

# The European Union: What Policies and Measures Have Been Efficient? On the Examples of France, Germany, Portugal, Switzerland

**Colette Guillopé**

**European Platform of Women Scientists**

*femmes et mathématiques*

**Femmes & Sciences**

**Université Paris-Est Créteil**

*Europe Regional Network Webinar*

*INWES and University of Warwick*

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**Statistics and indicators  
in a 'chronological journey'**

<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1>



European Platform of Women Scientists

The voice of women scientists  
in Europe and beyond

<https://epws.org/>

[@epws](https://www.facebook.com/search/top/?q=epws)

<https://www.linkedin.com/groups/2351689/>



**EU 1999; 2001; EPWS 2005**

- Importance of networking, need of an association platform
- the gender balance in research policy is to be perceived from three different perspectives: research **by**, **for** and **about** women



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- 12,000 women scientists in Europe, all fields, and all statutes
  - 100 networks of women scientists from 40 countries
  - EPWS statement in support of Ukrainian women in science
  - Portrait of the month of a woman scientist or a research policy-maker

# STATE OF THE ART of the gender equality in R&I in Europe

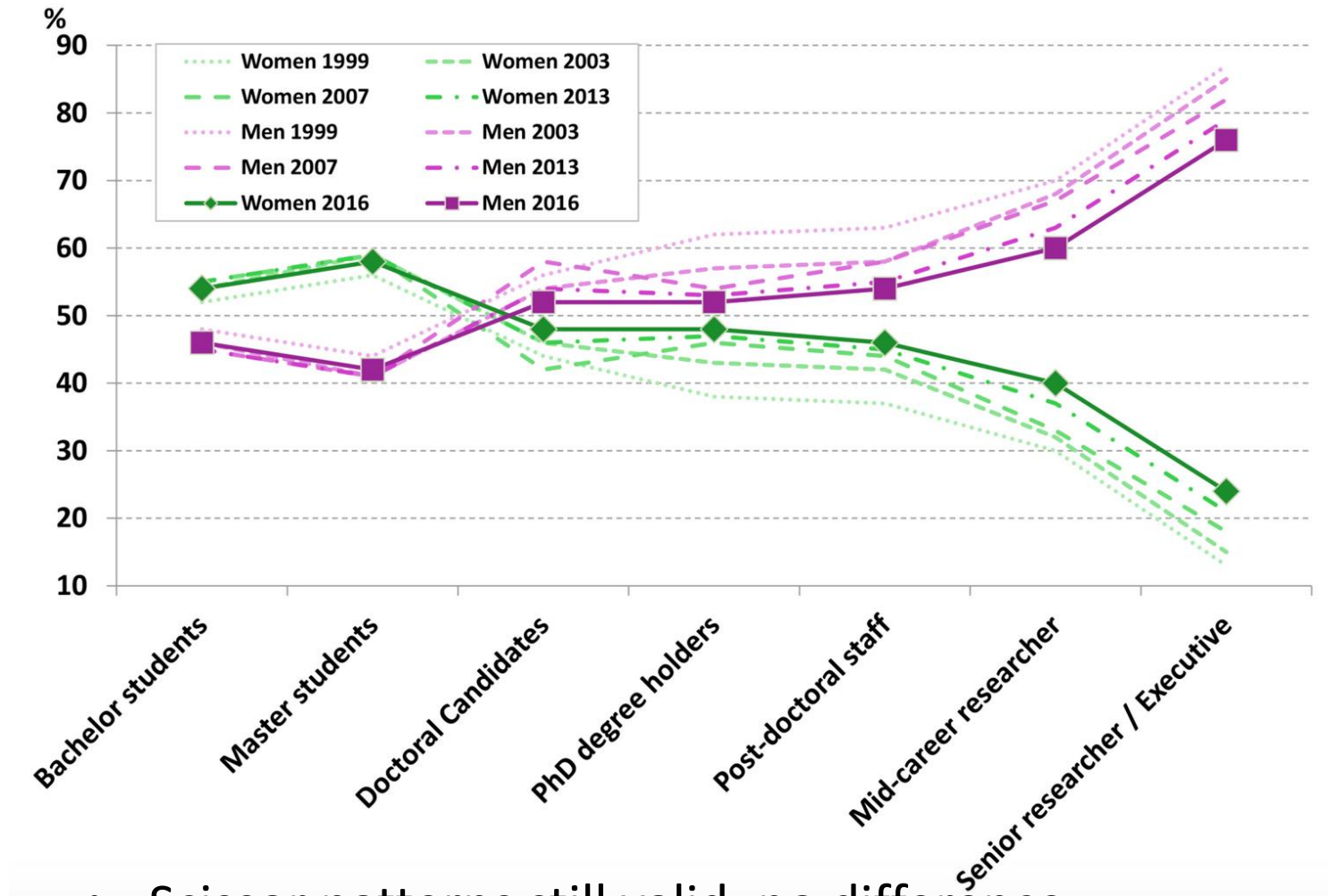
- Representation in the pool of graduated talents*
- Participation in sci. & technol. occupations*
- Labour market participation as researchers*
- Working conditions of researchers (contracts)*
- Career advancement and participation in decision-making*
- Research and innovation output (results)*



