gender Research, Carl von Ossietzky University Oldenburg] The Centre sees itself as a forum for interdisciplinary and trans-disciplinary gender research that stimulates research questions, initiates research projects, and promotes interdisciplinarity and internationality and that capitalises on the integration of different research perspectives. The Centre constitutes a central location at the university that offers scientists, junior researchers, students and practitioners an organisational and substantive structure for integrating and developing (existing) activities and projects in women’s and gender research. - Network Gender Studies, University of Vechta The Network coordinates ongoing and future gender research within an interdisciplinary framework. Areas of emphasis include strengthening international gender research in the University’s teaching and research portfolio, promoting interdisciplinary projects within the University, and enhancing students’ professional competitiveness through gender competencies.
7	AIMS	<p>LAGEN pursues as principal aims:</p> <ul style="list-style-type: none"> • strengthening, advancement and networking of the women and gender studies institutions in Lower Saxony as well as the support and development of new institutions in Lower Saxony • further development and institutionalization of gender studies in Lower Saxony including in those areas that are not yet sufficiently institutionalized • supporting scientific careers in gender studies • organizing network meetings and events on topics in gender studies • the development of a coordinated representation of LAGEN within research policy which also includes the exchange of information with

		<p>representatives from the National Conference of Lower Saxony university woman commissioner (LNHF).</p> <ul style="list-style-type: none"> Public representation and visibility of LAGEN. Strategy: Support of joint research projects. 						
8	DESCRIPTION	LAGEN is a network of gender institutions at universities in Lower Saxony/Germany. The aim is to discuss gender studies scientifically and to do joint research						
9	OUTPUTS	<ul style="list-style-type: none"> An interdisciplinary conference of doctoral students in gender studies in Lower Saxony (Niedersächsischer Doktorand_innentag Gender Studies) LAGEN annual meeting as the main scientific event of the LAGEN network A monthly newsletter Website with list of experts in Gender Studies in Lower Saxony Network Gender and Migration @Niedersachsen A publication series (first issue Jan 2017) Project: Forschungsverbund / research association An international conference in 2017: "Politics of Reproduction" 						
10	IMPACT & OUTCOMES	The research project develops and makes visible internationally research cooperation in the area of gender. The aim is to develop thematic research groups and promote the submission of research proposals. The project supports the thematic work as well as the application process and connects participating researchers with each other.						
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	Main topic is "Gender Studies" with no emphasis on specific topics						
12	ABSTRACT	LAGEN (Association of women's and gender studies institutions in Lower Saxony) is a dynamically developing network of institutions for women's and gender studies and a number of associate members connected to LAGEN .						
13	KEYWORDS	Network, Gender Studies, Gender Research, Association						
14	START DATE	LAGEN was founded in December of 2007.						
15	FINAL DATE	still running						
16	FUNDING	Funded by the Ministry for Science and Culture of the Land of Lower Saxony						
17	PRINCIPAL COORDINATOR	<table border="1"> <tr> <td>Prof. Dr. Corinna Onnen, Universität Vechta</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td>Prof. Dr. Susanne Rode-Breyman, Forschungszentrum Musik und Gender (fmg), Hochschule für Musik, Theater und Medien Hannover (HMTMH)</td> <td>2</td> <td></td> </tr> </table>	Prof. Dr. Corinna Onnen, Universität Vechta	Women (number)	Men (number)	Prof. Dr. Susanne Rode-Breyman, Forschungszentrum Musik und Gender (fmg), Hochschule für Musik, Theater und Medien Hannover (HMTMH)	2	
Prof. Dr. Corinna Onnen, Universität Vechta	Women (number)	Men (number)						
Prof. Dr. Susanne Rode-Breyman, Forschungszentrum Musik und Gender (fmg), Hochschule für Musik, Theater und Medien Hannover (HMTMH)	2							
18	LOCAL COORDINATOR (in case Coordinated projects)	<table border="1"> <tr> <td>M. A. Jördis Grabow</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td>1</td> <td></td> </tr> </table>	M. A. Jördis Grabow	Women (number)	Men (number)		1	
M. A. Jördis Grabow	Women (number)	Men (number)						
	1							
19	RESEARCH TEAM MEMBERS	<table border="1"> <tr> <td>Dr. Beate Friedrich</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td>1</td> <td></td> </tr> </table>	Dr. Beate Friedrich	Women (number)	Men (number)		1	
Dr. Beate Friedrich	Women (number)	Men (number)						
	1							

EVALUATION OF THE GOOD PRACTICE		
20	WORKS WELL	The network is efficient, effective and works well.
21	SUSTAINABILITY	The next period of funding is requested
22	LEARNING POTENTIAL	--
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	It is a networking group that only concerns gender studies
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	Most of the members are women

5.10. LGBTQ Forum

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET														
1	TITLE OF THE INITIATIVE	LGBTQ-Forum												
2	TYPE OF INITIATIVE	<table border="1"> <tr> <td></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td>x</td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>		Research Project / Agreements / Patents		Seminars / Workshops / Training	x	Networks , associations, working groups		Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
	Research Project / Agreements / Patents													
	Seminars / Workshops / Training													
x	Networks , associations, working groups													
	Dissemination: articles, web , social media													
	Political Decision Making -Process / institutional Assessment													
	Other initiatives													
3	RESPONSIBLE INSTITUTION	University of Antwerp												
4	CONTACT IN THE RESPONSIBLE INSTITUTION	Name of contact person: Marion Wasserbauer & Alexander Dhoest Organisation / Institution: University of Antwerp Department / Research Centre: Communication Studies Job position: PhD student / full professor Email / Phone: marion.wasserbauer@uantwerpen.be & alexander.dhoest@uantwerpen.be Country: Belgium												
5	WEBSITE	https://www.uantwerpen.be/nl/projecten/lgbt-forum/												
6	OTHER INVOLVED INSTITUTIONS	Many other Flemish academic and activist institutions are members of the LGBTQ-Forum: Boysproject Çavaria Fonds Suzan Daniel Gelijke Kansen in Vlaanderen Het Roze Huis – çavaria Antwerp Unia – Interfederal Center Equal Opportunities Catholic University Leuven Merhaba RoSa vzw expertise center Equal Opportunities women and men Sensoa University Ghent Université Libre de Bruxelles Université Catholique de Louvain Institute of Tropical Medicine												
7	DESCRIPTION, STRATEGY & BENEFICIARY	This forum offers meetings with lectures, network moments and informal discussions over a cup of coffee twice a year. They want to stimulate the cooperation of LGBTQ activist (organisations) and LGBTQ researchers and firmly believe in the need to learn from each other. Research needs and results can be communicated, and people with similar interests can meet each other. Via email and a facebook group, members of the forum keep in touch with each other and post updates about interesting academic and community events. This forum is inclusive for persons of all genders, and the topics of the lectures are academic, activist, artistic and involve persons of all genders.												
8	INITIAL DIAGNOSIS - CONTEXT	There was a gap between research and practice regarding gender and sexuality diversity.												
9	OBJECTIVES	- create dialogue between academic researchers and activists												

		- offer an informal setting to foster knowledge sharing, networking and co-working relations		
10	IMPACT & OUTCOMES	<p>Since 2012 the forum has organized project presentations, lectures, network events, ...</p> <p># 1 - 2012 Frederik Dhaenens (Universiteit Gent): Gays on the Small Screen. A Queer Theoretical Study into Articulations of Queer Resistance in Contemporary Television Fiction</p> <p># 2 - 2012 Lies D'haese & Joz Motmans (Universiteit Gent & Steunpunt Gelijke Kansenbeleid): LGBT Violence</p> <p># 3 - 2013 Jasper Kerremans & Wouter Leerman (Boysproject): Presentation of the Boysproject</p> <p>Alexander Dhoest (Universiteit Antwerpen): Mixed feelings. The intersection of etnical and sexual identification in media use.</p> <p>#4 - 2014 Thomas Jans (Roze Huis - çavaria Antwerpen): Presentation of the heritage project 'Holebipioniers'</p> <p>Joz Motmans (Universiteit Antwerpen & Steunpunt Gelijkekansenbeleid): Presentation of the project 'Beyond the Box'</p> <p>#5 - 2014 Frederik Swennen (Universiteit Antwerpen): Presentation of an ongoing research on co-maternity and the juridical consequences in Belgium.</p> <p>Caroline Godart (University of Bergen): Analysis of the movie 'Beau Travail' (Claire Denis) based on the philosophy of Henri Bergson</p> <p>#6 - 2015 Stijn Deklerck (KU Leuven) presents on his PhD research: Queer comrades - A Visual Ethnographic Study of Activism in China's Contemporary LGBT Movement</p> <p>Marion Wasserbauer (Universiteit Antwerpen) reports on the Sexuality Summer School 2015 on Queer Arts Activism at de University of Manchester</p> <p>#7 - 2015 Netwerkmoment for the members</p> <p>Pieter Adriaens (KU Leuven) geeft een publieke lezing met de titel QUEER = WEIRD. Evolution theory and the plurality of homosexuality</p> <p>#8 - 2016 Matchmaking. Speed dating between researchers and activists. What are the current research needs, what can we organize together, with whom could we work together?</p>		
11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	LGBTQ studies and Sociology		
12	ABSTRACT			
13	KEYWORDS	LGBTQ, community, academia		
14	START DATE	2012		
15	FINAL DATE	ongoing		
16	FUNDING	University of Antwerp		
17	PRINCIPAL COORDINATOR	Marion Wasserbauer, PhD student, University of Antwerp	Women (number)	Men (number)
		Alexander Dhoest, Full Professor, University of Antwerp	1	1
18	LOCAL COORDINATOR (in case Coordinated projects)	Name, position, and university	Women (number)	Men (number)

19	RESEARCH TEAM MEMBERS	Name, position, and university	Women (number)	Men (number)
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	The informal settings allows to effectively bring about the needed dialogues without requiring much funding. Mail and social media are also used to keep the network in efficient contact.		
21	SUSTAINABILITY	Medium, the sustainability is dependent on the engagement of individual persons and organisations. However, as there are multiple partners in the network it is highly likely that others will step up if coordinators where to stop (e.g. they change work environments).		
22	LEARNING POTENTIAL	<p>The importance of reaching out to societal actors as researchers</p> <ul style="list-style-type: none"> - disseminate results beyond academic community - learn from communities and actors who are research subjects 		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	<p>The network events foster knowledge sharing on gender and sexuality diversity.</p> <p>Cf. outcomes for themes</p>		
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	NA		

5.11. Men in Care. Challenges and opportunities to reduce the gender inequalities to face new care needs

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	<p>TITLE OF THE INICIATIVE</p> <p>Men in care. Challenges and opportunities to reduce the gender inequalities and face new care needs Homes cuidadors. Reptes i oportunitats per reduir les desigualtats de gènere i afrontar les noves necessitats de cura</p>												
2	<p>TYPE OF INICIATIVE</p> <table border="1"> <tr> <td>X</td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td>X</td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td>X</td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>	X	Research Project / Agreements / Patents	X	Seminars / Workshops / Training		Networks , associations, working groups	X	Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
X	Research Project / Agreements / Patents												
X	Seminars / Workshops / Training												
	Networks , associations, working groups												
X	Dissemination: articles, web , social media												
	Political Decision Making -Process / institutional Assessment												
	Other initiatives												
3	<p>RESPONSIBLE INSTITUTION</p> <p>Universitat Rovira i Virgili & Universitat Autònoma de Barcelona</p>												
4	<p>CONTACT IN THE RESPONSIBLE INSTITUTION</p> <p>Name of contact person: Dolors Comas D'Argemir Organisation / Institution: Universitat Rovira I Virgili Department / Research Centre: Social and Cultural Anthropology Job position: Professor Email / Phone: dolors.comasdargemir@urv.cat Country: Spain</p>												
5	<p>WEBSITE</p> <p>http://antropologia.urv.cat/homescuidadors (under construction)</p>												
6	<p>OTHER INVOLVED INSTITUTIONS</p> <p>Numerous stakeholders that take part in this project, such as, but not limited to: local governments, trade unions, hospitals, and foundations, institutions and associations of different nature.</p> <ul style="list-style-type: none"> - Ajuntament de Lleida - Ajuntament de Barcelona - Ajuntament de Tarragona - ACRA : Associació Catalana de Recursos Assistencials - Ajuntament Castellbisbal - Ajuntament de Cambrils - Ajuntament de Girona - Ajuntament de Granollers - Ajuntament de Reus - Ajuntament de Sant Boi - Ajuntament de Santa Coloma de Cervelló - Ajuntament de Terrassa - Ajuntament de Tortosa - Ajuntament de Valls - Associació Rosa Sensat - CAF (Autismes. Centre d'Assessorament i Formació), - Càritas Diocesana de Tarragona - CCOO, Secretaria General de la Confederació de les Comissions Obreres de Catalunya. - Colla Cuidadora - Col·legi Oficial de Treball Social de Catalunya - Consell Comarcal de la Segarra - Corporació Sanitària Parc Taulí - Creu Roja Catalunya - CRIA (Centre de Recursos per a la Infància i l'Adopció) - Escola Viver Castell de Sant Fois 												

