

PRAGES: suggestions for academic and research institutions resulting from current practice

by Giovanna Declich, ASDO

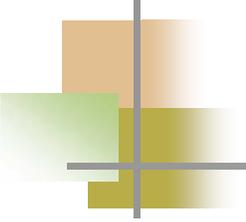
2010 International Symposium

Networking Across the Globe

*An International Symposium on the Status of Women Faculty
from Their Perspective*

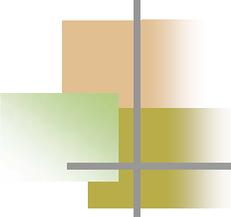
Syracuse, New York

October 7—9, 2010



Risks to be avoided

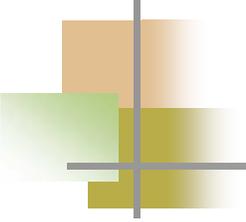
- a risk of “conflation” (analytical and strategic), i.e. cancel differences and consider the “women in science” issue a unitary problem;
- a risk of ignoring the “big picture”: without a well-structured intellectual framework, it is difficult to correctly identify emerging problems and effective strategies to contrast them



After ten years of European policy on women in science...

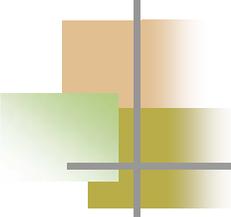
Changing research landscapes to make the most of human potential - 10 years of EU activities in "Women and Science", and beyond, Prague, 14-15 May 2009

1. Importance of top-level support for change
2. Structural change is possible
3. Crisis provides opportunities for change
4. Women and men - and institutions - benefit from a balanced working life
5. School science education has an important role



New approaches needed

- From “fixing the women” to “fixing the organization” approaches
- ... but keep working on both levels and according to different strategies, because problems are multilevel and multidimensional



GENDER in RESEARCH - Examples

Sex-blind research

- Health: Aspirin, Heart attack symptoms
- ICT: Voice/language recognition
- Transport: Traffic crash test, airbag design

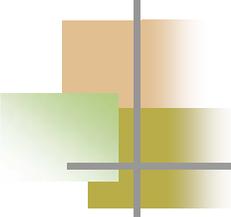
Gender-blind research

- Post traumatic stress syndrome (PTSD)
- Communicating hereditary diseases
- Gender research on AIDS health care systems in ZA

Gender-biased Research

- Animal behavior
- Malnourishment in Africa
- Research on democracies

Source: Luisa Prista, head of unit "L4 - Scientific culture and gender issues" DG Research La place des femmes et du genre dans les projects européens. Bilan du 6 PCRTD et perspectives, Paris, 27/04/2010



Key Science in Society messages by the European Commissioner for Research Máire Geoghegan-Quinn

- The research workplace needs to evolve to empower more women to play their full part in science
- Research DGs must be exemplary concerning working conditions and status
- specific communication campaign targeting young girls will be developed
- the increasing disconnect between science and society needs to be addressed
- Society must be familiar and at ease with the science underpinning its progress, functioning and survival
- Communicating the benefits and outcomes of research to the public will be critical to public support for Research
- Science must belong in Society

http://ec.europa.eu/commission_2010-2014/geoghegan-quinn/index_en.htm

Women in science in Europe at a glance (2009)

- ✓ Only **18%** of professors
- ✓ Only **13%** of the heads of universities/research institutions
- ✓ Only **30%** of researchers (**19%** in the private sector)