## Statistics and indicators in a 'chronological journey'

<https://op.europa.eu/en/web/eu-law-and-publications/publication-detail/-/publication/67d5a207-4da1-11ec-91ac-01aa75ed71a1>

# Typical Academic Careers 1999 and 2016 in STEM

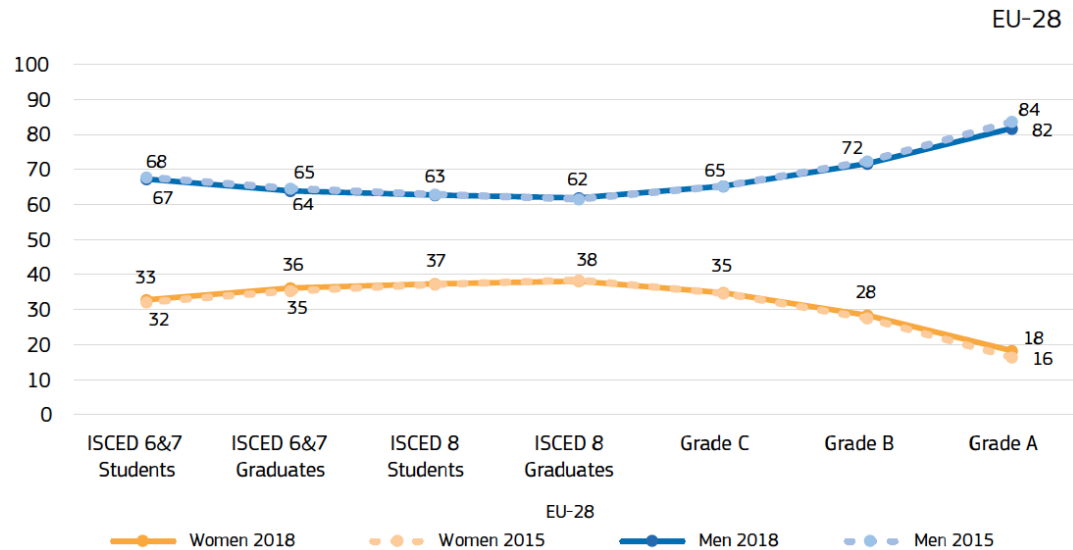
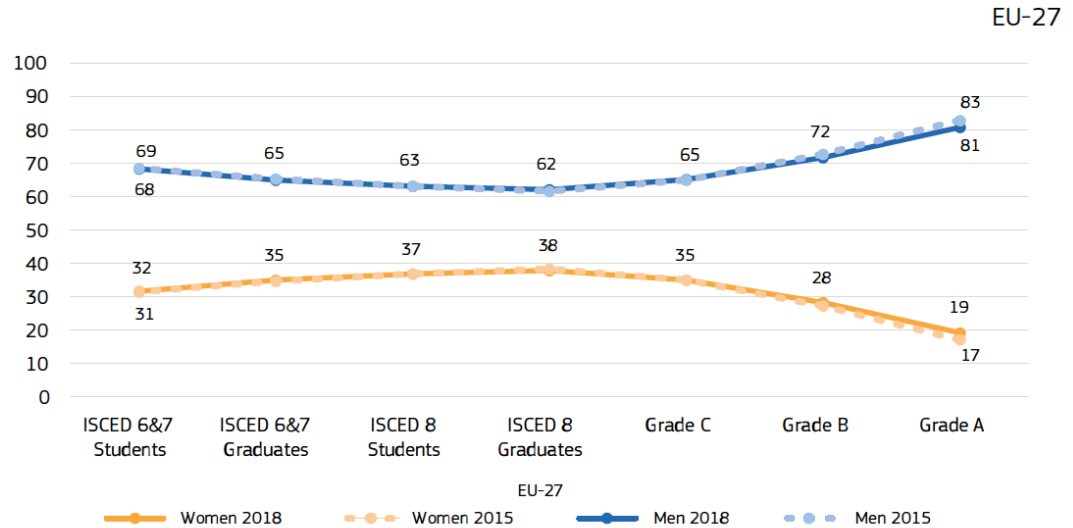


- Scissor patterns still valid: no difference between 1999 and 2016!

# Typical Academic Careers 2015 and 2018 in STEM

Scissor patterns still valid: no difference between 2015 and 2018!

The share of women is even smaller among Bachelor's and Master's students (32%) and graduates (35%) and across all grades of academic staff (grade C: 35%; grade B: 28%; grade A: 19%).



