



EU PROJECT DIVERSITY

Improving the gender diversity management in materials research institutions

Katja Backhaus-Nousch

European Workshop, Barcelona 20th May 2010



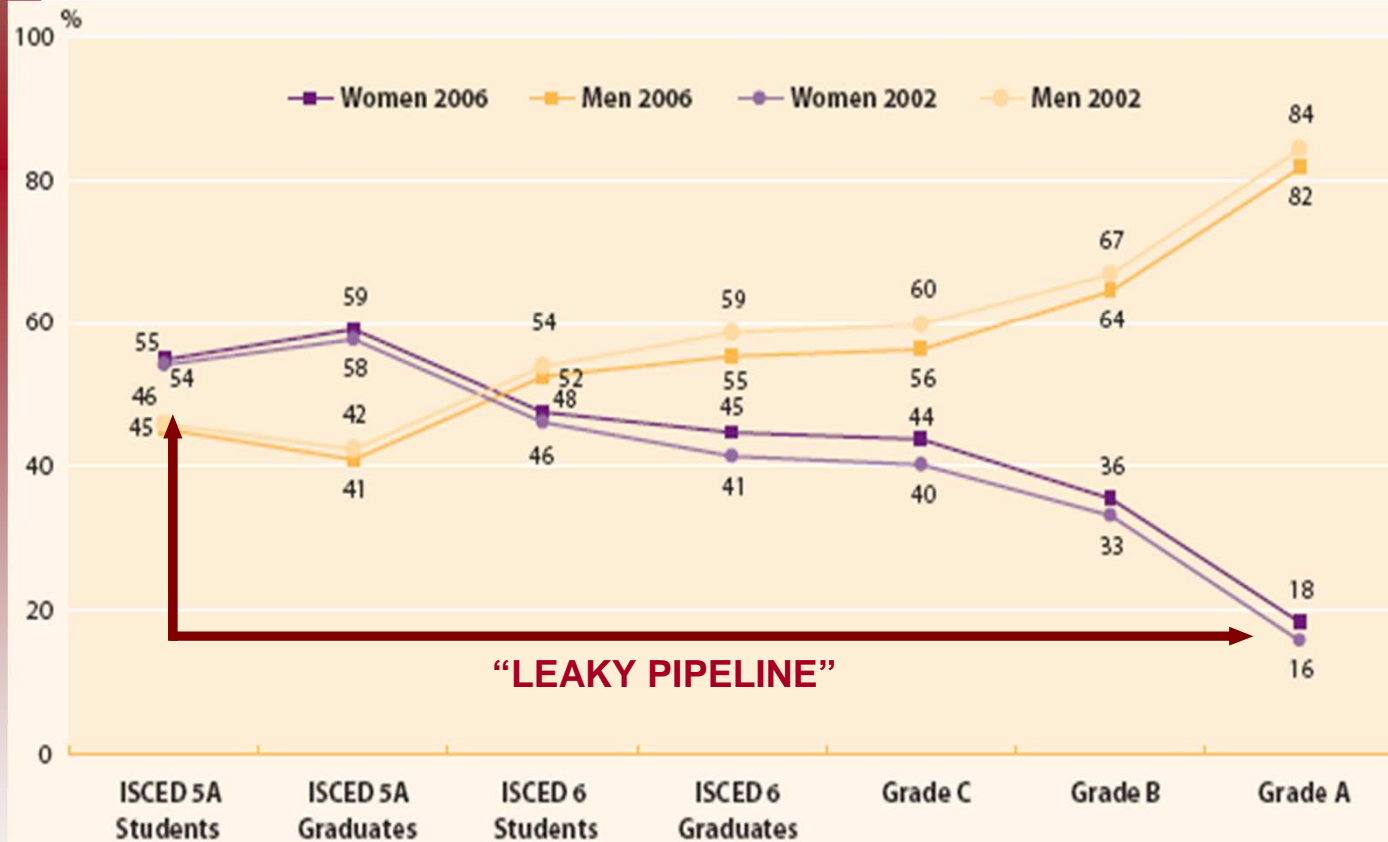
PROJECT RELATED DATA	Area:	Strengthening the role of women in scientific research and scientific decision-making
	Project duration:	36 months, starting date 1 st of January 2009
	Coordinator:	Leibniz-Institute IFW Dresden

www.diversity-fp7.eu



GENDER IMBALANCE

Proportions of men and women in a typical academic career, students and academic staff (EU-27, 2002/2006)



Definition of grades:

A: The single highest grade/post at which research is normally conducted.

B: Researchers working in positions not as senior as top position (A) but more senior than newly qualified PhD holders.

C: The first grade/post into which a newly qualified PhD graduate would normally be recruited.

ISCED 5A: Tertiary programmes to provide sufficient qualifications to enter into advanced research programmes & professions with high skills requirements.