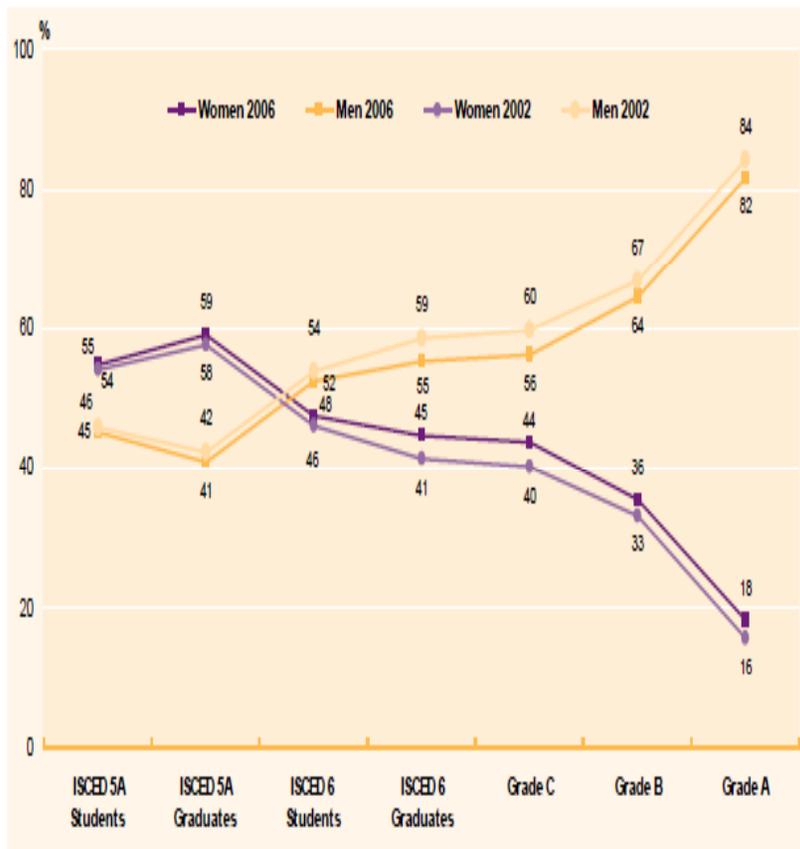
- ✓ **59%** of university graduates
- ✓ **45%** of PhD graduates



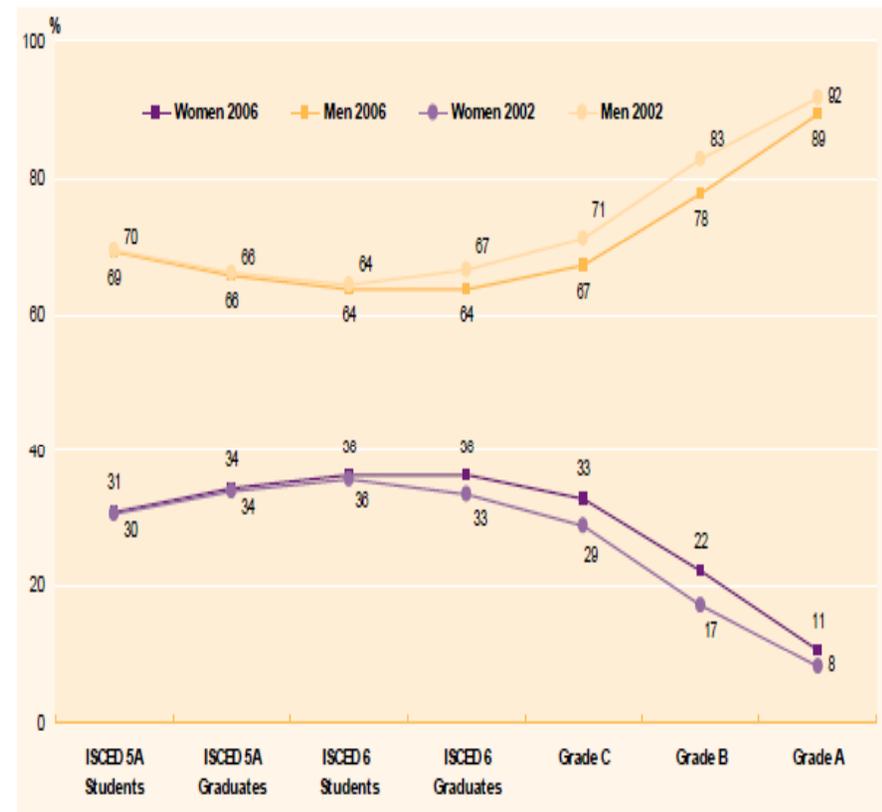
Source: She figures, 2009 Statistics and Indicators on Gender Equality in Science

Women and men students in typical academic career and academic staff, EU-27, 2002-2006

