

Female Empowerment in Science and Technology in Academia (FESTA)

Speaker: Professor Pat O'Connor,
University of Limerick
Ireland (Pat.oconnor@ul.ie)

FESTA Basics

- FP7 Project: February 2012-2017
 - Total Funding: €4.3m
 - Seven countries: Bulgaria; Denmark; Germany; Ireland; Italy; Sweden; Turkey.
 - Mainly Higher Education Institutions
- Action Research Project
 - Research is front loaded; at that stage now
 - Substantive Work Packages: Awareness Raising; ;Decision Making and Communication; Excellence; Interactional patterns; Resistance
 - Project Leader: Minna Salminen-Karlsson, Uppsala

Sites of intervention varied

With implications for awareness/resistance

- Risman (2004) and Wharton's (2012) focus on sites of gendered change: at level of
 - Individual: awareness v dissatisfaction?
 - Interactional: woman friendly v disruptive?
 - Organisational: see next slide
 - Institutional: success(KPIs; Athena)vfailure
 - Importance of Horizon 2020 for all levels

Treading a narrow line at Organisational level....

- Public endorsement by top leadership V corporate agenda?
- Internal structures dealing with equality: added value or threat?
- Research relevance (Horizon 2020)- problem solver or aid to (rhetorical..) subversion?
- Middle management (HOD): facilitating change in culture or just another task?

THANK YOU!

FESTA has received funding from the European Union, FP7, Capacities

