

Promotion of Gender Balance (Meeting Dublin)



From Memorandum of Understanding:

„This COST Action will respect an appropriate gender balance in all its activities and the Management Committee will place this as a standard item on all its MC agendas.”

Measures:

1. All of the groups of the Action will be encouraged to promote the involvement of female professionals during the following activities: (i) selection of new research recruits (e.g. by hiring female undergraduate students), (ii) selection of personnel for short-term scientific missions, (iii) selection of personnel to attend scientific conferences.
- ✓ 2. Female participants will be encouraged to take part to the MC and lead the WGs.
- ✓ 3. An MC member will be specifically appointed for taking responsibility of gender balance issues.
4. Facilitate participation of females to attend the Action conference/workshops and training schools. For instance, preference for hosts with available children care will be adopted to facilitate participation of mothers accompanied by children.

Promotion of Gender Balance: Specific Measures (Meeting Dublin)



- Gender balance at the decision-making within consortium (MC)
- Encouraging the female members to actively participate in submission of joint proposals (as PIs and coordinators)
 - To set a target of 25% female work package leaders in any newly submitted proposal from COST Action
- A target of 30% female ESR for STSMs **!!! 3 female and 4 male ERSs !!!**
- Gender-specific training measures (i.e. in the framework of training schools)
 - Communication
 - Carrier planning ?
 - Work-life balance
- Outreach activities directed towards female school pupils (Girl's Day)
- Mentoring ?
- Link to specific female networks or specific programs on the Action web site

Gender balance and targeted activities in Germany

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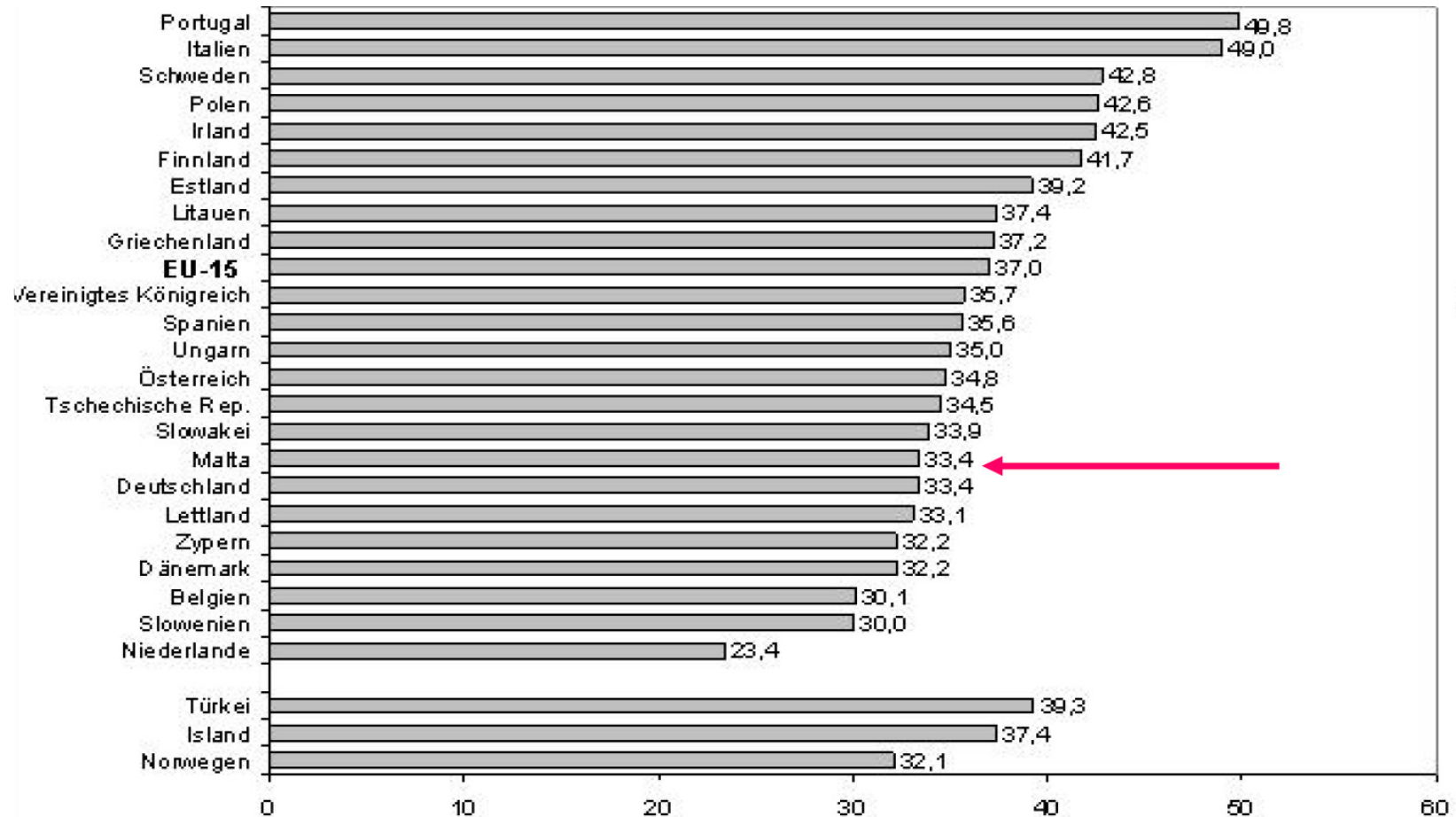
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Proportion of female and male students in natural sciences, mathematics and informatics

