

16th September

8.30	Registration desk opens	
9.00-10.00	Welcome Addresses & Introductory Remarks	
10.00-11.00	Plenary Marieke van den Brink <i>Towards the Inclusive University</i>	
11.00-11.30	<i>Coffee break</i>	
11.30-13.15	Parallel sessions	
13.15-14.15	<i>Lunch</i>	
14.15-16.00	Parallel sessions	
16.00-17.00	Plenary Marcela Linková <i>Challenges and ways forward for gender equality policy in research in the EU</i>	
17.00-19.00	Round table <i>Inclusivity in Academia: Suggestions from Research for Effective Action Plans</i> Chair: Paola Inverardi	Parallel sessions
19.00-21.00	<i>Networking Dinner</i>	
	17th September	
9.00 - 10.00	Registration	
10.00-11.00	Plenary Maria Bustelo <i>Structural Gender Change in European Universities: Resistances, alliances and windows of opportunities</i>	
11.00-11.30	<i>Coffee break</i>	
11.30-13.15	Parallel sessions	
13.15-14.15	<i>Lunch</i>	
14.15-16.00	Round table <i>Mentoring - how to strengthen its potential</i>	Parallel sessions
16.00-16.30	<i>Coffee break</i>	
16.30-17.30	Plenary Annalisa Murgia <i>Gender and Precarious Careers in Academia</i>	
17.30	Conclusions	

18th September

9.00 - 11.00	eument-net General Assembly, an open meeting
11.00-11.30	<i>Coffee break</i>
11.30-13.30	eument-net General Assembly, a meeting for members

Keynote lectures:

M.C.L. (Marieke) van den Brink

The Inclusive University

Universities are increasingly establishing diversity initiatives and implementing programs with the goal of creating an inclusive environment. But what is an inclusive university and what does it take to become more inclusive? Is it possible to be inclusive for everyone? And which dilemmas might arise when dealing with diversity in universities? In this talk, Prof. Marieke van den Brink will discuss these questions and point to changing number, institutions and knowledge, which might be a starting point for envisioning an inclusive university.

Marcela Linková

Challenges and ways forward for gender equality policy in research in the EU

Research and technological development have been a part of the European Community remit since its foundation in 1957. For most of its early history, European research policy was gender blind. Once gender issues garnered political attention worldwide in the 1990s, EU research policy picked up the topic during Framework Programme 5 (1998-2002). Since 1999, we can see fluctuation in how gender equality in research is addressed and in the instruments used to promote it. In the presentation, first, I will discuss the evolution of the policy for gender equality in European research and argue that it moves unevenly and—in the current political climate in the EU—risks backsliding. Secondly, I will discuss the differences in the implementation of gender equality policies in research across Member States and show that there is a correlation between the EU Innovation Scoreboard and the Gender Equality Index (SWG GRI 2018). In conclusion, I will present my notion of the priorities for further policy development of the gender equality agenda in the EU developed within the framework of the GENDERACTION project.

María Bustelo

Structural Gender Change in European Higher Education: Resistances, alliances and windows of opportunity

Still today, the way scientific knowledge is produced, applied and translated to the society is not free from the global and structural system that produces gender inequalities based on organising men and women in hierarchically different roles. Because of the peculiarities of the Higher Education sector, specific action is needed to overcome persisting gender gaps. Accordingly, the European Commission has promoted “gender structural change projects” through their Framework Research Programmes. Under the Horizon 2020, one of these projects, the SUPERA (*Supporting the Promotion of Equality in Research and Academia, 2018-2022*) aims at implementing Gender Equality Plans, which articulate a structural understanding of gender inequalities, stereotypes and biases in HE as a cross-cutting issue to tackle in their complex, multi-layered dimensions and the inclusion of a gender perspective in research and academia. These GEPs are organized among the three H2020 gender equality objectives (building gender-sensitive career management and workplaces; transforming decision-making towards accountability, transparency & inclusiveness; and achieving excellence through strengthening the gender dimension in research and knowledge transfer) and a cross-cutting area to specifically address gender biases, stereotypes and sexual and sexist harassment. SUPERA GEPs are being designed according to four core principles (cumulativity; innovation; inclusiveness and sustainability), which tackle specific barriers for implementing GEPs in HE. Taking the SUPERA experience during its first year of development, his talk will analyse some resistances and hindering factors, as well as the alliances and windows of opportunity found during the first phases off the design and implementation of the SUPERA GEPs.