# Some data

*% of women in research*

	2000	2013	2015	2018
France	32	26	35	40
Germany	21	27	34	39
Portugal	45	45	61	50
Switzerland	27	32	33	39
EU-28	unavailable	33	42	43

## *Glass Ceiling Index*

	2000 (%W Sc. boards)	2013	2016	2018
France	23.1	1.65	1.63	1.47
Germany	11.1	1.34	1.77	1.33
Portugal	66.7	1.74	1.69	1.70
Switzerland	unavailable	1.56	1.52	1.57
EU-28	unavailable	1.68	1.54	1.59

## France (1)

- A continuous “fight” for gender equality in the professional sector since the 80’s
- In the society: against sexism, for parity in politics, against street harassment, for “a normal life” independently of your sex or gender
- In schools and universities: against sexual harassment, salary equality
- In the private sector: for equality in managing positions, salary equality

## A continuous process of laws discussing and voting

- 1946, preamble of the Constitution institutes gender equality
- 1983, Roudy law, for professional gender equality
- 2001, Génisson law: no more legitimate reason for discriminating, equal value job means the same salary
- 2011, Copé-Zimmermann law: quotas for Boards of Administration
- 2013, law for higher education and research
- 2017, Law for real gender equality
- 2021, Rixain law for professional equality



## France (2)

### Results?

- A few people are working very hard to make things change in the “good” direction
- High Council for Equality, Est. 2013
- A few progress
- Contradictory directions: equality vs excellence
  - Change the whole society?
  - Change the excellence criteria?
- Backlash (could be strong!)

## In Academia

### Favorable situation:

- Day care services (... not enough!)
- Tradition of working mothers since the 70's
- Free scholar system starting at age 3
- Civil servant positions after doctoral studies, and 0, 1, or a few potsdoc
- Mission for gender equality in all institutions (... often, extra work for the person in charge, no money, no recognition, burn-out!)
- Bureau for preventing sexual harassment, and dealing with such cases

*Dedicated to  
Claudine Hermann (1945-2021),  
former EPWS president*

## Germany (1)

### 1. History

- Bismarck and the 3K: « Kinder, Küche, Kirche » (1971-1918) (Children, Kitchen, Church)
- The Third Reich context (1933-1945)

### 2. How Science works

- Slow studies until the Doktorarbeit
- Compulsory geographical mobility until the Habilitation

# Germany (2)

## 3. Situation of women

- Different historical situations in **West Germany (RFA)** and **East Germany (RDA)**
- Families with children
  - Very few day care centers
  - Kindergarden and elementary school teaching only in the morning
    - => Dilemma between family and career
- **More recently:** « Rabensmutter » + very low fertility rate
  - => Angela Merkel: parental leave has been modified, more beds in daycare
  - => Backlash: Criticism of the politics of « Gebärmachines » (birthing machines)!

# Germany (3)

## 4. Measures for women in science: chairs for women scientists

29% women in academia in 2018 vs 21% in 2001

Senior Staff 8% in 2001

- **Gouvernmental actions** since the 90's
- Women in recruitment committees

**Centre for Excellence Women in Science** [www.cews.org](http://www.cews.org)

→ To develop and transfer knowledge and offer an evidence base on topics related to gender inequalities and equality policies, including intersections of inequalities in science and research.

