

# WOMEN AND SCIENCE

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Parallel session 3. Gender implications





# The 2030 Agenda for Sustainable Development

- ▶ Realizing gender equality and the empowerment of women and girls will make a crucial contribution to progress across all the Goals and targets.
- ▶ The achievement of full human potential and of sustainable development is not possible if one half of humanity continues to be denied its full human rights and opportunities.
- ▶ Women and girls must enjoy equal access to quality education, economic resources and political participation as well as equal opportunities with men and boys for employment, leadership and decision-making at all levels.

**Goal 5. Achieve gender equality and empower all women and girls**



Council of the  
European Union

# Advancing gender equality in the European Research Area

- ▶ Gender inequalities have been persisting for too long
- ▶ Future prosperity of Europe depends on scientific and technological innovation
- ▶ A more diverse workforce and a more equal playing field for women and men in R&I will allow Europe to fully exploit its pool of labour force and talent



# Advancing gender equality in the European Research Area

- ▶ Gender equality in science will
  - ▶ contribute to diversity, excellence and quality in outcomes
  - ▶ make research more responsive to social and societal challenges that are a shared responsibility between women and men
- ▶ Making use of all talents and creating equal opportunities for men and women is not only a matter of fairness, but it is also an issue of economic efficiency
- ▶ Embracing gender equality will contribute to EU competitiveness and to growth and job creation

# Gender equality in the ERA Roadmap 2015-2020

- ▶ Top action priorities:
  - ▶ translating national equality legislation into effective action to address gender imbalances in research institutions and decision making bodies
  - ▶ integrating the gender dimension better into R&I policies, programs and projects

## GOAL

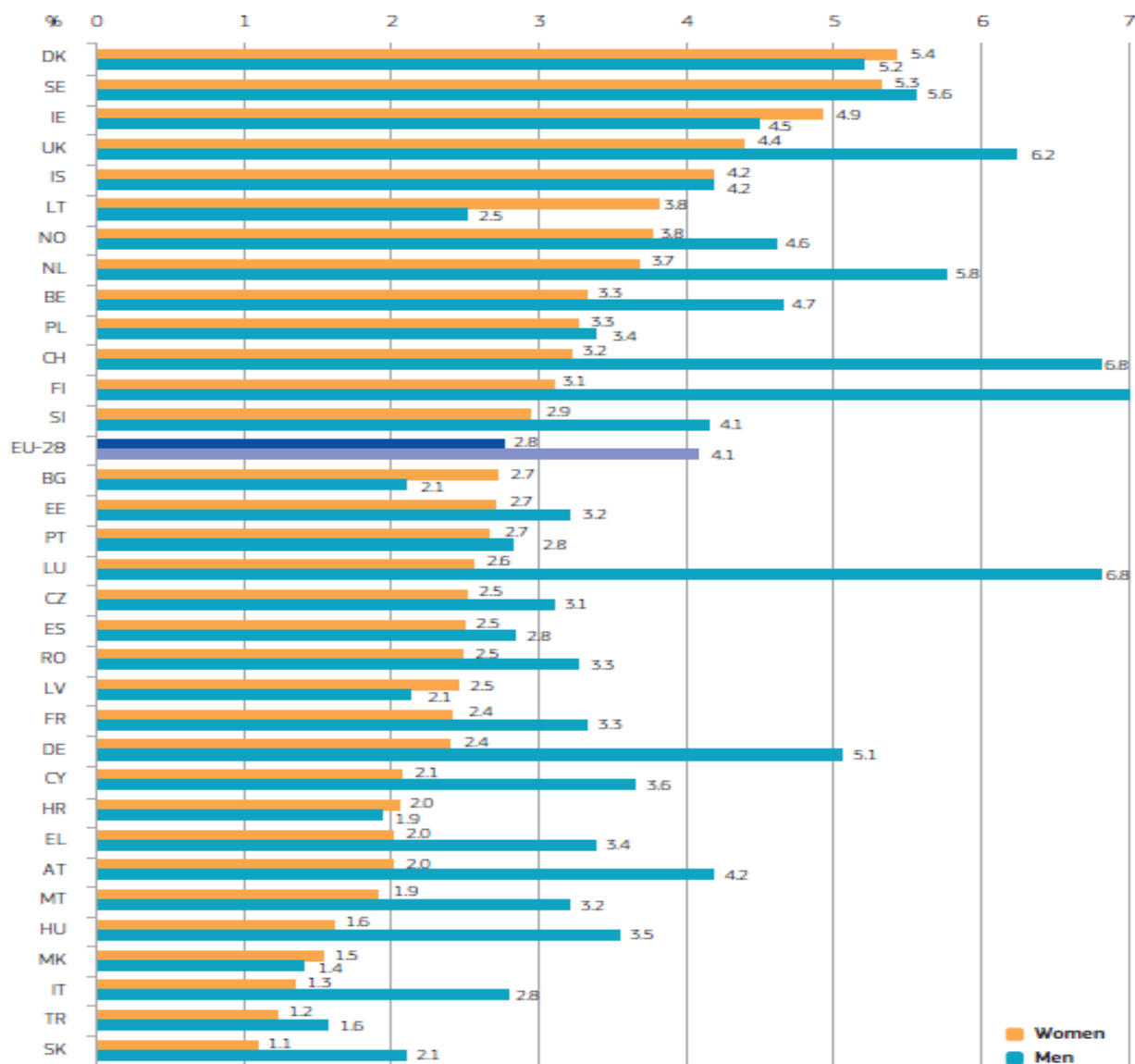
- ▶ Member States and the EC to start its implementation through appropriate actions in their action plans or strategies by mid-2016

