

MAPPING OF KNOWLEDGE CENTRES FOR GENDER EQUALITY IN RESEARCH IN EUROPE



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*Mapping of Knowledge Centres for Gender Equality in
Research in Europe*

**Kilden genderresearch.no is a national knowledge centre for
gender perspectives and gender balance in research in Norway.**

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1.0. Introduction

More awareness of the significance of research dissemination within the fields of gender equality, as well as gender perspectives in research, is needed. This is particularly important in the current situation in Europe, in which academic freedom is under pressure. Gender research is particularly threatened, together with other research areas that does not harmonise with conservative and right-wing populist ideologies. A response to these anti-liberal forces and new conservative ideas of gender, is in our opinion more collaboration, more research and more dissemination and outreach.

Kilden contributes to this by inciting to knowledge based public debate among researchers, civil society organisations and the authorities. We provide overviews of research on various fields of knowledge, and thus contribute to the exploration of gender research and its relevance. Through critical and independent dissemination of gender research and its diversity of methods and theories, we devote ourselves to the strengthening of trust in research and to the protection of academic freedom. Kilden wishes to explore how we, together with our sister organisations in Europe, can strengthen this work and contribute to increased understanding of what research on gender and gender equality actually entails.

A European infrastructure of gender equality in research

Kilden genderresearch.no is a Norwegian knowledge centre of gender balance and gender perspectives in research. Kilden was established in 1998 by the Research Council of Norway. It has since then been affiliated with the Research Council, but with its own mandate.

For several years, Kilden has participated in numerous European collaborations. Through these partnerships we have become acquainted with similar organisations across Europe. In addition to units such as ours, there are several committees, networks and consortiums. There are also

several private consultancies and companies working with gender equality in research. They all work throughout different activities and make a great contribution to what we see as a European infrastructure for gender equality in research.

Within the infrastructure, however, Kilden has come to learn that some units are more similar to our own entity than others. We wanted to find out what kind of characteristics and objectives we have in common, that make us a different "cluster of units" compared to the surrounding infrastructure. This brings us to the idea behind why Kilden initiated this mapping in the fall of 2019. We wanted to explore who these units are, what makes them different. What are their main objectives and how can we learn from each other?

Furthermore, we believe a mapping of core units within the European infrastructure on gender equality in research could contribute to learning among these units themselves, as well as among groups, networks or associations in other countries who want to establish something similar. Hopefully, a mapping of units that disseminate research on gender and gender equality, and work for increased gender equality in research, will encourage similar establishments in other countries. Moreover, we hope that this mapping may become a steppingstone for the establishment of a network between this type of units.

With this ambition Kilden invited some of our affiliated organisations to a meeting in Oslo on November 6th, 2019 in order to discuss the possibilities for a mapping and its structure. From this point the work with the mapping has been conducted by Kilden genderresearch.no. We warmly want to thank the other contributors, The Swedish Secretariat for Gender Research, Center of Excellence Women and Science in Germany, and The Centre for Gender and Science in Czech Republic, for their feedback during this process.

We hope that the results are interesting and useful for the units included, units that operate within the same field, groups thinking about initiating similar entities in other countries, or for people with general interest in gender equality in research.

We notify that the number of units in the mapping is not comprehensive. If there are other relevant entities that should be included, we encourage you to contact Kilden. We will revise the mapping in June 2020 if supplementations are needed.



2.0. Approach and structure of the mapping

The units we have chosen to include in the mapping so far all have in common that they are primarily state funded, they are thematically concentrated around gender perspectives and gender equality in research, and they primarily work within communication and dissemination in one way or another. However, the way in which the units execute their work varies. To identify the units that are included in the mapping so far, we have used EIGE's Gender Equality in Research and Academia (GEAR-tool) as a starting point. Further we have used the snowball method.

As of April 2020, the included units are: Center of Excellence Women and Science (CEWS) from Germany, Mission for the Place of Women at CNRS from France, The Secretariat for Gender Research from Sweden, The Centre for Gender & Science from Czech Republic, The HEA Centre of Excellence for Gender Equality from Ireland and Kilden genderresearch.no.

In order to make an adequate comparison of the units, Kilden has identified some key dimensions that we see as central to describe the relevant units. As a result, we have ended up with eight key dimensions, two at an overarching level and six at an activity level.

