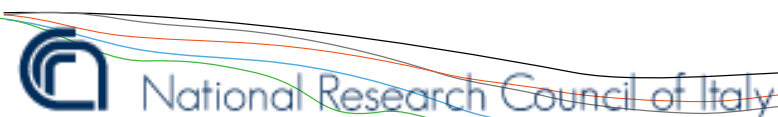




Promotion of Gender Equality by Improving Access and Use of Researcher Database Making and Analyzing Gender-related Database

Sveva Avveduto





National Research Council of Italy

- National Research Council is the leading public research organisation in Italy
- Promote, spread, transfer research activities in the main sectors of knowledge:
 - Chemical sciences and materials technology
 - Earth system science and environmental technologies
 - Physical sciences and technologies of matter
 - Biology, agriculture and food sciences
 - Biomedical sciences
 - Engineering, ICT and technologies for energy and transportation
 - Social sciences and humanities, cultural heritage



GENERA

Gender Equality Network in the European Research Area performing in Physics



Support to research organizations to implement gender equality plans in the Horizon 2020, Science with and in Society work programme.

What's GENERA?

The **Mission** is to develop a common framework to promote *Gender Equality in European research organizations operating in the field of physics.*

How?

By supporting research organizations in implementing customized **Gender Equality Plans.**

Who?

GENERA comprises a starting set of Research performing **organizations** (RPOs), Research Funding organizations (RFOs) and Higher Education Institutes (HEIs); that are in the position of implementing gender equality plans to fulfill policies coming from the political

Why the field of Physics research?

- **Physics** is one of the science discipline with the worst representation of women in all levels of the careers
- A large portion of the entire research budgets is spent in this field
- Physics as scholar discipline is part of the curricula of secondary education in schools; therefore university must release enough physics teachers for school to fulfill their role in training scholars in physics and raising the interest in physics – especially for young women



Consortium

13 Project Partners

3 Associated Partners

13 Observers

DIAS

Portia

Uni Birmingham and Manchester

FOM

FRS-FNRS

CNRS

SNSF

Uni Geneva

CERN

IAC

Nordforsk

Uni Vilnius

DESY

HGF

KIT

MPG

Fraunhofer

ESO

Uni Kraków

Joanneum Research

FWF

IFIN-HH

Intersection

Uni Rijeka

Weizman Institute

Ass. Donne e Scienza

CNR



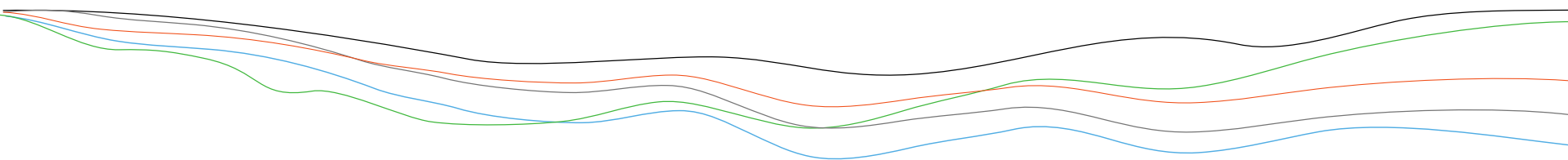
Core tasks

- Suggest a common **template** to organize statistical information to be presented during the Gender in Physics Days
- 1. Identification of a **minimum set** of data to be presented at Gender in Physics Days
- 2. Identification of a **broader set** of data that helps finding gaps in gender equity
- 3. Suggest a **data template** as the basis for homogeneous data collecting and for the development of an interoperable monitoring system



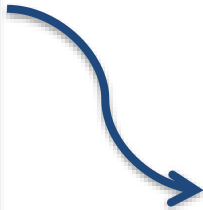
Some initial indications for data collection

1. Availability of **time series** to describe important trends (that could be presented in Gender Days)
2. Definition of **time range** according to other WP and Gender Days requirements
3. Indication of **sources** where data are collected (institutional, national, regional)
4. Attention to **privacy** issues



Proposed Topics

1. Recruitment and Retention
2. Career and Progression
3. Work-life balance policies including work-environment
4. Practices in Gender equality promotion (ranging from direct institutional measures to national gender quotas)
5. ...

