

Context of research

Central role of the Transfer Agent (TA) in the FP7 GenderTime Project:

- To guarantee the real implementation of structural change at the partner organisations;
- To link the self-tailored action plans with the real commitment at the partner organisations;
- To transfer knowledge from the project into the different institutions, enlarging the gender perspectives.

Differences between partners: different in size and regard of the content. Universities and research centres

Differences between TAs: Positions from Professors to administrative Positions, most of them hold positions with responsibility for budget and resources.

In order to transfer (and implement) gender equality knowledge in a strategic manner, it is necessary to involve individuals in powerful and relevant positions, who are committed to the idea of gender equality in science and research, and support the implementation of the gender equality plans. These individuals in their respective positions are the so called Transfer Agents (TAs).

TAs will, and this is explicitly new in this project, secure a sustainable implementation of gender equality actions in their institutions beyond the duration of the very project. (Thaler, 2016, p.7)

Aim

To understand TAs perceptions about their work in GenderTime according to three dimensions:

1. Actions and processes started for structural change and for positive actions;
2. Monitoring and evaluation;
3. Profile of the Transfer Agent.

Methods

Qualitative research

Open questionnaire (14 questions) through the GenderTime portal

Administration between April and June 2016

Actions and processes

- Organizational mainstreaming inside and outside the University
- To support political lines about gender equality
- To support gender equality bodies (services)
- To create group works about a specific topic (e.g. gender equality in career university, gender pay gap)
- Education and training (e.g. gender budgeting, smart working)
- Gender equality education in research (to prepare future career)
- Work life balance

Monitoring
Involving Negotiating
Supporting
Transferring

Monitoring and Evaluation

To create specific tools to evaluate investments and performances of positive actions for the equality and the wellness of workers

To create specific tools to monitor behaviours to remove gender discriminations

Profile of the Transfer Agent

Knowledge of the context and of the specific needs to develop positive actions of gender equality

Skills about mainstreaming as a linking among political decision-makers

Skills about working group management

Skills about empowerment of relationships

De Rossi, M., Restiglian, E. (2015). The European project GenderTime at the University of Padua: the role of the Transfer Agent.

In S. Avveduto, M.L. Paciello, T. Arrigoni, C. Mangia, L. Martinelli (Eds), *Scienza, genere e società. Prospettive di genere in una società che si evolve* (pp. 279-286). Roma: CNR-IRPPS e-Publishing.

Thaler, A. (2016). *Learning Organisations in Science and Research: The Role of Transfer Agents in Gender Equality Change Processes.*

In https://www.researchgate.net/publication/301540864_Learning_Organisations_in_Science_and_Research_The_Role_of_Transfer_Agents_in_Gender_Equality_Change_Processes