# ERA PROGRESS REPORT 2016 - Priority 4 - Gender equality

- ▶ Considerable diversity in policies and monitoring of gender equality across national contexts within the ERA.
- ▶ Parity in the earliest stages of the research career seems at hand, but
  - ▶ the levels of parity diminish along the ladder of career progression stages
  - ▶ differences at more senior career stages show no signs of substantial change in recent years.
- ▶ Increasing integration of the gender dimension in research in Europe is essentially moving in parallel with increases at the world level but at a slightly smaller rate.

# Proportion of scientists and engineers in total labour force, by sex, 2013

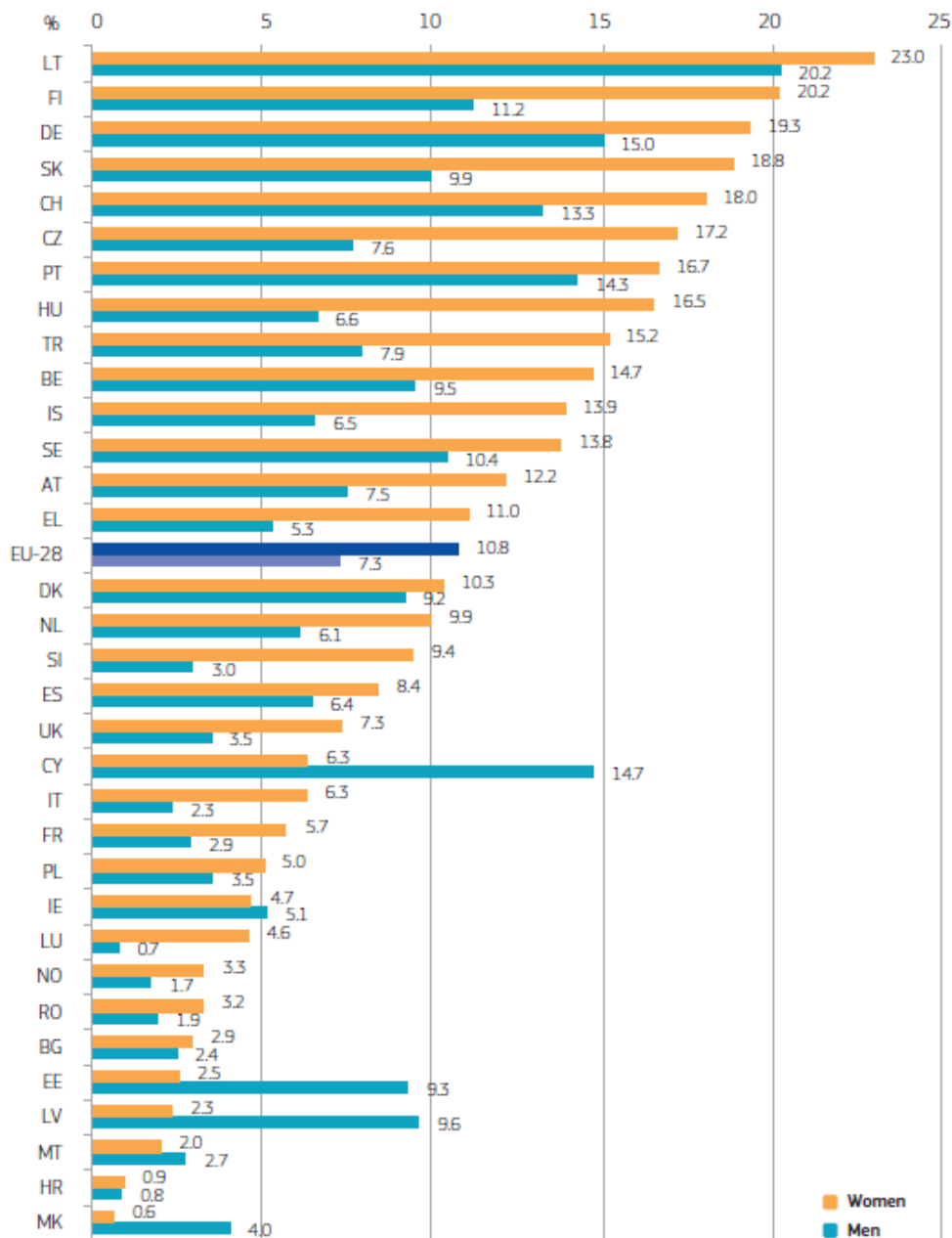
**Figure 3.3.** Proportion of scientists and engineers in total labour force, by sex, 2013



