Transferring Implementing Monitoring Equality

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Egalité des Chances dans les Etudes et les Professions d'Ingénieur

Gender Summit 2015

SEVENTH FRAMEWORK PROGRAMME

GenderTime

Why such a project ? Where does it come from ?

« Too few women in science, slow-moving careers and a strong under-representation of women at the top level in research decision-making »

- « Today's societal challenge relies more and more on scientific and technological solutions and scientific advice. We cannot afford to leave out 50% of our talents from this process »

EU Commission – 1999

- Funding research and action in the 6th (15 millions€), 7th (21,7 M€+22 M€), Horizon 2020 (22 M€) framework programmes

GenderTime

History of the research

- **First step :**

- understanding the situation :

Why do so few young women choose technology and science?

What are the mechanisms of discrimination ?

- Measuring the reality of discrimination against women

SHE figures 2006

Statistics and indicators - EU publication

GenderTime

Why such a project ?:

- **Second step :**

  - Analysing and describing policies, tools, successes and failures : necessity to define policies for institutional change, cultural change, legal change. . .

  - Production of tool boxes: recommendations for different kinds of action

GenderTime

Why such a project ?:

- **Third step :**

  - Implementing measures for structural change: several projects funded by the EU: Gender Time, INTEGER, TRIGGER etc. . .

GenderTime

Transferring, Implementing, Monitoring Equality

EU funded collaborative project

Science in Society, FP7

Project value: 3.33 Million Euros

EC funding: 2.33 Million Euros

Activity 5.2.1. Gender and Research

Area 5.2.1.1. Strengthening the role of women in scientific research and in scientific decision-making bodies

SEVENTH FRAMEWORK PROGRAMME

institute MIHAILO PUPIN

Topic SiS.2012.2.1.1-1: Ensuring equal opportunities for women and men by encouraging a more gender-aware management in research and scientific decision-making bodies.

Coordination and Support Actions (Supporting Actions)

Contract starting date: 1st January 2013

Duration: 48 months

Website: www.gendertime.org

The GenderTime Consortium

• Egalité des Chances dans les Etudes et la Profession d'Ingénieur en Europe	Co-ordinator	France
• Inter-University Research Centre for Technology, Work and Culture		Austria
• The University of Padua		Italy
• Linköping University		Sweden
• University Paris Est Créteil		France
• Mihailo Pupin Institute		Serbia
• Bergische Universität Wuppertal		Germany
• Loughborough University		United Kingdom
• Tecnalia Research & Innovation		Spain
• Donau-Universität Krems		Austria

The under-representation of women in STEM

- Women's equal participation in scientific research is a key-issue for European **economic and technical development**, as well as a central matter for the achievement of equal opportunity between women and men and **social justice**.
- The under-representation of women in certain scientific disciplines, as well as in **research decision-making positions** in most fields is well known and has indeed been a major concern for the European Commission for a number of years.

Background

- Reports issued by the European Commission in the last decade highlight the fact that in spite of a growing number of female students in higher education, and an increased presence of women among PhD students, horizontal and **vertical segregation remains salient**.
- The leaky pipeline metaphor. Contemporary science in European countries rewards, **through various mechanisms**, the male gender (Badaloni 2008).
- Policies for recruitment, retention, promotion and leadership of researchers in European research bodies often affect the **career progress of female researchers adversely.**

Aims

Therefore the aim of the Gendertime project is to:

- Identify and implement the best systemic approach to increase the participation and career advancement of women researchers in selected institutions.

- Enable effective knowledge transfer across the consortium and beyond

Institutional action plans

- Each scientific partner will develop and implement a **tailored action plan**
- Actions will include initiatives around :

- recruitment,
- career development and support,
- staff development,
- networking,
- working culture,
- communication,
- flexible working
- women's leadership in innovation and science-society relationships
- dissemination of good practice

Overall objectives

- To identify good practice
- Design an appropriate action plan for each partner
- Implement action plans
- Monitor and evaluate action plans
- Facilitate knowledge transfer
- Disseminate effectively and widely
- Develop guidelines and monitoring tools

