



## DG Research - Women in Science

Francesca Crippa – Policy Officer  
 Unit L.4 - Scientific Culture and Gender Issues  
 Francesca.CRIPPA@ec.europa.eu







## Women in Science


- Mentoring in context
- Where do we stand
- Recent outcomes
- Coming next






## Mentoring in context






## Women and Science Policy


- Women in Science Communication (1999)
- Science and Society Action Plan (2000)
- EC Working Document - Excellence and innovation - Gender equality in science (2005)
- Council Conclusions (2005)





## 6<sup>th</sup> Framework Programme

- Actions for women in science
  - ✓ Ambassadors of science
  - ✓ Women scientists networks in the new Member States, European Platform of Women Scientists (EPWS)
  - ✓ Participation of women in specific sectors (construction engineering, transport, medicine...)
- Gender Action Plans for IP and NoE
  - ✓ To increase women's participation
  - ✓ To integrate a gender dimension in research projects





## 7<sup>th</sup> Framework Programme

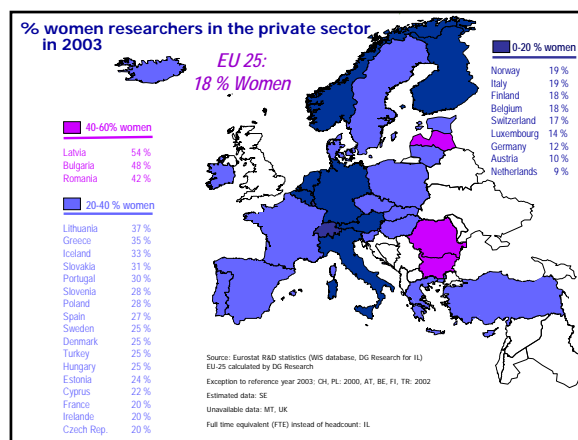
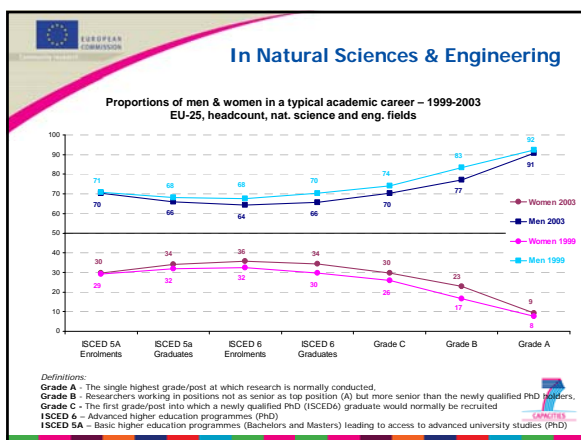
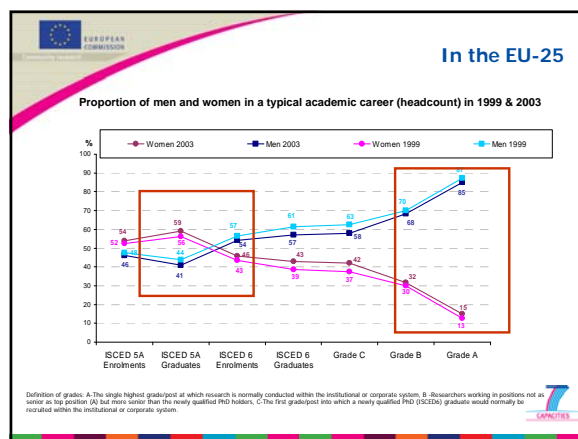
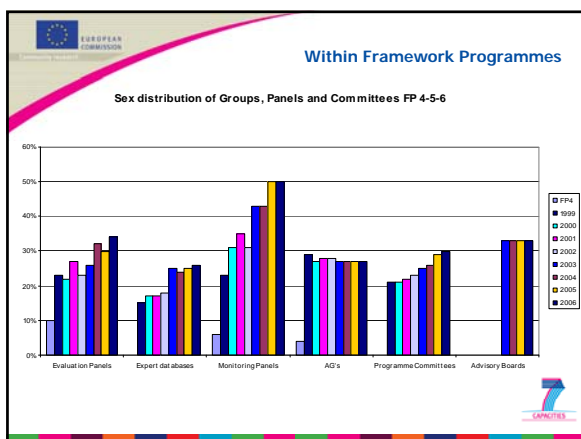
- Directorate L – Science, Economy and Society
- Unit L4 now "Scientific Culture and Gender Issues"
- Women and Science part of Capacities Specific Programme, under Science and Society. Gender and Research
  - ✓ Strengthening the role of women in scientific research and in scientific decision-making bodies
  - ✓ Gender dimension of research
  - ✓ Mainstreaming gender in Community research policy and programmes