Notes: Data unavailable: LI, ME, AI, RS, BA, IL, FO, MD; Break in time series: FR, NL, AT.

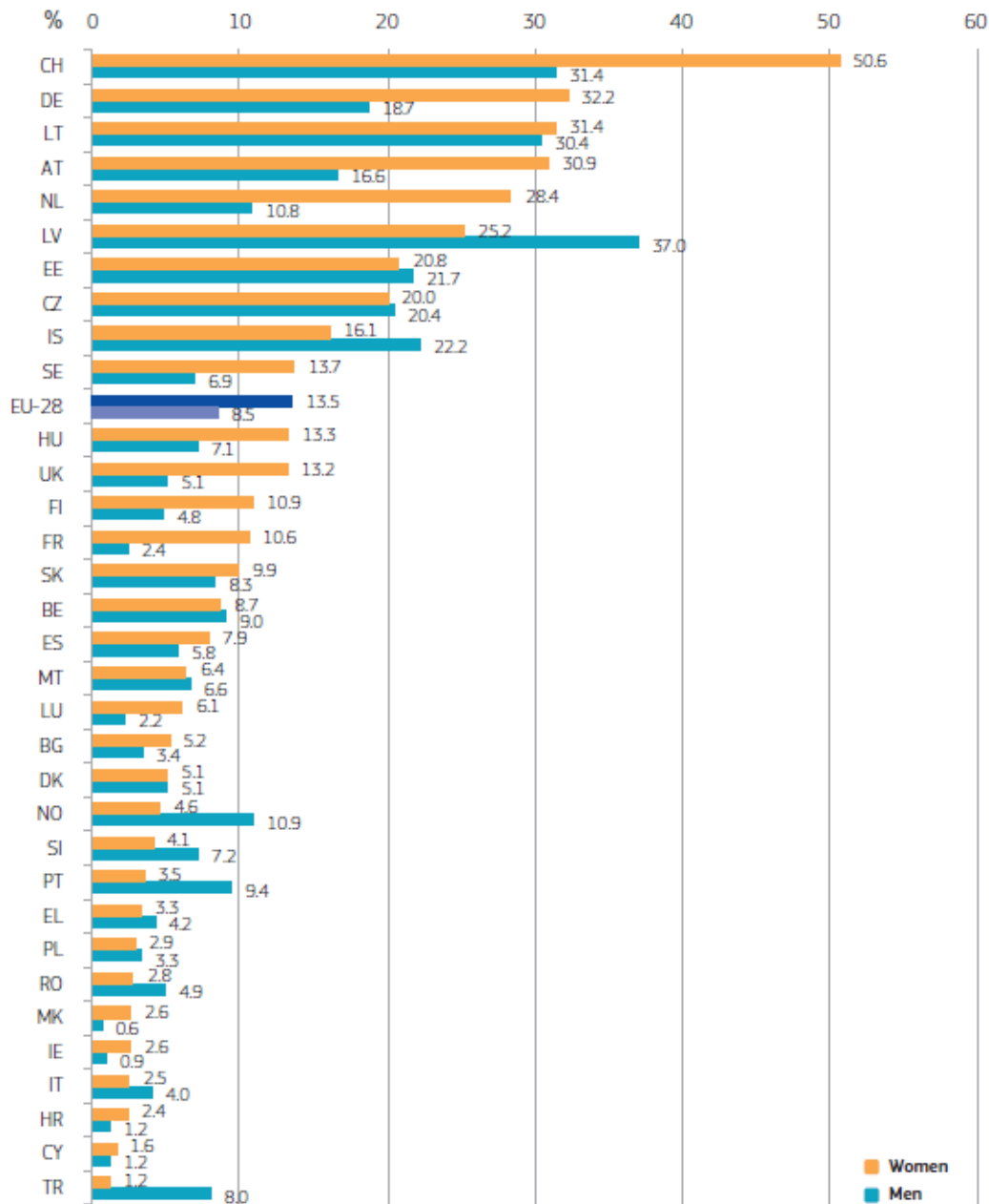
Source: Eurostat – Human resources in science and technology and EU Labour Force Survey (online data codes: hrst\_st\_ncat and ifsa\_agan)