- 
- From quantitative and qualitative point of view
 - At organisational level and at policy level



Proposed macro areas

- **Demographics** data (sex, age, etc..)
- **Education** qualification and field of work
- **Career** path
 - Physics subfields mobility
 - Geographical mobility
 - Research output (publications, patents)
 - Project/Team/Lab responsibility
- **Work** organisation (parental leave, part-time, telework, etc.)
- **Research output**

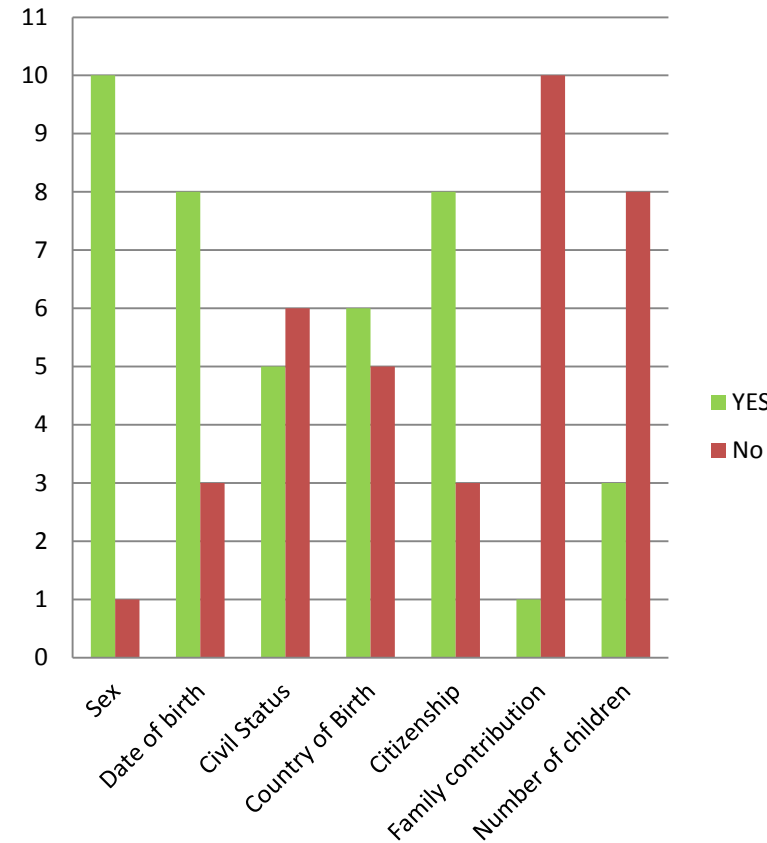


Demographics data

- Almost all partners have available data on sex, date of birth (age), citizenship, country of birth of researchers.
- Few on the availability of civil status.

Half of the GENERA partner institution are not able to provide information of wherever the researcher is married, single, cohabitant, widow, widower.

- Few have information on the number of children dependent or on other familiar components dependent such as elderly relatives.

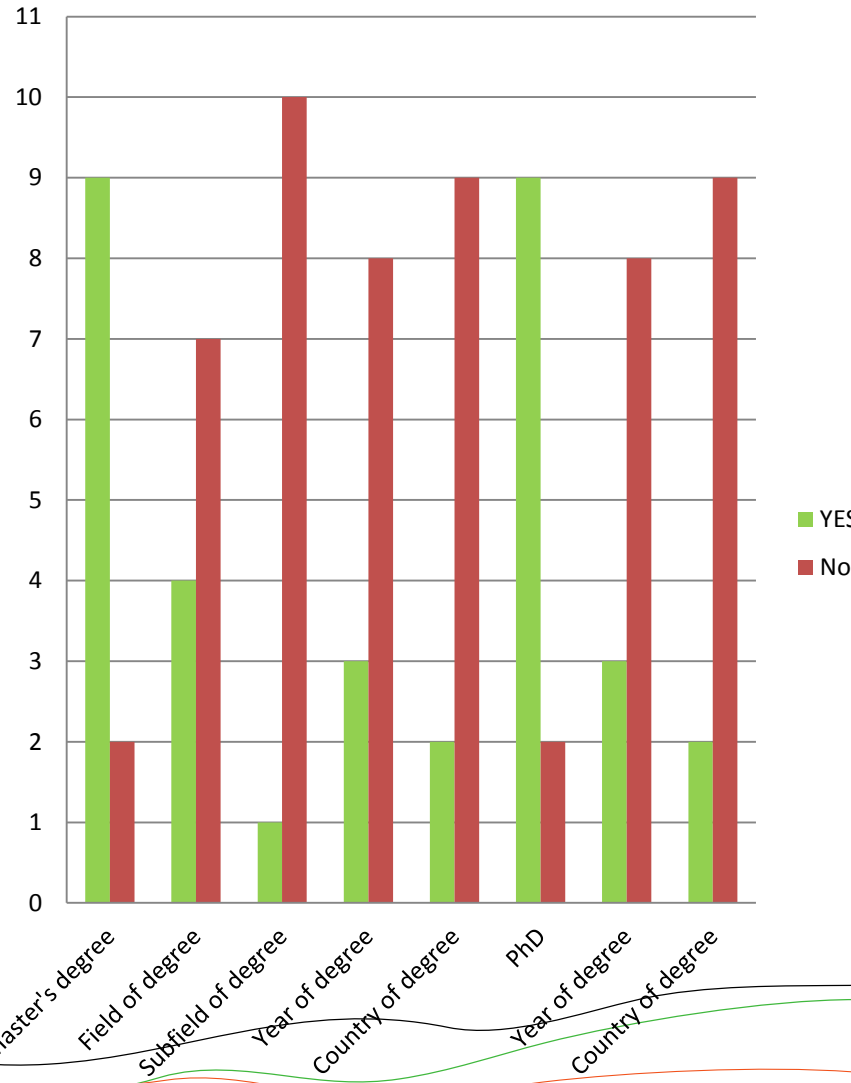


This information has a relevant value to understand the load of family responsibilities on the life of the researcher.



