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*International Science Programme, ISP*

## ISP Gender Mainstreaming

Report of Grant UFV 2019/2180 2:6

The International Science Programme (ISP) is a unit at Uppsala University that works with research capacity building in Chemistry, Mathematics and Physics in low and lower-middle income countries since 1961. ISP applied for a grant in 2020 for a training program for its staff in the fields of gender and diversity (equal opportunities). The goal of the project was to improve staff competence and awareness in dealing with gender and diversity issues and to accomplish a more effective implementation of gender mainstreaming within ISP and its activities targeting its supported groups abroad.

It is well known that, globally, the proportion of females at higher levels of the academic hierarchy in Physics and Mathematics is in general low and it is even lower in developing countries. In the countries where ISP is working, one of the reasons for this is the low participation of female students already at the lower education level. To address this imbalance at the supported institutions, ISP started in 2014 a more focused work on gender equality, giving financial support for local activities targeting the gender gap.

The main sponsor of ISP is Sida, which, like Uppsala University, works with gender mainstreaming in all the projects it supports. For this reason, we at ISP considered it very important to get a more detailed knowledge of the gender mainstreaming methodology and to implement it within our division at Uppsala University and when working with our partners abroad. We applied for funding to invite different experts to explain how to promote gender equality and mainstreaming framework: the goals were to be aware of and able to use gender mainstreaming in all our activities.

The project started with two seminars by Paul Bengtsson (14 October 2020).

The first presentation had a more introductory character to the Swedish discrimination law, the discrimination grounds and forms, and the policy work for preventing and solving discrimination at UU. The lecture also included a part about the “norms”, their impact within power structures and social relationships, and as a basis /cause for discrimination. Paul’s second seminar was dedicated to *master suppression techniques*. These presentations were very appreciated by our colleagues and we are planning to prepare some material together with Paul Bengtsson for providing similar training to the colleagues at our supported institutions.

The second seminar (5 November 2020) hosted Matilda Sydvarth and Helena Löf from Statistics Sweden (SCB). In the first part, they presented how to make and correctly use gender statistics. Matilda introduced the collaboration that SCB established with Sida regarding a course on gender statistics, given within the International Training Program<sup>1</sup>.

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<sup>1</sup> International Training Program (ITP) is organized by Sida for supported organizations in low-income countries for training them to implement reforms (<https://www.sida.se/en/for-partners/international-training-programmes>)

The goal of the course was to improve gender equality in the low-income countries under Sida's support, allowing an analysis of the situation and the causes behind the local gender statistics. The course guided the participants in setting up, analyzing and interpreting the statistics for promoting a local change. The second part included a practical section where we participants learned the importance of not only identifying a gender-related problem but also working more comprehensively, considering the possible reasons and the possible consequences. For each of these aspects, we learned how to set up proper statistics indicators to measure the problem, its causes and its consequences. After this, Helena Löv presented the gender mainstreaming implementation at the Swedish universities and the statistics on gender-related problems which is the basis of this work. We learned how to properly collect this kind of data in order to be able to work out and use the statistical results. We also learned that it is not enough to collect gender-disaggregated statistics, as ISP usually does for the different activities/projects, but it would be important to look at other indicators that would more clearly enlighten issues to understand the problem, i.e., what hinders women to participate in higher education and then identify the more appropriate support.

The invited expert for our third seminar was Gabriele Griffin (12 May 2021) from the Centre of gender research, UU, and Swedish supervisor within the Sida-bilateral research cooperation program in Mozambique. She presented the talk by the title: *Gender Mainstreaming in Mozambique - Report from an Uphill Struggle*, describing her project on gender and gender mainstreaming in that country. The seminar of Gabriele was so interesting for us at ISP that we invited her to also give a contribution to our two-day workshop "Gender, diversities and unconscious bias: how to master the playground rules in Academia" (9-10 September 2021) organized as an event within the celebration of the 60<sup>th</sup> anniversary of ISP. Within this event, Gabriele gave a broader presentation including a more detailed analysis of the gender situation in Mozambique.

