Gendering communication and decision making.

The **formal** and the **informal** perspective

Clare O’Hagan  
University of Limerick  
Ireland

Marco Zamarian  
Bruno Kessler Foundation  
Italy
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The formal perspective

Clare O’Hagan, University of Limerick, Ireland
Presentation Outline:

- Objective
- Methodology
- Overview
- Findings
- Recommendations
- Training Programmes
- Lessons learned
Task Objective:

to effect structural and cultural change... particularly in decision-making bodies and processes to create more transparent and inclusive decision-making processes, which will advance gender equality (FESTA, 2012).
**Methodology:**

**Partners:**
- Istanbul Technical University
- Fondazione Bruno Kessler
- University of Limerick (Lead)

**Perspective:**
- Theories of Gender and Power

**Practices:**
- Mapped decision making processes
- Identified power structures

**Qualitative research.**
- Semi-structured interviews

**Research sample:**
- 25 (9 F: 16 M)
Overview:

Analysis: Cross national content analysis

Findings Power obscured and gendered

Recommendations Structural, Cultural, Individual.

Training programmes For decision makers, for women.
Findings:

• Centralisation of power
• Gender Schemas
• Role of the Chair
• Transparency
• Communications
Recommendations

To create structural change:

• Make the gender situation visible by publishing gender disaggregated data
• Independent equality structure
• Gender audit committees and institutions
• Gender balance on committees (40%)
• Make committee membership transparent
• Independent observer at committee decision making
Recommendations

To create cultural change:

• Training decision makers in gender awareness and unconscious bias
• Create accountability measures.
• Circulate minutes and meetings
• Regular meetings between management and staff

To empower women:

• Encourage women’s participation in management positions
• Share good practices – female role models
• Training for women in leadership and decision making
Training Programmes:

Training programmes for decision makers in the three organizations have resulted in significant gender awareness. It is significant that leadership in terms of creating the motivation for change was evident in all three organizations.

Training programmes for researchers/academics were effective and participants were empowered to more strategically manage their careers following the programmes.
<table>
<thead>
<tr>
<th>Recommendation</th>
<th>The Irish Organization</th>
<th>The Italian Organization</th>
<th>The Turkish Organization</th>
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<tr>
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Lessons Learned:

• Creating gendered change is possible;
• Gendered organizational change requires changes at individual, cultural and structural level;
• Structural level changes most difficult to achieve;
• Visible commitment from senior organizational leadership is crucial;
• All decision makers need to be encouraged and supported to accept a need for change;
• Training programmes need to be provided for decision makers, which have the support and sponsorship of organizational leadership;
THANK YOU!

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