Education Qualification

- Almost all partners have data on Master degrees
 - But not on the specific field of degree.
 - No or few details on the year of the accomplishment of Master degree and on the Country where the it was obtained.
- Information on PhD
 - Few on the year of degree and the Country of PhD degree



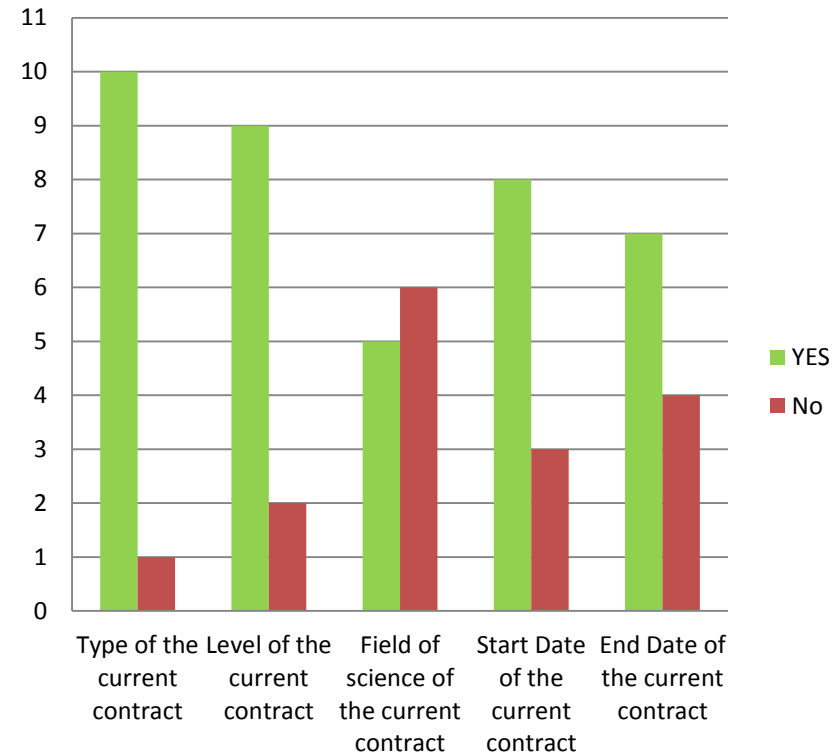
Master degree subfield information is relevant to have a clear understanding of the differences among Physics



Career Path

- Data on the **type** of the current contract.
- Data on the **level** of the current contract and on the **field** of science.
- Info on the **starting date** of the current contract and on the **end date**.

Career Path - Current contract





Career Path

Importance of the data on the **first permanent contract** of the researchers and to the type of **other** contracts.

A huge lack of information is registered on the variables related to **Field of Science**, to the **level** of the contract and on the **Starting** and **Ending** Date for all **typology** of contracts.

Generally there are much **more information on the current contract** of the researcher and much less information on the previous contract relating to level, field of science and starting/ending.

This results in a relevant lack of information to **reconstruct** the careers path of researchers.



Work organization

- Data on **responsibility in Institutes** and Structures.
- **Responsibility of Projects, Laboratories** and **Teaching** activities.
- Information is registered on the **duration**, starting date and ending date, of those responsibilities.
- Info on **careers breaks**.
- Info on **part-time work** and **parental leave**.

Very few Organizations monitor the activities such as Parental Leave, Teaching, Careers Breaks.



Research Output

- Data on research output:
 - journal articles
 - conference contributions
 - chapters in edited books
 - reports,
 - books,
 - patents/trademarks
 - Etc.

The lack of data on the research output does not allow any correlation to the other data available to set up indicators



Conclusion

- Data sets are essential to analyse the present situation in order to envisage and implement the necessary measures
- Monitoring the development and impact of measures starts from a correct data collection
- All Organizations should commit in finding more ways to collect relevant data
 - either using **traditional** existing sources boosting their potentiality
 - and/or finding **new ways** to extract statistical data from administrative sources or decentralized situations

By doing this they will allow a consistent harvest of data that can be both used in house and compared between different organizations and Countries



**Thank you for your
attention**
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