

Wyróżnienie HR Excellence in Research na Politechnice Krakowskiej. Aspekty równości płci.

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Zespół ds. wdrażania Logo HR na PK
CTT PK

„PK jest kobietą” 25.05.2021 Kraków



Co to jest wyróżnienie HR Excellence in Research?



HR EXCELLENCE IN RESEARCH

Nagroda KE - wyróżniająca europejskie instytucje, które stosują zasady zarekomendowane w dokumentach:
Europejskiej Karcie Naukowca i Kodeksie Postępowania przy Rekrutacji.

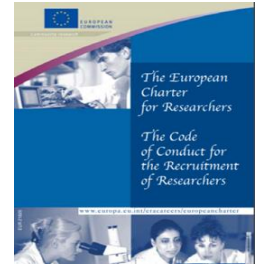
The Human Resources Strategy for Researchers

<https://euraxess.ec.europa.eu/jobs/charter>

Rekomendacje Komisji Europejskiej z dnia 11 marca 2005 r.



Stworzenie atrakcyjnych warunków pracy naukowej oraz sprzyjającego środowiska dla naukowców do rozwijania kariery naukowej i osiągnięcia pozytywnych wyników w zakresie wiedzy i technologii. Również ujednoczenia standardów rekrutacji i zatrudnienia pracowników naukowych na rynku europejskim.



Gender aspects:

Gender balance

Gender equality

Gender dimension – uwzględnianie aspektów płci w badaniach naukowych.



Gender dimension – HR Excellence in Research

Wolność badań naukowych W swoich badaniach naukowcy powinni **kierować się dobrem ludzkości oraz zmierzać do poszerzenia granic wiedzy naukowej, jednocześnie korzystając z wolności przekonań i wypowiedzi, a także wolności określania metod rozwiązywania problemów, zgodnie z uznanymi zasadami i praktykami etycznymi...**



Gender dimension – Excellence in Research

Odpowiedzialność zawodowa:

Naukowcy powinni poczynić wszelkie możliwe starania, by zagwarantować, że ich badania mają **znaczenie dla społeczeństwa** i nie powielają przeprowadzonych wcześniej i w innym miejscu badań...

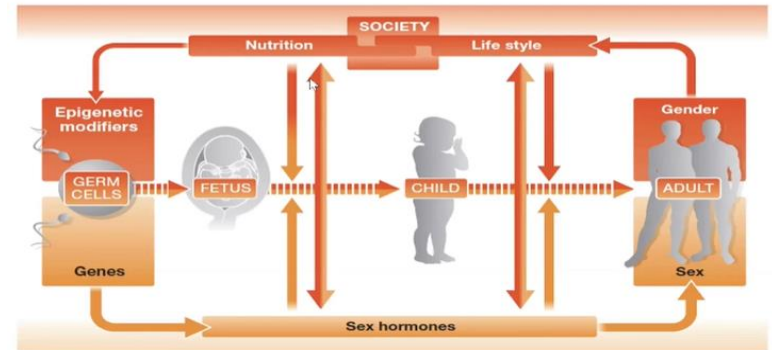


Gender Dimension:

“Gender dimension” means integrating sex and gender analysis into research. The term was developed within the European Commission.”

Sex – refers to the biologically determined characteristics of men and women in terms of reproductive organs and functions based on chromosomal complement and physiology. As such, sex is globally understood as the classification of living things as male or female.

Gender – refers to the social construction of women and men, of femininity and masculinity, which varies in time and place, and between cultures. Social behaviour, life-style, the social roles.

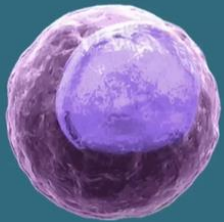


Gender Dimension

**MALES & FEMALES EXHIBIT
DIFFERENT IMMUNE CELL FUNCTION
IN SPINAL CORD MEDIATION OF PAIN**

Female Mice = T Cells

Male mice = Microglial Cells



Sorge et al. Different immune cells mediate mechanical pain hypersensitivity in male and female mice. *Nature Neuroscience* 2015; 31:1165-1167.



**COVID-19: Analyzing Sex and
Analyzing Gender**



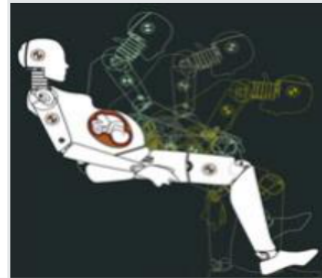
**Housing and Neighborhood
Design: Analyzing Gender**



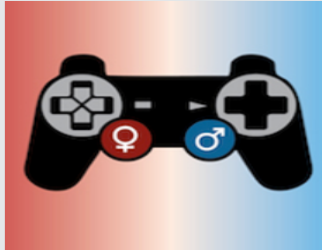
**Chronic Pain: Analyzing How Sex
and Gender Interact**



A co z naukami inżynieryjnymi?



