

Application Form for Gender Mainstreaming Funding

Read the instructions before you fill in the application

1. Applicant Data

Name/s of the applicant/s	
Ginevra Castellano, Gunilla Kreiss, Lina von Sydow, Robin Strand	
Disciplinary Domain, Faculty, Department, or other organization connected to Uppsala University	
Department of Information Technology	
Organizational unit (Org. enhet)	
106	
Address	Zip code and place-name
Lägerhyddsvägen 2	751 05 Uppsala
Contact	Cellphone
Ginevra Castellano	070 42502200
Phone (including area code)	
Email	
ginevra.castellano@it.uu.se	
Name of co-applicant/partner organizations	

2. General information

Title of the project	
Using gender equality indicators to support gender mainstreaming work at the Department of Information Technology	
Amount applied for (SEK)	Estimated time for project implementation
66440 SEK	1 year
Project linked to VSH 210 where the funds will be placed	
Funds for the project have also been sought from	Amount applied for (SEK)
Funds for the project have been granted by	Amount (SEK)
Teknats lika villkorsmedel 2020 - Teknisk-naturvetenskapliga fakultetsnämndens utskott för lika villkor	153560 SEK
Co-financing	Amount (SEK)
The Department of Information Technology will co-fund all overhead costs.	

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3. Project description

Detailed description of purpose, theoretical background, question formulation and possible hypothesis

Background, purpose and objectives

One of the target areas of Uppsala University's Plan for Gender Mainstreaming for 2020-2021¹ is the monitoring of internal resources allocation. Two new gender equality indicators have been developed to analyse the distribution of research resources and research funding within the university from a gender perspective and this is also one of the key actions in Teknat's latest equal opportunities action plan². It has also been shown before that gender statistics can be a powerful tool to raise organizational awareness of gender issues³.

Building on this background, **this project aims to investigate how Uppsala University's new gender equality indicators can be used to monitor the gender distribution of research resources and funding at the Department of Information Technology and how they can be used in a long-term perspective to improve gender mainstreaming work at the Department.**

Specific objectives are:

- 1) To investigate how gender equality indicators in GLIS can be used to monitor distribution of research resources and research funding
- 2) To map the distribution of research resources and funding and produce gender statistics
- 3) To explore how the gender equality indicators can be used as tools to support gender mainstreaming work at the Department

Detailed description of performance

Project's implementation

The project consists of two work-packages and will be run by a working group consisting of:

- The Equal Opportunities Officer Ginevra Castellano
- Head of Research Gunilla Kreiss
- Head of Department Lina von Sydow
- Deputy Head of Department Robin Strand
- Economist Wiola Öhlund

The working group plans to have a reference group or adjunct members with knowledge of equal opportunities to support the project's implementation.

The project will start in the October 2020 and run until September 2021.

Work Package 1: Gender statistics

Work package 1 aims to address objectives 1 and 2 of the project.

Specifically, we will conduct the following actions:

¹ Plan för jämställdhetsintegrering 2020-2022, Uppsala University

² Åtgärdsplan för Lika villkorsarbete 2019 på fakultetsnivå. Teknat, Uppsala University.

³ The FESTA handbook of organizational change. <http://www.festa-europa.eu/>

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- 1) Work in close collaboration with economist Wiola Öhlund to find out how accounting and coding work at the Department and how gender quality indicators can be extracted from GLIS
- 2) Find out if the indicators can also be connected to other data systems other than GLIS
- 3) Map the distribution of staff's research time
- 4) Map the distribution of staff's research grants
- 5) Produce gender statistics reflecting the distribution of research time and grants and investigate whether imbalances exist in the distribution between the two legal genders

Work Package 2: Supporting gender mainstreaming work

The aim of this work package is to investigate how the gender equality indicators can be used in the practical gender mainstreaming work at the Department. We will focus on two areas:

- 1) Raising the Department's awareness of distribution of research resources and funding from a gender perspective
 - i. We will organize a Department Strategy Day on Gender Mainstreaming where we will disseminate the project's findings and outputs
2. Informing the Department's operational plan for equal opportunities by identifying target areas based on project's findings.
 - i. The project will result in a documentation of the distribution of research resources and funding and an action plan for improvements.

Description of possible continued activity after project completion/assessing expected lasting effects

We plan to map gender distribution of research resources and funding over the years and to include related statistics in the Department's Verksamhetsberättelse. We will discuss the gender equality indicators at the Department Strategy Day for Research in fall 2022.

Expected long lasting effects include continued monitoring of progress over the years using the same indicators. We expect this will raise organizational awareness at the Department, Faculty and University level and inform the Department's actions on gender mainstreaming in the Operational Plan for equal opportunities in the upcoming years.

Documentation, follow-up/evaluation and distribution of project results

Project's results will be documented in the description of equal opportunities work at the Department produced on a yearly basis (Verksamhetsberättelse).

Regarding follow-up/evaluation, we plan to monitor over the years the gender equality indicators at the Department, which, as detailed in the previous section, will inform the Operational Plan for Equal Opportunities for the upcoming years.

The strategy for dissemination will include, in addition to presenting results at the next Department strategy days for research and gender mainstreaming, dissemination with Teknat's Equal Opportunities Committee, Strategy Day and meetings for Teknat's equal opportunities officers.

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4. Budget

Income ¹	Expenses ²
153560 SEK	220000 SEK

¹ E.g. other funding applied for and/or granted or co-financing.

² E.g. salaries including social security contributions, purchase of services, or costs for offices, travels, or information/promotion.

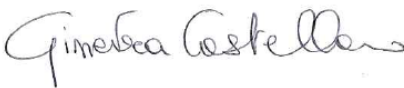

5. Other information

The total budget includes costs for project management: ten weeks of work for organising the project and working in the different work packages: 220k SEK (incl. 52% LBK).
The time will be split between the applicants and Wiola Öhlund.
153560 SEK have been already granted by Teknats lika villkorsmedel 2020.

Requested funding: 66440 SEK

The Department of Information Technology will co-fund the overhead costs.

6. Signature

Date 24-09-2020
Applicant signature 
Clarification of signature Ginevra Castellano
Head of department/Chairperson/Equiv. signature 
Clarification of signature Lina von Sydow

The application has to be submitted September 30 2020.

Signed application can be scanned and sent via e-mail (ann-sofie.wigg-bodin@uadm.uu.se) until midnight September 30 2020.

The original application must be sent to:

Ann-Sofie Wigg Bodin
HR-Division, HR-unit MedFarm
Box 256
751 05 Uppsala