**In the Work Programme**

- WP Topics 2007 - 2008: Gender management; Gender in medicine; Perception of study choices.
- Themes of interest: Work-life balance (dual careers couples); Science education; Women in decision-making; Data
- Mainstreaming: Gender dimension of research content to be integrated as much as possible into other themes: transport, health...
- At project level: Possibility of gender equality actions in projects (as part of a Work Package) with reporting


**Where do we stand**



EUROPEAN COMMISSION


## Other interesting data

- Survey on EPO patents as a measure of innovation output in FR, DE, IT, NL, ES, UK between 1993/1997
- PatVal-EU survey (2007) - [www.sciencedirect.com](http://www.sciencedirect.com)
- Women provide a considerably unexploited potential of human capital in Europe
- Overall % of female inventors: only 2.8!
- Remuneration of Researchers in the public and private sector
- Published in April 2007 by the European Commission
- Salary Averages per country for researchers in EU + FP, divided per gender and experience, show significant **pay gaps**



EUROPEAN COMMISSION

## Recent outcomes



EUROPEAN COMMISSION

## Reports


- Women in Science and Technology (2006) – The Business Perspective
- Mapping the Maze: Getting More Women to the Top in Research (recommendations include networking, setting targets, and WLB)
- Benchmarking Policy Measures for Gender Equality in Science (Report)



EUROPEAN COMMISSION

## FP6 Mentoring Projects

- **Advance** (2006) Training and mentoring (Summer School for training in management skills, a Mentoring and Coaching Programme, networking). Targets natural sciences and technology, in academia and industry. [www.advance-project.eu](http://www.advance-project.eu)
- **Women in Nano** (2005-2008) To attract young women to scientific careers. Includes database of women scientists in Nano; regional workshops; a summer school for young women researchers; visits to schools. [www.womeninnano.de](http://www.womeninnano.de)
- **Pallas Athene** (2005- 2007) High-level female scientists (ambassadors) to strengthen the authority of female scientists and engineers in action and leadership. Discussion and exchange of experiences concerning gender equality were promoted. [www.dktz.de/en/pallas/index.html](http://www.dktz.de/en/pallas/index.html)
- **TANDEmplusIDEA** (2007) To increase the n° of female professor. Includes mentoring, training and networking. Targets post-doc aiming at academic career.



EUROPEAN COMMISSION


## The future of mentoring

- FP not designed to continue financing actions over a long period of time
- New management culture needs to filter down in the scientific community
- Mentoring actions need to be taken up by practitioners and stakeholders such as universities and research centres



EUROPEAN COMMISSION

## Coming next





## Planned Activities

- 2008 - Commission's Communication "The European Researchers' Passport: a new partnership for mobility and careers" (includes WLB)
- 2009 - Conference stocktaking of 10 years of Women and Science activities
- 2009 - She Figures 2009
- Later - Meta analysis of all gender research done in Europe (covering all languages) over last 25 years



Thank you for your attention! ☺

Women and science:  
[http://ec.europa.eu/research/science-society/page\\_en.cfm?id=3197](http://ec.europa.eu/research/science-society/page_en.cfm?id=3197)

Francesca Crippa  
Francesca.CRIPPA@ec.europa.eu

