

## Evaluation Panel: SOCIAL SCIENCES - Sociology, Anthropology, Demography e Geography

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**R&D Unit:** Centro Interdisciplinar de Estudos de Género (CIEG)

**Coordinator:** Analia Torres

**Integrated PhD Researchers:** 17

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**Overall Quality Grade:** EXCELLENT

### Evaluation Criteria Ratings

- (A) Quality, merit, relevance and internationalization of the R&D activities of the Integrated Researchers in the R&D Unit Application: 5
- (B) Merit of the team of Integrated Researchers: 5
- (C) Appropriateness of objectives, strategy, plan of activities and organization: 4

**Base Funding for (2020-2023):** 237 K€

### Recommended Programmatic Support

PhD Fellowships: 5

Programmatic Funding: 610 K€, including for 2 (1 Auxiliar, 1 Principal) New PhD Researchers Contracts.

### Justification, Comments and Recommendations

The Unit focus on social inequalities and gender effectively and productively roots it within the discipline of sociology, while developing over time in a more richly interdisciplinary direction.

Given that CIEG was only established in 2012, this is a very impressive trajectory of research and development. It is an extremely productive and vibrant Centre, the only one in Portugal, providing exceptional value given the size of the team of integrated researchers and relative to the amount of funding received from the FCT. It is well organized and there is a clear strategy for future growth and management of the Centre. It is clear that with the appropriate resourcing and staffing of the Centre, there is real potential for further growth and success.

There is a strong track record of successful grant applications, with funding being sought across a range of different funding streams and more than half of its income is from international sources (including EU funding) with a high proportion of past and current projects being international. There is an extremely high level of productivity in quality contributions relative to the number of integrated researchers, evidenced in the publications and successful grant applications. For instance, there are an average number of 12 publications per member of staff; with the majority (just under two thirds) of journal articles published in English. The majority of integrated researchers have performed R&D of recognized quality and merit in their contribution to knowledge at both national and international levels. The lead Integrated Researchers are at the very least nationally recognised figures in their respective fields of expertise, with many having international stature. In addition, CIEG has international networking and collaborations with international learned societies and several research networks, as well as with R&D Units in Universities in a number of other countries including Cape Verde, Canada and in Europe.

There are significant numbers of lively and engaged young scholars. Since the last evaluation, CIEG has established the first PhD programme in gender studies in Portugal, which has attracted significant numbers including demand from international students. (The MA programme in Family and Gender also demonstrates a healthy recruitment, with 31 students already completing.) PhD students are very well integrated into the intellectual life of the Unit. A challenge rests in reproducing and altering the often informal nature of communication and modes of support within the Unit in a situation where the number of personnel has significantly expanded. The Centre is well placed to take advantage of the demand for gender studies courses in Portugal, which is resulting in a large number of PhD applications. The potential to grow PhD numbers includes demand from international students, especially from Brazil given the current situation of defunding this area of study. The Panel noted that there should be in house ethics procedures, particularly geared to the sensitivities of gender and sexualities matters, rather than reliance on more generic University level mechanisms.

Early career researchers at the post doctoral stage of their trajectories are rather few in number, indicating a challenge for reproducing the Centre with 'new blood' people who have at least reasonably stable contractual conditions. There is a danger that there is an insufficient pipeline of younger researchers who are on career paths such that they may be able to take over from existing senior staff as the latter step down from positions of managerial responsibility.

In terms of dissemination and public engagement CIEG has made an outstanding contribution. The International Congress is a case in point attracting 270 attendees, of whom 85% were from a wide range of other countries (to Portugal) across the globe also testifying to its international profile. The work of CIEG is clearly of public interest and wider social and economic impact beyond their contribution to the academy. The Centre has clearly had impact on the application of research in a number of important respects. In addition to academic conferences, there is an excellent programme of wider public engagement through training courses and workshops on the theme of gender inequality as well as social media, newsletters, etc. A specific example is the contribution to public consultation and national law reform regarding Sexual Harassment and Bullying in the Workplace. The provision of training courses on gender equality has resulted in very high demand, and has been rolled out to a large number of people across a range of professional backgrounds. This could be a potential source of income. However, it is recommended that this should be resourced appropriately by a person responsible for training in such a way that it is not a competing work demand for the R&D activities of the integrated researchers.

There is an extremely high level of productivity in quality contributions relative to the number of integrated researchers, evidenced in the cited publications and successful grant applications. While this is a real strength, it raises a number of issues for the future development and potential growth of CIEG. The level of productivity is extremely impressive. However levels of staffing are an issue if this is to continue after this excellent level of performance during the Centre's early consolidation period. The Unit faces two ways at once. It is poised between filling a gap in Portuguese social science provision of gender studies research and advanced teaching, and making a contribution to the international field of gender studies. This is both inevitable and desirable. Yet there is a problem that national level activities, such as core researchers themselves offering pragmatic training courses to non-academic paying customers, are pulling down the potential realization of international reach and significance of research that could be of international significance. The existence of the Unit allows Portugal to start to catch up in gender studies provision with other European countries. But this could potentially undercut efforts to develop cutting edge and more globally significant work aimed at international audiences. The strategic ambition to take advantage of Portugal strategic geographical and socio-political position in the world is a sound one, but more concrete procedures and devices should be put in place to realise this ambition as fully as possible within current and future constraints.

That said, plans for the future development of CIEG are strategic and highly appropriate, in particular in relation to the need for human resources to continue to maintain this astonishing level of vibrancy and quality in productivity. After a period of consolidation, plans for CIEG to expand its goals for knowledge production, transfer and dissemination, and its interdisciplinarity and internationalization, seem excellent. Future plans for knowledge production are clear and in terms of grant income three applications are already under review in addition to three projects that have already been successful in attracting funding. The International Congress in 2019, building on the success of the previous one, will help to embed and extend its international profile, as will the continued strategy of publishing in both English and Portuguese. The aim to increase international students will further internationalize the Centre, and it is well placed to make use of current and developing international links and networks in furthering this goal. Expansion of their successful training programme would make an excellent contribution to the continuation of their role in public engagement and professional development in relation to issues of gender inequality, which could provide a significant revenue stream. However, these ambitions need to be balanced with the other aspects of R&D, as well as teaching responsibilities, which will increase as the Centre grows in terms of student numbers.