Organisation of project work packages

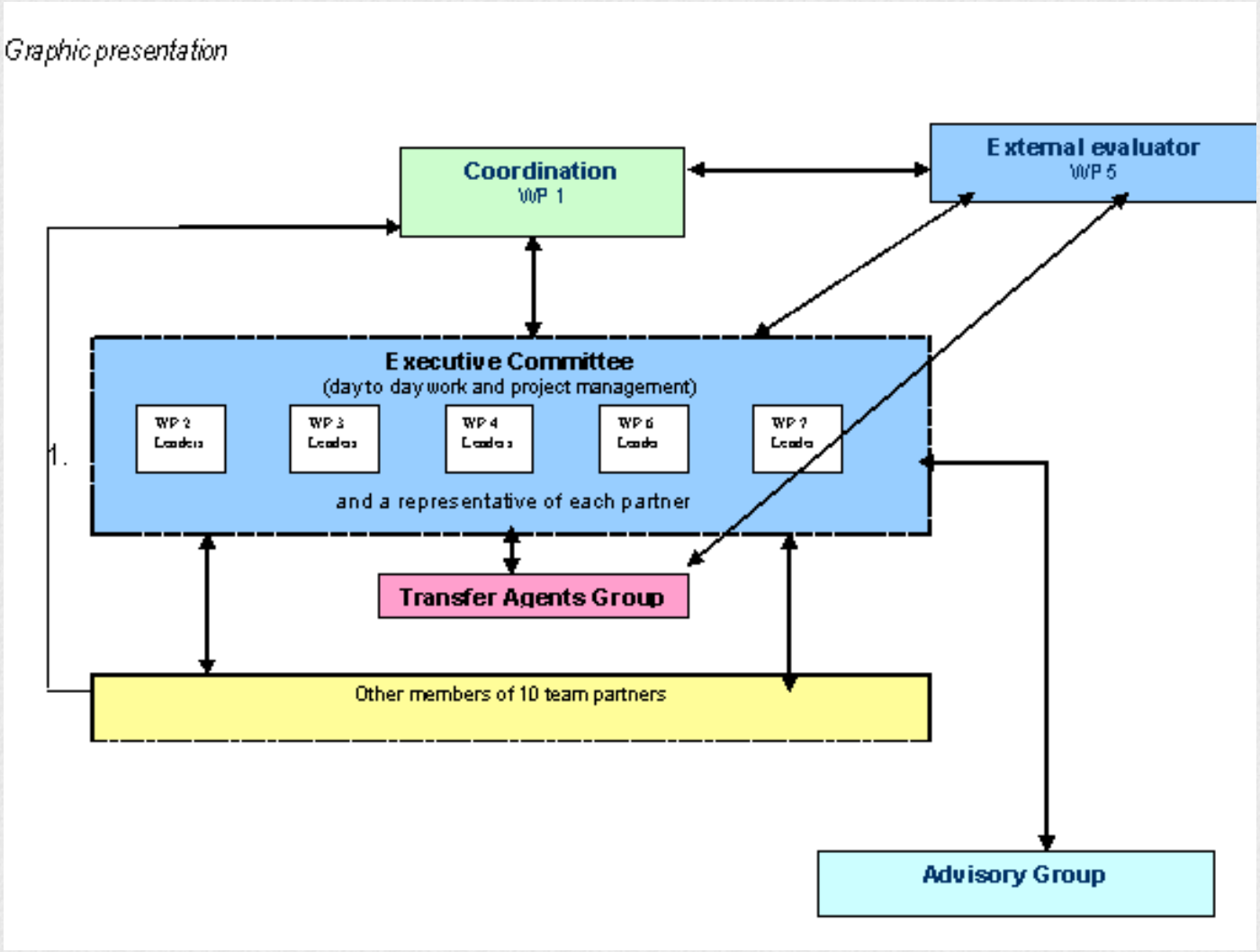
1. Coordination
2. Implementation
3. Monitoring
4. Knowledge transfer
5. Independent evaluation
6. Methodology for structural change – designing a tool box
7. Dissemination

Dissemination of results and findings

- to the EU through regular reports during the project and the final report
- to the academic community through articles, papers, web sites, participation in conferences, workshops . . .
- to stakeholders through specific documents (leaflets, articles, in newspapers, magazines . . .) and meetings
- to the academic community and stakeholders though a final international conference with proceedings

Management structure and procedures

Graphic presentation



Expected Outcomes

Institutional level:

- Improve recruitment processes,
- equal pay for equal job,
- equal career opportunities,
- improved work-life balance,
- better career support,
- specific policies to attract and retain women in STEM,
- changing institutional culture and raising awareness,
- equal representation at decision level,
- set up indicators and reports,
- dissemination of good practice

Expected Outcomes

National and European level:

- build partnerships through intensive networking,
- toolbox for change,
- dissemination of findings to widest possible audience in reports, publications, leaflets,
- establish a strong foundation for future exploitation work.

