
eument-net – the European network of mentoring programmes Achievements and outlook

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égalité
SERVICE DE L'ÉGALITÉ / DIENSTSTELLE FÜR GLEICHSTELLUNG

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Overview eument-net project

- **Acronym:** eument-net
- **Full title:** Building a European Network of Academic Mentoring Programmes for Women Scientists
- **Call:** FP6-2005-Science-and-Society-17
- **Type of Proposal:** CA
- **Duration:** 21 Months (Jan.07 – Sept.08)
- **Coordinator:** Helene Füger, University of Fribourg, Office for Gender equality, Switzerland (rrm-unifr)
- **Countries involved:** A, BG, CH, D
- **EU Contribution :** 514.761.-
- **Homepage:** www.eument-net.eu

Aim of eument-net

- Enhance women's careers and access to decision making positions in academia and research by building a European network of mentoring programmes.

The eument-net project partners

- Réseau romand de mentoring pour femmes
University of Fribourg , Switzerland [coordinator]
- Mentoring Programm muv
University of Vienna, Austria
- Institute for Philosophical Research
Bulgarian Academy of Sciences
- Mentoring Programm MUT
University of Mannheim / LaKoG, Germany
- Mentoring Deutschschweiz
University of Berne, Switzerland

Work Packages and Products I

- WP1 Compare experience, assess best practice, define standards
- Products:
 - ^ Manual: “Establishing Mentoring in Europe. Strategies for the promotion of women academics and researchers”
 - ^ Survey among Bulgarian early career researchers
 - ^ BAS database

- WP2 Define structures of cooperation
- Products:
 - ^ Exploratory survey
 - ^ Pilot cooperation activities: international mentoring exchange
 - ^ Network, organised as a legal entity since Oct. 2008
 - ^ Member of epws

Work Packages and Products II

- WP3: Promote mentoring & initiate discussion with stakeholders
- Products:
 - ^ international conference in Berne (April 08)
 - ^ international conference in Sofia (Mai 08)
 - ^ Participation at conferences and roundtables
 - ^ Elaboration of policy recommendations
- WP4: Create eument-net platform and database
- Product:
 - ^ eument-net Homepage with database and electronic platform

Content of eument-net Manual

- Examples of mentoring programmes for early career researchers
- Strategies of institutionalisation in different national contexts
- Supporting and hindering factors for the development of mentoring programmes
- Quality standards for mentoring programmes

Standards for mentoring programmes

- ^ promotion of women central element
- ^ part of gender equality policy
- ^ focus on personal and career development
- ^ outside hierarchical relationships
- ^ professional coordination
- ^ transparent admission criteria and procedure
- ^ clear role and requirements of mentee and mentor
- ^ confidentiality policy
- ^ monitoring and regular evaluation.
- ^ training activities and coaching

Context for establishment of mentoring programmes

- Relevant factors on following levels:
 - ^ EU-level
 - ^ National and local state government and administration
 - ^ Institutions
 - ^ Stakeholders
 - ^ Beneficiaries

Policy recommendations

- European policy makers and administrations
 - ^ Disseminate eument-net manual to scientific officers and project coordinators
 - ^ EU Directives requiring national policies for gender equality in HE and research
 - ^ Calls for mentoring schemes in Southern, Eastern and Balkan countries
 - ^ Calls for coordination activities and comparative study

Policy recommendations

- National policy makers and administrations
 - ^ National policy for gender equality in HE and R&D funding mentoring schemes
 - ^ Support stakeholders in gender equality to launch pilot projects
 - ^ Support national networking activities among mentoring programmes
- Higher education and research institutions
 - ^ Integrate mentoring in institutional long term strategy for staff development

Policy recommendations

- Civil society organisations
 - ^ Disseminate experience and knowledge about mentoring
- Industry and private companies
 - ^ Finance pilot mentoring schemes
 - For example for mobility between academic research and industry
 - ^ Support networking and cooperation among mentoring programmes

Current activities and outlook

- International Workshop on **Mentor Training and Coaching**
25-26 February, Lausanne (CH)
www.eument-net.eu
- Dissemination of evaluation and studies on impact of mentoring
- Cooperation with other networks

Thank you for your attention

- www.eument-net.eu
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