Communities of Practice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe

#ACTonGender

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TAking a **R**eflexive approach to **G**ender **E**quality for institutional **T**ransformation

The role of a Network of Universities

1st ACT International Synergy Conference
Brussels, 25th February 2019

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RMEI board member
RMEI-TARGET project Coordinator

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The NETWORK

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The Mediterranean Network of Engineering Schools was created in June 1997 with the initiative of the
Ecole Supérieure d'Ingénieurs Group of Marseille (**ESIM**).

supported by the
CCIMP (Chamber of Commerce and Industry Marseille-Provence),
City of Marseille,
the General Council of Bouches du Rhône
Regional Council of Provence-Alpes-Côte d'Azur.

It also receives support from **UNESCO** (***Chair 651 Innovation and Sustainable Development***).

2010, Municipality of Civitavecchia where GAMe's headquarters are located.

98 members from 16 Mediterranean countries,
GAMe "Giovani Ambasciatori Mediterranei"

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The network's s mission

Organisation des Nations Unies pour l'éducation, la science et la culture

Chaire UNESCO « Innovation pour le développement durable »

The network's mission is the promotion of Sustainable Development of the Mediterranean basin by bridging the Mediterranean countries and its people through the common history, cultural heritage, natural resources, the environment, energy, technology, innovation, new entrepreneurship, mobility and engineering education and gender equity.

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Organisation des Nations Unies pour l'éducation, la science et la culture

Chaire UNESCO « Innovation pour le développement durable »

A common political will

Since its creation, the RMEI aims to highlight the specific strengths of the Mediterranean based on increased synergies, through the networking of the Grandes Ecoles and Universities

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YOUTH and Education

RMEI Réseau méditerranéen des écoles d'ingénieurs

UNESCO Organisation des Nations Unies pour l'éducation, la science et la culture

uniTwin Chaire UNESCO « Innovation pour le développement durable »

The aim of RMEI

is to take into account the unique potential of Mediterranean Youth for the shared dream of a better world in the Mediterranean and beyond to become a reality.

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The Mediterranean

150 million people who live in **22** nations around the Mediterran ean's perimeter.

political, economic, linguistic, and cultural differences.

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9

The Mediterranean

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Cradle of great ancient civilizations

The Mediterranean Sea has long **been a cauldron of Western civilization:**

ancient Greek, Roman, Egyptian, and Moorish empires surfaced around it

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Unique natural and cultural heritage

The Mediterranean's **spectacular environment and cultural heritage** help draw more than 200 million tourists annually to the region,

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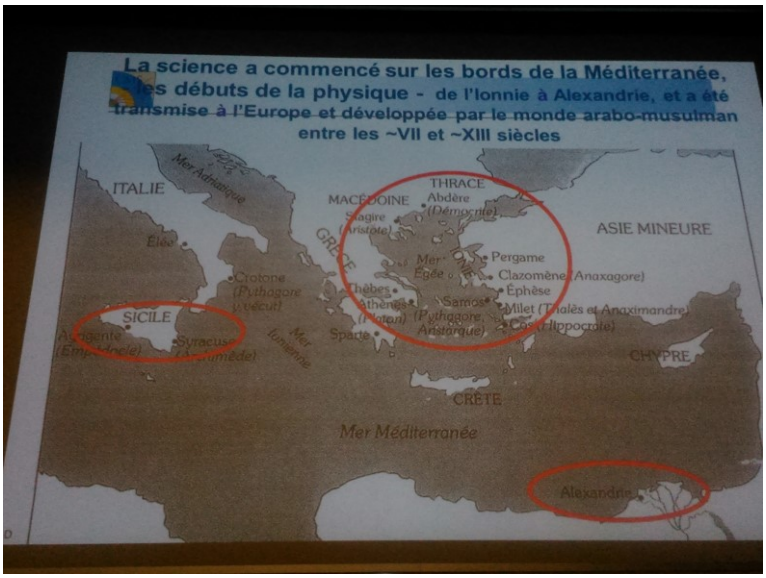
Where science has started…..



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This relatively small sea is not just historically important, it is also environmentally unique. Containing only 1% of Earth's vast ocean water, the Mediterranean Sea hosts 8% of the world's biodiversity, which is currently under threat.