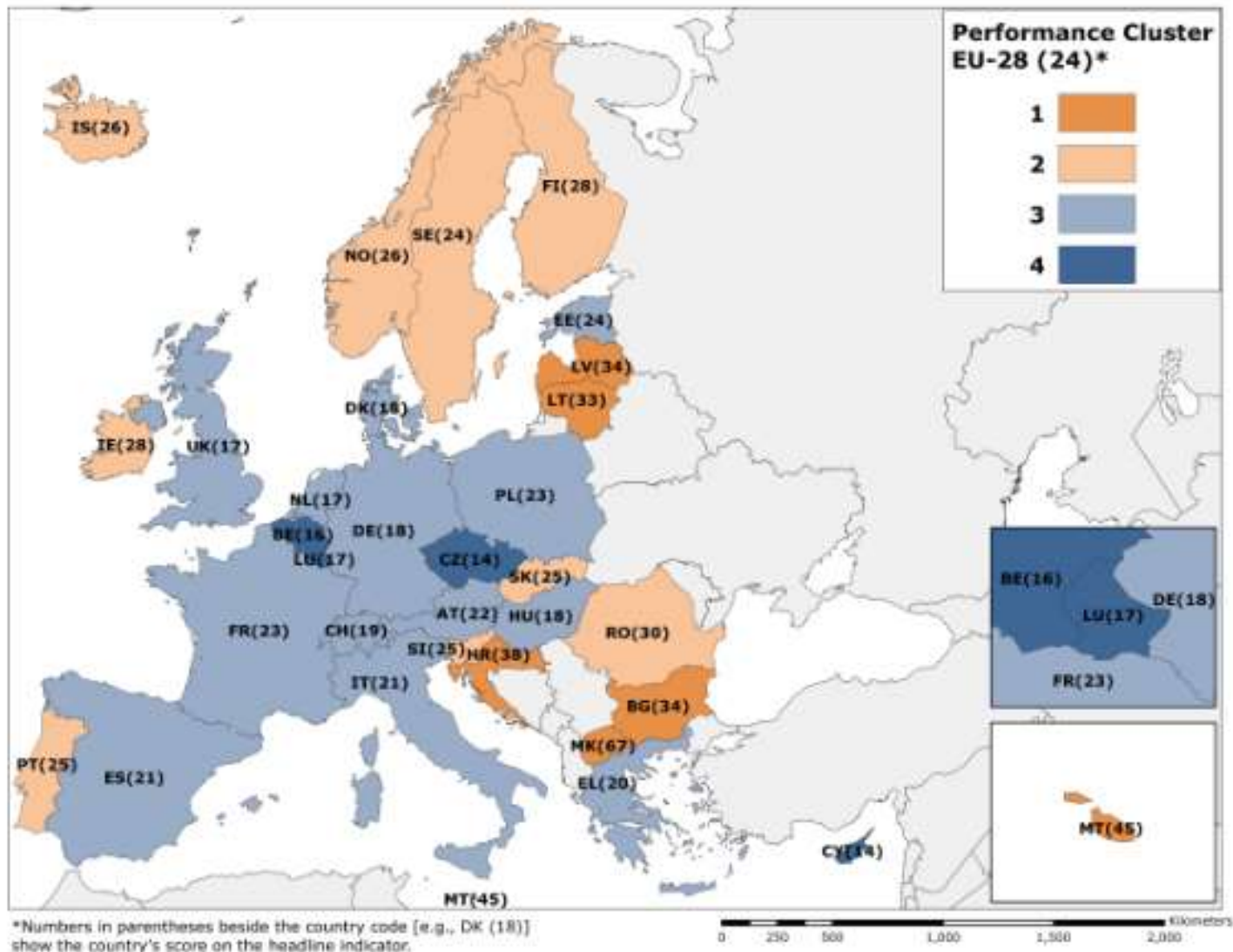
# «Precarious» working contracts of researchers in higher education out of total researcher population, by sex, 2012