Also the seminar given by Katharina Berndt Rasmussen, (Stockholm University and Institute of Futures Studies) at the mentioned workshop, was part of our seminar series. Katharina introduced the Implicit Association Test (IAT) and showed the connection between implicit bias and different kinds of discrimination. She actually put this connection in a theoretical framework, i.e. through the distinction between direct and indirect discrimination Katharina could identify four different kinds of discriminations. In the seminar, she also illustrated the strong and weak connection between implicit bias and the micro or macro individual behavior that can strongly affect the working environment even if the bias might be more or less visible or tangible. She ended the presentation by showing that the same concepts and theoretical framework could explain structural discriminations, i.e. systematic inequality for groups or societies.

With the granted funds we could also invite Minna Salminen Larsson from the Centre of Gender Research, UU, who spoke about "*Making a career in the gendered university*", introducing the possible visible or invisible obstacles that female researchers can experience in the academic career and highlighting the importance of mentors, sponsors and networking. In an interactive section, after separating the public into several working groups, Minna introduced some exercises to learn to give good short presentations of research projects. This activity targeted in particular all PhD students attending the meeting. It was also an opportunity to train self-confidence, esteem and efficiency, all very important aspects for female PhDs or younger researchers' academic careers.

The last seminar of our series was given by AnnaKarin Norlind from Sida. In her lecture, AnnaKarin described how gender equality is one of the five perspectives on which all Sida cooperation projects are based. She explained that Sida works with gender mainstreaming in all the supported projects, and in particular within research capability building, which is precisely the area where Sida supports ISP activities. AnnaKarin explained how the gender perspective is taken into consideration from the very beginning of each new project, starting from an initial analysis of the gender situation for drawing the so-called *baseline* to be referred to in the final phase of the project, allowing to identify the impact of the intervention. Sida checks the effect that a project might have on women and on other discriminated social groups as well as how the proposed project can be able to include them and address their needs. Sida actively works to promote the development of gender policies at the partner sites as well as other important actions needed to improve the situation of women, children and other discriminated social groups.

Unfortunately, we could not have a seminar about gender mainstreaming work at Uppsala University before the end of the project. We are however confident that there will be further opportunities to take part in this important ongoing work.

All the colleagues at ISP appreciated the seminars and the great variety of interesting perspectives that we should consider in our work promoting equal opportunity. We are now planning to implement some changes and measures to improve women's participation in science and leadership in our supported groups abroad. To this end, we will use the knowledge acquired through the seminars, and the inputs we got during our workshop, to identify the local needs and provide more suitable support. We are also working closer at the equal opportunity aspects at ISP considering salary, recruitments and employments.

# Financial report

University/Institution:

ISP

Supervisor:

Carla Puglia

Project name:

Mainstreaming Gender

Start date:

2020-04-01

End date:

2021-12-31

| Item   | Funds received | Budget           | Expenditure              | Variance   | Outcome     |
|--|----------------|------------------|--------------------------|------------|-------------|
|  | 2020<br>SEK    | 2020/2021<br>SEK | 2020/2021<br>2021<br>SEK | SEK        | 2021<br>SEK |
| Grants   | 41 360 kr      | 0 kr             | 0 kr                     | 0 kr       | 0 kr        |
| <sup>1</sup> Remuneration for 4 invited speakers |                | 30 000 kr        | 43 049 kr                | -13 049 kr | -13 049 kr  |
| <sup>2</sup> Travels invited speakers            |                | 2 300 kr         | 0 kr                     | 2 300 kr   | 2 300 kr    |
| <sup>3</sup> Accommodation                       |                | 1 500 kr         | 0 kr                     | 1 500 kr   | 1 500 kr    |
| <sup>4</sup> Light refreshments                  |                | 7 560 kr         | 924 kr                   | 6 636 kr   | 6 636 kr    |
| <sup>5</sup> Overhead                            |                | 22 748 kr        | 21 262 kr                | 1 486 kr   | 1 486 kr    |
| Grand Total                                      | 41 360 kr      | 64 108 kr        | 65 235 kr                | -1 127 kr  | -1 127 kr   |

## Comments or explanations of deviations from budget:

- <sup>1</sup> Due to Covid-19, all seminars were held digitally
- <sup>2</sup> Due to Covid-19, all seminars were held digitally
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- <sup>4</sup> Due to Covid-19, all seminars were held digitally
- <sup>5</sup> Overhead were paid by ISP, SEK 21262.

Prepared by: Anna Wallin

Date of submissic

2022-03-03

Submitted by:

Carla Puglia

Project leader