The purpose of the overarching level is to identify common features and potential differences between the organisations on a foundational level, and to observe their area of expertise as expressed in their given mandates, their organisational structure and funding. The activity level identifies variations in terms of how and through which activities the organisations implement their mandate. The goal is that these categories together provide an overview of the organisations' basic structure and their daily activities that makes

them comparable. The dimensions are described in more detail at page 12, but in short they relate to the unit's mandate and area of expertise, their main source of funding, how they disseminate, if they conduct research or produce grey literature, give policy advice, initiate public debate and if they also work with gender equality matters more general. In order to collect information about the units in the mapping, the eight key dimensions have been rephrased into questions in a questionnaire that the units have filled out.

In the following section each unit included in the mapping so far is presented. Each unit has its unique characterisations, its individual history, and its own way of implementing its mission. Thus, a comprehensive description cannot be given. The presentation of the core units is carried out as structured 'abstracts' which the units have contributed with themselves. The abstracts are structured in line with the eight key dimensions in the mapping, as they serve as subheadings that provide insights about the units' brief history, mandate, area of expertise, funding, core activities and operationalisation of the mandate. The units are presented in alphabetical order.

Following the abstract presentation of the units, the answers from the questionnaire have been summarized into two structured comparison tables. This allows for us to present in a simplistic way what is the main communalities and differences among the units and provides an overview of central aspects characterizing the knowledge centres. In addition, we have summarised the main results from the tables in the mapping's final analysis section. The questionnaire will be sent out if the mapping is going to be extended. Answers from additional units will be added to the structured comparison tables.

3.0. Presentation of units



3.1. Center of Excellence Women and Science (CEWS) – Germany

Brief history

Since its foundation in 2000, The Center of Excellence Women in Science (CEWS) has developed into a substantial infrastructure facility for the thematic field of "Gender relations and gender equality policy in science" for the German-speaking community. CEWS staff conducts research in this thematic field in order to provide evidence-based advice and knowledge transfer. Before its placement in GESIS, the centre received its start-up funding in the years 2000-2005 from the Federal Ministry of Education and Research. Since then, CEWS was sustained in form of a competence centre of GESIS since 2006. GESIS – Leibniz-Institute for the Social Sciences is the largest public infrastructure institution for the social sciences in Germany whose purpose is to promote social science research.

Overarching level – Mandate, area of expertise and funding

CEWS is the national hub for the realization of gender equality in science and research in Germany. From the very beginning, the aim was to make research-based knowledge available to agents in the field of gender equality work in scientific institutions. The unique selling point of CEWS is the coherent integration of research, networking, consulting and scientific knowledge services. For its target groups – such as gender equality agents, directors of scientific institutions, policy-makers, and researchers – CEWS builds the bridge between research and practice. CEWS' staff conducts research in this field in order to advance the evidence-base and offer advice and scientific services. The broad portfolio is characterised by web-based knowledge transfer offers, social science research and publications, the continuous implementation of national and European projects, further development of gender equality policies and practices, provision of statistical monitoring tools, the evaluation of equality measures and programmes, development and maintenance of databases as well as

political advocacy work at regional, national, and European level. The CEWS is located as a team in the GESIS Department Monitoring Society and Social Change (DBG).

Activity level – Core activities and operationalisation of mandate

CEWS contributes to improving the quality, effectiveness and sustainability of gender equality policies and measures in science and research at the political and organisational level as well as at the knowledge level. The research and user-friendly scientific services of CEWS are based on the consideration of gender diversity and different realities of life and, starting from gender relations, incorporate other dimensions of inequality in the sense of an intersectional perspective.

CEWS main areas of activity are: a) social science research on gender relations and gender equality policy in science at the (inter)national level; b) knowledge transfer through policy advice, networking and scientific online-services; c) monitoring and evaluation of gender equality policies and measures.

We conduct social science studies, e.g. policy field analyses and evaluations as application-oriented research, and other research and service projects. The projects deal, for example, with the consideration of gender equality and gender in research funding, framework conditions of gender equality measures and scientific careers, compare gender equality policies in the European Union or show the impact potential of gender equality policy instruments in science. The research is carried out in both quantitative and qualitative social science studies, most of which are funded by third parties, the EU research framework and Federal Ministry of Education and Research (BMBF). The respective results are used in scientific publications, essays, grey literature, research special issues and databases.

