



**MO FORUM ON RESEARCH CAREERS**

**ANNUAL ASSEMBLY**

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**Presentation of  
Working Group  
“Gender Issues”**

**by**

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# Presentation of Working Group “Gender Issues”

## Acknowledgment to

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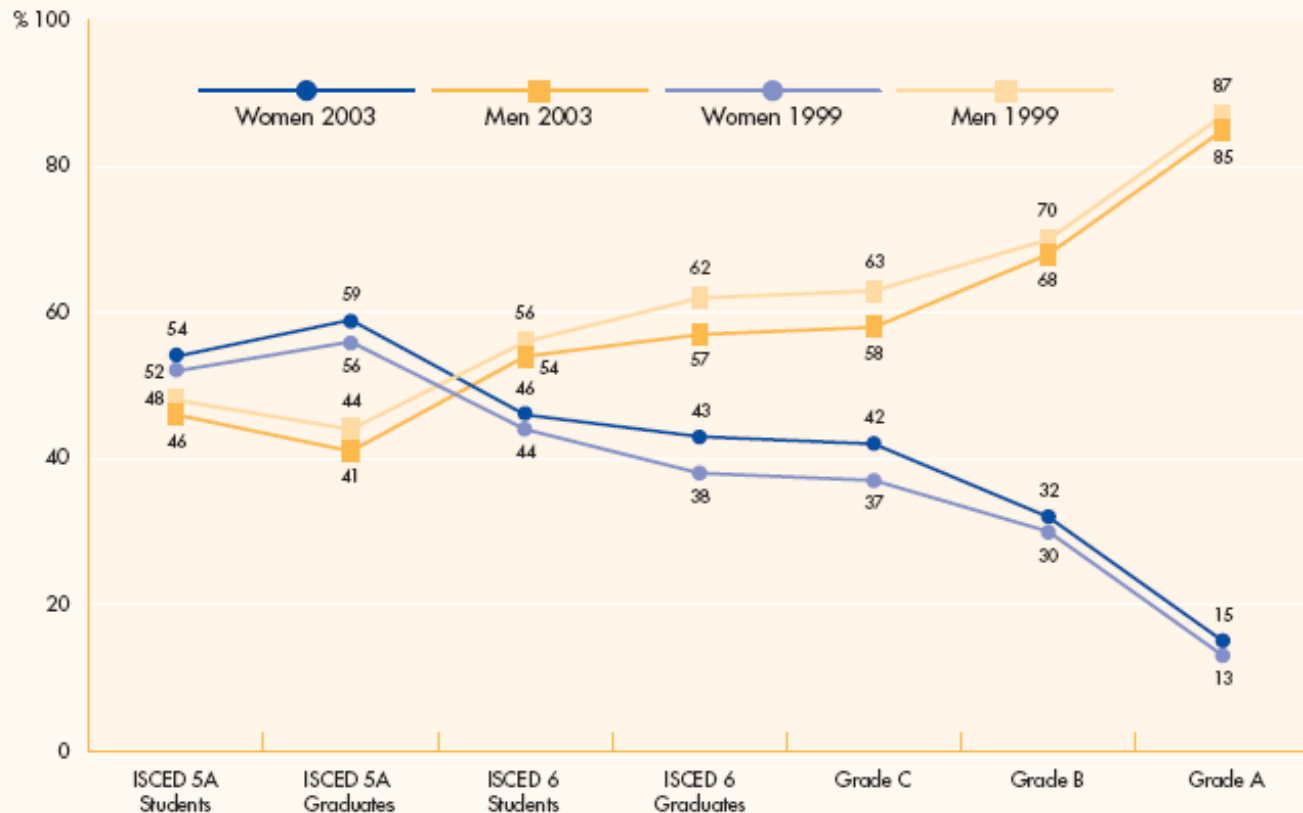
## Launch Conference November 2007 - 4 topics:

- Leaky Pipeline  
→ Statistics
- Maternity/paternity/parental leave  
→ Work-Life-Balance (WLB)
- Career breaks due to family reasons  
→ WLB & Women in Science/Research
- Equal Playing Fields  
→ Women in Science/Research

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## Leaky Pipeline

Proportions of men and women in a typical academic career, **EU-25**, 1999-2003



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## Maternity/Paternity/Parental leave

- **Parental leave** (often to be shared between mother and father):

Paid parental leave: e.g. Austria, Finland, Italy, Norway, France, Sweden and quite newly Germany

Unpaid parental leave: e.g. Ireland, Greece, Poland, Portugal, Spain, UK

- **Paid maternity leave only:**  
Cyprus, Hungary, Switzerland\*\*

(\*\*some exceptions with paid paternity leave in public & private sector)

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## Career breaks due to family reasons

### Country analysis - Cluster:

- A: no or poor awareness of gender imbalance, almost no gender equality policy/measures
  - weak commitment, weak results
  - ↔ **low** factor for WLB\*

\* parental leave/childcare facilities/tax system (double income) etc.

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## Career breaks due to family reasons

### Country analysis - Cluster:

- B: proven awareness and gender equality policy/measures\*, no special initiatives for women-only funding
- C: high awareness, gender equality measures\* and special initiatives/programmes for women-only funding esp. for returnees

\*incl. mentoring & networks



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## Career breaks due to family reasons

### Country analysis - Cluster:

#### ➤ Model B & C:

- good results = larger share of women in research ↔ **intermediate/high** factor for WLB
- weak results = minor share of women in research ↔ **low/intermediate** factor for WLB

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## Career breaks due to family reasons

### Questions:

1. Which are the most successful models in fixing the leaky pipeline and bringing more women at the top of research?
2. What can be done that women do not choose to abandon their research careers after they reach a certain point?
3. What can be done to provide best conditions for returnees and dual couple careers?

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## Equal Playing Fields

What is being done to increase the number of women in top-level research positions?

- Scandinavian countries have good track records in this area
- Particular lack of initiatives in Eastern Europe
- European average of women in top-level positions is 15%
- Some countries do not have readily available statistics

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## Equal Playing Fields

### Best practices in recruitment

- Use of headhunting or search committees to find female candidates for research positions
- Earmarking of academic positions for women
- Setting targets for recruitment of both sexes to university positions

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## Equal Playing Fields

### Challenges:

1. How to remove inherent gender biases from the peer review process?
2. How to provide equal conditions for a predictable research career in Europe for both gender?
3. How to make use of full human potential available for research?

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## A I M S

Gender is the difference which  
makes **no difference**



Bringing **more women** to the top  
of research

→ **Strong European Research Area**

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*“Yes, we can!”*

**Thank you very much for  
your attention**