



European Platform of Women Scientists

Women's careers in science and university

European Parliament resolution of 9 September 2015

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Preliminary considerations

Gender equality is a fundamental principle of the European Union

Science is of key importance in Europe to increase productivity and competitiveness

Women are under-represented in scientific, engineering and management jobs

There will be a growing demand for STEM professionals until 2025

The numbers of women researchers are still significantly lower than men

There is a need to promote and facilitate:

women's career development

higher presence of young women students and academics, in STEM fields

Academic careers for women remain characterised by strong vertical segregation,

Few Member States have legal provisions on gender equality in their legal framework governing research,

Statistics show that girls become disengaged from STEM subjects at school and are less likely to pursue a science-related degree at university

 lack of knowledge about STEM careers on the part of teachers in schools,
 lack of female role models,

Women working in research are forced to assume a higher share of obligations related to parenting or their families than their male counterparts

Numerous women still experience unequal access to research positions, funding, publishing and academic awards

The most recent Council conclusions on reinforcing human resources in science and technology in the ERA have recognised the importance of promoting gender equality in research and the inclusion of women in positions of responsibility.

Structure of the resolution's text

Gender equality in academic positions

Balancing professional and personal life

Institutional changes and projects

Steps forward

Getting involved

Gender equality in academic positions

The European Parliament

Urges the Commission and the Member States

- to analyse the existing **legal provisions** in order to enforce equal treatment of women and men;
- to ensure compliance with the principle of **non-discrimination** and of **equal pay** for equal work granted to men and women, including grants and scholarships, by, for example, ensuring wage transparency;

Calls on the Commission

- to introduce and support **sensitisation campaigns** and programmes and initiatives to reduce inequality in the academic world
- to include support for, and promotion of **peer support networks** and the sharing of best practices across Europe and beyond;

Urges the Commission

- to build on existing programmes and initiatives and to step up **positive campaigns** aimed at girls and women, encouraging them **to enter academic and research careers** in all scientific fields, with a special focus on engineering and the technology sector

Calls on the Commission and the Member States

- to promote **educational programmes** which encourage synergies and positive links between STEM subjects;

- to promote **positive female role models** at all levels of education, including compulsory schooling and through to further and higher education and postgraduate level;

Calls on the Commission, the Member States and relevant stakeholders to strengthen initiatives and **programmes encouraging women to continue their scientific and academic careers;**

Urges the Member States to develop effective and **attractive STEM curricular and teaching methods** to keep girls engaged in science;

Balancing professional and personal life

Calls for more **flexible working conditions** for both male and female researchers, allowing them to combine work with family life;
and for **elimination of the gender pay gap** in the interests of gender equality;

Calls on the Commission, the Member States, research funding organisations and other stakeholders to design programmes to actively encourage women to continue their careers **after maternity or parental leave**;

Urges the Commission to recognise the need for adequate **paternity leave** and paternity pay so that it is affordable for men;

Encourages the Member States and regions to promote the development of **family-friendly universities and research institutes**;

Institutional changes and projects

Urges the Commission

- to propose a **recommendation** to Member States, containing common guidelines on **institutional change** to promote gender equality in universities and research institutions;
- to demand the systematisation of available information regarding **gender distribution** and the **position of female scientists** in the Member;
- to step up its coordination role regarding the **gender mainstreaming initiatives** within the ERA, and to raise awareness and offer **relevant training** aimed at stakeholders;

Invites the Member States

- to engage in partnerships with research organisations and universities to foster **cultural and institutional changes on gender**;
- to work with academic institutions to provide **support and more opportunities** for career progression at key transition points such as between Ph.D., postdoctoral and lectureship posts;
- to work with academic institutions to proactively **encourage women to apply for positions** and ensure female representation on interview panels where possible;

Steps forward

Calls on the Member States

- to provide incentives to research institutes and universities to introduce and apply **gender equality plans**, to introduce a **gender dimension** in their national research programmes;
- to **involve media and the private sector** in eradicating gender stereotypes and promoting mutual respect;
- to consider providing **positive recognition** of academic institutions that have taken measures to address gender inequality

Calls on the Commission and the Member States

- to address gender imbalances in the **decision-making process** and within the bodies responsible for hiring and promoting researchers;
- to consider the creation of **gender equality plans as a precondition** for access to public funding in research, science and academia
- to consistently apply **gender -balanced budgeting** to all programmes and measures providing funding in the area of science, academia and research

Calls on the Commission and the European Institute for Gender Equality

to further develop the existing methodology for maintaining **gender-disaggregated statistics** for all academic and scientific activity;

Getting involved

Calls on the Commission and the Member States to further **strengthen networking among female scientists at national, regional and EU level;**

Encourages the Member States to consider implementing **mentoring schemes** with a particular focus on encouraging women to apply for funding grants, promotions or other opportunities and supporting them through that process;

Calls on Parliament to introduce a **'Women and Science in Europe' prize**, to be awarded to employers (undertakings, institutions or authorities), that lead the way in promoting women in academic and scientific circles, supporting female managers and ensuring equal pay;

Call on the Commission to promote, through **information campaigns**, the schemes and programmes intended to increase women's participation in scientific research;



European Platform of Women Scientists

Instructs its President to forward this resolution to the Council, the Commission and the governments of the Member States.

And what happens after ?



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