CEWS staff participate in professional and political committees relevant to the topic of gender equality in science and research, e.g. Federal Conference of Gender Equality Offices in Higher Education in Germany, Joint Science Conference – Workgroup “Gender Equality in Higher Education”, parliament hearings as well as in international expert groups such as the Horizon 2020 advisory groups on ‘Gender’ and ‘Science with and for Society’, Gendered Innovations 2.0.

As regards statistical monitoring of gender representation in academia, data is prepared and

made available at regular intervals. We provide information on gender relations in academia and on the output and effectiveness of gender equality policies. In this area, CEWS works mainly with quantitative data, but also processes qualitative data such as policies, legal texts or gender equality plans. In addition, CEWS has developed and regularly publishes its own monitoring instruments in form of a national ‘university ranking according to gender equality aspects’ and the retrospective progress analyses.



3.2. Kilden genderresearch.no – Norway

Brief history

The work with the establishment of Kilden genderresearch.no goes back to the 1970s. Nevertheless, it took several decades before Kilden was formally established by the Research Council of Norway on September 1, 1998. Since 2005, Kilden has communicated news and information about gender balance in academia in addition to the dissemination of gender research. In 2019, Kilden went from being an information centre for gender research to becoming a centre for knowledge of gender balance and gender perspectives in research.

Overarching level – Mandate, area of expertise and funding

Kilden is a professionally independent centre of knowledge organised as a department within the Research Council. As such, the Research Council functions as Kilden's owner but Kilden is independent in terms of planning, organising and executing its professional assignments. Kilden receives its basic funding from the Research Council. In addition, Kilden executes externally funded projects. In 2019, the Research Council of Norway established a council for Kilden. The members are involved in processes such as development of strategy, competence and development of projects, as well as other objectives and measures for the further development of Kilden.

Kilden has a national mandate and responsibility to promote gender research and gender perspectives, as well as gender balance in research and innovation, by disseminating and synthesizing research. In line with this mandate, Kilden is also a hub for gender research communities across Norway, it aims to stimulate to public debate and works for promoting documentation of gender research in Norway.

Activity level – Core activities and operationalisation of mandate

Kilden gathers and disseminates research in various formats, from news journalism to more comprehensive overviews of knowledge. The news journalism follows the Editor's Declaration and is independent, and the overviews of knowledge are developed either on our own initiative or in cooperation with external parties. Whereas the news magazine produces articles disseminating research findings, research policies and related topics with an expressed gender and equality perspective, the overviews of knowledge may be used as a basis for policy making within a certain area. In addition, Kilden publishes *The Journal of Gender Research*, an interdisciplinary scientific journal with four annual issues.

On a regular basis, Kilden also arranges seminars, debates and conferences with researchers and/or on research with gender and gender equality perspectives. In this way, Kilden creates a point of contact between research and society and a foundation for a knowledge based public debate. Kilden's director also participates in the public debate. Kilden runs courses and training activities within our fields of expertise. Several of Kilden's collaborations concern the dissemination of Norwegian research on gender and gender equality and the communication of Norwegian gender equality policies to an international audience. Kilden collaborates with civil society organisations within the area of gender and gender equality, national authorities and various academic communities. Kilden participates in networks with other Nordic units working with communication of the gender and gender equality fields. In a European context, Kilden has been involved in several projects funded by the EU research programme Horizon 2020.



3.3. Mission for the Place of Women at CNRS – France

Brief history

The gender equality unit (Mission for the Place of Women at CNRS) was created in July 2001. CNRS thus became the first public research institution in France to set up a dedicated structure aimed at fostering gender equality within the organisation and promoting the full participation of women in scientific research. Reporting directly to the Presidency of CNRS, the Mission has four main areas of actions and has developed strong partnerships at national, European and international levels.

Overarching level – Mandate, area of expertise and funding

The Mission is part of the CNRS, which is mainly funded by State subsidy. Its first mandate consists in fostering gender equality within CNRS by implementing its Multiannual Action Plan as well as managing the “Equality” axis of the European Human Resources Strategy for Researchers (HRS4R) label CNRS has been granted with. A second major mandate is to promote the integration of sex and gender analysis in research content. A third objective is to contribute to profile raising and outreach activities to make scientific professions attractive to young women and support young female researchers in pursuing their careers. Lastly, the Mission is actively involved in developing local and national, European and international partnerships with a wide network of sister structures and broadly, gender equality oriented actors.