		<ul style="list-style-type: none"> - Federació d'Associacions per l'Adopció - Federació Salut Mental Catalunya - FLG Associació de Famílies Lesbianes i Gais. - Fundació Ave María - Fundació Catalunya La Pedrera - Fundació Pasqual Maragall per a la recerca sobre l'Alzheimer. - Fundació Pere Mitjans - Fundació Vallparadís - Fundació Vidal i Barraquer, - Grup Fundalis - Grup MAP. - Grup Pere Mata - Homes igualitaris- AHIGE Catalunya - Hospital de Sant Joan - Hospital Materno Infantil Sant Joan de Déu servei d'Oncologia Pediàtrica. - Hospital Parc Taulí de Sabadell - Hospital Sant Joan de Déu - Hospital Universitari Vall d'Hebron - Institut Català de les Dones - Instituto de la Mujer - Oficina de Vida Independiente - ONADA Serveis - Rosa Sensat Association - SINERGRUP - Societat Cooperativa GENERA Innovació, SCCL - STS Gestió de Serveis Socio-sanitaris S.L. - Suara Serveis Societat Cooperativa - TRANSIT (servei de l'Institut Català de la Salut per a la promoció de la salut per a persones trans) - TRIVIUM - UGT, Comarques de Tarragona - Xarxa Suport Famílies Cuidadores -
7	DESCRIPTION, STRATEGY & BENEFICIARY	<p>We consider that any actions intended to reduce the gender inequalities must focus in care, and set up a fairer and more equal distribution, both in the family and social levels.</p> <p>Men's participation in care is an issue to be dealt with, since it is not only a matter of social justice related to gender equality, but also a social need, due to the increasing need for care that, nowadays, cannot be solved only by public authorities nor the market and therefore require a greater involvement from families and the community. Recognizing the value of care and of careers is essential to get men involved; and care here is understood as paid and unpaid work, domestic and in businesses or other public services.</p> <p>The gender dimensions also exist in the relationship between careers and those who receive care, and cannot be ignored. This issue has not been adequately studied, and this project is our contribution to it.</p>
8	INITIAL DIAGNOSIS - CONTEXT	<p>Women suffer from poorer conditions than men regarding employment. The available data confirms it: their employment rate is 8 points below men's; 66.8% of people receiving less than the legal minimum wage are women, and the gender pay gap is 19.8%. Nowadays unemployment affects almost equally both women and men, but women are proportionally more likely to become inactive population. Contributory pensions for women are lower than men's, because their wages are lower too. A greater part of this situation happens because care is mostly performed by women, which in turn affects their works: one quarter of employed women work half time (as against 8% of men). Leaves provide the most significant data —they can be requested by both sexes, but it is women who ask for them: 96.22% for children care, and 85.9% to take care of family members (a report by CCOO from March 8, 2014). Care consumes a great deal of time, which in turn restricts women's opportunities in the labour market and social</p>

		<p>participation.</p> <p>Care activities are essential to maintain life and social reproduction, and since women are the main responsible part, they spend a lot more time than men. Women are also preferred careers in public services, private companies and private houses. Taking care of children and family members is not paid, but considered an act of love instead; and where paid, wages are low. It is altogether a lack of social recognition, despite it is obviously a necessity. It is the so-called “compulsory altruism” done for love (Lewis & Daly, 2011).</p>				
9	OBJECTIVES	<p>Identifying cultural barriers (gender constructions) and lack of (men’s better position in the labour market, and the scarcity of care jobs) that hinder men from getting involved with care, whether paid or unpaid.</p> <ol style="list-style-type: none"> 1. To analyse men’s experiences and perceptions in informal care, as main caregivers. The reason for that principal role of men in caring could be because of sudden changes or due to changes in cultural patterns. We will include differences between childcare and eldercare. 2. To analyse men’s working experiences and perceptions as caregivers in formal care. We will describe their professional trajectories and highlight differences between childcare and eldercare. 3. To analyse formal care activities from a gender perspective in order to identify those elements which are key factors for the feminization of the sector. As well as those preferences and barriers to hiring a male caregiver, distinguishing between formal care (public services, profit and non-profit sector) and informal care (family and black economy). 4. To analyse in detail family strategies for care provision, whether it would be formal care or informal care, as a result of family relationships or community initiatives. Having into account cultural barriers, job opportunity and possible constrains for men’s involvement in care activities, as well as differences among social groups. 5. To identify users' preferences for care and the establishment of possible different dynamics of their relationships, if they have a woman or a man as a caregiver. 				
10	IMPACT & OUTCOMES	<p>A social recognition and a social equality in care working activities is needed, and needs to be addressed urgently. Women are in the labour market, families have changed and the needs of those people with functional diversity have increased. The marketization of care is not a solution, due to the fact that it increases social inequalities and does not change gender roles and patterns. Therefore, the research aims to give guidelines in policy making in the field of social care, including those strategies to increment men’s participation in informal and formal care activities; as well as promoting social initiatives at the community level.</p>				
11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	<table border="1"> <tr> <td>X</td> <td>Anthropology</td> </tr> <tr> <td>X</td> <td>Psychology</td> </tr> </table> <p>http://skos.um.es/unesco6/00/html</p>	X	Anthropology	X	Psychology
X	Anthropology					
X	Psychology					
12	ABSTRACT	<p>This research aims to shed light on the social causes of gender inequality. Men and women have a different role with regards to their responsibilities and time dedicated to caring activities, which has had a negative effect on women’s professional careers, wages, professional positions achieved, the number of hours working per day and even in their retirement pensions. As a consequence, a better distributions of activities of daily life (childcare and eldercare mainly) among genders is needed, in order to reduce gender inequality and to build social justice.</p>				

		<p>Our research will be focused on the need of an active role of men in the caring activities of the daily life. This issue is not only a question related to gender inequality and social justice, but also it is a necessity of our societies, which are facing an increasing demand for elderly care because of an ageing population. Welfare states' responses, provided from public services or from the market, are not sufficient to cover all the demands; consequently, a major involvement of all the community is needed. Furthermore, giving a social value and to socially recognize those activities included in formal care and informal care is a first step forward to men's engagement, especially in South European countries, but not only there.</p> <p>The research also focuses on users' perspectives, and their needs, who, more frequent than not, have been seen as passive actors of the process. Thus, we will underline their capacities of agency and "control" in the whole caring process. Highlight the relationship between caregivers and users. Gender relationships are also based on this type of interactions and they have therefore not to be ignored. Nevertheless, our main goal is to identify, on the one hand, those "cultural barriers" that are shaping the gender construction and, on the other hand, those "opportunity barriers", which make men more successful than women in the labour market, while those who work in caring activities have bad working conditions. Those barriers that block men's involvement in care, whether in formal or informal care, are the ones to be addressed. Our approach is based on the emergent models, at the individual level, as well as, at the collective level, which imply structural changes in gender relationships and in labour market conditions.</p>		
13	KEYWORDS	Care, gender, men		
14	START DATE	02/2015		
15	FINAL DATE	02/2017		
16	FUNDING	Recercaixa. Grant reference no. 2014ACUP00045		
17	PRINCIPAL COORDINATOR	Dolors Comas D'Argemir Professor Universitat Rovira I Virgili	Women (number)	Men (number)
18	LOCAL COORDINATOR (in case Coordinated projects)	Diana Marre Associate Professor Universitat Autònoma de Barcelona (UAB)	Women (number)	Men (number)
19	RESEARCH TEAM MEMBERS	<p>Antonia Arreciado, Lecturer, UAB Paola Galbany, Lecturer, UAB Beatriz San Román, Part time Lecturer, UAB & Part time researcher, Universitat Rovira i Virgili Bruna Álvarez, PhD candidate, UAB Alicia Rebuella, PhD candidate, UAB Chandra Clemente, PhD candidate, UAB Priscila Rivera, PhD candidate, UAB Diana Arias, independent researcher Meritxell Riera, independent researcher Maria Galizia, independent researcher Miquel Serra, independent researcher</p>	Women (number)	Men (number)
			9	1

EVALUATION OF THE GOOD PRACTICE		
20	WORKS WELL	The project shows clear signs that is working well, and that it is efficient and effective. It was awarded one of the grants RecerCaixa 2014 by Obra Social “La Caixa” among the 26 awarded throughout Catalonia that year. The RecerCaixa grants enjoy great prestige within the Catalan research scope because are only awarded to research projects with a high level of social impact. The impact of this project is also on a theoretical level, given that its main researchers are experts on anthropology of gender and kinship. The project is taking its normal course and its impact is demonstrable through meetings of stakeholders, fieldwork, and activities of scientific knowledge transfer, such as the workshop by the AFIN group held on April 13, 2016 at UAB.
21	SUSTAINABILITY	The project is highly self-sustainable, with a funding of 78,359.71 euros. It is coordinated by senior teaching staff from two Catalan universities, and involves a great number of social and institutional agents with expertise on care for dependents, which guarantees its transference to society and provides the foundations to expand the project to national and international calls.
22	LEARNING POTENTIAL	The main issues to be learnt by other groups involve <ol style="list-style-type: none"> 1) Demonstrate that the gender perspective is useful when revealing hidden or unseen issues that also affect men. 2) The collaborative work with institutions and organizations dedicated to care for dependents or with expertise in care, which guarantees the involvement of agents from outside the university since the project’s design stage.
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	The gender perspective is a key content as shown by the project’s basic information, its topic, objectives, and theoretical approach —it is strictly focused on gender. The gender issue under discussion here is a constantly approached throughout the design of the project.
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	The team is coordinated by two women, and the research staff are mostly women. There is only one men.

5.12 More women into leadership positions in research teams

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	TITLE OF THE INITIATIVE More women into leadership positions of research teams												
2	TYPE OF INITIATIVE <table border="1" style="margin-left: 20px;"> <tr><td></td><td>Research Project / Agreements / Patents</td></tr> <tr><td></td><td>Seminars / Workshops / Training</td></tr> <tr><td></td><td>Networks , associations, working groups</td></tr> <tr><td></td><td>Dissemination: articles, web , social media</td></tr> <tr><td></td><td>Political Decision Making -Process / institutional Assessment</td></tr> <tr><td>X</td><td>Other initiatives individual support / informal mentoring</td></tr> </table>		Research Project / Agreements / Patents		Seminars / Workshops / Training		Networks , associations, working groups		Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment	X	Other initiatives individual support / informal mentoring
	Research Project / Agreements / Patents												
	Seminars / Workshops / Training												
	Networks , associations, working groups												
	Dissemination: articles, web , social media												
	Political Decision Making -Process / institutional Assessment												
X	Other initiatives individual support / informal mentoring												
3	RESPONSIBLE INSTITUTION CzechGlobe , scientific secretary												
4	CONTACT IN THE RESPONSIBLE INSTITUTION Jiří Kolman CzechGlobe Scientific Secretary kolman.j@czechglobe.cz Czech Republic												
5	WEBSITE												
6	OTHER INVOLVED INSTITUTIONS Institute of Sociology of the Czech Academy of Sciences, Dpt. National Contact Centre for Gender and Science												
7	DESCRIPTION, STRATEGY & BENEFICIARY <p>The action is focused on systematic, informal and individual support of women researchers.</p> <p>Responsible: Top management of the institution, scientific secretary, advisory committee to the director</p> <p>The objective is to improve the position of women in scientific leadership and increase the proportion of women among the heads of the departments and scientific teams by:</p> <ul style="list-style-type: none"> - individual support - informal mentoring - experience-based learning - trainings <p>The aim is to improve knowledge, competencies and skills of female researchers in the area of management and leadership.</p> <p>The long-term systematic process consists of several steps:</p> <ol style="list-style-type: none"> 1. Search and identification of candidates - women who are interested in the leadership position. 2. Inform stakeholders (e.g. members of the Institute's managerial bodies) about the selected candidate. 3. Leaders (of the institution, heads of the department etc.) provide systematic and long-term support: consultation and "shadowing" in order to improve knowledge and competences, leadership and management skills; participation in 												

		<p>all management/institutional meetings, systematic targeted support in project applications providing financial means for the team establishment led by the candidate etc.</p> <p>4. The candidate participates in trainings for women in leadership, management skills, personal development, empowerment etc.</p> <p>5. Evaluation meetings on a six-month basis with the director of the Institute and with the head of the team where the candidate currently works.</p> <p>6. Annual overall evaluation of the action in the annual gender equality report.</p> <p>The above stated actions aim at fulfilling the following target:</p> <p>Gender balanced scientific leadership, higher proportion of women in middle level scientific management (heads of teams and departments).</p> <p>Final beneficiaries:</p> <p>Women - early career researchers</p>
8	INITIAL DIAGNOSIS - CONTEXT	<p>The collected sex disaggregated data show a clear leaky pipeline in CVGZ. Women scientists disappear as they climb the career ladder. Starting from associate scientist positions an obvious loss of women can be identified. At the moment there are no women scientists in the group of senior scientists.</p> <p>In 2014, CVGZ had 62.5 % of women in positions of postdoctoral fellows. However, in positions of associate scientists (i.e. one step higher in the scientific hierarchy) there were only 45% of women. In even higher scientific positions (of scientists and senior scientists) the distribution of positions among women and men was the following:</p> <p>11.4 % (women) vs. 88.6 % (men) for scientists</p> <p>0 % (women) vs. 100 % (men) for senior scientists</p>
9	OBJECTIVES	Strengthening the position of female researchers and gender equality in scientific leadership in the long-term.
10	IMPACT & OUTCOMES	<p>Better gender balance in scientific leadership / middle scientific management (heads of teams and departments).</p> <p>Role models for early-career stage female researchers.</p> <p>Well prepared persons ready for scientific management.</p> <p>Smoother, hand-over of the leadership to a new leader. More efficient development and management of human resources in the institution.</p> <p>Motivated staff having a career perspective in the institution.</p>
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	

23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	N/A
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	The action is focused on systematic, informal and individual support of women researchers. The objective is to improve the position of women in the scientific leadership and increase the proportion of women among the heads of the departments and scientific teams.

