



“This project has received funding from the European Union’s Horizon 2020 research and innovation programme under grant agreement No 741128.



Gender training at WWTF

The gender training planned within the European GEECCO project took place on January 18, 2019 at WWTF (Vienna Science and Technology Fund) and was led by Bente Knoll from B-NK GmbH (Büro für nachhaltige Kompetenz).

The goal of the training was to raise awareness and create a common understanding of the importance of gender aspects in research funding among the participants. The entire WWTF staff which is charged with the funding process participated in the training (7 persons). Bente Knoll introduced the participants to the concepts of sex and gender, which have no equivalent translation in the German language. This was done in an interactive manner, where examples of google picture searches for “male” and “female” toys were shown and the participants were asked about their observations and perceptions. The next section of the training was focussed on showing some empirical examples of gender inequalities in science, e.g. horizontal and vertical segregation, i.e. the percentage of female researchers in the higher education sector in different scientific fields; and the proportion of women and men in a typical academic career in all scientific fields compared to the STEM field. In addition to this, the participants were introduced to the concept of gender bias.

As another interactive part of the training, the participants were asked to work in small groups. The groups should elaborate the questions of how relevant the three dimensions “gender balanced teams”, “gender balance in decision-making” and “gender dimension in the research content” are for WWTF and describe the status quo of these dimensions and in practice in WWTF.

The afternoon session was strongly focussed on the specific situation at WWTF and the potential for improvement in the different dimensions mentioned above. Before the discussion started to go into detail and different options were discussed, the measures regarding gender equality already in place at WWTF were summarized. The inclusion of the gender dimension into the research content was discussed intensively, i.e. how this could be done effectively in practice (for applicants, reviewers and juries) and how this is done by other funding institutions.

Dr. Bente Knoll is a landscape and transport planner and gender expert. She holds a diploma in social media design, has a MSc in Landscape Planning and Architecture and a PhD in Transport and Traffic Planning. Since establishing her company B-NK GmbH, Bente Knoll as founder and managing director has managed over 40 projects.

The European [GEECCO](#) project ('Gender Equality in Engineering through Communication and Commitment') aims to increase the presence of women in the world of science and technology, engineering and mathematics.

Dr. Brigitte Ratzer (Office for Gender Competence, TU Wien) is coordinator of the GEECCO project.

Please stay tuned through [Twitter](#).