Activity level – Core activities and operationalisation of mandate

In implementing the Multiannual Action Plan and the Equality axis of HRS4R label, the Mission’s actions have concentrated on playing an observatory role by publishing and analysing sex-disaggregated data, on creating an institutional steering committee for gender equality amongst staff members of CNRS as well as on tailoring and supporting targeted actions and developing capacity building on gender equality. Considering its second mandate, the Mission has been long involved in promoting the integration of sex and gender in research content by organizing and supporting dedicated scientific events as well as being part of dedicated national and international projects (such as CNRS’ Gender Challenge and GENDER-NET). The Mission is currently coordinating the ERA-NET Cofund GENDER-NET Plus, which consists in funding transnational research integrating a gender dimension in addressing urgent societal challenges. Its youth-oriented outreach activities involve supporting exhibitions and scientific events as well as mentoring activities, participating to awareness actions in public schools and providing capacity-building activities which includes this topic.

3.4. The Secretariat for Gender Research – Sweden

Brief history

The Government established the Swedish Secretariat for Gender Research in 1998 at the University of Gothenburg. The mission was to promote gender research in broad and with a nationwide perspective. From 2008, the Secretariat has also undertaken assignments in the field of gender equality, contributing with support and research knowledge into gender mainstreaming work. Since 2012, the Secretariat has hosted the cooperation body Nordic Information on Gender (NIKK), as an assignment from the Nordic Council of Ministers. In 2018, several of the national gender equality assignments were transferred to the new Swedish Gender Equality Agency and the secretariat's focus on sustainable conditions for research and higher education was reinforced.

Overarching level – Mandate, area of expertise and funding

The secretariat's mission is to meet global societal challenges with knowledge about power, gender and sustainability. The Secretariat has its foundation in a well-developed scientific context combined with a research-based expertise and a broad collaborative role in national and international higher education and research policy arenas. In further international circles, the Secretariat is a well-known actor and knowledge hub for gender issues and gender equality in the academy. Through NIKK, the Secretariat also has a strategically important function for Nordic gender equality policy through dissemination, collaboration and research-based knowledge.

The secretariat is directly placed under the Principal of the University of Gothenburg. The Secretariat's funding consists of budget funds from the University of Gothenburg, grants from the Nordic Council of Ministers and other clients, and funding through project funds sought.

Activity level – Core activities and operationalisation of mandate

Through research-driven analyses on, for example, research funding, career paths and gender-based vulnerability, the Secretariat contributes valuable knowledge to research and higher education policy core issues. The Secretariat initiates and conducts research and studies both in-house and in collaboration with others. Through scientific publications both quality and legitimacy is guaranteed.

Other activities to promote research and education conditions include collaboration with gender research and other critical areas of power. We also advise and collaborate with national, Nordic and European stakeholders with relevance to the higher education sector.

Strategic collaboration and communication are crucial to the implementation and development of the activities undertaken. Priority is given to collaboration and communication on national, Nordic and international arenas. We make international knowledge relevant in Sweden and the Nordic countries and vice versa, and we prioritize Nordic cooperation in an international context.



3.5. The Centre for Gender & Science – Czech Republic

Brief history

The Centre for Gender & Science was established in 2001 as a team of persons working at the Institute of Sociology of the Czech Academy of Sciences. In 2015 it became an independent research department of the Institute. From the very beginning, the activities of the Centre have focused on research in gender in science and academia, awareness raising and support to research and higher education institutions to implement changes for gender equality as well as policy advocacy with relevant state authorities and research funding organizations.

Overarching level – Mandate, area of expertise and funding

The Centre for Gender & Science is a department of the Institute of Sociology of the Czech Academy of Sciences, which is a public research institute. Apart from research activities, the Centre for Gender & Science focuses on policy advice and support to organizations to implement institutional and cultural changes towards gender equality. It provides expertise and advice to various bodies in the Czech Republic and at the EU level, supports research and higher education institutions to launch changes for gender equality, runs a mentoring programme and raises awareness about gender issues in science. The Centre is involved in a number of international (Horizon 2020, Framework Program 7 and Framework Program 6) projects aimed at supporting gender equality in research and innovation – both at policy and at institutional level.