5.13. Neo. Re-Ordering of Professionalism and Gender in Social work

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET														
1	TITLE OF THE INICIATIVE	<p>NeO - (Re)Ordering of Professionalism and Gender in the field of Social work. Discourse analytical study of Professionals' utterances in a contrasting perspective.</p> <p>NeO (Neu)Ordnungen von Professionalität und Geschlecht in der Sozialen Arbeit. Diskursanalytische Untersuchung der Äußerungen von Fachkräften in kontrastiver Perspektive</p>												
2	TYPE OF INICIATIVE	<table border="1"> <tr> <td>x</td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>	x	Research Project / Agreements / Patents		Seminars / Workshops / Training		Networks , associations, working groups		Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
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	Political Decision Making -Process / institutional Assessment													
	Other initiatives													
3	RESPONSIBLE INSTITUTION	Main implementing organisation University of Vechta												
4	CONTACT IN THE RESPONSIBLE INSTITUTION	Kim-Patrick Sabla Department I – Social Work Job position: Professor Email / Phone: kim-patrick.sabla@uni-vechta.de / (0049) 4441 15724 Country: Germany												
5	WEBSITE	http://gepris.dfg.de/gepris/projekt/283586677?language=en												
6	OTHER INVOLVED INSTITUTIONS	Technical University Berlin												
7	DESCRIPTION, STRATEGY & BENEFICIARY	<p>The empirical study is designed as a comparative qualitative discourse analysis, and involves 8 professional teams by means of group discussions. On this basis, orders of local discourses can be reconstructed, which provides information about how profession, professionalism and gender are produced as objects of knowledge and how they are related to each other. The utterances/enunciations of (social work) professionals are analyzed as part of a possible (re)ordering of the relationship between professionalism and gender. Furthermore the analysis focuses on the connection of this reordering process with altered rationalities in the fields of child welfare, which currently characterize the discourses on professionalization in the fields of KiTa and the SPFH in a different way. Theoretical background of this analytical perspective is a praxeological interpretation of discourse analysis which is currently being developed in discourse analysis research in educational sciences. In the proposed project this shall be integrated for the first time in a methodically controlled way into the method of group discussions, which has not yet come into action. The design of the study also follows recent reconstructive approaches in educational sciences on professions that ask for situated constructions of professionalism in the context of orders of differences without having applied this approach to discursive constructions and gender. By highlighting in a contrastive way how professionalism is brought forth as an object of knowledge in fields of social work and how this is linked to constructions of gender, the proposed research project contributes to the development of this approach in the field of research on professionalism in educational sciences.</p>												
8	INITIAL DIAGNOSIS - CON	A pilot study was carried out before the group discussion started. A name, which was neither male nor female, was chosen and the group had to decide which sex it belonged to. The respective assignment of the name depending on the gender had in turn effects on social work, since depending on the sight, a male or female												

		<p>person was needed in that special case. It is an example of an everyday empirical experience by practitioners. Sometimes, 9 out of 10 people are female in certain areas of social work. This is why the requirement for more men in social work is now so well known. Therefore every group will decide in which cases a male will participate.</p> <p>How to involve the rare group of male social workers is a decision to be made during the development of the project. This is a natural problem and aim of the project is to how this issue is argued and discussed within mixed teams. It is nonetheless obvious that negotiations will also take place when obtaining empirical data.</p> <p>It is higher rank institutional gender equality policy and it has influence on different institutions. It is important for universities to find strategies to increase the engagement of male students, since these strategies will have an impact on their daily experiences. It shows and brings typical fields of social work closer to young boys.</p>																																														
9	OBJECTIVES	<p>The aim of the project is to reconstruct in a qualitative and contrastive way how educational professionals from two different fields of social work, the day care (German KiTa) and the socio-pedagogical family assistance (German SPFH), make professionalism the subject of discourse and how they connect it to constructions of gender in the context of current discussions about more men in the field of social work. The project thus reconstructs the current reproduction and transformation of social work as a gendered profession in local discursive practices. The starting point of the project is the discussion in German-speaking countries in the last 10 years about the need of an increase in the proportion of male professionals in social work, a need that had already started internationally in the 1990s.</p>																																														
10	IMPACT & OUTCOMES	<p>The project aims to see strategies and actions, and it studies the impact of the discourse that more men in social work will help to better understand the value of their jobs. Another aim is to strengthen the idea that professional jobs need both females and males and that neither gender is better than the other.</p>																																														
11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	<table border="1" style="margin-left: auto; margin-right: auto;"> <tr><td></td><td>Logic</td></tr> <tr><td></td><td>Mathematics</td></tr> <tr><td></td><td>Astronomy and astrophysics</td></tr> <tr><td></td><td>Physics</td></tr> <tr><td></td><td>Chemistry</td></tr> <tr><td></td><td>Life Sciences</td></tr> <tr><td></td><td>Earth and Space Sciences</td></tr> <tr><td></td><td>Agricultural Sciences</td></tr> <tr><td></td><td>Medical Sciences</td></tr> <tr><td></td><td>Technological Sciences</td></tr> <tr><td></td><td>Anthropology</td></tr> <tr><td></td><td>Demographics</td></tr> <tr><td></td><td>Economic Sciences</td></tr> <tr><td></td><td>Geography</td></tr> <tr><td></td><td>History</td></tr> <tr><td></td><td>Juridical Sciences and Law</td></tr> <tr><td></td><td>Linguistics</td></tr> <tr><td>X</td><td>Pedagogy</td></tr> <tr><td></td><td>Political Science</td></tr> <tr><td></td><td>Psychology</td></tr> <tr><td></td><td>Science of Arts and Letters</td></tr> <tr><td></td><td>Sociology</td></tr> <tr><td></td><td>Ethics</td></tr> </table>		Logic		Mathematics		Astronomy and astrophysics		Physics		Chemistry		Life Sciences		Earth and Space Sciences		Agricultural Sciences		Medical Sciences		Technological Sciences		Anthropology		Demographics		Economic Sciences		Geography		History		Juridical Sciences and Law		Linguistics	X	Pedagogy		Political Science		Psychology		Science of Arts and Letters		Sociology		Ethics
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		Philosophy		
		Main topic is "Gender Studies" with no highlights on specific topics		
12	ABSTRACT	Please include the Abstract of the project or publication (to be found in the project's description). Please see http://gepris.dfg.de/gepris/projekt/283586677?language=en		
13	KEYWORDS	Social Work, Gender, Professionalism, Discourse analysis		
14	START DATE	September 2016 (Pilote study in 2014)		
15	FINAL DATE	October 2018		
16	FUNDING	DFG, German Research Foundation		
17	PRINCIPAL COORDINATOR	Sabla, Kim-Patrick, Professor, University of Vechta	Women (number)	Men (number)
				1
18	LOCAL COORDINATOR (in case Coordinated projects)	Berlin: Fegter, Susann, Professor, Technical University Berlin	Women (number)	Men (number)
			1	
19	RESEARCH TEAM MEMBERS	N.N. University of Vechta, N.N. Technical University Berlin and Student Assistants	Women (number)	Men (number)
			3	1
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	It has not started yet. Not much could be said yet.		
21	SUSTAINABILITY	<p>It is sustainable in the way that the research results will definitely influence future research. The results can contribute to the professional discourse which is going on in this field.</p> <p>It is medium rank. It will, in a sustainable way, influence the professional discussions but also the discussions in the context of education, which means social work training in universities. This is the strategy of the project, to have an impact on social work training in the future. In this respect the results will have an impact on future training.</p>		
22	LEARNING POTENTIAL	Three different levels. The science of social work is one level in which the results will be discussed, where it will influence future research.		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	The project is referring to the public discourse. It will look at all sorts of publications and also the wide range of already published scientific literature taking into consideration the connection of gender and professionalism.		
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	The project is trying to reflect gender or gender relations from the perspective of those who participate and those who are supposed to work in social work in mixed teams.		

5.14. PRESAGE Program

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	TITLE OF THE INITIATIVE Programme de Recherche et d’Enseignement des Savoirs sur le Genre (PRESAGE) Gender Research and Teaching Program												
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3	RESPONSIBLE INSTITUTION Sciences Po Paris www.sciencespo.fr												
4	CONTACT IN THE RESPONSIBLE INSTITUTION Name of contact person: Charlène Lavoir Organisation / Institution: PRESAGE-Sciences Po Department / Research Centre: OFCE-Sciences Po Job position: Coordination assistant Email / Phone: Charlene.lavoir@sciencespo.fr / + 33 1-44-18-54-06 Country : France												
5	WEBSITE http://www.programme-presage.com/												
6	OTHER INVOLVED INSTITUTIONS Gender Equality Office, Sciences Po OFCE (Office Français des Conjonctures Economiques) Université Sorbonne Paris Cité (University cluster)												
7	DESCRIPTION, STRATEGY & BENEFICIARY <p>Jointly developed by Sciences Po and its semi-autonomous Economic forecast centre (OFCE), PRESAGE primarily aims at mainstreaming gender knowledge produced at Sciences Po and to foster cross-disciplinary cooperation among researchers with different backgrounds. It also intends to make this research more visible and available within and outside the institution and the academia.</p> <p>PRESAGE considers that mainstreaming this knowledge in the different curricula taught at Sciences Po is key to make research widely available and visible. That’s why a full teaching offer was developed in form of gender related core and specialization courses at the B.A, M.A and PhD levels, in all social sciences disciplines taught at Sciences Po, including Sociology, Political science, History, Law and Economics. The purpose of mainstreaming gender in curricula is to make gender knowledge available to every student of Sciences Po over his/her curriculum at the institution.</p> <p>Along with the teaching offer, gender knowledge is mainstreamed across academic fields and areas of specialization through dozens of seminars and conferences organized under PRESAGE each year. In terms of knowledge production, while not constituting a stand-alone department or research unit, PRESAGE embraces through its associate researchers the full scope of the most pressing issues regarding gender, sex and intersecting inequalities. This network includes researchers both within the institution and outside, among whom respected scholar such as Political Theorist and Feminist critical theorist Geneviève Fraisse, Economist Ronald Oaxaca (University of Arizona, Tucson) or Sociologist Bruno Perreau (MIT, Boston).</p> <p>Largely attended by the public at large, PRESAGE dissemination activities also include promoting innovative research produced on gender at Sciences Po. This cross-disciplinary approach simultaneously feeds a more applied research agenda. PRESAGE is thus regularly commissioned by public and private</p>												

		<p>organization to assess gender inequalities and support the design and implementation of more innovative and effective gender equality policies. In the recent years, commissioning bodies included: the Ministry of Women's Rights, the government of Paris metropolitan area (Ile de France Region), the Superior Council of the Judiciary, the Economic, Social and Environmental Council, and GDF-Suez (now ENGIE group).</p> <p>In 2014, PRESAGE designed and took the lead of the EGERA project (EUF7, 2014-2017), aiming at bringing forward gender equality in the academia and gendering research. This considerably enriched the network of PRESAGE and its capacity to tie knowledge production with policy implementation.</p> <p>PRESAGE is also one of the founding members of La Cité du Genre, a cross-university initiative aiming at mainstreaming gender in curricula and research in Paris universities members of the university cluster USPC (Université Sorbonne-Paris-Cité).</p>
8	INITIAL DIAGNOSIS - CONTEXT	<p>PRESAGE starts from the following diagnosis: while research on gender was produced in all research components of Sciences Po (research centres, schools and smaller units) on a variety of subjects and from a wide range of disciplinary backgrounds, this research had remained little visible and available to the broader academic community and to the public. This diagnosis is also to be read in light of the low institutionalization of gender studies in France.</p>
9	OBJECTIVES	<p>Drawing upon this diagnosis, PRESAGE brings an innovative solution, especially in the French context. Gender knowledge is not developed within a stand-alone department or chair, but produced from within each disciplinary field, confronted to different disciplinary backgrounds, and mainstreamed throughout the institution, through the means of courses, seminars, conferences, publications and applied research projects.</p>
10	IMPACT & OUTCOMES	<p>The impact of PRESAGE at Sciences Po and in the broader French academic context, is threefold:</p> <ul style="list-style-type: none"> - Gender knowledge and gender-sensitive research in social sciences have been made more visible at Sciences Po, and due to the leading role of this institution in bringing socially-relevant issues on the agenda, also in the wider academic and public debates - Gender knowledge has been incorporated into curricula, often with view to challenge how knowledge was being produced in each disciplines - Gender research at Sciences Po fuels the design of innovative gender equality policies at the levels of the institution as well as of commissioning organizations requiring PRESAGE's expertise
11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	