# Part-time employment of researchers in higher education out of total researcher population, by sex, 2012





**Figure 4** Map of the share of women in Grade A positions (in %) in the Higher Education Sector (2014) (1. higher value )

# Gender Equality in Horizon 2020

- ▶ Gender balance in decision making:
  - ▶ target of 40% of the under-represented sex in expert groups and evaluation panels, 50% in the Horizon 2020 advisory board.
- ▶ Gender balance in research teams at all levels:
  - ▶ Applicants for funding to promote gender balance at all levels of their teams.
  - ▶ Beneficiaries commitment to promote equal opportunities between men and women in the implementation of their action.
  - ▶ Gender balance in teams can also be taken into account when ranking proposals with the same evaluation scores.
- ▶ Gender dimension in the content of R&I
  - ▶ taking into account the biological characteristics and the evolving social/cultural features of both women and men into calls for proposals.

GENDER-NET ERA-NET



This project has received funding from the European Union's Seventh Framework Programme for research, technological development and demonstration under grant agreement n° 618124

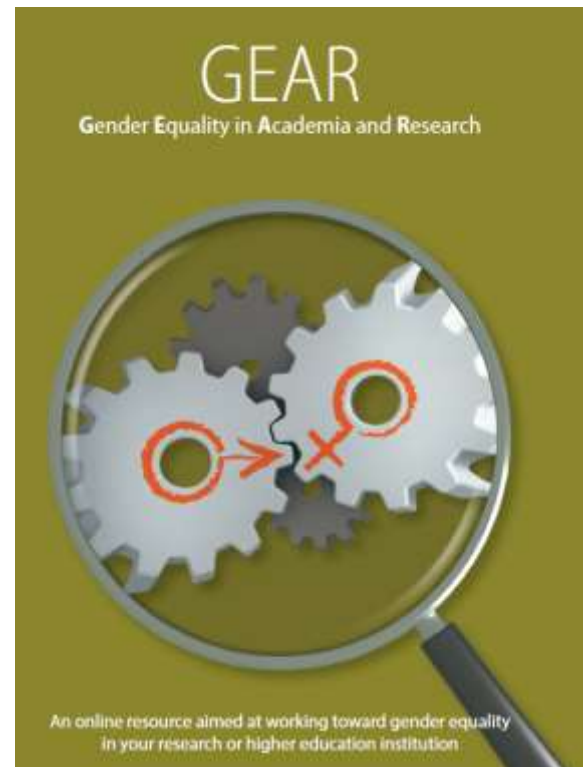


# GENDER-NET

PROMOTING GENDER EQUALITY IN RESEARCH INSTITUTIONS AND  
INTEGRATION OF THE GENDER DIMENSION IN RESEARCH CONTENTS

Promoting:

- Networking on gender issues
- Structural change in research institutions
- Integration of sex and gender analysis in research



The **GEAR** tool has been designed to cover the whole process of reinforcing gender equality in academia and research



The main page shows the relevant context and supporting material of the guide.