A small fraction of activities of the Centre for Gender & Science is financed through institutional funding provided by the state, however, most of both research and support and advocacy activities are funded by other providers – different ministries, the Czech Science Foundation and from the European Union's Horizon 2020 research and innovation programme.

Activity level – Core activities and operationalisation of mandate

The Centre carries out research into gender inequality in research (research careers, research assessment and excellence, transformations of the academic environment, analysis of R&I policy etc.). It also publishes a statistical yearbook on the position of women and men in Czech research. Another important goal of the Centre is to improve the policy making process in terms of gender mainstreaming of R&D&I (research and development and innovation) policies. Its members serve as experts on expert groups and advisory bodies in the Czech Republic and at the EU level.

In addition, the Centre supports research and higher education institutions to launch cultural and institutional changes for gender equality. It organizes workshops and trainings and provides consultations. It runs a mentoring program for early career researchers and raises awareness about gender issues in science (it organizes public debates and publishes a monthly newsletter). It contributes to organizing the Milada Paulova Award conferred by the Minister of Education to women researchers for lifelong achievement in research. Also, the international activities of the Centre fall into the above-mentioned areas: The Centre coordinates GENDERACTION focusing on policy coordination among Member States and Horizon 2020 and competence building among various stakeholders. It participates in CASPER which aims at examining the feasibility of establishing a European award or certification system for gender equality in research organizations. It is involved in GE Academy, which aims to develop and implement a capacity building program on gender equality in R&I, and participates in Gender-SMART, in which it is in charge of monitoring and evaluating of gender equality plans and their implementation.

3.6. The HEA Centre of Excellence for Gender Equality – Ireland

Brief history

In 2017, the Irish Minister for Higher Education established a Gender Equality Taskforce to identify significant measures that could accelerate progress in achieving gender equality in Irish HEIs (Higher Education Institutions). The Gender Equality Taskforce published an Action Plan in November 2018, which encompassed a suite of initiatives to bring about sustainable organisational change and to empower a culture of gender equality in HEIs for all staff, academic and professional, as well as management and support staff at all levels. In particular, the Taskforce recommended the establishment of a Centre of Excellence for Gender Equality in the Higher Education Authority.

Overarching level – Mandate, area of expertise and funding

The HEA Centre of Excellence for Gender Equality was established in June 2019 to ensure sustainable acceleration towards gender equality in Irish HEIs by providing centralised support for the institutions, sharing of good practice, and funding for innovative organisational and cultural change initiatives nationally. Furthermore, the Centre advises the Department of Education and Skills on progress, new developments and measures which may be required in future for Ireland.

Detailed data obtained by the Centre from HEIs is key to enabling data driven decisions to be made so that actual, rather than perceived barriers to gender diversity can be addressed. The Centre is pivotal in enabling joint initiatives, co-operation and sharing of good practice between HEIs, and in developing a better understanding of the impact of interventions taken and determining the areas of future focus. Providing a centralised support for HEIs helps to embed an institutional gender equality culture. The Centre works closely with the HEIs to achieve efficiencies across the system through the coordination of activities, such as the centralised identification of experts and delivery of training.

Activity level – Core activities and operationalisation of mandate

The Centre of Excellence for Gender Equality oversees a framework that encompasses a variety of initiatives and reporting structures that aim to ensure that Irish HEIs are progressing towards gender equality. The various initiatives within this framework overseen by the Centre are: Higher Education Institutional Staff Profiles by Gender; the Athena SWAN Charter in Ireland; Gender Equality Enhancement Funding Call; HEA National Committee for Gender Equality; Senior Academic Leadership Initiative; annual HEI reporting on stated gender objectives; centralised support for HEIs.

The Higher Education Institutional Staff Profiles by Gender, published annually by the HEA, offer a valuable baseline from which progress can be measured. HEIs report annually on progress on Gender Equality, allowing the Centre to make data-informed policy decisions. Furthermore, the Athena SWAN Charter in Ireland aims to effect cultural and systemic change in higher education institutions to support gender equality and the career-progression of women.

The Senior Academic Leadership Initiative, launched in 2019, will assist in accelerating gender balance at senior levels through the award of 45 gender-targeted senior academic leadership posts over three years. 2020 will see the establishment of an annual Gender Equality Enhancement Funding Call, which will encourage cross-sectoral collaboration as a means to achieve national transformation. The HEA National Committee for Gender Equality supports the coordination of new institutional initiatives in EDI (Equality, Diversity and Inclusion), as well as providing a forum for sharing good practice and for developing leadership capacity in this area.