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12	ABSTRACT	<p>The mission statement of PRESAGE stands as follows:</p> <p>All disciplines represented at Sciences Po (Political Science, Law, Economics, History, Philosophy) are to be challenged by gender knowledge, both from the point of view of their inherent specificities, and from their inter-relations. PRESAGE draws upon the large body of research brought together over the past decades and addresses gender, sex, queer identities and intersecting inequalities so as to generate a dynamic, cross-disciplinary reflection on the way equality is thought, and policies are being produced and implemented. PRESAGE is a training, teaching and research program with a strong international dimension, reflected in multi-level cooperation and a network of associate researchers with an international background</p>																																																	
13	KEYWORDS	Mainstreaming gender in curricula and research / Applied research for better policy design / Gender inequalities / Gender discriminations																																																	
14	START DATE	2010																																																	
15	FINAL DATE	Ongoing																																																	
16	FUNDING	PRESAGE is funded by Sciences Po and placed under the Office Français des Conjonctures Economiques (OFCE). It also benefits from project-related funding. The most significant sources of co-funding for the current period (2010-2016) are the following: the European Commission, via the EGERA project (G.A 612413) and the GDF-Suez Group (now ENGIE), through a bilateral agreement.																																																	
17	PRINCIPAL COORDINATOR	Name, position, and university: Milewski, Françoise, Senior researcher, Sciences Po OFCE Périer, Hélène, Senior researcher, Sciences Po OFCE	Women (number) 2	Men (number)																																															
18	LOCAL COORDINATOR (in case Coordinated projects)	Name, position, and university	Women (number)	Men (number)																																															

19	RESEARCH TEAM MEMBERS	Name, position, and university Boring, Anne, Research fellow, Sciences Po Dominguez, Marta, Assistant Professor, Sciences Po Forest, Maxime, Research fellow, Sciences Po (EGERA scientific coord) Fuchs, Nathalie, Research fellow at the CNRS (CERI-Sciences po) Jacquot, Sophie, Research fellow (CEE Sciences Po) Mailänder, Elissa, Associate Professor Mercat-Brun, Marie, Assistant Professor, CNAM Postel-Vinay, Caroline, Research Director (CERI-Sciences Po) Revillard, Anne, Associate Professor (LIEPP-Sciences Po) Sabbagh, Daniel, Research Director, Sciences Po Sénac, Réjane, Research Director (CEVIPOF Sciences Po) Streho, Imola, Associate Researcher (CEE Sciences Po)	Women (number) 10	Men (number) 2
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	Since it was established in 2010, PRESAGE can be said to work well according to EIGE's definition of good practices (2011:16), in the sense that it meets its objective through an efficient use of the resources the program was granted. A report is produced annually to reflect how the programme achieved its objectives and the room for enhancement. A specific point of concern over the past two years, despite the impulse given by the EGERA project, was the stagnation of the teaching and training offer on gender, reflecting inertia in the design of some curricula.		
21	SUSTAINABILITY	Although relatively recent, PRESAGE has managed to ensure a sustainable development, by pursuing co-funding opportunities through applied research in the field of gender equality. It has established itself as a nation-wide reference for mainstreaming gender knowledge and research and supporting the design of better public policies. Sustainability can be rated as medium, as part of the funding of PRESAGE comes from the allocation of p/m, functioning budgets and facilities by the institution, and another part from project-related funding, notably from the European Commission, for an amount superior to 100,000 euros per year since 2014. Intra-institutional cooperation as well as cooperation with partner universities appears to be sustainable. Cooperation with other members of the USPC university cluster in Paris, is yet still in the making and cannot be rated so far as fairly sustainable.		
22	LEARNING POTENTIAL	The main learning potential of PRESAGE lays in: <ul style="list-style-type: none"> - A proper diagnosis of the status of gender knowledge within the institution - A "third way" between disseminated gender research and full institutionalization in form of a department or research unit - A pulse for cross-disciplinary research, with a strong epistemological content: knowledge produced or made visible through PRESAGE is meant to transform how academic disciplines of social sciences are being taught and investigated 		

23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	<p>PRESAGE brings a gender perspective and sex/gender analysis in research contents and contribute to mainstreaming gender equality in research through:</p> <ul style="list-style-type: none"> - helping to rethink concepts and theories of social sciences - contributing to shaping the agenda of research in social sciences by bringing forward new areas of research - supporting gender equality and a gender perspective in research by designing and implementing thoroughly designed and effective policies (EGERA project) - activating the public discussion on gender bias in research and the academia
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	<p>Sex-gender balance in research teams does not belong to core objectives of PRESAGE, but is encouraged through the EGERA project, coordinated by PRESAGE. Through this project, different measures are being devised by Sciences Po, such as the gender balance of recruitment committee (implemented) or a more pro-actively gender sensitive recruitment policy (in course).</p>

5.15. Queer Voices: LGBTQ, Identity and Music

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET														
1	TITLE OF THE INITIATIVE	Queer Voices: LGBTQ, Identity and Music												
2	TYPE OF INITIATIVE	<table border="1"> <tr> <td>x</td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td>x</td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>	x	Research Project / Agreements / Patents		Seminars / Workshops / Training		Networks , associations, working groups	x	Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
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	Networks , associations, working groups													
x	Dissemination: articles, web , social media													
	Political Decision Making -Process / institutional Assessment													
	Other initiatives													
3	RESPONSIBLE INSTITUTION	University of Antwerp												
4	CONTACT IN THE RESPONSIBLE INSTITUTION	Name of contact person: Marion Wasserbauer Organisation / Institution: University of Antwerp Department / Research Centre: Communication Studies Job position: PhD student Email / Phone: marion.wasserbauer@uantwerpen.be Country: Belgium												
5	WEBSITE	www.queervoices.be												
6	OTHER INVOLVED INSTITUTIONS	NA												
7	DESCRIPTION, STRATEGY & BENEFICIARY	<p>A PhD research project on the role of music in the lives of Flemish LGBTQ individuals, which includes the creation of a dissemination website built together with the research participants:</p> <p>As a PhD student at the University of Antwerp, Belgium, I investigate the role of music in the lives of Flemish LGBTQ individuals. In accordance with queer studies, I do not believe in a strictly linear identity (development/formation), but I do believe that there are certain experiences that many LGBTQ individuals share, for example the first Coming Out. Narration is the key to the individual's identity construction, as Horowitz and Newcomb emphasize:</p> <p>“From the social constructionist perspective, what is important is the meaning the individual ascribes to the sexual desires, behaviours, and identity” (2002: 16).</p> <p>The Queer Archive</p> <p>In line with the principles of oral history and feminist research ethics, several queer theorists suggest that documenting and researching LGBTQ lives requires a special kind of archive, involving sources and ways of knowledge that are traditionally disregarded as ephemera.</p> <p>As I am researching LGTBQ individuals and their life stories, the concept of the queer archive serves as an influential and inspirational concept for working with and around my interviews. The diversity within this group of individuals and the many possible layers of the topic fit the idea of the “jigsaw puzzle of queer history in the making”.</p> <p>The queer archive helps to unite queer theories and oral history: the accustomed frame of traditional research methods has sometimes to be left and research be conducted beyond our culture's “matrix of intelligibility”, in order to grasp what LGBT or Q identity can mean. An item as trivial as a CD booklet may become an</p>												

		important carrier of meaning and personal history in exploring one's own identity.
8	INITIAL DIAGNOSIS - CONTEXT	<p>LGBTQ's have often been researched from a psychological, historical, medical and sociological point of view. However, as media and culture are elements that shape us as individuals and help to express ourselves, I believe that these are also good ways to get to know more about LGBTQ's and their identity. Music plays a larger or smaller role in almost any person's life: it is linked to memories and our mood, it is a way to express ourselves and get to know ourselves and others better, whether through making music or listening to it. As Simon Frith states, music does not only reflect its audiences but it reproduces them through the creation and construction of the self:</p> <p>"[T]he question we should be asking is not what does popular music reveal about the people who play and use it, but how does it create them as a people, as a web of identities?" (1996:121).</p> <p>I want to investigate both of these questions, namely what the music played by LGBTQ individuals tells about them, individually and as a social group, and how music facilitates their individual formation as well as social identity construction. Frith points out, that there clearly are general patterns of correlations of musical taste with subcultures, ethnicity, age etc., but what provokes the precise fit needs to be investigated (1996:120). In order to do that, I conduct oral history interviews with individuals who identify as LGBTQ or gender non-normative, have lived in Flanders for a considerable time or are Flemish and express that music is important to them. The age range of individuals I speak to starts at 18 years, and there is no maximum age.</p> <p>Including all members of the LGBTQ community. Often in social and medical sciences, the focus lies on the more easily accessible Lesbian and Gay communities, while here, also queer, non-binary, trans* and genderqueer individuals are interviewed. This homepage makes my research accessible to a general public.</p>
9	OBJECTIVES	<ul style="list-style-type: none"> - PhD research to a community whose experiences are marginalized in academic research and society. - Challenging traditional research methods and research presentation - Actively including the participants within the research and dissemination processes
10	IMPACT & OUTCOMES	<p>The PhD researcher succeeds in including the research participants actively during the interviews (cf. mapping methods), but also in translating academic research to a general public and the respective community through the designed webpage. [PhD research still ongoing]</p> <p>Queervoices.be</p> <p>I chronicle the individuals' stories not only by transcribing them, but by mapping them during the interview and making them audible as well. Each interview is accompanied by a soundtrack, created according to the music mentioned in each story, which provides another layer of voicing the narrator's experiences. The narratives are also accompanied by field notes; a map of how I experience each narrative will be made during the interview, and the narrator is most welcome to suggest where to add or place elements. Another important research principle is that all narrators are asked to think about objects connected to music and important moments in their lives. The narrators are thus able to structure their story in advance and convey what for them are the most important musical influences.</p> <p>This homepage is my take on putting the queer archive into practice: With the audiovisual elements from the interviews, I create a small "queer archive" for each of the narrators, which can be accessed on this website.</p>

		Ethics	
		This research has been approved by the Ethical Research Commission Social Sciences and Humanities of the University of Antwerp in 2014. All narrators participated on a voluntary basis and gave permission to use their material in this homepage.	
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	My project is interdisciplinary, so it's hard to select just one field.	
		<input type="checkbox"/>	Logic
		<input type="checkbox"/>	Mathematics
		<input type="checkbox"/>	Astronomy and astrophysics
		<input type="checkbox"/>	Physics
		<input type="checkbox"/>	Chemistry
		<input type="checkbox"/>	Life Sciences
		<input type="checkbox"/>	Earth and Space Sciences
		<input type="checkbox"/>	Agricultural Sciences
		<input type="checkbox"/>	Medical Sciences
		<input type="checkbox"/>	Technological Sciences
		<input type="checkbox"/>	Anthropology
		<input type="checkbox"/>	Demographics
		<input type="checkbox"/>	Economic Sciences
		<input type="checkbox"/>	Geography
		<input type="checkbox"/>	History
		<input type="checkbox"/>	Juridical Sciences and Law
		<input type="checkbox"/>	Linguistics
		<input type="checkbox"/>	Pedagogy
		<input type="checkbox"/>	Political Science
		<input checked="" type="checkbox"/>	Psychology
		<input checked="" type="checkbox"/>	Science of Arts and Letters
		<input type="checkbox"/>	Sociology
		<input type="checkbox"/>	Ethics
		<input type="checkbox"/>	Philosophy
12	ABSTRACT	The aim of my research is to investigate the role of music in the lives and, in particular, the identity construction of Flemish LGBTQ individuals. As Simon Frith states, music does not only reflect its audiences but it reproduces them through the creation and construction of the self: "But the question we should be asking is not what does popular music reveal about the people who play and use it, but how does it create them as a people, as a web of identities?" (1996:121). I want to investigate both of these questions, namely what the music played by LGBTQ individuals reveals about them, individually and as a social group, and how music facilitates their individual formation as well as social identity construction. Frith points out, that there clearly are general patterns of correlations of musical taste with subcultures, ethnicity, age etc., but what provokes the precise fit needs to be investigated (1996:120). In order to achieve this goal, I will conduct oral history interviews with individuals who identify themselves as LGBTQ, have lived in Flanders for a considerable time or are Flemish and express an interest in music. The age range of individuals I would like to speak to starts at 18 years, and there is no maximum age.	
13	KEYWORDS	LGBTQ, music, identity, queer studies	
14	START DATE	2013	
15	FINAL DATE	2017	
16	FUNDING	University of Antwerp, This project is funded by the Research Programme of the Research Foundation - Flanders (FWO) and by the University Research Fund (BOF) of the Flemish Government.	
17	PRINCIPAL COORDINATOR	Name, position, and university Cf. 4 contact 1 PhD researcher, queer	Women (number) Men (number)