ISCED 6: Tertiary programmes which lead to an advanced research qualification (PhD).

Source: Education Statistics (Eurostat); WIS database (DG Research); Higher Education Authority for Ireland (Grade A)

Source: Report She Figures – GD Research 2009



PROJECT MOTIVATION

Decision-making bodies...

- Are male-dominated and not gender balanced
- Do not use all available human 'talent'
- Represent only half of the potential scientists



DIVERSITY to...

- Increase the career perspectives of women
- Optimize human resources
- Enrich research through a diverse work environment
- To decrease stereotypes
- ...

→ DIVERSITY: Improvement of the gender diversity management in materials research organisations

PARTICIPANTS

IFW Dresden

*Dr. h. c. Rolf Pfrengle /
Dr. Oliver Gutfleisch*

WU Vienna

Prof. Wolfgang Mayrhofer

CNRS Grenoble/Nancy

*Prof. Dominique Givord
Prof. Jean-Marie Dubois*

GA University Göttingen

Prof. Konrad Samwer

UA Barcelona

Prof. María Dolores Baró

JSI Ljubljana

Prof. Spomenka Kobe

KIT Karlsruhe

Prof. Horst Hahn

Chalmers TU Gothenburg

Prof. Uta Klement

University of Turin

Prof. Livio Battezzati

University of Oxford

Dr. Nicole Grobert

STU Bratislava

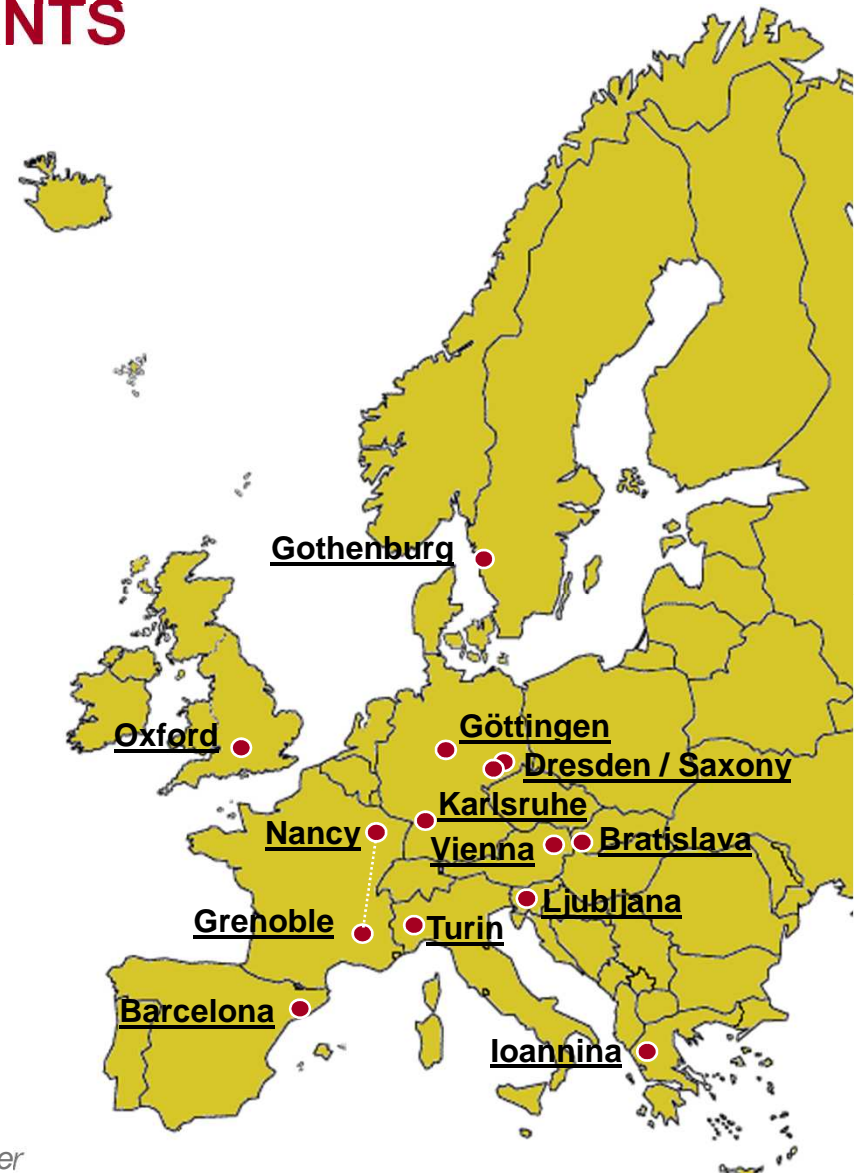
Prof. Oliver Moravčík

University Ioannina

Dr. Christina Lekka

**Saxon Ministry of Science
and Fine Arts**

Prof. Sabine von Schorlemer





PROJECT DIVERSITY

KEY PERSONS



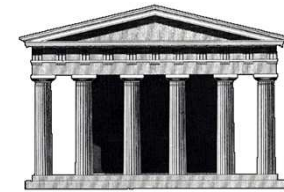
High-level actors in the European scientific community:

Minister, Directors, Deans, Heads of the Department, ...