4.0. Analytical dimensions

Before the units are presented in the structured comparison tables, the key dimensions at the two levels are presented in more detail. The dimensions' function is to describe main characteristics of the included units.

Overarching level

1) Mandate and area of expertise

The units' mandate requires them to conduct their activities on a national and or regional level. Their area of expertise may be defined under the EU Commission's goal on 'Gender Equality' in research and innovation and includes research dissemination.

a) Gender equality

- Promote gender balance in research teams
- Ensure gender balance in decision-making processes
- Integrate gender dimensions in research and innovation

b) Research dissemination

- The unit is required to promote and display research within the three above-mentioned goals.

2) Funding

The unit is funded through public funding alone or through public funding and additional external commission-based funding.

a) Public funding

- Public means annual financial grants from state departments, directorates or other official and public bodies, or directly through national budgets.

b) Public funding and external funding

- In addition to public funding, the units receive external and commission-based funding. This may come from official bodies, non-governmental organisations or the business sector.



Activity level

1) Types of dissemination

Units conducting research dissemination are characterised by their outreach through some of the following activities:

- The unit runs a popular outreach journal or a scientific journal.
- The unit displays and disseminates research through their own websites, through social media, mailing lists/newsletters, lists of publications.
- The unit functions as a hub for gender research communities and other gender equality actors by arranging conferences, seminars, lectures or similar.

2) Conducting research or/and producing grey literature

Units conducting research or/and producing grey literature are required to have employees with research expertise who can carry out research projects, studies or grey literature independently or in collaboration with others. Units conducting research or grey literature are characterised by the following:

- The unit takes on external research assignments, including grey literature.
- The unit initiates its own research projects, including grey literature.

3) Policy advice

Units conducting policy advice are characterised by the following:

- The unit submits consultation responses in public hearings.
- The unit takes on assignments that include giving specific recommendations for further policy making within a certain area.
- The unit provides recommendations on policy making within specific areas on its own initiative.

4) Training and course activities

Units offering training and course activities are characterised by the following:

- The unit offers official bodies, non-governmental organisations or businesses customised courses and training packages on how to implement gender perspectives and gender balance in their work.
- The unit offers customised courses and training packages to the research sector on how to integrate gender perspectives in research and innovation.
- The unit offers training and courses to the research communities on dissemination, research journalism and strategic communication in/with a gender perspective.

5) Initiate public debates

Units that initiate and contribute to knowledge-based debates are characterised by the following:

- The unit seeks to set the agenda by writing editorials, news analyses or contributions in its own or other media.
- The unit seeks to increase the knowledge base of the public debate by disseminating current research.
- The unit responds to enquiries from the media and participates in interviews, debates etc.

6) General gender equality matters

Units working with gender equality matters more generally in addition to the matters described above are characterised by the following:

- The unit is involved with one or more of the above-mentioned activities (dissemination, research, policy advice, training and course activities, debates and visibility activities) within the field of gender equality in society at large.

5.0. Structured comparison

The basis for the following structured comparison is the eight key dimensions in this mapping described above, which was rephrased as questions answered by all the included units. The purpose of synthesizing this into tables is to provide an overview of the organisations' basic structure and their daily activities that makes them comparable. Table 1 presents the entities on an overarching level and Table 2 illustrates their similarities and differences on the activity level. In both tables the units are presented horizontally and the key dimensions vertically.

5.1. Table 1. Overarching level

Overarching level				
	Mandate and area of expertise		Funding	
	Gender Equality	Dissemination	Public funding only	Public funding and external funding
Center of Excellence Women and Science Germany	yes	yes	no	yes
Kilden gender-research.no Norway	yes	yes	no	yes
Mission for the Place of Women at CNRS France	yes	yes	no	yes
Swedish Secretariat for Gender Research Sweden	yes	yes	no	yes
The Centre for Gender & Science Czech Republic	yes	yes	no	yes
The HEA Centre of Excellence for Gender Equality Ireland	yes	yes	yes	no