Annalisa Murgia

Gender and Precarious Careers in Academia

This contribution aims to analyse how the principal transformations of the higher education sector, including globalisation, marketisation and neoliberalism, affect the relationships between gender inequalities and precariousness among early-career researchers. In an attempt to discuss different perspectives on academic careers, the dynamics distinguishing three different levels of analysis will be examined, focusing on institutional, organisational and subjective levels. Particular attention will be paid to the general process of precarisation within higher education, and its connections with gender differences in academia. In the conclusion, the need to develop alternative policies and practices will be discussed, with the aim to resist and challenge the rules of neoliberal academia and to counter the reproduction of gender inequalities.

Keynote speakers bios:

Marieke van den Brink

Marieke van den Brink is Professor of Gender & Diversity at the Radboud University Nijmegen, the Netherlands. She received her master degree in Organizational Anthropology at the Free University of Amsterdam and her PhD in Management Sciences at the Radboud University Nijmegen. Her main research interest focuses on ways gender inequalities are produced and countered in organizations, especially academia. She was local principal investigator of the EU FP7 Garcia Project 'Gendering the Academy and Research: Combating Career Instability and Asymmetries' (garciaproject.eu). This study focuses on the implementation of interventions in European Universities and research centers to counter the gendered effects of austerity, new managerialism and globalization. It shows how the economic recession is creating a turbulent environment for higher education systems which poses new gender equality challenges for universities and early career academics. Her work has been published in the Journal of Management Studies, Organization Studies, Organization, Human Relations, Gender, Work & Organization, and Social Science & Medicine. Marieke is member of the Editorial Board of the British Journal of Management and Associate Editor of Gender Work and Organization. She has been elected as member of the Young Academy of the Royal Netherlands Academy for Arts and Sciences (KNAW).

Marcela Linková PhD is a senior researcher at the Institute of Sociology of the Czech Academy of Sciences where she directs the Centre for Gender and Science. She has a doctorate in sociology from Charles University in Prague. Her research focuses on sociology of gendered organizations, research careers, governance of research and research assessment from a gender perspective. Marcela also examines the material-discursive practices through which gender equality policies and initiatives are adopted and implemented at the European and Czech country levels. She is the chair of the ERAC Standing Working Group on Gender in Research and Innovation. She is active in developing policy solutions for gender equality in research at the Czech and EU levels. Marcela has been involved in several EU funded projects; most recently, she is the coordinator of Horizon 2020 GENDERACTION project and participates in GE Academy and Gender-SMART. She has served on expert and advisory bodies of the European Commission and in the Czech Republic. In 2017 she co-edited *Gender and Neoliberalism in Czech Academia* and together with Mary Frank Fox and Kjersten Bunker Whittington contributed to the 4th edition of *the Handbook of Science and Technology Studies*. She is an alumna of the International Visitor Leadership Programme "Women in STEM".

María Bustelo, Associate Professor of Political Science and Public Administration and Director of the Master on Evaluation of Programmes and Public Policies at the Complutense University of Madrid (UCM). She has been Delegate of the UCM Rector for Equality (2015-2019), and President of the European Evaluation Society 2012-2013. Leader at UCM of several National and European research projects, she currently coordinates the Horizon 2020 SUPERA project (Supporting the Promotion of Equality in Research and Academia), and a National research R+D project on Equality Policies in Spanish Universities (2018-2022). She integrates the UNWomen Global Evaluation Committee and the Expert Group on Gender Training at the UN Women Training Centre. She was part of the High Level Expert Group in charge of the FP7 ex-post evaluation, and the Expert Group in charge of the Interim Evaluation as a crosscutting issue in Horizon 2020, at DG Research (European Commission). She has a number of publications on evaluation and gender policies, among them *The Politics of Feminist Knowledge Transfer: Gender Training and Gender Expertise* (Palgrave, 2016) co-edited with Lucy Ferguson and Maxime Forest.

Annalisa Murgia is Associate Professor of Sociology at the Department of Social and Political Science of the University of Milan, Italy. She is the Principal Investigator of the ERC project SHARE - 'Seizing the Hybrid Areas of Work by Re-presenting Self-Employment'. She coordinated, together with Barbara Poggio, the European FP7 project GARCIA - 'Gendering the Academy and Research: Combating career Instability and Asymmetries'. Her current scientific production is articulated in three main directions. The first one explores the role of subjectivity in shaping individual biographies, paying specific attention to precarious workers. The second research area investigates the emerging forms of coalition in relation to the current crisis of the traditional models of collective representation. The third line of research lies in the debate on the construction of gender differences in organisations. Her work has been published, among others, in *Organization; Gender, Work & Organization; Research in the Sociology of Organizations; Management Learning; Journal of Cultural Economy; Equality, Diversity and Inclusion*. She recently co-edited the volumes 'Mapping Precariousness, Labour Insecurity and Uncertain Livelihoods' (Routledge, 2017), with Emiliana Armano and Arianna Bove, and 'Gender and Precarious Research Careers: A Comparative Analysis' (Routledge, 2018), with Barbara Poggio.