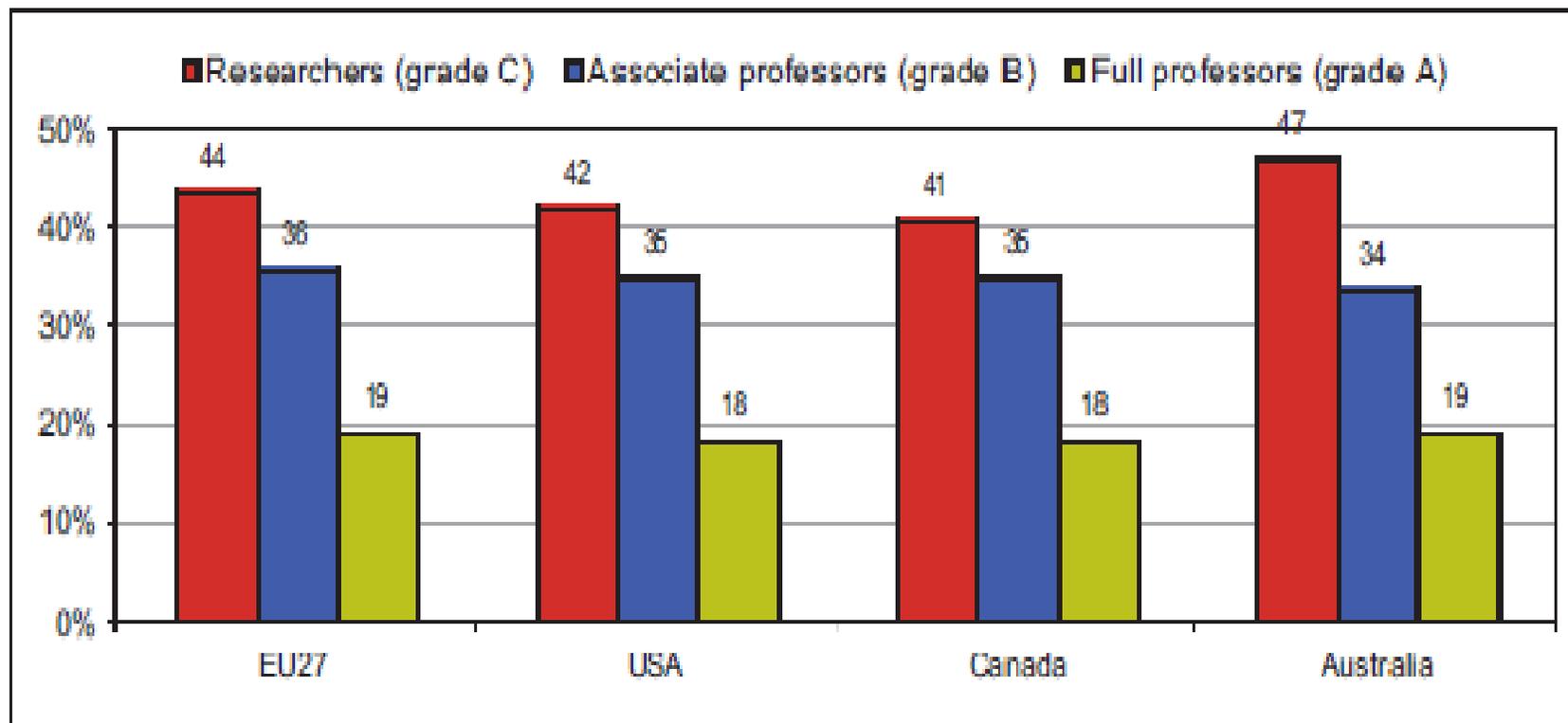
All disciplines



Science and engineering

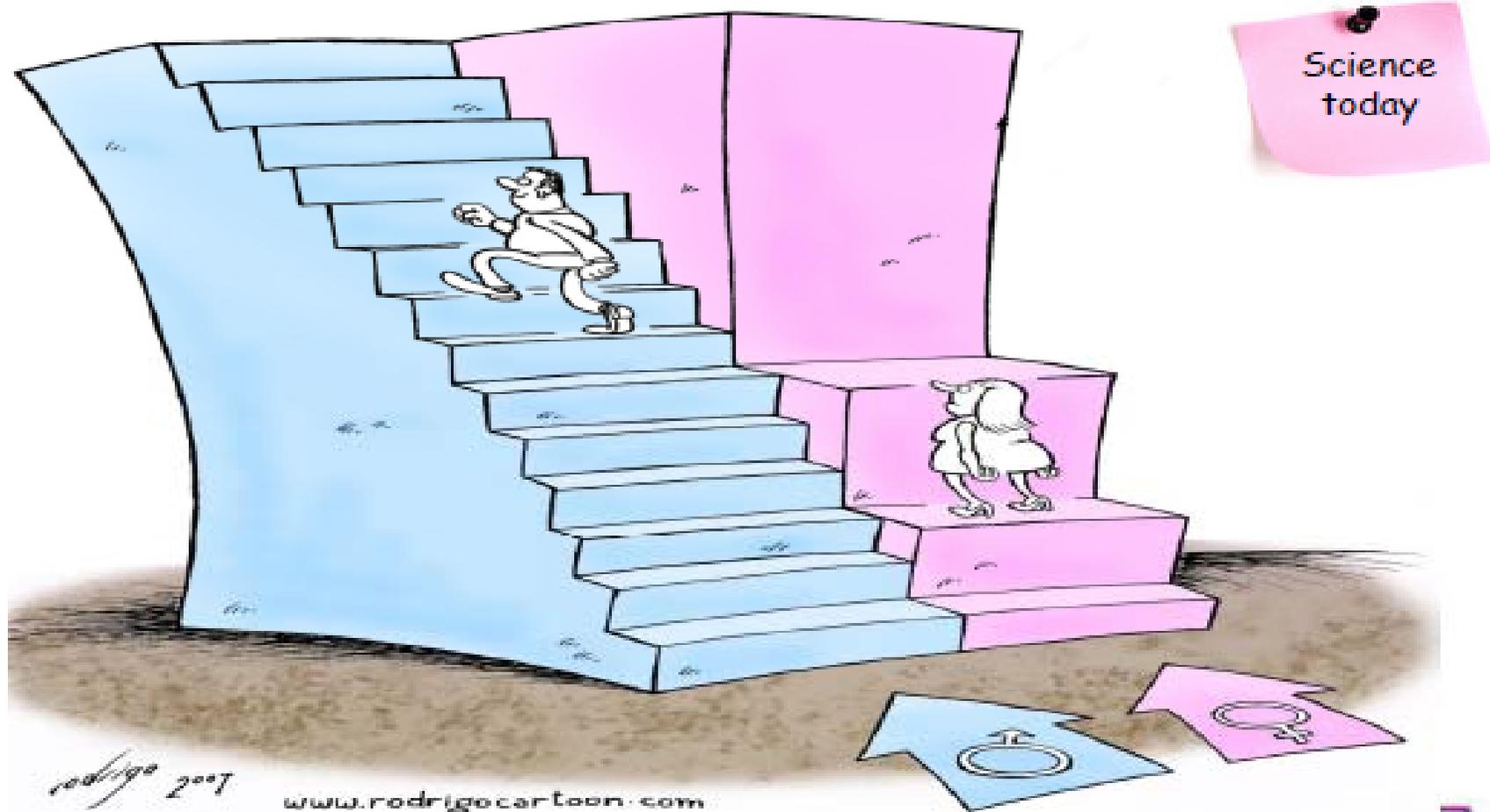


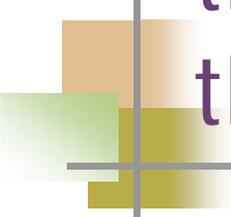
Why so slow?- It is the same everywhere ...



Source: European Commission, 2009; American Association of University Professors, 2004; Canadian Association of University Professors, 2007; DEST, 2002

Scientific careers in Europe





Trying to understand the “whys” of the resistance to women in science: three risk areas/1

Science as an unfriendly environment replicating a hidden structure of discrimination. Existence of a “leaky pipeline”; absence of a critical mass of women due to “hidden quotas” and informal networks; lack of consideration of work-life issues; unequal access to resources and career development; biased evaluation of scientific merit.



Trying to understand the “whys” of
the resistance to women in science:
three risk areas/2

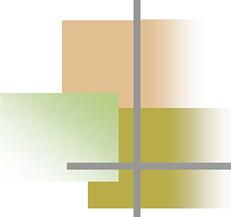
Science as gender-insensitive.

Existence of die-hard stereotypes concerning a supposed “gender neutrality” of science, which hides a strongly male understanding and practice of science.