Inclusive Crash Test Dummies:
Rethinking Standards and
Reference Models



Video Games: Engineering
Innovation Processes

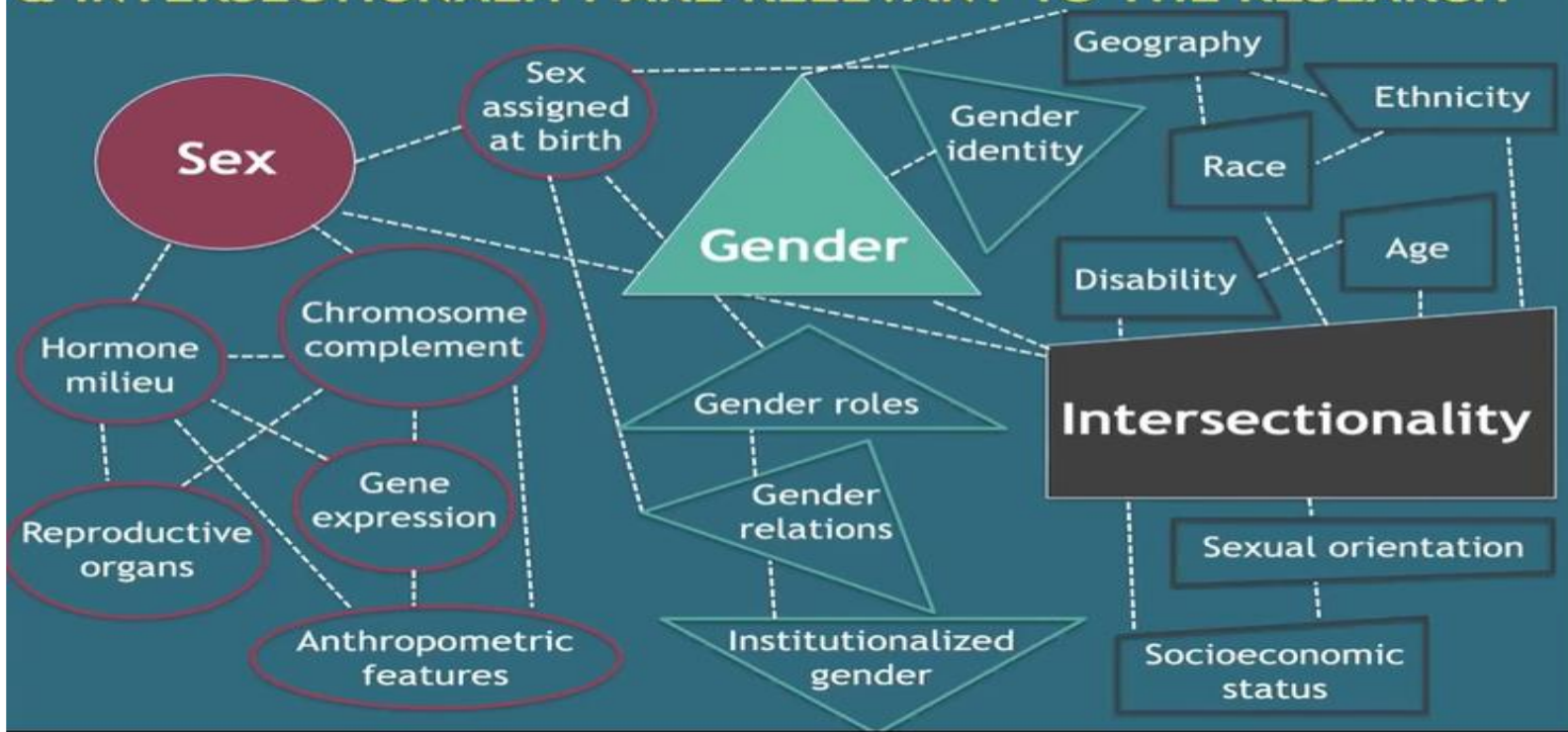
Engineering Checklist



Machine Translation: Analyzing
Gender



STEP 1: DETERMINE WHICH DIMENSION(S) OF SEX, GENDER & INTERSECTIONALITY ARE RELEVANT TO THE RESEARCH



THE BENEFITS OF INTEGRATING SEX, GENDER & INTERSECTIONALITY



Scientific discovery



Improved research methodologies



Enhance social equalities

THE **BAD** THINGS THAT CAN HAPPEN IF YOU IGNORE SEX, GENDER & INTERSECTIONALITY

1

People die!



Vanessa's Law



2

Sloppy science

nature reviews
neuroscience

Perspective | Published: 02 June 2020

Reproducibility of animal research in light of biological variation

3

Policies & practices don't benefit everyone





February 2021



I am determined to step up our efforts on gender equality and support more talented women in research and innovation. I am committed to ensuring that the gender dimension is fully integrated into research and innovation supported by Horizon Europe, and that it is fully acknowledged in the European Research Area.

Mariya Gabriel Commissioner for Innovation, Research, Culture, Education and Youth

https://ec.europa.eu/info/sites/default/files/research_and_innovation/strategy_on_research_and_innovation/documents/ec_rtd_gender-equality-factsheet.pdf



Challenge in Horizon Europe:

- Despite progress achieved on gender equality in research and innovation under the Horizon 2020 research and innovation programme, we still need better implementation of EU gender equality objectives by research and innovation organisations across the EU, notably
- More women participating in research and innovation programmes
- **Better integration of the gender dimension in the content of research and innovation projects**
- More participation of EU widening countries in actions dedicated to gender equality in research and innovation organisations
- Broadening gender equality policies in research and innovation to intersections with other potential grounds for discrimination such as ethnicity, disability and sexual orientation

Przydatne linki

- Strona Logo HR na PK:
https://www.pk.edu.pl/index.php?option=com_content&view=article&id=2049&Itemid=1080&lang=pl
- Strona Euraxess:
<https://euraxess.ec.europa.eu/useful-information/brochures>

Strona KE:

https://ec.europa.eu/research/participants/docs/h2020-funding-guide/cross-cutting-issues/gender_en.htm

[The gender dimension in research – YouTube !!!!](#)

[Videos | Gendered Innovations \(stanford.edu\)](#)

- Strona CTT PK:
<https://www.transfer.edu.pl/>



Przydatne linki:

[Gendered Innovations 2: How Inclusive Analysis Contributes to Research and Innovation \(stanford.edu\)](#)

[Sex and gender analysis improves science and engineering | Nature](#)



Skontaktuj się z nami!

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