Today's production

1. Use and/or production of tools for a precise measure of the situation

(See next slide with an example)

2. Organisation in each partner institution of a working team :
   - One transfer agent , member of the local staff
   - One person from the Gender Time project
   - At least a member of the management team of the institution

3. Exchange of experiences : meetings and platform

Tool produced by the Helsinki Group

- 1. Does your country have legislation on equal treatment for women and men?
- 2. Does your country have a statutory sex equality agency?
- 3. Does your country have a Ministry for Women?
- 4. Does your country have a National Steering Committee
- on Women and Science?
- 5. Does your Science Ministry have a Women and Science Unit (or a gender
- equality unit)?
- 6. Is your Government committed to gender mainstreaming?
- 7. Are sex-disaggregated statistics on women and science published regularly?
- 8. Are there quotas for a gender balance on public committees?
- 9. Are there quotas for a gender balance on university/research institute committees?
- 10. Are there targets for a gender balance on university/research institute committees?
- 11. Are gender equality indicators being developed in your country?
- 12. Is Women's Studies taught at universities in your country?
- 13. Is Gender Studies taught at universities in your country?
- 14. Do universities and research institutes have to produce equality plans?

Annex 1:
Summary chart of equality measures

Measure / Country	AT	BE	BG	CY	CZ	DK	EE	FI	FR	DE	EL	HU	IE	IT	LV	LT	LU	MT	NL	PL	PT	RO	SK	SI	ES	SE	UK
1- Equal treatment law	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
2- Ministry for Women's affairs./ Statutory Gender Equality Agency	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
3- Commitment to Gender Mainstreaming	x					x	x	x	x	x			x	x	x	x	x		x		x			x	x	x	
4- Women in Science Unit	x				x				x	x			x	x				x						x	x		x
5- Quotas	x	x						x			x			x											x	x	
6- Targets	x							x		x															x	x	x
7- Sex-disaggregated statistics	x	x	x	x	x	x	x	x	x	x	x	x		x	x	x		x	x		x	x	x	x	x	x	x
8- Networks for women in science	x	x				x		x	x	x			x						x			x			x		x
9- Mentoring for women in science	x							x		x			x						x							x	x
10- Women Studies	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x		x	x	x	x	x	x	x	x	x	x

Communication

A video on You tube

“The future is too important to be left to men". (all of it or a part of it)”.

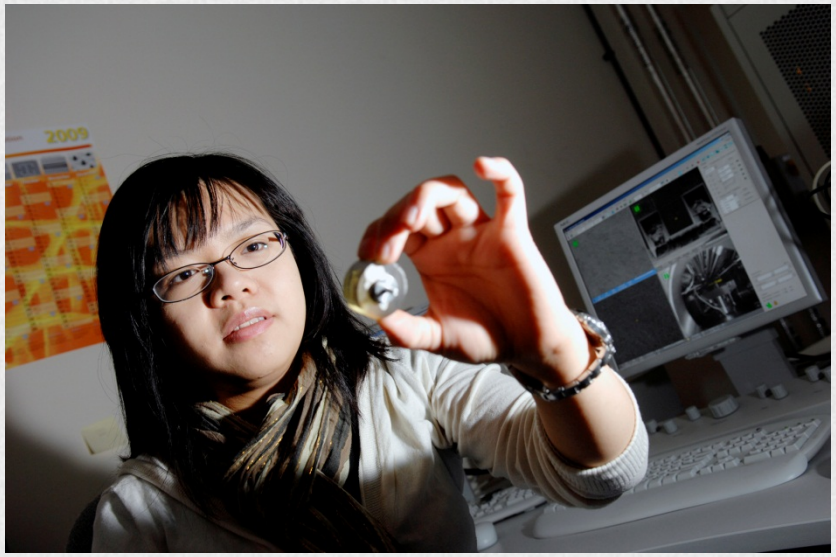
By KTH Royal Institute of Technolgy - Sweden

Why is it so important to act ?

It is important to have more women in ST

- It is a matter of social justice
- It is a matter of efficiency
  - Mixed teams are more efficient, more creative
  - a new look at the problems which have to be solved: do we have to build new airplanes, new nuclear power plants or solve the problem of water in the world, the access to health care for everyone, the problem of poverty . . . ?

Thank you for your attention!



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