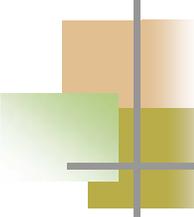
Trying to understand the “whys” of
the resistance to women in science:
three risk areas/3

Scientific leadership: missing women. Under-representation of women in research processes and in crucial roles for contemporary science (research management, evaluation, fund raising, scientific communication, etc.)



PRAGES Project – Institutional framework

- A survey of positive actions schemes in the area of research decision-making
- Co-financed by the Italian General **Inspectorate for Financial Relations with the EU/Ministry for Economy and Finance**
- 11 Partners from 7 EU and non EU countries (Italy, Denmark, UK, Hungary, USA, Australia, Canada)

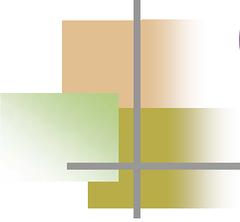


PRAGES Project – Objectives

- In a knowledge management perspective, taking stock of the programs implemented so far in Europe, Australia, Canada and the US
- Providing different players within universities, departments, research institutes/groups with relevant examples of successful programs and tips for implementation
- Guaranteeing for **quality and impact** of the programs used as examples

PRAGES project design

1	Networking	PROMOTERS (1,112)
2	Collection of information on the programs	QUESTIONNAIRES (125)
		1° PROGRAMS DATABASE (109)
3	Benchmarking	2° PROGRAMS DATABASE (109)
4	Coordinating information	GUIDELINES (71 PROGRAMS)



Quality

- Relevance
- Effectiveness
- Efficiency
- Sustainability

Quality profile – an example

Assessment

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Quality profile **EXCELLENT**

Aggregate quality index results from excellent results as for relevance and sustainability, and medium results in the other two quality dimensions considered.

RELEVANCE: EXCELLENT

The relevance of the equality plan derives from its being constantly updated, the first one dating back to 1991. Current plan takes into account all forms of discrimination, not just the one based on gender, and has been adopted after assessing the results of the one in force for the previous three years. Moreover, new needs are regularly identified and addressed, leading to the implementation of new activities in the framework of the evolving plan.

EFFECTIVENESS: GOOD

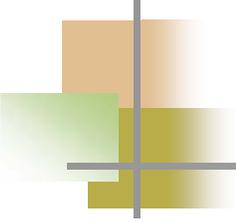
Under the plan, more than 29 projects are operating in different faculties and departments in the university, related to administration, research and teaching.

EFFICIENCY: MEDIUM

Economic resources come from university funds and are reported as not always sufficient to sustain all on-going activities.

SUSTAINABILITY: EXCELLENT

Given that the first plan is in place since 1991, programme sustainability is practically demonstrated, even if funds have to be renewed each year.



Impact

- Against the three risk areas
 - The unfriendliness to women of some features of the S&T environment;
 - The dominant understanding and practice of science which is gendered as masculine;
 - The male-dominated dynamics of leadership
- Involving two dimensions
 - Subjective
 - Objective

Impact profile – an example

Impact profile GOOD

The most significant impact of the programme is that reported on the genderisation processes of science and technology.

CREATING AN ENABLING ENVIRONMENT FOR WOMEN'S CAREERS: GOOD

The programme brought about the introduction of new organisational approaches in all sectors of university life, inevitably producing challenges to customary behaviours as regards gender and diversity in general. Awareness raising about gender issues has also been remarkable, with involved women joining gender-oriented associations or networks. The university also succeeded in introducing new issues on the Equality Agenda for all Finnish universities, and in consolidating both national and international networking for gender equality.

PROMOTING WOMEN IN KEY ROLES IN S&T AND SCIENCE-SOCIETY RELATIONSHIP: MEDIUM

Overall, the programme is reported as increasing women's visibility and authority in research groups and research management.

GENDERING S&T CONTENTS, METHODS AND REPRESENTATIONS: EXCELLENT

The plan has been strongly informed by gender research, so that gender studies promotion has become part of gender equality promotion. Both the gendered dynamics of knowledge production and the mechanisms of women's segregation in scientific tasks have been put under scrutiny.

CONSENSUS: MEDIUM

No internal group is opposing the plan, while external recognition at the national level is strong and led, as mentioned, other universities to follow this model.

