

The European Platform of Women Scientists



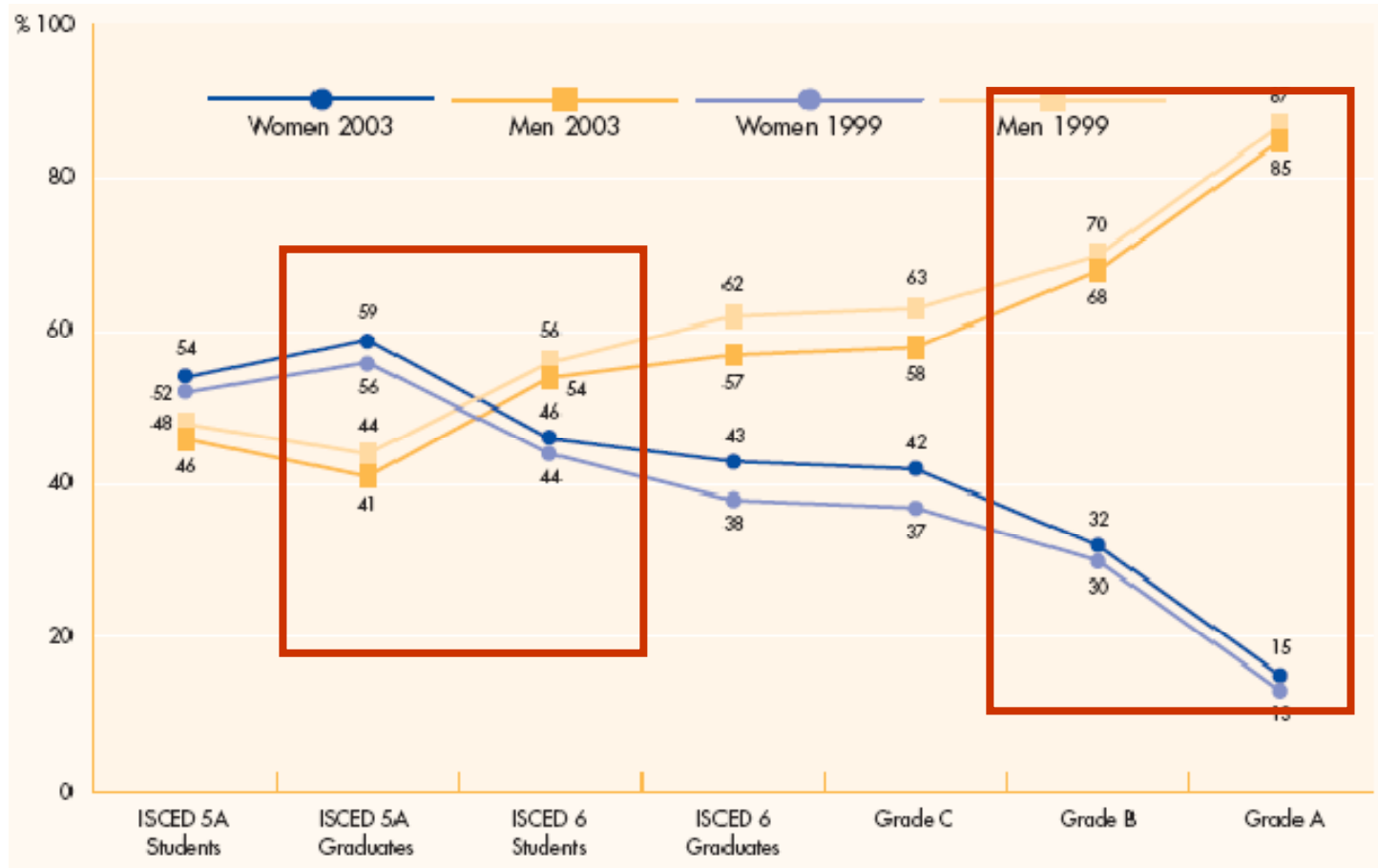
European Platform of Women Scientists

Stakeholder Presentation

Annual Assembly
ESF MO Forum on Research
Careers

Brussels, 12 November 2008
Dr Maren Jochimsen