The guide outlines the necessary steps to ensure a successful implementation of your Gender Equality Plan.

The **GEAR** tool's step-by-step guide explains not only the process, but also offers inspirational examples

The guide is a roadmap to implement a successful gender equality plan. Each step provides actionable information and includes videos, infographics and examples to support you through the process.



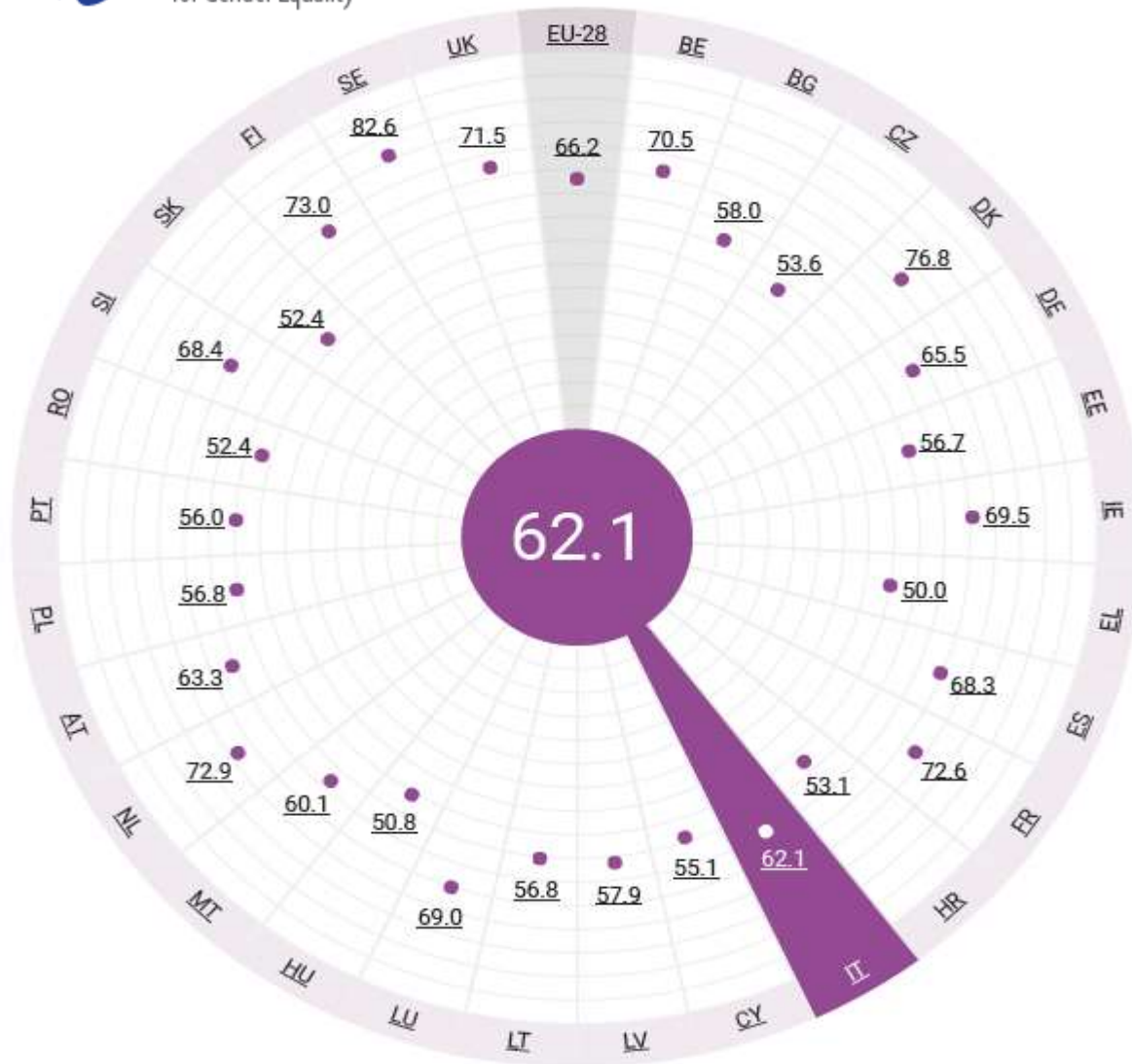
Four other sections cover important information necessary throughout the process:



- **The Action Toolbox** contains useful tips, instruments and examples for each of the areas that can be addressed in a gender equality plan.
- All stakeholders need to be mobilised for developing and implementing a Gender Equality Plan. In **Who is Involved?** find out what can be expected from different categories of staff and students.
- **Rationale for Gender Equality** lists the many benefits you can look forward to following successful implementation of a Gender Equality Plan. Here you can also find speaking notes to support you with convincing arguments.
- To ensure success, certain factors need to be satisfied. Find them in **Requirements & Success Factors**, covering both organisational issues and issues related to the process of the Gender Equality Plan.