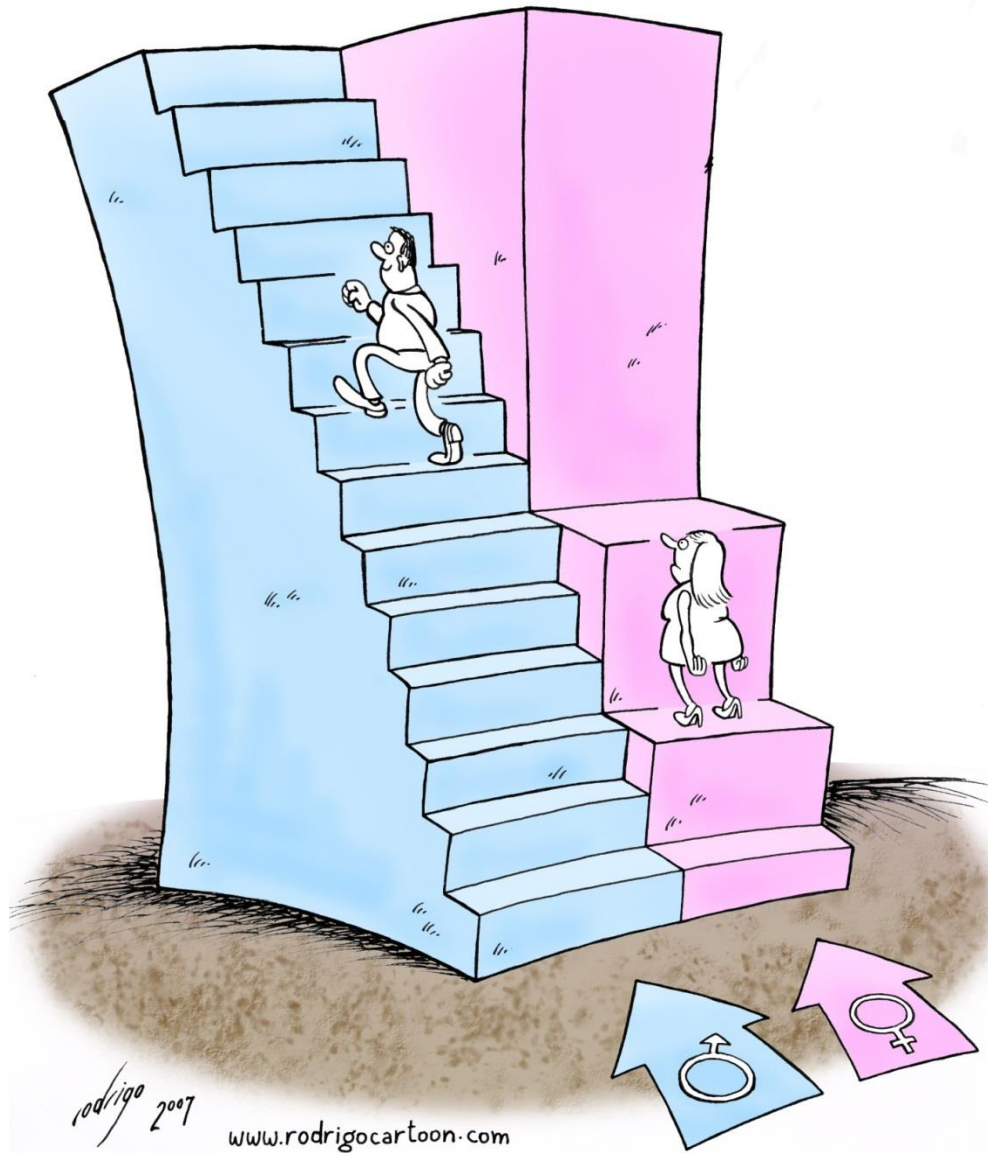
- **5. Equality Label**

En 10 years, 100 entreprises have been laureates (private and public sectors)



# Portugal

- Very few day care centers for children, help from the family
- 43% of women in Academia (in 2018, in 2000)
- But they are not satisfied by their fairly steady careers



rodrigo 2007

[www.rodrigocartoon.com](http://www.rodrigocartoon.com)

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# Switzerland

No permanent positions until you are senior.

In the 90's, very low % of women professors.

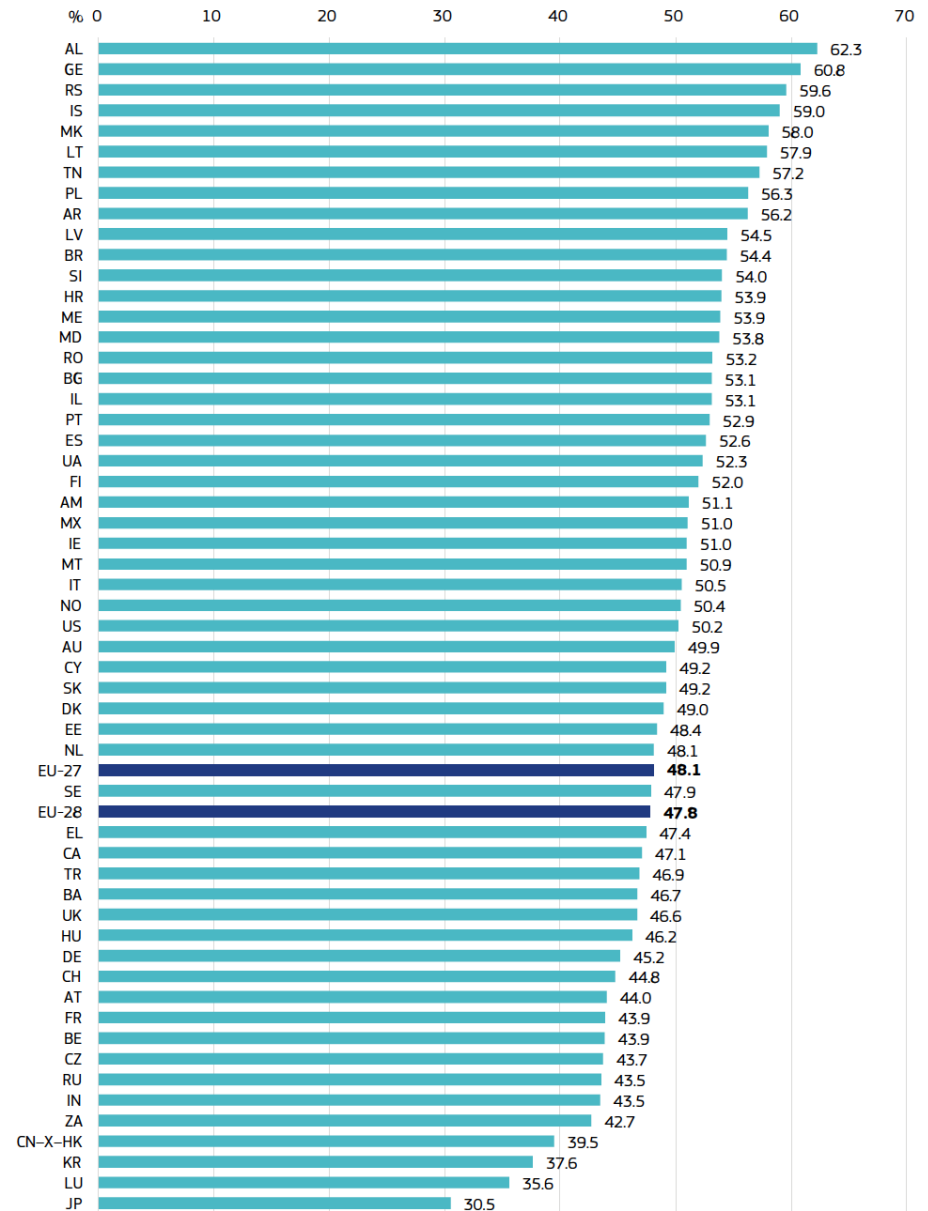
→ Establishment of chairs for women

The % of women scientists holding a position in science has improved slightly: in mathematics, less than women in 1993, still the same in 2005, and in 2021...