18	LOCAL COORDINATOR (in case Coordinated projects)	NA	Women (number)	Men (number)
19	RESEARCH TEAM MEMBERS	NA	Women (number)	Men (number)
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	<p>Research still ongoing.</p> <p>Research results are already communicated back to the community and society through queervoices.be.</p>		
21	SUSTAINABILITY	<p>It concerns an ongoing PhD research project. Sustainability will be dependent on further research, learning from this project.</p> <p>The website already promises a sustainable dissemination of the research results, open access.</p>		
22	LEARNING POTENTIAL	<ul style="list-style-type: none"> - Alternative ways to interact with research participants, to traditional research methods - Alternative ways to present academic research - Alternative ways to disseminate academic research to society 		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	<p>The research focusses on LGBTQ individuals, their individual and societal identity construction.</p> <ul style="list-style-type: none"> - classification and awareness-raising - rethink priorities and social interests of research - active participation of all agents - inclusive dissemination 		
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	NA		

5.16. Religion and media diet in post-migratory contexts, the perspective from Muslim women from Maghreb living in Catalonia

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET	
1	<p>TITLE OF THE INITIATIVE</p> <p>Religion and media diet in post-migratory contexts, the perspective from Muslim women from Maghreb living in Catalonia</p> <p>Religió i consum mediàtic a contextos post-migratoris, la mirada de les dones musulmanes procedentes del Magreb a Catalunya</p>
2	<p>TYPE OF INITIATIVE</p> <p>Research Project</p>
3	<p>RESPONSIBLE INSTITUTION</p> <p>Institute for Communication, Universitat Autònoma de Barcelona (InCom-UAB)</p>
4	<p>CONTACT IN THE RESPONSIBLE INSTITUTION</p> <p>Amparo Huertas Bailén InCom-UAB PhD in Department of Audio-visual Communication and Publicity, UAB. Director in InCom-UAB amparo.huertas@uab.cat Spain</p>
5	<p>WEBSITE</p> <p>http://incom.uab.cat</p>
6	<p>OTHER INVOLVED INSTITUTIONS</p> <p>Arts Santa Mònica (Creativity Center in Barcelona)</p>
7	<p>DESCRIPTION, STRATEGY & BENEFICIARY</p> <p>The objective of the research project is to understand the process of adjusting of Muslim women from North Africa who are living in Spain. Our main topic of interest is their cultural consumption. We are trying to detect the influence of religion in their media diet. It is a qualitative research and our main theoretical frame is intersectionality. We are interviewing Muslim woman who migrated to Spain more than five years ago. We ask them about the emigrating process and their everyday lives with especial emphasis in family relationships (as wives, mothers, daughters and sisters). To draw the sample, we have visited Islamic centres, sociocultural associations, and workshops on Islamic feminism, so as to establish a direct conversation with involved agents. The target beneficiaries are Muslim women in Spain, since we are bringing together all the interviewed women, and promoting joint actions (we talk about empowerment and social cohesion). The project also includes the redaction of two documents: one is targeted to journalists, on recommendations to improve the available information about migrant Muslim women, and the other, to the Third Sector, to explain our conclusions to institutions involved in social actions, in order to expand/reinforce the gender perspective in their projects. In 2016, the research group has elaborated a video, in which 5 young Muslim women talk about the violence they perceive when walking around in Barcelona wearing a hijab. The video is part of an exhibition in Arts Santa Mònica (Barcelona), open from 18th October 2016 to 8th January 2017. In Facebook, we share information (scientific articles, webs, news...) on social diversity, in particular, related to gender issues. This digital space is named “Voces en un mundo global” (Voices in a global world: facebook.com/vo.ces.7).</p>
8	<p>INITIAL DIAGNOSIS – CONTEXT</p> <p>We delved into gender and migration in 2012, when we received funding from the Spanish Women’s Institute (Research Complementary Actions) for the project “The relationships between migrant and native teenagers through digital environment from gender perspective”. However, our first research on Muslim women was carried out in 2008. Mass migration to Western Europe began in the late 1950s, reaching its peak around 1970s. For historical and geographical reasons most immigrants were Muslim. At the beginning, Spain was only a step in the way to France from the North of Africa. The first generation of European Muslims were</p>

		<p>mostly working-class. In Europe, immigration is established apart from societies in inner cities or in suburbs, a space of social exclusion, which have been <i>ethnicised</i>. Men came first, looking for a job, and then women arrived. From our qualitative work, we have detected a complicated context: the Internet access rate was lower in women than men (it was avoided at home “to protect children”). Male relatives decided women’s media diet (for example, husbands said to wives what film to see); women had less social relationships than men because mothers/wives/daughters had more responsibilities at home. At the same time, some disruption of family patterns was noticed. Muslim societies are usually seen as having low disruption patterns due to the combination of a patriarchal structure and legal Islamic norms, but there is a gap in the second generation. Muslim women and their daughters in western countries where Muslim is a minority face very difficult circumstances; so we decided to study: (A) their right to practise a religion (to wear a modern hijab by some working women is a sign of the entry of women into the public space); (B) their right to be feminist (we need to understand that the feminist movement is not exclusive to the West, and that if we support this point of view, it can act to the detriment of Muslim women and reinforce the idea that feminism is in fact a Western invasion) and (C) internal diversity (social class, the reason of migrating, age at the time of arrival in the new country, and language skills are just some of the aspects that create this different reality).</p>
9	OBJECTIVES	<p>These hypothesis are our starting point:</p> <p>a) Religion dictates the media diet of Muslim women. In the inner circle of families, men indicate to women what they must watch/read/listen to and it is normally justified by religion criteria.</p> <p>b) Religion aspects determinate what content can be consumed and what content has to be avoided —in particular, messages related to sexuality. It is probably more evident among women.</p> <p>c) Mass media can help Muslim women in their religion practices. For example, women are not obliged to go to mosques and can pray at home, so perhaps they use Islamic programmes/channels to accompany their prayers.</p> <p>d) Muslim women think that the mass media show negative stereotypes about them.</p> <p>d) Muslim women have had bad experiences in social digital network. They tend to hide their identities and have probably suffered from (online) racism.</p> <p>We also have aim at the redaction of two documents:</p> <p>a) Recommendations to the mass media in order to improve how they talk about Islam and especially about Muslim women. The Mass Media have to promote a pacific social coexistence and must pay attention to women.</p> <p>b) Recommendations to agents involved in social projects (Third Sector) in order to help them to define strategies with a gender perspective.</p>
10	IMPACT & OUTCOMES	<p>We have planned a direct impact in the mass media sector (journalism) and in the Third Sector (institutions which work in neighbourhoods with high levels of migrant citizens). The first outcome has been the video Revelades (2016), and it wasn’t planned. Following we include a paragraph from the video’s introduction, prepared by Arts Santa Mònica, where it will be available from October 2016 to January 2017: “We interviewed five women, all young, outgoing, happy... and Muslim. They all remember the first day that they went out wearing the veil, the first reactions (good and bad); they all consider Barcelona a tolerant city, but when they think about their day-to-day lives is when the problems emerge (if you are looking for work, it is no advisable to attach a photo of yourself wearing the hijab in your curriculum); they are all tired of the islamophobic discourse in the mass media and defend Islam as a religion of peace; they are all fighting for gender relationships based on equality.”</p>
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	Sociology
12	ABSTRACT	<p>The aim of this study is to give voice to significantly muted Muslim women (from Maghreb and living in Spain for more than 5 years). Our main focus is their relationships with Islamic and non-Islamic mass media. The objective is to analyse the influence of religion in their media diet. The project analyses their consumption, the use given to mass media —including digital social networks—, and also their opinion about how media talks about Islam, especially about Muslim women. Our</p>

		goal is to deepen in the life of migrant Muslim women from the perspective of gender, hence familiar relationships are another key topic in our work. Information and Communication Technologies have extended the amount of media that people can have access to. Nowadays, they can easily keep in touch with their cultural roots and, at the same time, sociability and identity in digital environment opens new possibilities and risks. Islamic State's global propaganda strategy is probably the main concern.		
13	KEYWORDS	Religion, Diet Media, Gender, Migration, Islam, Muslim Women, Cultural Consumption		
14	START DATE	01/10/2015		
15	FINAL DATE	01/03/2017		
16	FUNDING	Funding for research projects on religion. DG of Religion Affairs, Government of Catalonia.		
17	PRINCIPAL COORDINATOR	Amparo Huertas Bailén, PhD, UAB	Women (number)	Men (number)
			1	--
18	LOCAL COORDINATOR (in case Coordinated projects)	Name, position, and university	Women (number)	Men (number)
			--	--
19	RESEARCH TEAM MEMBERS	José Luis Terrón, PhD, UAB	Women (number)	Men (number)
		Maria Luna, PhD, UPF Saleta de Salvador Agra, PhD, Universidad de Vigo Yolanda Martínez Suárez, PhD, UAB Luisa Martínez García, PhD, UAB Luis Fernando Morales Morante, PhD, UAB	4	2
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	The project is in progress. However, there are evidences that it works well. At the beginning, we knew that it would be difficult to meet Muslim women for the interviews. In fact, we had to extend the period of the empirical work field. We began interviews on July, during Ramadan, and the problem was even bigger than we had thought. Right now we have done 20 interviews and we must get 25. We can prove the impact with the video Revelades (2016), starring 5 Muslim women who talk about how they feel living in a big city (Barcelona). The video is part of an exhibition in Arts Santa Mònica, a museum in the centre of Barcelona (18 th October 2016 – 8 th January 2017). That research project has brought us the opportunity to know Muslim women and to create messages to give them voice.		
21	SUSTAINABILITY	We created a research group called Communication, Migration and Citizenship (CMC InCom-UAB) ten years ago. On the one hand, we have regularly received funding and, on the other, applications for research stays in InCom-UAB are growing in the last years. For example, from November 2016 until March 2007, Konstantinos Michalopoulos (Thessaloniki University) will do a stay in InCom-UAB (Learning Agreement Student Mobility for Traineeship). These academic activities help us to keep on, even when we do not have funding.		
22	LEARNING POTENTIAL	Two aspects should be noted: (A) Methodology (it is difficult to achieve the empathy needed to carry out the type of interviews that this qualitative project requires; to get the contact information and to lead the conversation); (B) Theoretical aspects about religion and culture (we are trying to build a new vision of Islam from non-Islamic countries, taking in account the discourse of Muslim women, so we are finding ways to dismantle stereotypes).		

23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	Gender perspective is the essence of our work. We study Muslim women (minority group in Spain) and, what is more important: we want to listen to them to understand their lives, values and attitudes. In the medium term, we want to give them voice in spaces where they have difficulties to arrive in, running away from paternalism.
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	The main coordinator is a woman. The research group is composed of 4 women and 2 men.

5.17. Rights on the move. Rainbow families in European Union.

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET														
1	TITLE OF THE INITIATIVE	Rights on the move: Rainbow families in European Union												
2	TYPE	<table border="1"> <tr> <td>X</td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td>X</td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td>X</td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>	X	Research Project / Agreements / Patents	X	Seminars / Workshops / Training		Networks , associations, working groups	X	Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
X	Research Project / Agreements / Patents													
X	Seminars / Workshops / Training													
	Networks , associations, working groups													
X	Dissemination: articles, web , social media													
	Political Decision Making -Process / institutional Assessment													
	Other initiatives													
3	RESPONSIBLE INSTITUTION	University of Trento Italy												
4	CONTACT IN THE RESPONSIBLE INSTITUTION	Alexander Schuster University of Trento Rights on the move Via Verdi, 53 38122 Trento (Italy) Tel: +39 0461 283518 alexander.schuster@unitn.it												
5	WEBSITE	http://events.unitn.it/en/rotm												
6	OTHER INVOLVED INSTITUTIONS	Universitat Autònoma de Barcelona (ES); Cara-Friend Belfast (UK); Peace Institute, Ljubljana (SI); CGIL Nuovi Diritti, Rome (IT); University of Toulouse III (FR).												
7	DESCRIPTION, STRATEGY & BENEFICIARY	<p>Description: research on the European protection of the rights of rainbow families, i.e. families where the parental roles are played by persons of the same legal gender – moving and residing within the EU.</p> <p>The strategies: creating synergies between NGOs and university organizations; drafting reports on the existing legal framework of protection of LGBT families who exercise their right to freedom of movement at international, European, and national level; adopting a child-centered perspective; drafting a handbook and a white paper on the rights of LGBT families; organising conferences and training workshops in different EU member states on the results of the research.</p> <p>Beneficiaries: EU Member States and institutions; national, local and regional authorities; academics, legal practitioners, judges, public officials, lawyers, students and members of the LGBTI community.</p>												
8	INITIAL DIAGNOSIS – CONTEXT	<p>Rights on the move looks at the European protection of the rights of rainbow families, i.e. families where the parental roles are played by persons of the same legal gender – moving and residing within the EU. The diversity of regulations about marriage and partnership, access to assisted reproductive technologies and adoption exposes these families to considerable obstacles when moving within the EU.</p> <p>By adopting a child-oriented approach, “Rights on the move” aims at unravelling how freedom of movement should be read in compliance with the EU Charter, the European citizenship rights of the child and other international and supranational instruments.</p>												
9	OBJECTIVES	1) Increase knowledge about the freedom of movement of LGBT families and analyse the legal situation in the 28 EU Member States												