PRAGES OUTCOMES/1: the good practices database (1)

Good Practices database

PRAGES

Practising Gender Equality in Science

(G.A. No. 217754)



Search for in field

Ex. To find "Institute" among promoters, insert "Institute" or "inst" (without quotes), select Promoters, and click Go button. Click Find all button to show all records

Symbols explanation

Golden benchmark



Programme of excellence

Silver benchmarks



Impacts on:

one area



two areas



three areas

PRAGES OUTCOMES/1: the good practices database (2)

No.	<u>Golden benchmark</u>	<u>Silver benchmarks</u>	<u>Programme</u>	<u>Promoter</u>	<u>Country</u>
 1			Award for promoting recognition of successful women entrepreneurs in ICT	PRIVATE COMPANY PROVIDING MANAGEMENT AND DEVELOPMENT SERVICES	Australia
 2			Cross-university interdisciplinary gender studies initiative	PUBLIC UNIVERSITY	Australia
 3			Fellowships to promote women in scientific careers	PUBLIC UNIVERSITY	Australia
 4			Women and young pharmacists committee	PROFESSIONAL ASSOCIATION	Australia

PRAGES OUTCOMES/1: the good practices database (3)

Narrative Description

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Focus and fields of activity

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Dissemination

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Assessment

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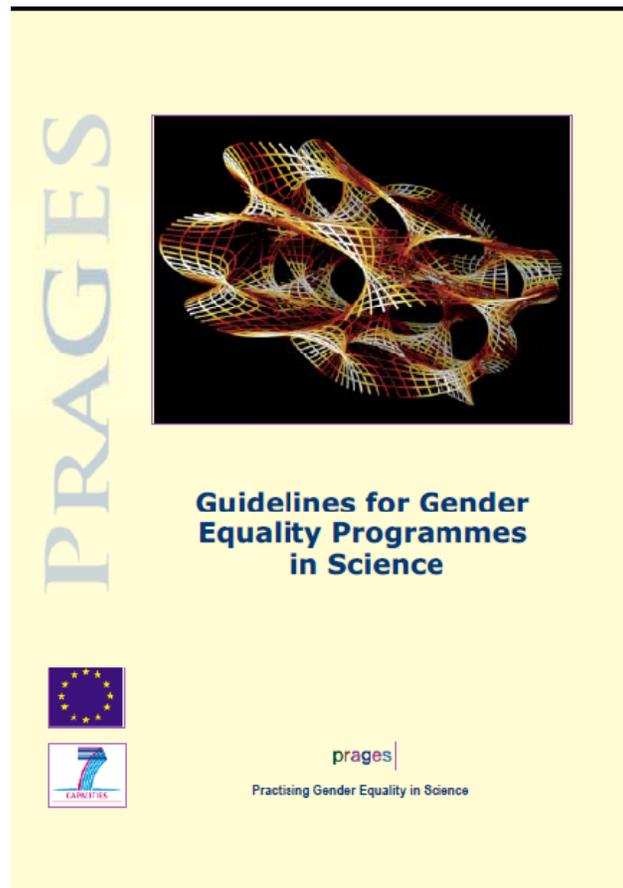
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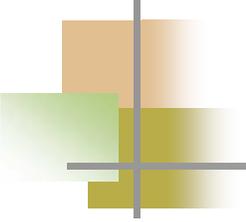
To contact the promoter of this programme, fill in the following fields.

Your email address

Your request

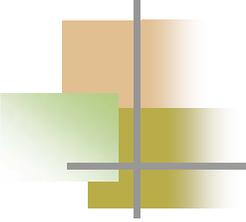
PRAGES OUTCOMES/2: the Guidelines for Gender Equality Programmes in Science





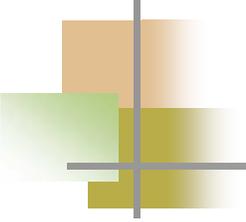
“What is essential to success?”/1

- The Guidelines are structured around the assumption that it is important to distinguish **internal motivations and cultural prerequisites** for program impact from **program management requirements**, on which actual success ultimately depends