5.2. Table 2. Activity level

Activity level						
	Different types of dissemination	Conduct research And/or produce grey literature	Policy advice	Training and courses	Initiate public debates	General gender equality matters
Center of Excellence Women and Science Germany	yes	yes	yes	no	yes	no
Kilden gender-research.no Norway	yes	yes	no	yes	yes	no
Mission for the Place of Women at CNRS France	yes	yes	yes	no	yes	yes
Swedish Secretariat for Gender Research Sweden	yes	yes	yes	no	yes	no
The Centre for Gender & Science Czech Republic	yes	yes	yes	yes	yes	no
The HEA Centre of Excellence for Gender Equality Ireland	yes	yes	yes	no	yes	no

6.0. Comparison: Communalities and differences

In this part of the mapping we will summarize the similarities and differences among the units based on the results from the structured comparison tables. We also add additional information from the individual abstracts and answers to the questionnaires when relevant. This analysis allows for more detailed information compared to what is possible to display in the tables alone. Hopefully this will provide valuable insights on what unites and what distinguishes these European knowledge centres.

At first glance, we see that all units have the same characteristics at the first overarching dimension with regards to mandate and area of expertise. A common feature is that their area of expertise can be defined under at least of one of the EU Commission's goal on 'Gender Equality' in research and innovation: a) promote gender balance in research teams, b) ensure gender balance in decision-making processes, or c) integrate gender dimensions in research and innovation. In addition, all included units are required to conduct research dissemination within these three above-mentioned goals.

A large majority of the units also have the same basic funding structure as their income consist of a combination of basic public funding and external funding which is acquired through different assignments. The HEA Centre of Excellence for Gender Equality in Ireland is the only unit that is funded by public funds alone. Based on the individual abstract, we see that many of the units in one way or another is affiliated with a national or regional research institution, a university or a research council like Kilden. Although these infrastructures may vary from one national context to another, the units could be seen as working within similar organisational frameworks and within the same thematic areas.

Looking further to Table 2 and the activity level, which aims to identify variations in terms of how

organisations implement their mandate, we can see interesting variations. Regards to dissemination, the units conduct research dissemination and knowledge transfer in various ways. All the units have reported in their questionnaire that they display and disseminate through their own webpages, social media, mailing lists, newsletter or list of publications. Several of the units also report that their organisation functions as a hub for the gender research communities, by arranging academic conferences, seminars or lectures, but this is not something all the units prioritise. Two units, The Center of Excellence Women and Science and Kilden genderresearch.no, also run scientific journals.

Moving onward to the activity level, we see that all the units conduct research or/and produce grey literature independently or in collaboration with others. The units take on both external assignments and by own initiative. A large number of the units also report that policy advice is part of their activities. This is done both by submitting consultations responses in public hearings and by giving recommendations for policy making on assignment or by own initiative. The one unit that does not have policy advice as part of its activity, is Kilden. When it comes to courses and training activities, we also see interesting differences among the 6 included units. It is only Kilden and Centre for Gender and Science that operationalize their mandate by offering course and training packages.

Another difference is that is only Mission for the Place of Women at CNRS in France among the included entities that is working with gender equality issues in a more general matter. In this context, this means that this team is involved with one or more of the above-mentioned activities; dissemination, research or grey literature, policy advice, training and course activities, debates and visibility activities, within the field of gender equality in society at large.

One compelling feature that all the units have in common at the activity level, is that initiating and contributing to a knowledge-based public debate is a central part of their way of implementing their mandate. They do so by disseminating current research and by participating in interviews and debates. There is some variation to what extent the entities seek to set the agenda themselves, by writing editorials, news articles or analysis in own or other media. However, activities that can contribute to a more knowledge and research based public debate, appears to be of great importance for all the units in this mapping.

Regards to other core activities, the units describe great variety in how they conduct their work. Whereas some units have a role to oversee initiatives to promote gender equality in research and

HEI in their national context, others run mentoring programmes, publishes statistical yearbooks on the status of men and women, and provides statistical monitoring tools, or both. In addition, it is our overall impression that all included units prioritize to participate in regional or international collaboration and partnerships within this field.

Lastly, the units that are included in this mapping so far shows great diversity in how they conduct their work. We believe, however, that the commonalities with regards to organisation and funding demonstrates that gender equality in research is something that the national governments have prioritised, and that the units can be seen as belonging to the same "cluster of units" in a European context.





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