# % of Women among Doctoral Graduates (2018)

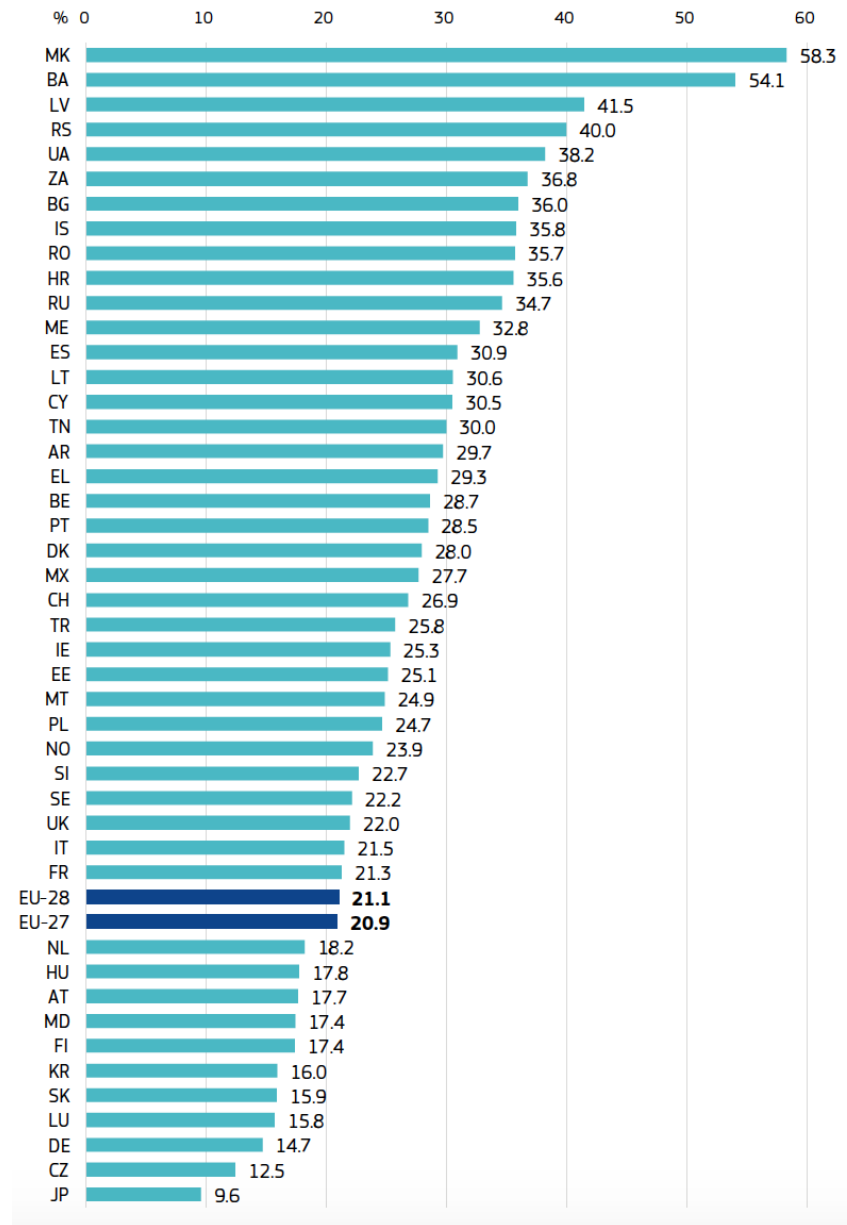
Since 2010, the proportion of women among doctoral graduates has increased, moving the pool of doctoral graduates closer to gender parity.