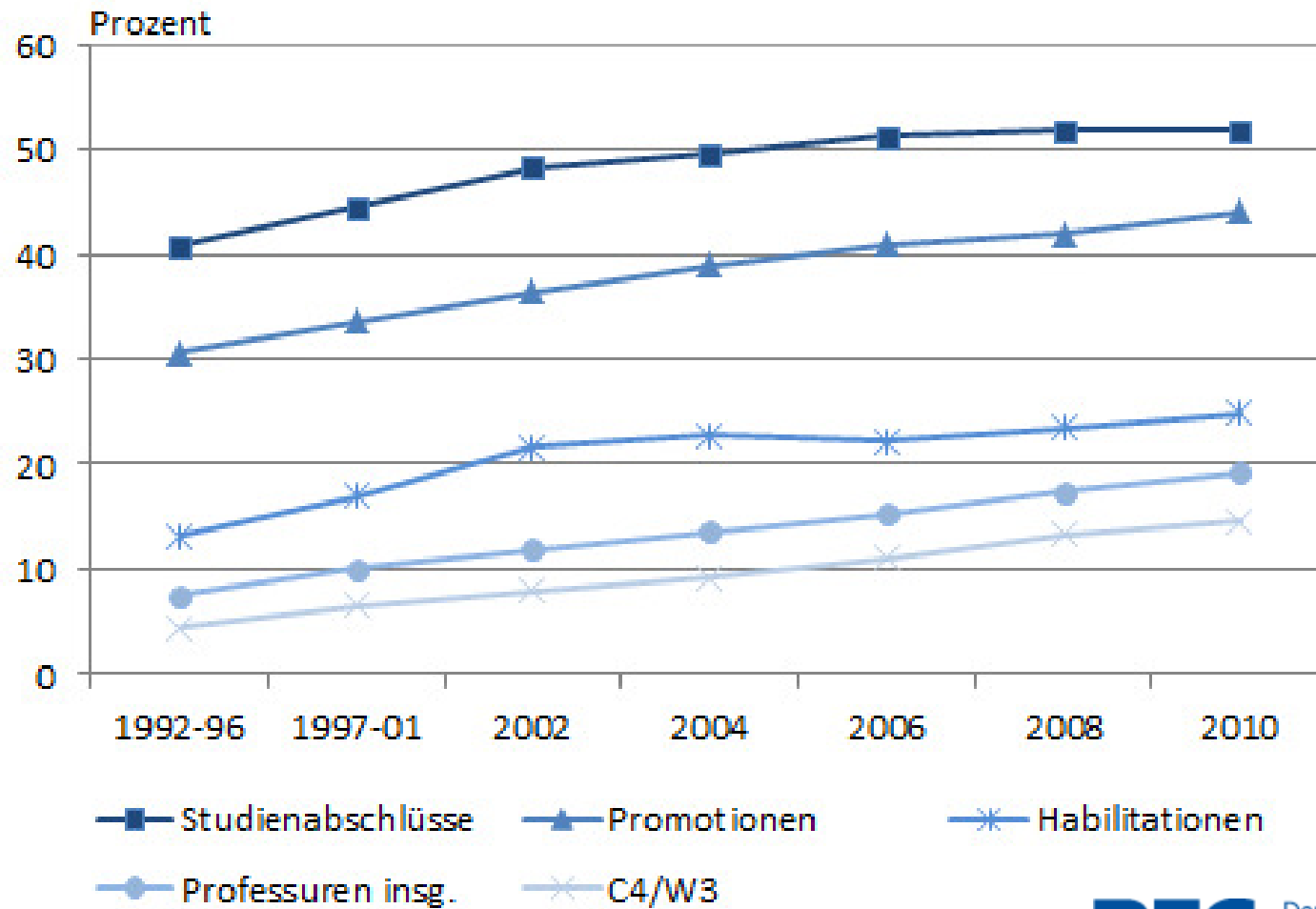


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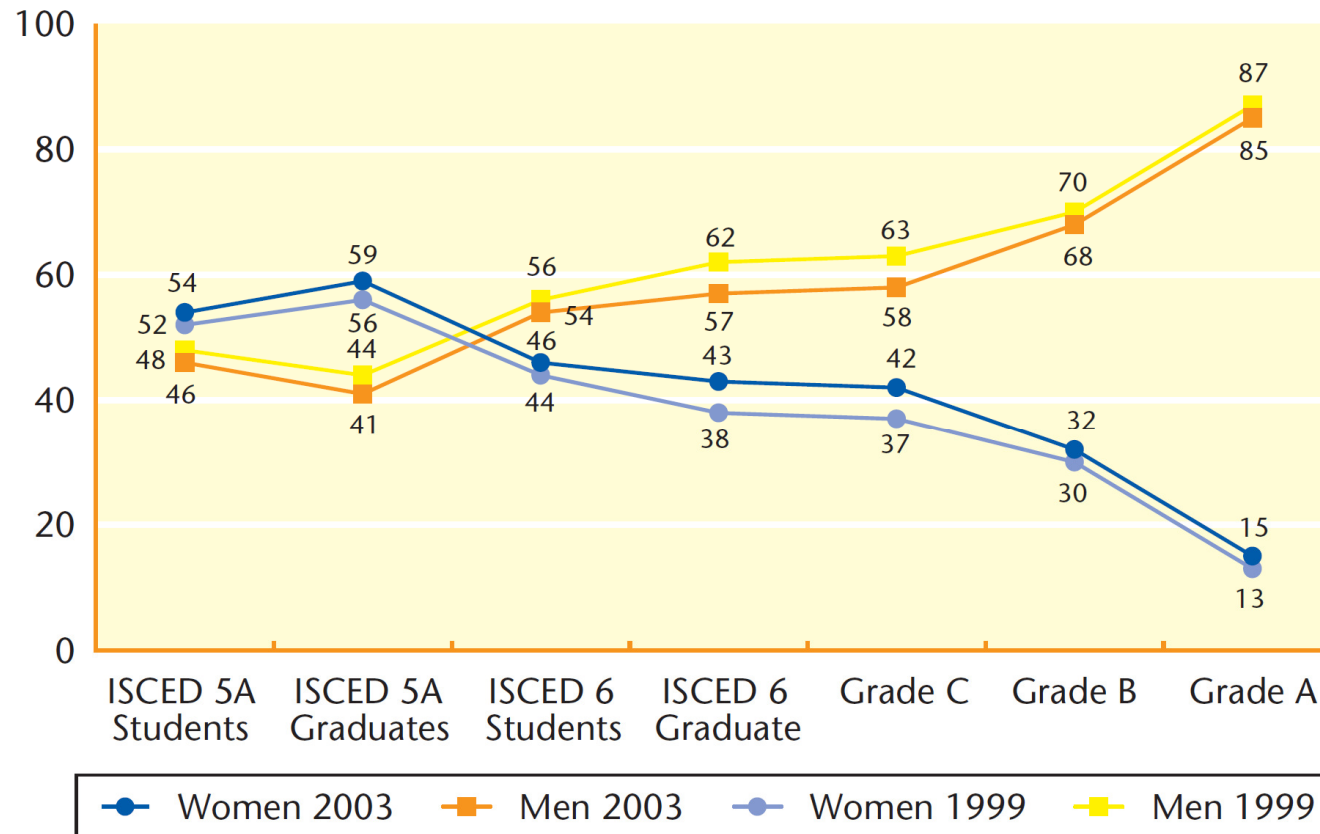


www.transferconsult.de

Proportion of women and men in German scientific system



Proportion of women and men in a typical academic career



A: highest post for a researcher

B: less senior than A

C: the first post into which a newly qualified PhD graduate would be recruited

P. Colligan, M. Jochimsen, pp. 184-199 in A. Lipinsky (ed.), Encouragement to Advance – Supporting Women in European Science Careers, Kleine Verlag, Bielefeld, 2009.

Reasons of under-representation of women in science



- Traditional family responsibilities; insufficient support in child care
- Different communication and self-presentation style
- Different socialization of females in early years
- High degree of self-criticism
- Men-dominated search committees

Targeted measures



- Programs for schoolgirls – Girls' Day
- Special seminar programs for women at universities
- Special measures in DFG coordinated programs
- Mentoring programs
- Professorinnenprogramm of Federal Ministry of Education and Research

Mentoring programs in Hesse



Target group: female **students**



Mentoring program for women from the five universities in Hesse. Its aim is to encourage and support female **PhD students** and **postdocs** from the natural, life and engineering sciences in their scientific careers in order to support a long-term increase in the number of female professors in these disciplines and in scientific and academic management and thus achieve a lasting improvement in gender equality.



Target group: female **postdocs, junior professors, Privatdozentinnen**

Project aim: Acceleration of academic career path

- **individual support** and tailored career planing by experienced professors as mentors (One-to-One-Mentoring)
- strenghtening and development of „soft“ **qualifications** for scientific career (six two-day intensive training units, i.e. leadership, aquisition of third-party funding, gender competence, Work-Life-Balance)
- Development of interdisciplinary **networks** for integration into e scientific community (thematic and informal networking meetings)

Target group: female **postdocs, junior professors, Privatdozentinnen**

Duration: **18 months**

To do...



- Targeted seminars in COST Action MP1106