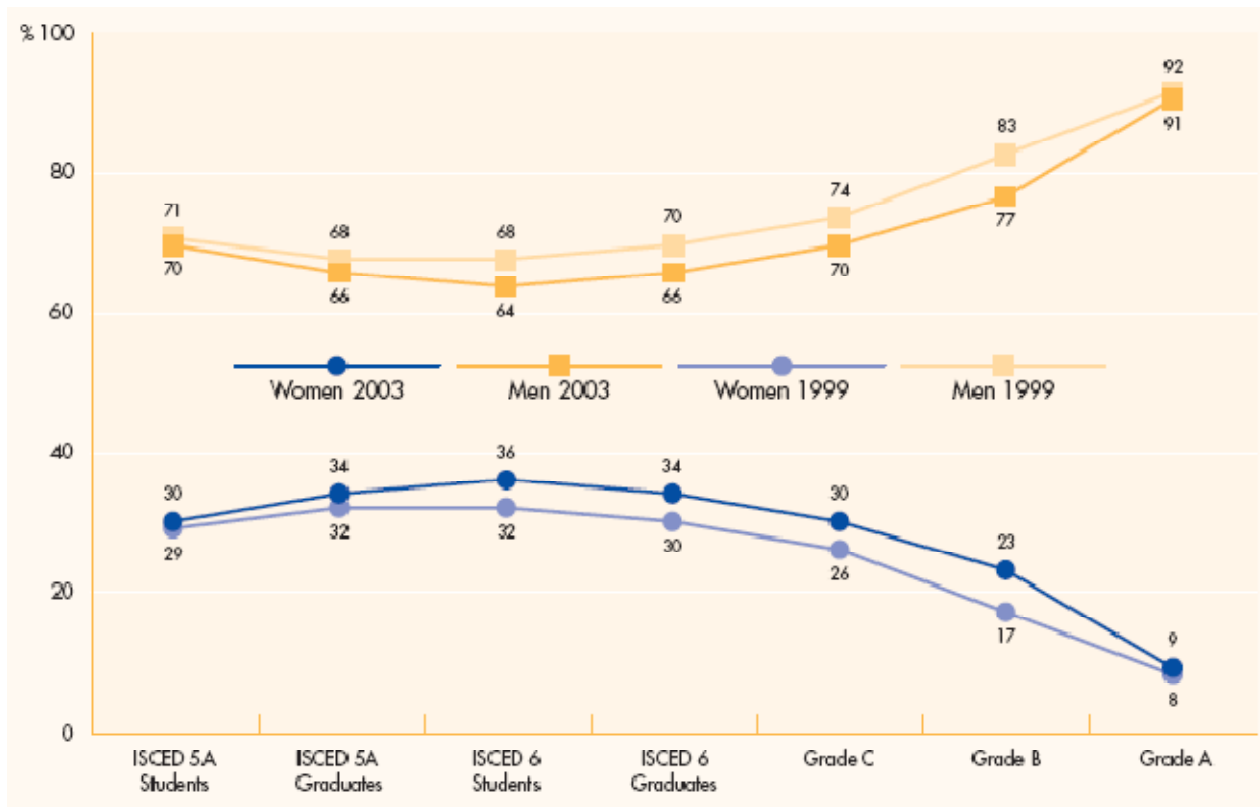
Proportion of women and men in a typical academic career, students and academic staff, EU25, 1999-2003



Source: European Commission, *Women & Science: Latest Statistics and Indicators – She Figures 2006*, p. 55