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Levels of Development

- various levels of economic and social development,
- different religions, languages and cultures

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MARE NOSTRUM

A feeling shared by its inhabitants of belonging to 'the same sea'

brings together countries and peoples

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People

PEOPLE OF THE MEDITERRANEAN

Sharing common values

- of equity among countries and generations,
- mutual respect between people,
- solidarity, and
- peace.

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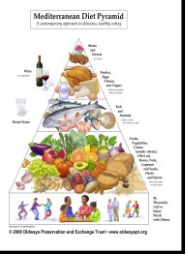
Conserving our beauty at all levels…



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Our
Mediterranean
Vision
governments
sustainable
Mediterranean
development
regional
national
local
private
institutions
climate
Strategy
countries
sector
Number
society
implementation
civil
management
areas
coastal
Strategic
change
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Global Challenges
of the 21st Century
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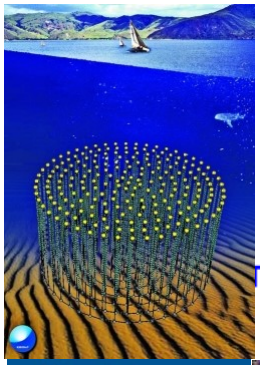

Mediterranean Challeng

Mediterranean is nowadays in front of great challenges.

These challenges are environmental, economic and social.

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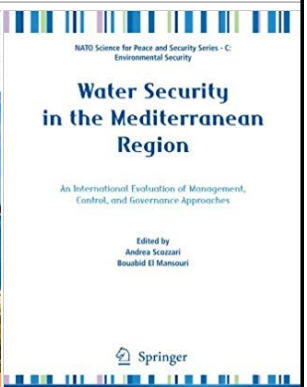
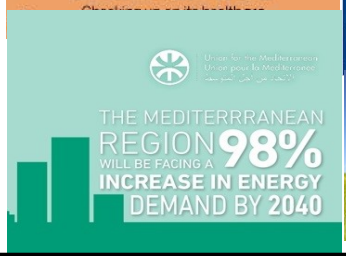
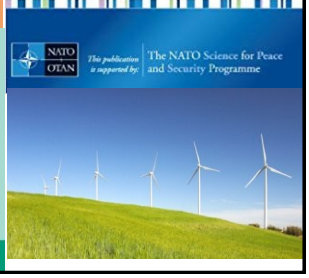
superhighway for trade and transport, treasure-trove of biodiversity, the Mediterranean-
the world's best known sea-
faces a sea of challenges in the 21st century, including **climate change, pollution, tourism and overfishing.**
In addition, up to one-third of the world's shipping traffic traverses its waters.







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Mediterranean country stakeholders have been meeting for several decades to discuss shared environmental problems, but getting concerted action to solve these problems is a challenge,

And with the Arab Spring and Europe's economic crisis, the environmental problems threatening the sea have been sidelined by policymakers.

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vision of RMEI

Sustainable development, including economic vitality, based on green economy, social cohesion, gender equality, environmental protection, sustainable management of natural resources, to meet the needs of the present generation without compromising the ability of

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SDGs

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Gender equality in Engineering Education

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SDG5 Gender Equality

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Academic world

Challenge

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Vision

In order to achieve **gender justice** and **Climate justice**, fundamental changes are necessary to overcome the existing systems of power, politics, and economics.

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Bringing about cultural change

Eliminating gender bias and developing an inclusive culture that values all staff.

It requires sustained commitment, full transparency and reinforced accountability.

Responsibility for gender action starts at the top, but should also be distributed throughout the organisation's multiple layers and structures.

The final aim is to bring about a change in values, attitudes and practices - to achieve a situation in which gender equality rules are not only adhered to but 'lived'.

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RMEI on TARGET

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TARGET project as a tool for change..

TARGET } Taking a Reflexive approach to Gender Equality for institutional Transformation

RMEI réseau méditerranéen des écoles d'ingénieurs

UNESCO Organisation des Nations Unies pour l'éducation, la science et la culture

UNITWIN Chaire UNESCO « Innovation pour le développement durable »

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THINKING gender

TARGET } Taking a Reflexive approach to Gender Equality for institutional Transformation

Aim

- ✓ TARGET will initiate **institutional change** in seven gender equality innovating institutions (GEIIs) in the Mediterranean basin – including research performing organisations (RPOs), research funding organisations (RFOs) and a network of universities.
- ✓ TARGET takes a **reflexive approach which goes beyond the formal adoption** of a gender equality plan by emphasising an iterative reflection of progress made as well as establishing a community of practice to effect institutional transformation.