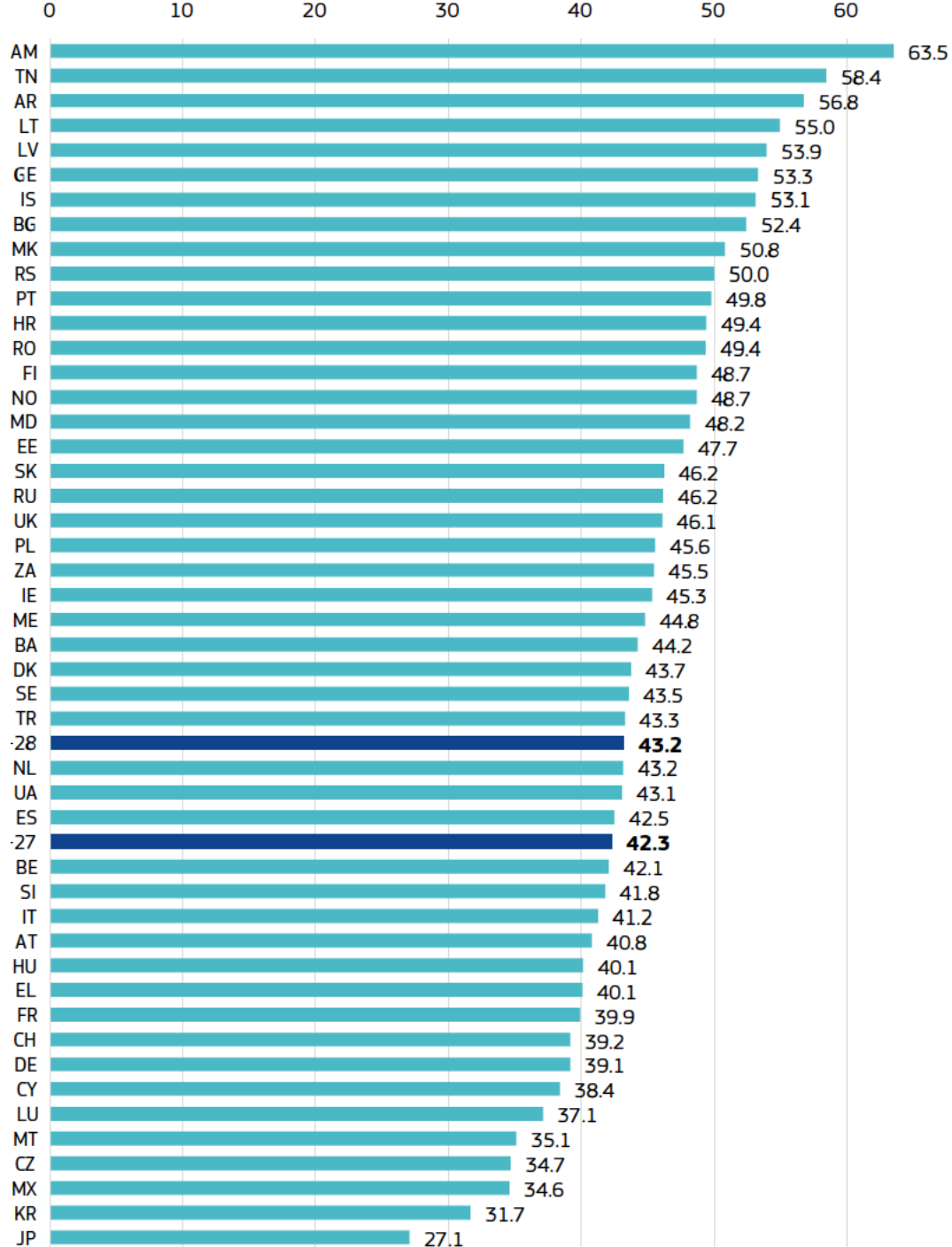
# % of Women Researchers in the Private Sector (2018)

Women  
researchers  
represent only  
20.9% of  
researchers at  
European level  
while they  
represent 32,8% in  
all sectors, private,  
academic, and  
government



# % of Women Researchers in Higher Education (2018)

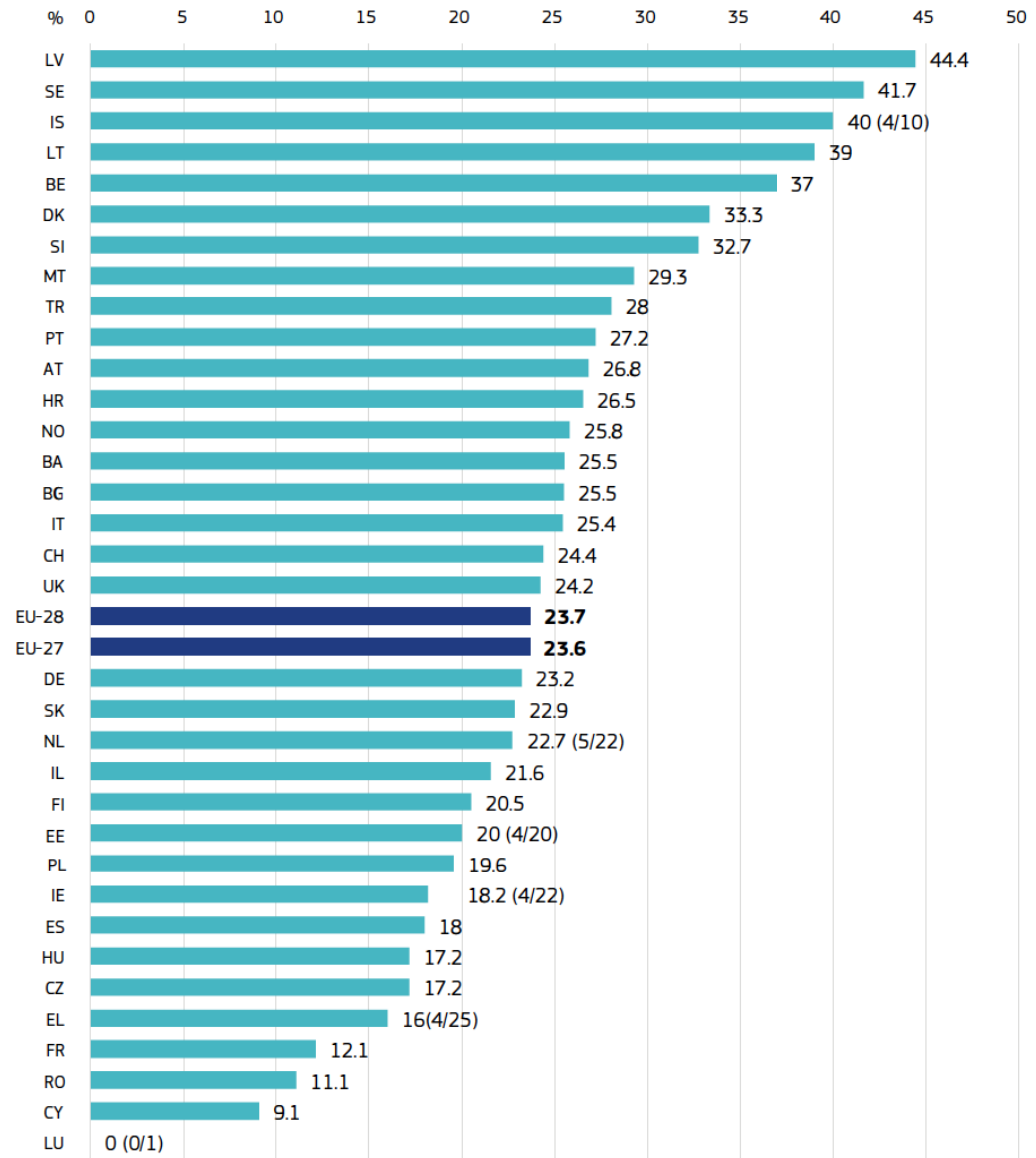
Women researchers  
in the higher  
education sector  
represent 42,3% of  
researchers at  
European level while  
they represent 43,7%  
in the government  
sector



