

#### Mini Track on Gender in Research Performing Organisations

**Mini Track Chairs:** Prof. Claudia Canali, Prof. Tindara Addabbo, University of Modena and Reggio Emilia, Italy and Dr. Sílvia Donoso López, Institute of Marine Sciences, Barcelona, Spain



In the European Research Area (ERA), there are objectives to increase women's representation and retentions at all career levels and to promote the integration of a gender dimension in research and innovation. This should lead research organisations and higher education institutions to implement institutional change in human resources management, funding, decision-making and also in research programmes.

Gender Equality Plans (GEPs) provide a framework to undertake this institutional change and are assuming an increasing importance since they are required as an eligibility criterion for Research Performing Organisations (RPOs) to get access to Horizon Europe funding. Despite the number of RPOs adopting gender equality policies at different levels increasing in recent years, still few women reach top positions in academia and research organizations with various issues stalling their career progression. In addition to this, the gender gap is still high among the enrolled students in several academic disciplines.

Thus, there is a need for more research to examine these topics from a gender perspective and the purpose of this mini track is to explore this scope. Potential topics include, but are not limited to:

- Gender Equality Plans in Research Performing Organizations
- Gender Budgeting: tools and applications
- Gender equality in recruitment, careers and retention
- Policies for work-life balance
- Gender equality monitoring: measures and indicators
- Tackling the gender gap within the student population
- Integration of a gender dimension in research content

#### Mini track chairs:



**Claudia Canali** is Associate Professor in Information Engineering at the University of Modena and Reggio Emilia. Her research interests focus on cloud/fog computing systems and gender equality in ICT. She is responsible for her university in the Horizon 2020 Project EQUAL-IST Gender Equality Plans for Information Sciences and Technology Research Institutions and for the 'Ragazze Digitali' Summer Camp project



**Tindara Addabbo** is a full Professor in Economic Policy at the University of Modena and Reggio Emilia. Her current main research areas include wage discrimination by gender, well-being, gender budgeting, gender gap in education, gender equity firm's certification. She is the coordinator of Leading Towards Sustainable Gender Equality Plans in research institutions – (H2020-SwafS-2019 –873072).



**Dr. Sílvia Donoso López** is a gender expert at Institut de Ciències del Mar (ICM/CSIC) in Barcelona. She holds a PhD in Social Anthropology and a Master in Gender and Equality Policies. She has wide experience as a consultant in gender and diversity, formulating and monitoring Equality Public Policies. Her main research interests are institutional violence against women and integrating a gender dimension in STEM research.

#### Submission details

In the first instance a 300-word abstract is required. Submissions must be made using the online submission form at: <http://www.academic-conferences.org/conferences/icgr/icgr-abstract-submission/>

If you have any questions about this track please email the mini track chair: [claudia.canali@unimore.it](mailto:claudia.canali@unimore.it)

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