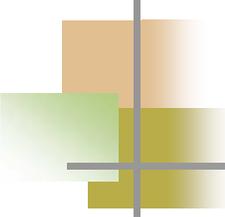
“What is essential to success?” /2

- In this perspective, the Guidelines were organized on two approaches:
 - A **strategic approach**, devoted at assessing the promoters' ability to fully grasp and deal with the meaning and multifaceted nature of women's difficult equality in science and technology (S&T) settings, and therefore at highlighting their strategic choices (Parts B,C,D)
 - An **analytic approach**, devoted at showing management tools and action patterns the programs adopt to deal with their specific situations, highlighting important elements for replication and transferability (Part E)



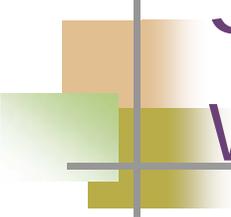
The results of the two approaches in the Guidelines setup

- **PART A – Women and science: Problems and issues at stake**
 - From figures to risks (Looking at the numbers; three areas of risk)
 - From risks to strategies (Finding solutions; three strategies: an overview)
- **PART B – A friendly environment for women** (94 examples of practices, 22 lines of action)
- **PART C – Gender-aware science** (42 examples of practices, 12 lines of action)
- **PART D – Women’s leadership of science in a changing society** (83 examples, 28 lines of action)
- **PART E – Tools for action**
A map of tools (31); Action patterns for high-quality programs (30); Some conclusions: Methodological suggestions



Methodological suggestions

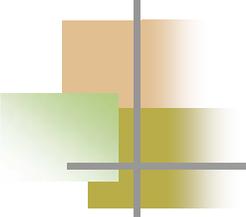
1. Linking action to knowledge
2. Creating institutional space for gender issues
3. Looking for alliances and support
4. Adopting an integrated approach
5. Connecting gender and diversity issues to science development
6. Promoting a community of practices
7. Protecting program vitality



A friendly environment for women: Stop the exodus of researchers with care responsibilities

Australia's Commonwealth Scientific and Industrial Research Organisation tries and prevent the attrition of women who have already started a scientific career because of lack of **support for life course events**. CSIRO promotes a program on a regular basis granting up to AUS \$ 35,000 (around US\$ 33.000) to support women researchers to re-establish themselves and re-connect with research underway in their field. Several awards are offered each year.

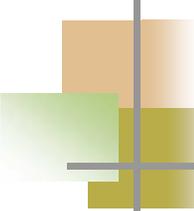
<http://www.csiro.au/files/files/pmvp.pdf>



Gender-aware science: Raising awareness of the advantages

The Fraunhofer Gesellschaft, a German public research agency has launched a research and public communication program (DiscoverGender) analysing and widely disseminating, through publications, conferences and the media, how taking gender and diversity aspects into account can lead to completely new ideas for products and new applications for technology. The message the project has widely communicated is that **women and men have different expectations about products**, and that **men primarily think of men when they develop a new product**. If companies took the use of gender-specific applications into consideration in the development of products and services, they could open up valuable opportunities for optimising outcomes.

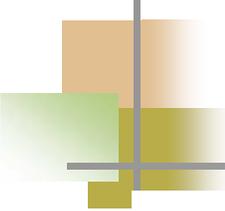
http://www.fraunhofer.de/archiv/magazin04-08/fhg/Images/magazin-1-2007-62_tcm5-72815.pdf



Women's leadership of science in a changing society: Staking on women innovators

The publicly-funded “w-fForte – Laura Bassi Centres of Expertise” program, promoted by the Austrian Research Promotion Agency, established new innovation-oriented research centres. The core strategy is that of pursuing innovation through diversity, emphasizing trans-disciplinarity, advanced forms of knowledge transfer, public-private partnership, cultural and gender diversity of the work environment and project-oriented management. All the research centres (six in all) are led by women and their research teams have a gender balanced composition. The program is conceived as a “learning initiative”, to be subjected to transparent evaluation procedures, the results of which should provide important information on how to better link innovation and gender equality.

<http://www.w-fforte.at/index.php?id=220&L=1>



Information and documents on PRAGES and EC policies

- PRAGES: <http://www.retepariopportunita/prages>
- Gender in science in EC policies: <http://ec.europa.eu/research/science-society/index.cfm?fuseaction=public.topic&id=1297&lang=1>
- Statistic data on gender in science in EC: http://ec.europa.eu/research/science-society/document-library/pdf_06/she_figures_2009_en.pdf

Thank you...