		<ol style="list-style-type: none"> 2) spread information on the legal situation of rainbow families in Europe; 3) increase understanding among legal professionals of the rights of children in LGBT families and how to protect them; 4) create a network amongst legal practitioners and the wider legal community interested in the project's topics; 5) enhance empowerment of citizens and NGOs to fully enjoy their fundamental rights; 6) increase awareness among workers and employers of the situation of rainbow families moving within the EU; 7) produce a White Paper discussing obstacles and proposals for overcoming them.
10	IMPACT & OUTCOMES	<p>The results of the research have been published in different media, including academic journals, books, handbooks, and white papers. Most of them are available in open access:</p> <ul style="list-style-type: none"> - C. Casonato and A. Schuster, Rights on the move – Rainbow families in Europe. Conference proceedings, Trento, 16-17 October 2014, Università degli studi di Trento, 2014 - A.M. Duguet, L'assistance à la procréation, quels défis aujourd'hui, LEH, 2015 - A. Schuster, G. Toniollo, La famiglia omogenitoriale in Europa, Ediesse, 2015 - B. Fitzpatrick, Handbook on the Rights of Rainbow Families, 2015. Languages: English - Italian - Greek - French – Spanish - N. Kogovšek Šalamon, Rights on the move White Paper, 2015. Languages: English - Italian - German - French - Spanish <p>The research aimed to make use of the existing legal tools to challenge the traditional notion of family and find ways to ensure the protection of LGBT families.</p> <p>In addition, the results of the project have been disseminated on the occasion of different training workshops and conferences:</p> <ul style="list-style-type: none"> - 16-17 October 2014: Rights on the move – Rainbow families in Europe. Final Conference. University of Trento, Trento - 4-5 June 2014: Moving Forward: The Rights of Rainbow Families in Europe. Cara Friend, Belfast - 7-8 March 2014: Rights on the move Central Training. The Peace Institute, Ljubljana - 14 November 2013: Parenthood and worker's rights. CGIL Nuovi diritti, Rome - 24-25 October 2013: The rights of the children in LGBT families. Barcelona (at the premises of Fondation Martí l'Humà -La Garriga) - 2 July 2013: Medically assisted procreation and today's challenges. University of Toulouse III Paul Sabatier
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	Juridical Sciences and Law
12	ABSTRACT	<p>Rights on the move looks at the European protection of the rights of rainbow families, i.e. families where the parental roles are played by persons of the same legal gender – moving and residing within the EU. The diversity of regulations about marriage and partnership, access to assisted reproductive technologies and adoption exposes these families to considerable obstacles when moving within the EU.</p> <p>By adopting a child-oriented approach, "Rights on the move" aims at unravelling how freedom of movement should be read in compliance with the EU Charter,</p>

		<p>the European citizenship rights of the child and other international and supranational instruments.</p> <p>The project started in January 2013 and lasted 26 months.</p> <p>The Project is coordinated by the University of Trento (IT). The European dimension is strengthened through the participation of the Autonomous University of Barcelona (ES), Cara-Friend Belfast (UK), Peace Institute, Ljubljana (SI), CGIL Nuovi Diritti, Rome (IT), and the University of Toulouse III (FR). Besides, it should be noted that not all the partners were universities, as some of them are NGOs involved in the protection of LGBT rights.</p>						
13	KEYWORDS	LGBT; LGBT families; freedom of movement; best interests of the child; parenthood; medically assisted procreation.						
14	START DATE	2013						
15	FINAL DATE	2014						
16	FUNDING	European Commission's Human Rights and Citizenship Program.						
17	PRINCIPAL COORDINATOR	<table border="1"> <tr> <td>Alexander Schuster University of Trento</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td></td> <td>1</td> </tr> </table>	Alexander Schuster University of Trento	Women (number)	Men (number)			1
Alexander Schuster University of Trento	Women (number)	Men (number)						
		1						
18	LOCAL COORDINATOR (in case Coordinated projects)	<table border="1"> <tr> <td>Teresa Freixes, Full professor</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td>1</td> <td></td> </tr> </table>	Teresa Freixes, Full professor	Women (number)	Men (number)		1	
Teresa Freixes, Full professor	Women (number)	Men (number)						
	1							
19	RESEARCH TEAM MEMBERS	<table border="1"> <tr> <td>Mercè Sales, Lecturer Nuria Saura, Adjunct lecturer Francesc-Xavier Jaurena, Lawyer Júlia Lladós, PhD candidate Bettina Steible, PhD candidate</td> <td>Women (number)</td> <td>Men (number)</td> </tr> <tr> <td></td> <td>4</td> <td>1</td> </tr> </table>	Mercè Sales, Lecturer Nuria Saura, Adjunct lecturer Francesc-Xavier Jaurena, Lawyer Júlia Lladós, PhD candidate Bettina Steible, PhD candidate	Women (number)	Men (number)		4	1
Mercè Sales, Lecturer Nuria Saura, Adjunct lecturer Francesc-Xavier Jaurena, Lawyer Júlia Lladós, PhD candidate Bettina Steible, PhD candidate	Women (number)	Men (number)						
	4	1						
EVALUATION OF THE GOOD PRACTICE								
20	WORKS WELL	This research project efficiently used literature review and primary and secondary data collection to produce an analysis the protection awarded to LGBT families on the move in Europe. The initial goals were achieved, as illustrated in the different publications. The organization of the different training workshops and conferences successfully raised awareness about this issue.						
21	SUSTAINABILITY	<p>The results of this research project have been published in several media, including a handbook, a white paper, as well as other academic publications available under a creative commons license for broader projection. It is also worth noting that the handbook and the white paper are available in several languages for further dissemination (DE, EN, ES, FR, IT, HL).</p> <p>Furthermore, the website, hosted by the University of Trento, remains active.</p>						
22	LEARNING POTENTIAL	<ul style="list-style-type: none"> Analyse the existing legal framework of protection of LGBT families on the move at international, European and national level Analyse the remaining obstacles to the full recognition of their rights Create synergies between the Academia and practitioners involved in the protection of LGBT rights Learn from practitioners Disseminate results beyond academic community 						

23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	The whole research project adopted a gender perspective as it aimed to foster knowledge on and raise awareness about LGBT families' rights. It particularly aims to rethink concepts and theories from a gender perspective, rethink standards and reference models, and include gender-sensitive dissemination in the research results.
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	The project is coordinated by a male lecturer at Trento University, while the local coordinator is a female full professor. The UAB research group consisted of 4 additional women and 1 man only.

5.18. The Gender pay gap as a multidimensional phenomenon

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	<p>TITLE OF THE INICIATIVE</p> <p>The gender pay gap as a multidimensional phenomenon. Analysis of institutional, organizational and cultural barriers. Proposals for intervention</p> <p>La brecha salarial como fenómeno multidimensional. Análisis de barreras institucionales, organizacionales y culturales. Propuestas para la intervención</p>												
2	<p>TYPE OF INICIATIVE</p> <table border="1"> <tr> <td>x</td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>	x	Research Project / Agreements / Patents		Seminars / Workshops / Training		Networks , associations, working groups		Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
x	Research Project / Agreements / Patents												
	Seminars / Workshops / Training												
	Networks , associations, working groups												
	Dissemination: articles, web , social media												
	Political Decision Making -Process / institutional Assessment												
	Other initiatives												
3	<p>RESPONSIBLE INSTITUTION</p> <p>Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball (QUIT), Sociology Department, Universitat Autònoma de Barcelona</p>												
4	<p>CONTACT IN THE RESPONSIBLE INSTITUTION</p> <p>Pilar Carrasquer Oto Universitat Autònoma de Barcelona Sociology Department / Centre d'Estudis Sociològics sobre la Vida Quotidiana i el Treball (QUIT) Tenured Professor pilar.carrasquer@uab.cat / (0034) 93 581 2432 Spain</p>												
5	<p>WEBSITE</p> <p>http://pagines.uab.cat/brechasalarial/</p>												
6	<p>OTHER INVOLVED INSTITUTIONS</p> <p>The research project involves an Advisory Board, composed of experts as well as of representatives from institutions and organizations directly involved in the issue of the gender pay gap. Some of these institutions are: Secretariat for Women and Social Cohesion of 'Comissions Obreres' (<i>Secretaria de la Dona i Cohesió Social de CCOO</i>), a Spanish Trade Union Confederation; the Observatory 'Women Business and Economy' of the Barcelona Chamber of Commerce (<i>Observatori Dona Empresa i Economia de la Cambra de Comerç de Barcelona</i>); First of May Foundation (<i>Fundación Primero de Mayo</i>), a research entity linked to CCOO; Leader and Professional Women of Social Action (<i>Dones Directives i Professionals de l'Acció Social</i>); Surt Foundation (<i>Fundació Surt</i>), Area of Employment Quality of the Generalitat de Catalunya (<i>Àrea de Qualitat en el Treball de la Generalitat de Catalunya</i>), Government of Catalonia.</p>												
7	<p>DESCRIPTION, STRATEGY & BENEFICIARY</p> <p>The project intends to analyse the gender pay gap, understood as a multidimensional phenomenon, with the ultimate goal of drawing effective proposals aimed at minimising it. It incorporates new dimensions of analysis, which have been to the moment left aside by studies of the issue in the Spanish context. In particular, its focus on the mechanisms of construction of qualifications and occupational categories, and therefore, the need of an approach that pivots on a sectoral analysis and the study of organizational contexts. This type of analysis, based on case studies in selected companies, should allow capturing the way in which different organizational cultures and contexts shape different expressions of the gender pay gap. Finally, such a diagnostic should allow building specific tools aimed at combatting the persistence of gender inequalities in pay, which will require, undoubtedly, the articulation of expert knowledge and that belonging to the world of public intervention.</p>												

		<p>For this purpose, a mixed methodology is proposed, which is to combine techniques of a different nature in order to approach the mentioned multidimensionality of the gender pay gap. First of all, a quantitative analysis is envisaged, in order to obtain a complete picture of the reality of the gender pay gap in the Spanish context. The analysis of such quantitative data is to be combined with a qualitative approach, in order to build a typology of sectors, representative of the diversity of women's employment and organizational contexts. This will include the revision of contents and processes of collective bargaining agreements, interviews with social agents, as well as focus groups with employees. Secondly, the results of the typology should allow the identification of key sectors in which to focus the case studies at company level. Through these, the specific organizational processes and cultures favouring or hindering the gender pay gap will be tackled. Thirdly, because the project is clearly intervention-oriented, and specifically intends to involve social agents, the use of tools that allow the participated elaboration of recommendations for policies and collective bargaining is envisaged. Finally, at a more general and transversal level, the project included the creation of an Advisory Board, formed by experts and stakeholders, which is to have an active role both in the development of the project itself (discussion of key factors, selection of sectors and cases) as well as in the elaboration of recommendations and dissemination of the project findings.</p>
8	<p>INITIAL DIAGNOSIS - CONTEXT</p>	<p>The gender pay gap is a typical and persistent feature of the labour market. Both the European Strategy 2020 and the European Strategy for Gender Equality 2010-2015 highlight the relevance of this issue. Gender equality in pay constitutes, additionally, one of the key dimensions of "decent work" identified by the ILO. Indeed, the gender pay gap is one of the most acknowledged inequalities that take place in the labour market. However, despite current legislations protect against discrimination in pay, truth is that the difference between male and female wages is still above the 20% in the country of interest (Spain), according to the Spanish National Statistics Institute (INE). According to the same source, in 2013, 18.6% of women perceived an income equal or below the Minimum Interprofessional Wage, whereas the same was true only for 8.3% of men. Plus, data shows that the gender pay gap has been increasing in recent years, from a 21.87% in 2008 to a 23.9% in 2013. This figure is situated well above the UE-28 average, which was 16.4% in 2013 (European Commission, 2015).</p> <p>There are many national and international studies which have been devoted to the study of the gender pay gap between men and women (EIGE, 2015; Fundació M^a Aurèlia Capmany-UGT, 2015; European Commission, 2015; Sallé-Molpeceres, 2010), which show this is a problem of the first order. In addition, as the data shows, the pay gap, far from disappearing, seems to consolidate and strengthen as a key axis of gender inequality in the labour market. Policies aimed at its reduction seem to have had little success in what seems a "moving goal" (Rubery & Grimshaw, 2014). What are the causes for this failure? What are the obstacles hindering the viability or efficacy of such policies? Are there sectoral or organizational contexts more or less prone to inequalities in pay? Which is the role of perceptions about female employment? How can these barriers be faced? These are the main questions the project intends to answer.</p>
9	<p>OBJECTIVES</p>	<p>The main objective of the project is the gender pay gap, understood as a multidimensional phenomenon, with the ultimate goal of drawing effective proposals aimed at minimising it. A gender sensitive perspective is consubstantial to the research objectives of the project. In particular, the specific objectives of the project could be summarised as follows:</p> <ol style="list-style-type: none"> 1) Elaborate a map of the gender pay gap at the sectoral level; 2) Analyse the way in which different organizational contexts and cultures foster or hinder gender equality; 3) Analyse the role of perceptions and collective representations of employers and employees (women in particular), around the valuing and remuneration of female employment;