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THINKING gender

Consortium

7 GEIIs engaged in institutional change: research organisations in countries with limited gender equality policies in the field of R&I

RFOs in **Romania, Cyprus and Italy**;
Universities in **Serbia and Maroc**;
RPO in **Greece**
Network of Mediterranean universities (RMEI)

2 supporting institutions from **Italy and Spain** and a pool of experts to facilitate institutional change and co-guide broad dissemination and sustainability

1 Coordinator and evaluator from **Austria** with project management and gender equality in R&I evaluation expertise

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Objectives

- **Activate the development of gender equality policies inUniversities**
- **dissemination activities to initiate a national/regional** discourse on gender equality in R&I.
- develop **new knowledge** for institutions,
- **provide a basis for effective sharing of practice** in both proactive and relatively inactive countries –
  - taking into account **differences in cultural, socioeconomic and political settings.**

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Tools

- developing effective tools (SURVEY)
- tailored GEP/GES
- community of practice
- initiating an organisational learning process

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Main project outcomes

- Establishment of a gender equality **working group**
- A gender equality **strategy (GES)** within the network (RMEI)
- **Effective tools/guidelines** shared for further uptake by others,
- **dissemination of good practices** for post-project adapting and new life by others

- Initiation of a **national discourse about gender equality in R&I**

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RMEI on TARGET activities

1. Organization of 3 Institutional Workshops, ECM, France
2. Organization of 1 Capacity Building Workshop, ECM, France
3. Participation on other Capacity Building Workshops (Belgrade, Milano)
4. Creation of a Working Group
5. Communication activities (Web-site, Facebook)
6. Creation of a questionnaire on gender equality, SURVEY-AUDIT
7. Report and results analysis of the SURVEY
8. Dissemination (2 conferences)
9. Creation of Gender Equality Strategy (GES) Statement
10. Organization of the 1st GES, ENISo, Sousse, Tunisia
11. Organization of the 2nd GES, SAPIENZA ROME, Italy
12. Planning of next activities in Maroc, Egypt, etc

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AUDIT

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Main results of the Audit

- Most Mediterranean countries are concerned about gender inequalities in education.
- Comprehensiveness of legislative and policy frameworks differs widely.
- they differ concerning the degree to which gender equality concepts are embedded in various legislative acts.

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Main results of the Audit

North Mediterranean Universities belong to the EU

(Spain, France, Italy, Greece), are more advanced in taking actions, developing activities (Sapienza-Italy, Aristotle University-Greece), or even implementing the 3rd GSP (Technical University of Catalunia-Spain)

South Mediterranean countries,

Cairo university has developed and established an anti-harassment strategy

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TARGET project as a tool for change..

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Main gender gaps identified in the human resources area

NO PLAN

87% of the RMEI responded University members

did not implement specific recruitment and promotions policies during the academic year 2016-2017,

neither take measures to ensure a balanced composition of females and males in University's committees

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Main gender gaps identified in decision making processes

There is a significant decline of percentages of women in the academic hierarchy on the path towards the level of full professor positions.

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Main gender gaps identified in Research Content and High Education curricula

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Main problem identified

- **need of plans for improving** the situation of RMEI member institutions.
- **cultural, social and political issues and also religion** plays a role
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STATEMENT

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RMEI statement on Gender Equality Policy (GEP)

Mediterranean basin has been the cradle of important civilizations, it is an exceptional eco-region, has unique natural and cultural heritage, and the feeling shared by its inhabitants of belonging to 'the same sea' (Mare Nostrum).

At the crossroads of three continents, the Mediterranean Sea brings together countries and peoples of various levels of economic and social development, different religions, languages and cultures, who share a common civilization.

Mediterranean region is the interface of North and South, East and West. People of Mediterranean wish to embrace common values of equity among countries and generations, mutual respect between people, solidarity, and peace.

Mediterranean is nowadays in front of great challenges. These challenges are environmental, economic and social.

Sustainable development, including economic vitality, based on green economy, social cohesion, gender equality, environmental protection, sustainable management of natural resources, to meet the needs of the present generation without compromising the ability of futures, is the vision of RMEI.