# % of Women at the Head Level in Higher Education (2019)

At European level, 23.6% of women were heads of institutes in higher education in 2019, 2.4 p.p. higher than in 2016 (21.3%).

These data suggest that some progress has been made in improving women's representation in decision-making and leadership positions in this sector.

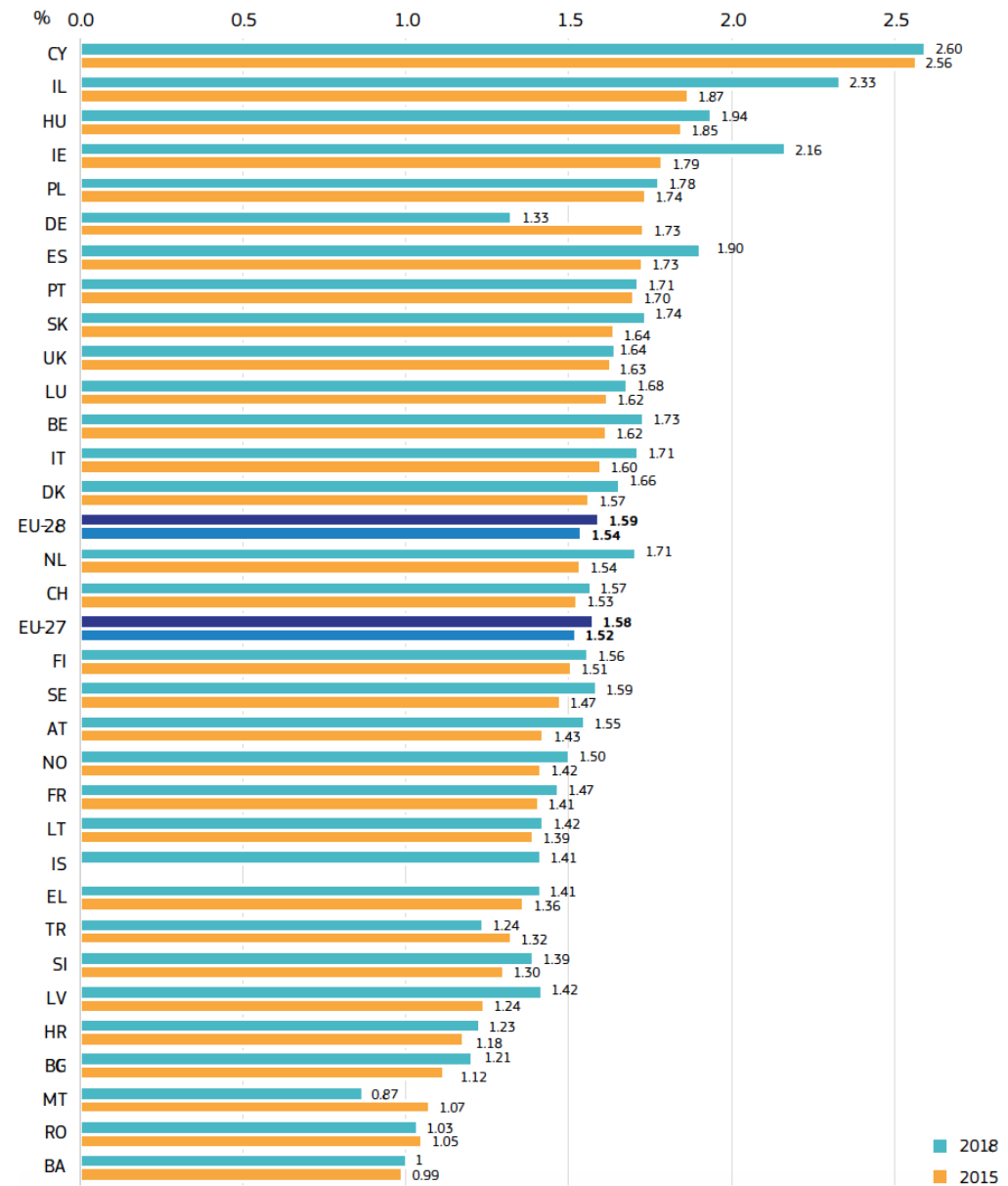


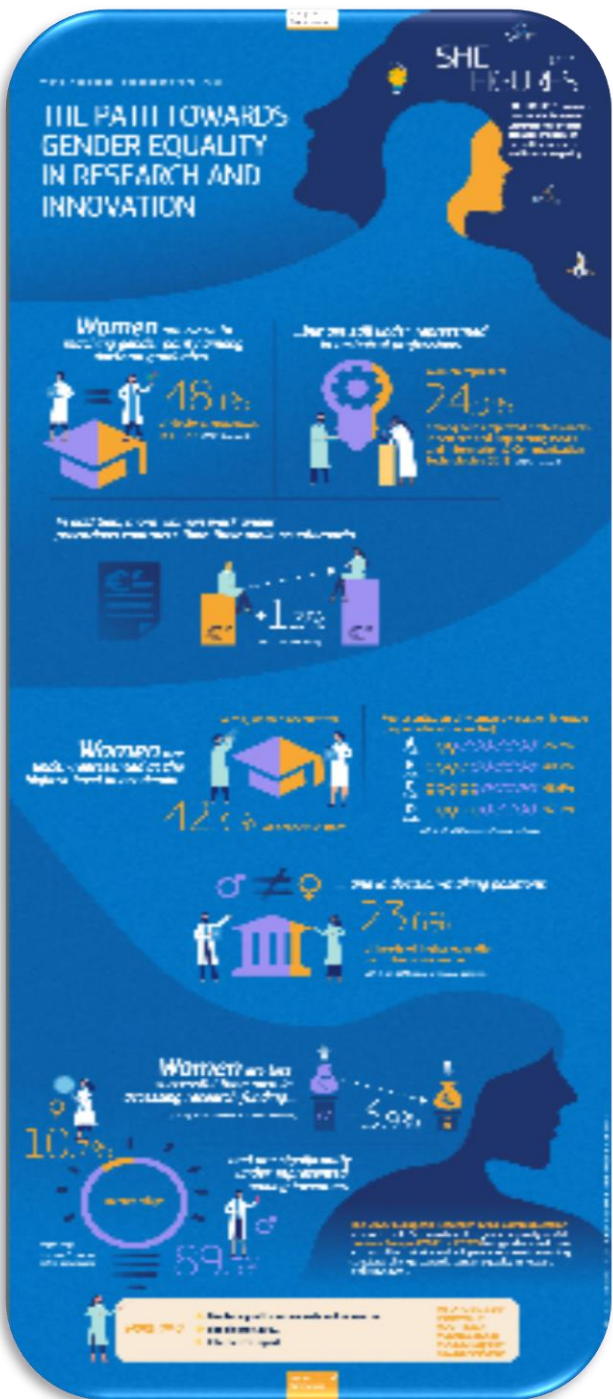
# Glass Ceiling Index: Proportion of Women in Academia to Top Academic Positions

The higher the value of CGI, the stronger the glass ceiling effect and the more difficult it is for women to move into a higher position

The GCI value was around 1.5 in 2018, compared to a value of around 1.6 in 2015.

“CGI = 1” means women and men have the same chance to be in a A position.





## In a nutshell:

<https://op.europa.eu/en/publication-detail/-/publication/63e51181-4da2-11ec-91ac-01aa75ed71a1/language-en/format-PDF/source-252955507>

## Interactive report:

<https://ec.europa.eu/assets/rtd/shefigures2021/index.html>

## Documents overview:

[https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en)

# THE POLICIES



## 7 policy briefs on emerging and ongoing policy priorities

<https://op.europa.eu/en/publication-detail/-/publication/d9fbd9da-4da0-11ec-91ac-01aa75ed71a1/language-en/format-PDF/source-search>

- improving presence and participation and progression in science***
- institutional culture and institutional change, including the impact of COVID-19***
- gender imbalance in research leadership***
- gender dimension in R&I content and training***
- holistic view of STEM education at undergraduate level***
- promoting a gender perspective in innovation***
- intersectionality***

## CONCLUSION

To overcome the gender inequality,  
3 strategic approaches have to be taken in Europe:

### 1. “Fix the Numbers”

focuses on increasing women's and underrepresented groups' participation

### 2. “Fix the Institutions”

promotes inclusive equality in careers through structural change in research organizations

### 3. “Fix the Knowledge” (“gendered innovations”)

stimulates excellence in science and technology by integrating sex, gender, and intersectional analysis into research, e.g. **VOICES** *Making Young Researchers' Voices Heard for Gender Equality*

<https://gendervoices.eu/about-voices/>