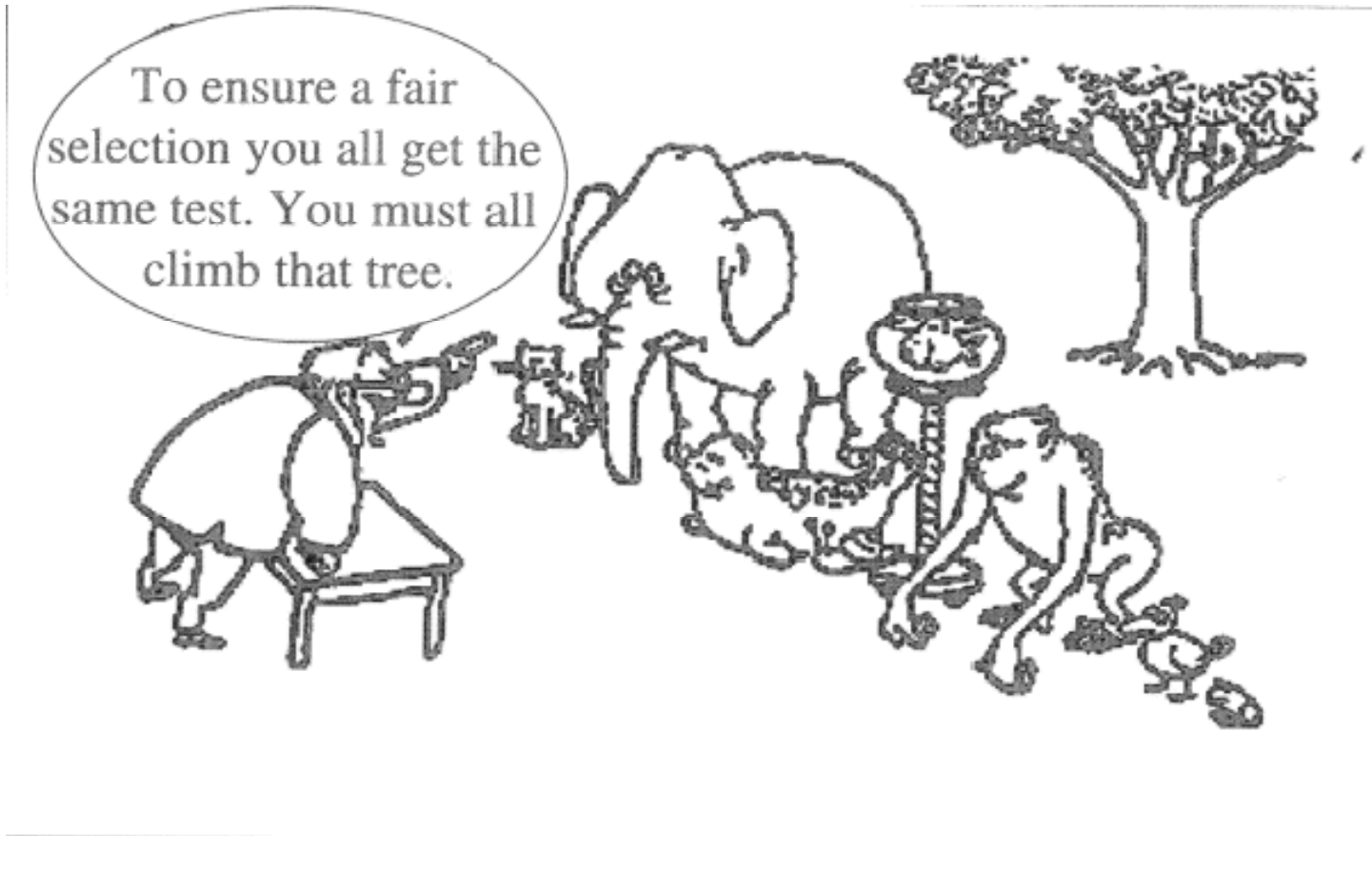
Definition of grades: A: The single highest grade/post at which research is normally conducted; B: Researchers working in positions not as senior as top position (A) but more senior than newly qualified PhD holders; C: The first grade/post into which a newly qualified PhD graduate would normally be recruited; ISCED 5A: Tertiary programmes to provide sufficient qualifications to enter into advanced research programmes & 2 professions with high skills requirements; ISCED 6: Tertiary programmes which lead to an advanced research qualification (PhD)

Proportion of women and men in a typical academic career, in science and engineering students and academic staff, EU25, 1999-2003



Source: European Commission, *She Figures 2006*, p. 55

Why do we need specific programmes for women in research and technology?