The GEAR tool can be accessed at: [www.eige.europa.eu/gender-mainstreaming/tools-methods/GEAR](http://www.eige.europa.eu/gender-mainstreaming/tools-methods/GEAR)

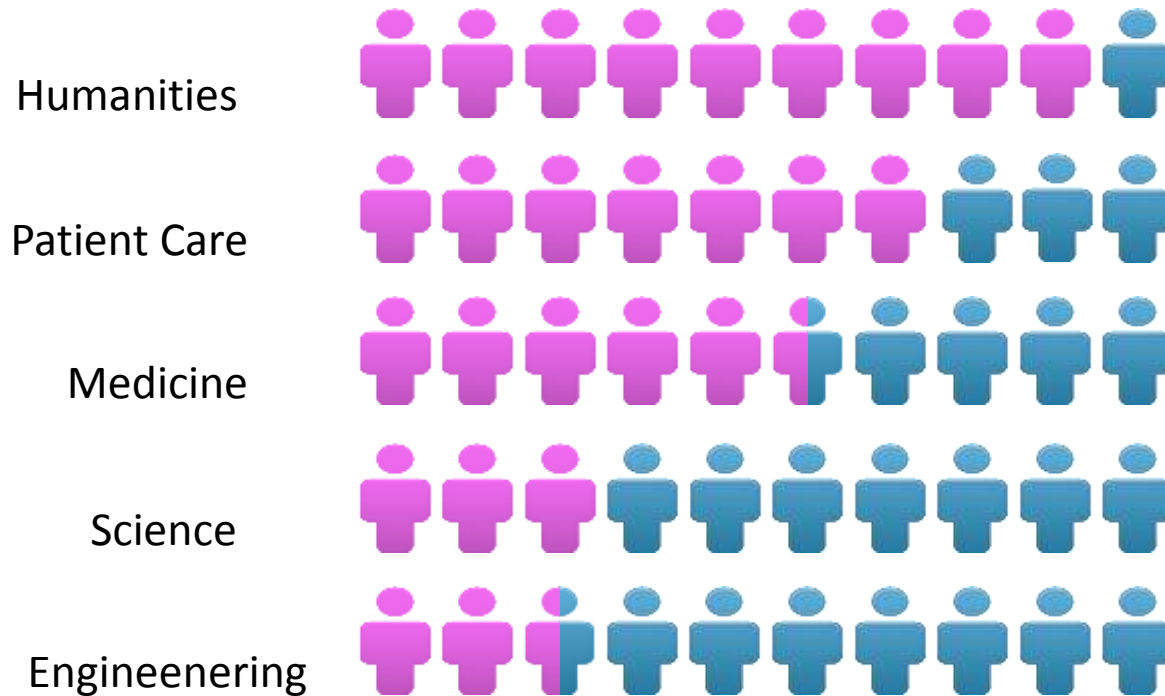
# GENDER EQUALITY INDEX



Domain scores

Click on a domain to see data

# People Degree in Italy - 2015 (Almalaurea )



# To be scientist and mother

Unfortunately, it is not a natural evolution but a challenge

- ▶ no supportive social structures
- ▶ difficulties in working relationships
- ▶ difficulties in accessing careers



# CONCLUSION

- ▶ We have to FIGHT
- ▶ Everytime and everywhere

## TO FIGHT

to keep high the attention to gender issues in the Research field

# THE PARADIGM



**TODAY**

**Thecnological and  
scientific Center  
F. Ferrari, Trento  
2017**

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**YESTERDAY**

**Congress of  
Solvay, Bruxelles  
1927**

Since 2012, promoting awareness of gender gaps  
in society and science



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