		4) Propose specific measures in favour of gender equality in companies.
10	IMPACT & OUTCOMES	<p>The project intends to provide new elements for the diagnostic of the studied phenomenon, through the identification of factors contributing to its reproduction or, by contrast, which may foster its erosion. Provide, as well, tools for intervention.</p> <p>At an academic level, a new approach to the study of the issue is proposed, which is to find a midway point between the econometric analysis that focus on the study of individual characteristics explaining the gender pay gap, and the eminently qualitative approaches of company-based case studies. This is, to put the focus on dynamics characterising the gender pay gap at the sectoral level, both through a quantitative analysis, an in-depth contextualisation including the analysis of collective bargaining agreements, and later case studies in selected companies.</p> <p>As a result, specific tools will be available to the scientific community and stakeholders (recommendations for collective bargaining agreements, dissemination of good practices, training materials), in order to support possible actions of intervention on this issue. Seminars and workshops devoted to presenting and discussing the findings will be important spaces for this purpose. However, most relevantly, the Advisory Board supporting the project appears as the most suitable instrument in this respect. For the most relevant institutional and social agents in the field of interest are represented in it, they are to have a key role in the implementation of measures deriving from the project aimed at tackling the gender pay gap, and thus improving the working and living conditions of the people involved.</p>
11	FIELD OF KNOWLEGDE / SCIENTIFIC FIELD	63-Sociology
12	ABSTRACT	<p>The wage gap (WG) is one of the most visible expressions of gender inequality in the labour market, having a direct impact on women's work and living conditions, hence its relevance on the public and academic agendas. The reduction of the WG is a European employment target, linked to the goal of equality of opportunities and female economic independence. In terms of work and employment conditions, the WG is indicative of gender-differentiated employment situations and professional trajectories. Moreover, it is related to the perceptions and values regarding female employment, as well as to their recognition in professional terms. Beyond the limits of the labour market, the WG illustrates the link between labour market participation and domestic and family responsibilities weighing mainly on adult women. From the point of view of living conditions, the effects of the wage gap are clear, both in terms of present resources allowing the fulfilment of basic daily needs, as in terms of future access to retirement benefits. In this context, policies aimed at the reduction of the reduction of the WG have had little success. What are the reasons? What are the barriers to the viability and effectiveness of such policies? Are there sector and company environments that favour wage inequalities to a greater or lesser degree? What is the role of perceptions and imaginaries regarding female employment? How can these potential barriers be faced? These are the main questions set out by the project. In order to answer them, our approach focuses on the analysis of sectors and companies, paying special attention to institutional, organisational and cultural or symbolic factors, which may either encourage or contribute to minimise the WG. Under this framework, the project pursues a double goal. On the one hand, it aims to shed some light on the WG, looking into aspects of the phenomenon that have so far received little attention. On the other, it aims to provide ideas and tools that help eradicate this form of gender inequality. In this sense, the participation of social partners and institutions concerned by this issue constitutes a key dimension of the project. To this end, the creation of an Advisory Board is envisaged, formed both by experts and representatives of institutions and organizations directly involved in the problematic. Besides its contribution to the dissemination and applicability of the results, such Advisory board constitutes a guarantee of external participation, throughout the research process.</p>

13	KEYWORDS	Gender pay gap, gender inequality in the labour market, organizational cultures, occupational segregation, employment sectors, company-based case studies, social agents		
14	START DATE	15-02-2016		
15	FINAL DATE	30-09-2018		
16	FUNDING	Obra Social "La Caixa" and Catalan Association of Public Universities / Recercaixa programme / Call 2015		
17	PRINCIPAL COORDINATOR	Pilar Carrasquer Oto, Tenured Professor, Universitat Autònoma de Barcelona	Women (number)	Men (number)
			1	0
18	LOCAL COORDINATOR (in case Coordinated projects)	Name, position, and university -	Women (number)	Men (number)
			-	-
19	RESEARCH TEAM MEMBERS	Martí López Andreu, Lecturer, University of Huddersfield Carolina Recio Cáceres, External Lecturer, Universitat Autònoma de Barcelona Núria Sánchez Mira, Research Technician, Universitat Autònoma de Barcelona	Women (number)	Men (number)
			2	1
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	The evaluation is still preliminary, for the research project is still in its initial phase. However, so far, the first meeting of the Advisory Board has proved fruitful, which points out that the anticipated benefits of this type of instrument will be confirmed by the work to come.		
21	SUSTAINABILITY	For the reason mentioned in the previous point, it is still not possible to evaluate whether the results will be maintained after the initiative. However, the project envisages the elaboration of specific materials (recommendations for collective bargaining, dissemination of good practice, training material), oriented precisely at the long-term sustainability of its findings. Moreover, the creation of the Advisory Board also aimed at consolidating a network of collaboration for possible future research projects or other actions.		
22	LEARNING POTENTIAL	The innovative methodological approach to the analysis of the gender pay gap can be interesting for other researchers addressing the issue. In addition, there is learning potential both in the dissemination of good practices, by means of a specific document designed for this purpose. As well as through, the training materials aimed at the agents taking part in collective bargaining.		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	The gender perspective is consubstantial to the research object that the project intends to address and is thus incorporated transversally at the level of goals, theoretical frameworks and methodologies, as well as at the level of policy recommendations and activities of dissemination.		
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	The project is led by a female researcher, and composed of other women and a man. The incorporation of a male member to the research team was specifically sought, in order to form a more gender-balanced team, as well as work in the direction of sensitizing male professionals in the field in the gender perspective.		

5.19. Turkish Higher Education Council (YÖK) Policy Document on Gender Equality in Higher Education Institutions

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	<p>TITLE OF THE INITIATIVE</p> <p>Turkish Higher Education Council (YÖK) Policy Document on Gender Equality in Higher Education Institutions</p> <p>*YÖK YÜKSEKÖĞRETİM KURUMLARI TOPLUMSAL CİNSİYET EŞİTLİĞİ TUTUM BELGESİ</p>												
2	<p>TYPE OF INITIATIVE</p> <table border="1"> <tr> <td></td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td>X</td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>		Research Project / Agreements / Patents		Seminars / Workshops / Training		Networks , associations, working groups		Dissemination: articles, web , social media	X	Political Decision Making -Process / institutional Assessment		Other initiatives
	Research Project / Agreements / Patents												
	Seminars / Workshops / Training												
	Networks , associations, working groups												
	Dissemination: articles, web , social media												
X	Political Decision Making -Process / institutional Assessment												
	Other initiatives												
3	<p>RESPONSIBLE INSTITUTION</p> <p>TURKISH HIGHER EDUCATION COUNCIL (YÖK)</p> <p>YÖK is the supreme semi-autonomous body responsible for the planning, coordination, governance and supervision of all higher education in Turkey. YÖK was established in 1981 with the Higher Education Law (No. 2547) which centralized the higher education system. A centralized higher education system denotes that all higher education institutions are governed by the same rules and regulations formulated by YÖK. Allocation of academic positions to specific public universities, faculties and departments are made by the Council of Higher Education. YÖK also provides financial support to graduate students for research in the country or abroad. YÖK took an initiative to promote gender equality in higher education institutions. The Policy Document on Gender Equality in Higher Education Institutions targeting several objectives such as awareness raising in universities at academic and administrative levels; the provision of visibility of issues of gender equality in universities; and the elimination of violence, sexual harassment and mobbing in higher education institutions was issued by YÖK and is required to be implemented by all universities.</p>												
4	<p>CONTACT IN THE RESPONSIBLE INSTITUTION</p> <p>Prof. Dr. Sezer Şener Komsuoğlu YÖK Akademide Kadın Çalışmaları ve Sorunları Komisyonu Başkanı (YÖK Chair of the Commission of Women’s Studies and Women’s Problems in Academia) Yükseköğretim Kurulu Başkanlığı Akademide Kadın Çalışmaları ve Sorunları Birimi B-2 Blok, 3. Kat 06539 Bilkent / Ankara (0090) 312 298 72 20 e-mail: sezer.komsuoglu@yok.gov.tr</p>												
5	<p>WEBSITE</p> <p>YÖK website: http://www.yok.gov.tr/web/uluslararasi-iliskiler/anasayfa</p> <p>Link to the Unit on Women’s Studies and Women’s Problems in Academia: [available in English] http://yok.gov.tr/web/akademide-kadin-calismalari-ve-sorunlari-birimi/hakkimizda</p> <p>Link to the YÖK Policy Document on Gender Equality in Higher Education Institutions: http://www.yok.gov.tr/documents/10279/22712333/YOK_Tutum_belgesi.pdf/</p>												

6	OTHER INVOLVED INSTITUTIONS	All higher education institutions Women's Studies and Problems of Women in Academia Unit
7	DESCRIPTION, STRATEGY & BENEFICIARY	<p>The Policy Document recommends and foresees the introduction of a compulsory or an elective "Gender Equality Course" into curricula, the organization of at least one event or seminar on this topic every semester, disseminating knowledge and information on issues of gender equality and gender equality courses and events; and the provision of support for the establishment of research centers on women's issues, for the purpose of mainstreaming gender equality and gender research in every university. The requirement of the establishment of research centers on women's issues in every university is considered as a good practice of initiating gender sensitive research.</p> <p>The conductors of this initiative are the university administrations and the beneficiaries of it are again the higher education institutions-universities, members of academia, administrative staff and students.</p>
8	INITIAL DIAGNOSIS - CONTEXT	<p>The initiative was developed after the news of the killing of a young female university student who was sexually assaulted by a bus driver on her way back home. The news of the event led to many campaigns and protests around the country organized by women to point out the severity of increased violence against women in Turkey. YÖK's initiative can be located against this background and the emphasis on the necessity to eliminate violence against women (female students in particular) is an indicative of such sensitivity.</p> <p>As a result of such news an initiative was taken by the Turkish Higher Education Council to promote gender equality in higher education institutions. This initiative was followed by three major actions: a) a workshop was organized on May 7, 2015 with the participation of representatives/directors of Women's Studies Centers from 70 universities and specialists both from the academia and different NGOs on gender; b) a workshop report was published and disseminated by YÖK; and c) a Unit on Women's Studies and Women's Problems in Academia was established within YÖK to promote and monitor the policy document. The policy document defines and targets four policy and action areas: the integration of the notion of gender equality into the curricula at universities; awareness raising in universities at academic and administrative levels; the provision of visibility of issues on gender equality in universities; and the elimination of violence, sexual harassment and mobbing in higher education institutions.</p> <p>Promoting establishment of research centers on women's studies is part of this initiative and the policy document adopted by YÖK.</p>
9	OBJECTIVES	<p>As summarized in the part "description, strategy and beneficiaries", the general objectives of the initiative are the mainstreaming of gender equality and eliminating sexual harassment, mobbing and violence, and promoting research on gender in universities.</p> <p>Specific objectives include the introduction of "gender equality courses" into curricula, establishment of research centers on women's issues in universities, organizing awareness raising and training activities and adopting policies on gender equality issues at universities.</p>
10	IMPACT & OUTCOMES	<p>The specific impacts of the initiative will be seen in the future but not having indicators to measure the impact of planned activities or monitor them, will make such outcome assessments difficult. The only impact analysis can be made with regards to the assessment of the number and content of gender equality courses, trainings and awareness raising activities, and more importantly, the number of research centers on women's studies in the country after the adoption of the policy document. We have contacted YÖK and are waiting for their answer to our questions about solid data since the beginning of the initiative. Yet still, increased focus and visibility on gender equality issues can be expected to have a positive impact on organizational, academic and research culture.</p>

11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	The initiative does not have a specific focus in terms of disciplines but may have an impact on all.		
12	ABSTRACT	See description above.		
13	KEYWORDS	Gender equality, sexual harassment, mobbing, sexual violence, awareness raising and mainstreaming.		
14	START DATE	2015		
15	FINAL DATE	No end date		
16	FUNDING	NOT APPLICABLE		
17	PRINCIPAL COORDINATOR		Women (number)	Men (number)
18	LOCAL COORDINATOR (in case Coordinated projects)		Women (number)	Men (number)
19	RESEARCH TEAM MEMBERS		Women (number)	Men (number)
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	Since the initiative is new, it is not possible to evaluate the project along the lines of efficiency and effectiveness and demonstrable impact with objective indicators. However, since YÖK (the Higher Education Council) is the supreme state body responsible for the planning, coordination, governance and supervision of all higher education in Turkey, the policy document adopted, issued and disseminated by the Council has a definite impact on all universities. There will be a strong incentive on their part to adopt mechanisms and policies to reach the objectives listed by the workshop report and the policy document.		
21	SUSTAINABILITY	The level of sustainability depends on three factors: a) YÖK's insistence and willingness to monitor the progress of actions and activities on gender equality mainstreaming in all universities; b) the level of institutionalization and formalization of gender equality policies both at YÖK and university levels; and c) the willingness and insistence of university administrations to formulate and develop action plans, policies and mechanisms for the establishment of gender equality at their institutions.		
22	LEARNING POTENTIAL	YÖK's initiative is a motivating factor for all higher education institutions. It is also important in terms of raising awareness at all levels in universities.		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS			
24	SEX-GENDER BALANCE IN RESEARCH TEAMS			