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The main mission of RMEI is to enhance the ethics of responsibility of Mediterranean Youth through Education and Culture.

Universities play a key role in contributing to social transformation and Sustainable Development through Education, Research and Innovation. This role is fully reflected in the formulation of Sustainable Development Goals (SDGs) of the United Nations. Universities-members of RMEI express their commitment to embed the UN world agenda 2030, at the center of their missions and, develop their activities within this framework.

The GEP of RMEI complies with the vision for a Sustainable Development, where engineers, scientists, managers (men and women) play a major role. Women need to be considered equal to men at all levels of their activities and life and gender dimension in teaching, research and innovation related to Sustainable Development should be strengthened.

The RMEI GEP calls for education strategies and related actions to pursue SDGs.

RMEI invites all members-Universities to endorse this statement, work on SDGs and implement GEP in their Institutions.

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TARGET project as a tool for change..

RMEI

STATEMENT

- the mission statement on gender equality will be discussed within RMEI (**general assembly**) and agreed on.

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GEP Centers

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RMEI

- The future goal of RMEI is to **establish centres or working groups** on gender issues in every member university.

"Gender equality is
not a woman's issue,
it is a human issue.
It affects us all."

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Rationale

The Engineering Faculties cover a variety of cognitive and research fields, like design, structural and environmental and engineering, high technology and Management

Thus, the **Engineering Faculties** constitute the most appropriate frame for the establishment of a **Center for gender issues**

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Addressing gender bias in Human Resource Management (recruitment, retention and promotion)

- Removing institutional obstacles to women's professional career
- Enhancing women's career development

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Addressing gender imbalances in decision-making processes

- *Increasing gender balance in decision making bodies*

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BEST CASES

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Invitation

Dans le cadre du projet H2020 TARGET

L'Ecole Nationale d'Ingénieurs de Sousse Inaugure son

Centre d'Egalité des Chances

Le vendredi 7 Décembre 2018

9h:00	Mot d'ouverture, Prof. Aref Meddeb, Directeur de l'Ecole Nationale d'Ingénieurs de Sousse
9h:15mn	Présentation projet H2020 TARGET: TAking a Reflexive approach to Gender Equality for institutional Transformation. Prof. Anastasia Zabaniotou, Scientific responsible, RMEI board member, Aristotle University of Thessaloniki, Greece
9h:30mn	RMEI mission, Prof. Olivier Boiron, Ecole Centrale Marseille, Directeur Général RMEI
9h:45mn	Situation des femmes ingénieures en Tunisie . Mme Nadia Souissi, Fondatrice et Présidente de l 'association Tunisienne Des Femmes Ingénieures ATFI, Dg de la Société SPI DIAR EL MELK
10h:00mn	Présentation Projet H2020 RI-PEERS: Pilot Experiences for Improving Gender Equality Plans in Research Organisations. Mme Amani Charrad, chargée de la Coopération Internationale et de l'Appui à la Recherche et l'Innovation, ANPR
10:15mn	Pause café
10h45mn	Présentation projet: Promotion du rôle de la femme dans le secteur de l'énergie en Tunisie. Mme Rihab Ben Yaghlane, Experte technique GIZ
11h:00	Présentation WIE: Women In Engineering, Mme Boudour Ammar, Directrice 4C- Ecole Nationale d'Ingénieurs de Sfax
11h:15	Présentation CWEEL: The Council on Women in Energy & Environmental Leadership. Mr. Ayoub Baba: Energy Expert, CEO, PECO ENERGY & AEE Tunisia Chapter, President
11h:30mn	Présentation WIE: Women In Engineering, Student Branch ENISo. Souad Salah, Elève ingénieur ENISo
11h:45mn	Discussion & Clôture

Organisateurs : Pr. Najoua Essoukri Ben Amara & Dr. Moncef Ghiss

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Next activities

ROMA
RABAT
ALEXANDRIA

10.00-10.30

10.30-10.45
10.45-11.00
11.00-11.15

11.15-11.30
11.30-11.45
11.45-12.00

12.00-12.30

14.00-16.00

16.00-16.15

16.15-16.30

16.30-17.00
17.00-17.30

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Communication

RMEI WEB-SITE http://www.rmei.info/index.php/en/

Facebook https://www.facebook.com/RMEIng/

Videos

Interviews

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Thank you very much

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