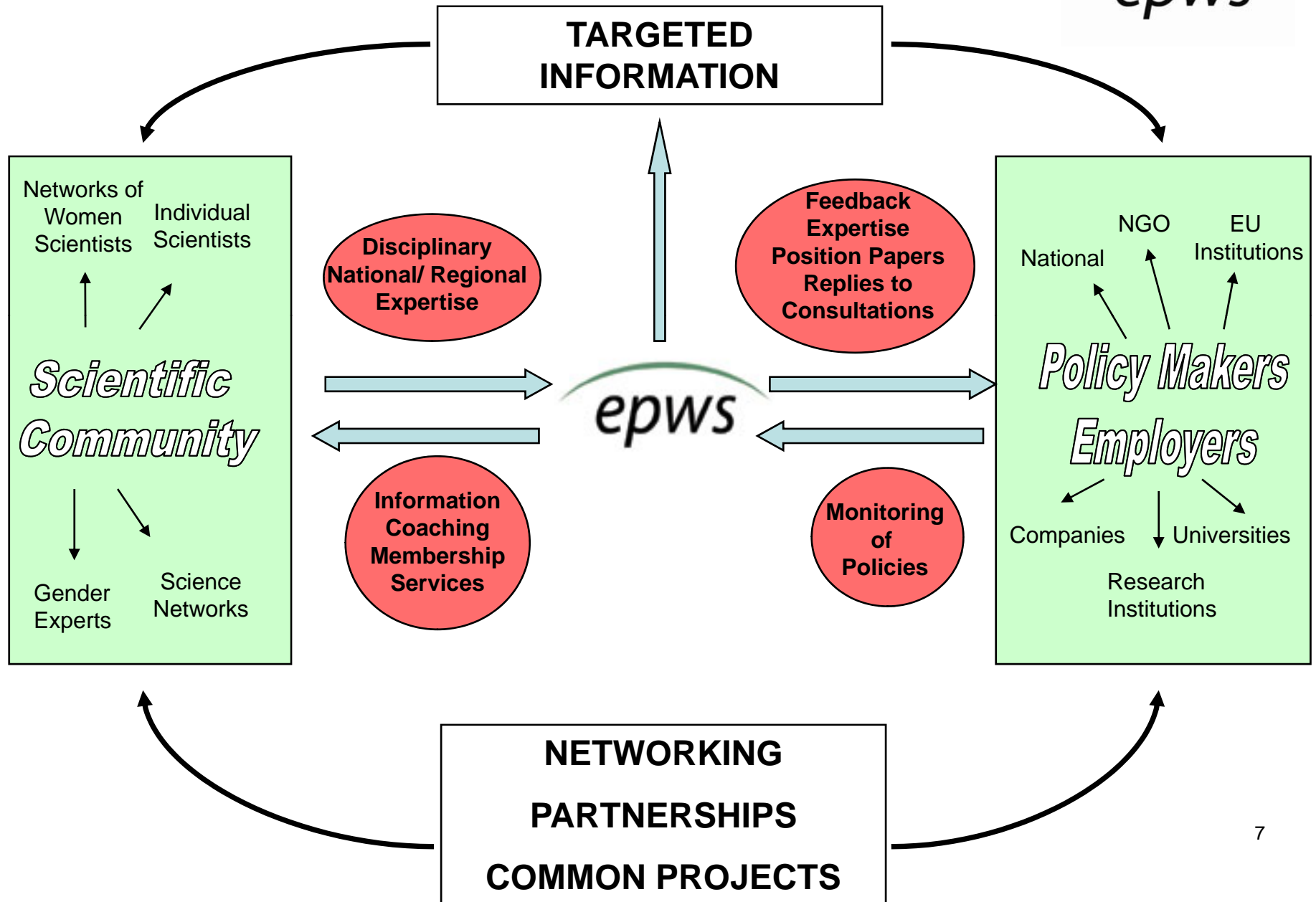
Mission

- *Represent the concerns, needs, ideas, aspirations and interests of European women scientists in all disciplines and all stages of their career paths*
- *Coordinate support activities for women scientists to facilitate their active role in the European Research Area as researchers as well as participants in the research policy debate in Europe*

Main Goals

- *Increase the participation of women scientists in European research policy and the shaping of the EU research agenda*
- *Enhance the participation of women in science and its decision-making bodies as well as in national and European research programmes, especially in FP7*
- *Promote the understanding and the inclusion of the gender issue in science and research*

The link between women scientists and policy makers



Key measures I

- promotion of gender mainstreaming
- more transparency in recruitment processes
- enhanced security of scientific careers
- ensuring gender balance in research decision-making bodies, on evaluation panels and on selection committees (40% target)
- infrastructures to enable a sustainable work-life balance

Key measures II

- specific support actions for women researchers, such as mentoring and targeted promotion policies
- strengthening of networking among women scientists at national, regional, and EU level
- raising awareness in the scientific community as well as among policy makers on the issue of equal opportunities in science and research
- promotion of role models to encourage girls into scientific careers

Good practices I

- gender-sensitive teaching of subjects
- regulations on parental leave
- commitment of the University Board
- specific programmes for the promotion of female researchers
 - chairs for women
 - tenure tracks for women
 - incentives for female Ph.D.s



Good practices II

- empowerment activities
 - career development workshops
 - networking events
- equal pay
- Gender Action Plans
- women's networks



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