5.20. Women Role Talk Show project

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET													
1	TITLE OF THE INITIATIVE Women role and portrayal In prime time and late night talk-shows El papel de la mujer en los <i>talk shows</i> de <i>prime time</i> y noche												
2	TYPE OF INITIATIVE <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">X</td> <td>Research Project / Agreements / Patents</td> </tr> <tr> <td></td> <td>Seminars / Workshops / Training</td> </tr> <tr> <td></td> <td>Networks , associations, working groups</td> </tr> <tr> <td></td> <td>Dissemination: articles, web , social media</td> </tr> <tr> <td></td> <td>Political Decision Making -Process / institutional Assessment</td> </tr> <tr> <td></td> <td>Other initiatives</td> </tr> </table>	X	Research Project / Agreements / Patents		Seminars / Workshops / Training		Networks , associations, working groups		Dissemination: articles, web , social media		Political Decision Making -Process / institutional Assessment		Other initiatives
X	Research Project / Agreements / Patents												
	Seminars / Workshops / Training												
	Networks , associations, working groups												
	Dissemination: articles, web , social media												
	Political Decision Making -Process / institutional Assessment												
	Other initiatives												
3	RESPONSIBLE INSTITUTION Universitat Autònoma de Barcelona (UAB)												
4	CONTACT IN THE RESPONSIBLE INSTITUTION Name of contact person: Matilde Delgado Reina, PhD Organisation / Institution: Universitat Autònoma de Barcelona Department / Research Centre: Audiovisual Communication and Advertising Department / Image, Sound and Synthesis Research Group Job position: Lecturer Email / Phone: Matilde.Delgado@uab.cat Country: Spain												
5	WEBSITE None												
6	OTHER INVOLVED INSTITUTIONS None												
7	DESCRIPTION, STRATEGY & BENEFICIARY <p>Women’s role and portrayal in mass media has been a subject of interest since the beginning of gender studies, mostly with regard to fiction productions. The role of women in talk-shows has been discussed from the point of view of the audience and focusing on daytime productions. However, this aspect has remained unexplored when it comes to prime time and late night television talk shows.</p> <p>This project consists of analysing and defining the role and portrayal of women on television talk shows aired in prime time and late night in Europe (Spain, Italy, France and the United Kingdom). This research includes two main lines of research: gender studies, which is key to the successful development of this project, and television studies.</p> <p>In order to explore this content, content analysis will be used as the project methodology.</p>												
8	INITIAL DIAGNOSIS - CONTEXT <p>The project is based on the analysis of talk-show programmes aired on prime time and late night slots in Europe (Spain, Italy, France and the UK), by applying a content-analysis methodology. This research is being held in order to answer the research questions and determine the roles and portrayal of women in these types of audio-visual productions in the European audio-visual market.</p> <p>In this project we aim to focus on the genre of infotainment, merging both the “informative” and “entertainment” dimensions. This practice stands out because, while there’s been multiple publications about the women’s role in news programmes, fiction television or daytime talk shows; the prime time and late night talk shows, which are a form of infotainment, had not been analysed yet.</p>												

		<p>Given the popular nature of this type of programmes and the apparent male-dominant environment, it is relevant to know which are the implications of participant women and how women are portrayed in these productions.</p> <p>The project is an initiative that follows the policy of gender perspective in research content, since it helps improve the scientific quality and social relevance of the produced knowledge.</p>					
9	OBJECTIVES	<p>The main objective of the research is to define and explain how women are participating and being portrayed in prime time and late night television talk shows in Europe. In order to achieve this general objective, different specific objectives are to be reached, such as:</p> <ul style="list-style-type: none"> - Analyse which topics women talk about in these programmes - Analyse if women participants have a starring role or a secondary one - Analyse in which way women are presented and represented - Measure how many women make an appearance on the shows and which percentage does that number represent out of the total of participants - Establish similarities and differences among the different countries that are included in this research - Establish similarities and differences focusing on the channel ownership (private or public) in which the talk show is being aired <p>These objectives, both general and specific, include Gender Sensitive Research because they are set to make progress in the feminist perspective in research by questioning gender roles and representation in prime time and late night talk shows, which is key to gender perspective. The issue of gender perspective is a priority within the project itself and it aims to contribute to the incorporation of gender perspective to media and television studies.</p>					
10	IMPACT & OUTCOMES	<p>The main outcome related to gender perspective in this research will be the definition of how women are portrayed in television talk shows in prime time and late night slots, as well as the definition of the type of roles they play in these productions.</p> <p>The analysis methodology to be used is content analysis, taking into consideration qualitative and quantitative dimensions. The sample will include television talk shows aired in Spain, Italy, France and United Kingdom on prime time and late night time slots.</p>					
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD	<table border="1" style="width: 100%;"> <tr> <td style="width: 20px; text-align: center;">X</td> <td>Sociology</td> </tr> </table>		X	Sociology		
X	Sociology						
12	ABSTRACT	<p>This research project consists of analysing and defining the role and portrayal of women on television talk shows aired on prime time and late night in Europe (Spain, Italy, France and United Kingdom).</p> <p>The title of the project is "Women role and portrayal on prime time and late night talk-shows", so it is safe to say that it can be categorised as Gender Sensitive Research.</p>					
13	KEYWORDS	Women, gender roles, television, talk show, prime time					
14	START DATE	December 2015					
15	FINAL DATE	November 2018					
16	FUNDING	None					
17	PRINCIPAL COORDINATOR	Matilde Delgado Reina, PhD	<table border="1" style="width: 100%;"> <tr> <td style="width: 30%;">Women (number)</td> <td>Men (number)</td> </tr> <tr> <td style="text-align: center;">1</td> <td style="text-align: center;">0</td> </tr> </table>	Women (number)	Men (number)	1	0
Women (number)	Men (number)						
1	0						
		-	<table border="1" style="width: 100%;"> <tr> <td style="width: 30%;">Women (number)</td> <td>Men (number)</td> </tr> </table>	Women (number)	Men (number)		
Women (number)	Men (number)						

18	LOCAL COORDINATOR (in case Coordinated projects)			
19	RESEARCH TEAM MEMBERS	Elisa Paz Pérez, PhD student, Universitat Autònoma de Barcelona	Women (number)	Men (number)
			1	0
EVALUATION OF THE GOOD PRACTICE				
20	WORKS WELL	Taking into account that this is an ongoing investigation, the effectiveness of the project can't be proven yet because there aren't any results to be shown at the moment. However, it would be safe to say that, given the objectives established to achieve the main goal and, consequently, produce results, and the method used to analyse the programmes, the research project is on the right path and is proving efficiency in its development.		
21	SUSTAINABILITY	The project has a high level of sustainability and the results will be maintained once the research is over, since it includes a temporal framework that won't be modified. Besides, the methodology applied in this project could be reused in future investigations, so it will remain relevant and useful to other researchers.		
22	LEARNING POTENTIAL	The results that will be obtained from this project will help build a powerful genre media studies database and the methodology applied can be reused by other researchers.		
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	The main object of study of this research project pivots on gender perspective and gender analysis, since the general objective is to describe how women participate in prime time and late night talk shows and how they are portrayed in them.		
24	SEX-GENDER BALANCE IN RESEARCH TEAMS			

Appendix: Good Practices of Gender Sensitive Research Information Sheet

DESCRIPTION OF THE GOOD PRACTICE IN GENDER SENSITIVE RESEARCH – INFORMATION SHEET							
1	TITLE OF THE INITIATIVE Title or name of the research project/initiative/action (As complete as possible, in the original language and with an English translation)						
2	TYPE OF INITIATIVE <table border="1" style="margin-left: 40px;"> <tr><td>Research Project / Agreements / Patents</td></tr> <tr><td>Seminars / Workshops / Training</td></tr> <tr><td>Networks , associations, working groups</td></tr> <tr><td>Dissemination: articles, web , social media</td></tr> <tr><td>Political Decision Making -Process / institutional Assessment</td></tr> <tr><td>Other initiatives</td></tr> </table>	Research Project / Agreements / Patents	Seminars / Workshops / Training	Networks , associations, working groups	Dissemination: articles, web , social media	Political Decision Making -Process / institutional Assessment	Other initiatives
Research Project / Agreements / Patents							
Seminars / Workshops / Training							
Networks , associations, working groups							
Dissemination: articles, web , social media							
Political Decision Making -Process / institutional Assessment							
Other initiatives							
3	RESPONSIBLE INSTITUTION Main implementing organisation						
4	CONTACT IN THE RESPONSIBLE INSTITUTION Name of contact person Organisation / Institution Department / Research Centre Job position Email / Phone Country						
5	WEBSITE Link to the website that includes the good practice, if applicable						
6	OTHER INVOLVED INSTITUTIONS Include any other body that collaborates with the responsible institution.						
7	DESCRIPTION, STRATEGY & BENEFICIARY Detailed description of the good practice, to include: content, lines of research, strategies, actions carried out, target and final beneficiaries.						
8	INITIAL DIAGNOSIS - CONTEXT The action or project is based on empirical data or diagnosed necessities to be explained here. It has to include the context and the situation and level of inequality that makes the good practice stand out. Describe whether it belongs to higher rank institutional gender equality strategies, gender mainstreaming strategy or other policies.						
9	OBJECTIVES General and specific objectives of the good practice. If Gender Sensitive Research is somehow included within the objectives of the action or project, explain how.						
10	IMPACT & OUTCOMES Description of impact and outcomes related to gender perspective or gender equality in research. In the case of research projects, an impact may be which aspects have been modified along the research, the inclusion of theoretical frameworks not considered at the beginning, changes in selecting the samples or the data collection and analysis methodologies.						
11	FIELD OF KNOWLEDGE / SCIENTIFIC FIELD Could you select one of the UNESCO nomenclature for fields of science and technology?						

		<table border="1"> <tbody> <tr><td>Logic</td></tr> <tr><td>Mathematics</td></tr> <tr><td>Astronomy and astrophysics</td></tr> <tr><td>Physics</td></tr> <tr><td>Chemistry</td></tr> <tr><td>Life Sciences</td></tr> <tr><td>Earth and Space Sciences</td></tr> <tr><td>Agricultural Sciences</td></tr> <tr><td>Medical Sciences</td></tr> <tr><td>Technological Sciences</td></tr> <tr><td>Anthropology</td></tr> <tr><td>Demographics</td></tr> <tr><td>Economic Sciences</td></tr> <tr><td>Geography</td></tr> <tr><td>History</td></tr> <tr><td>Juridical Sciences and Law</td></tr> <tr><td>Linguistics</td></tr> <tr><td>Pedagogy</td></tr> <tr><td>Political Science</td></tr> <tr><td>Psychology</td></tr> <tr><td>Science of Arts and Letters</td></tr> <tr><td>Sociology</td></tr> <tr><td>Ethics</td></tr> <tr><td>Philosophy</td></tr> </tbody> </table>	Logic	Mathematics	Astronomy and astrophysics	Physics	Chemistry	Life Sciences	Earth and Space Sciences	Agricultural Sciences	Medical Sciences	Technological Sciences	Anthropology	Demographics	Economic Sciences	Geography	History	Juridical Sciences and Law	Linguistics	Pedagogy	Political Science	Psychology	Science of Arts and Letters	Sociology	Ethics	Philosophy	
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12	ABSTRACT	Please include the Abstract of the project or publication (to be found in the project's description). Has any of the terms related to Gender Sensitive Research or gender perspective been included and set out within the elements that describe a project? These elements could be include in the title, the abstract, keywords or other significant sections of the description research.																									
13	KEYWORDS	Key words (to be found in the description of the institutional project or publication).																									
14	START DATE	Start date of the action, initiative or project																									
15	FINAL DATE	End date of the action, initiative or project																									
16	FUNDING	Funding institution / Program / Call and reference																									
17	PRINCIPAL COORDINATOR	Name, position, and university	Women (number)	Men (number)																							
18	LOCAL COORDINATOR (in case Coordinated projects)	Name, position, and university	Women (number)	Men (number)																							
19	RESEARCH TEAM MEMBERS	Name, position, and university	Women (number)	Men (number)																							
EVALUATION OF THE GOOD PRACTICE																											
20	WORKS WELL	Works well means that they meet the needs and priorities of the agents by using the minimum necessary resources to produce results (efficiency); achieve the initial goals (effectiveness), and have a demonstrable impact; (EIGE, 2011:16).																									

21	SUSTAINABILITY	Indicate if the initiative or research are sustainable and if the results are maintained even after the initiative. Assess the level of sustainability (high, medium, low), and detail the factors that contributed to a greater or lower political, social, and economical sustainability (budgets, collaboration between institutions, creation for new calls).
22	LEARNING POTENTIAL	Description of learning potential of the good practice for other researchers or institutions.
23	GENDER PERSPECTIVE IN RESEARCH CONTENTS	The data and assessment included should demonstrate effectively gender perspective and sex/gender analysis in research contents or mainstreaming gender equality in research teams has been done. See specific criteria (4.2) and additional inputs for case selection (4.3)
24	SEX-GENDER BALANCE IN RESEARCH TEAMS	Gender Balanced Research Teams, actions that help achieve research teams and projects lead by women, or a change in power relationships will be valued. See the specific criteria in this Guidelines (4.2)

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