Well known participating institutions:

Ministry, NGO, Research Centers, Universities, ...

STRUCTURE OF INSTITUTIONS



CULTURE



Multinational team:

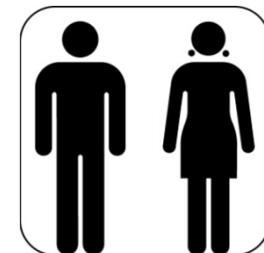
Austria, France, Germany, Greece, Italy,

Spain, Sweden, Slovakia, Slovenia, UK

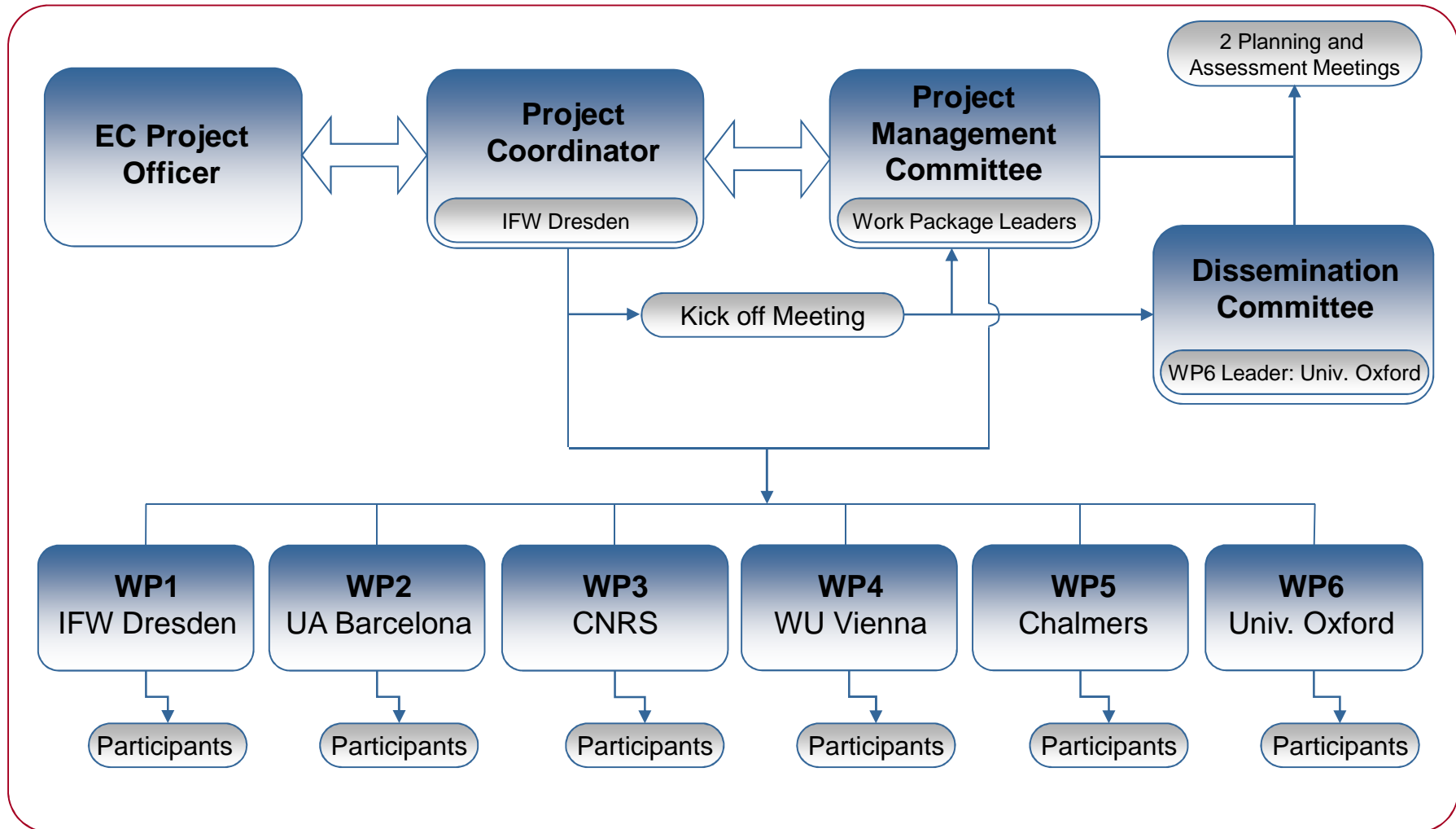
Key person gender balance:

7 Women and 7 Men

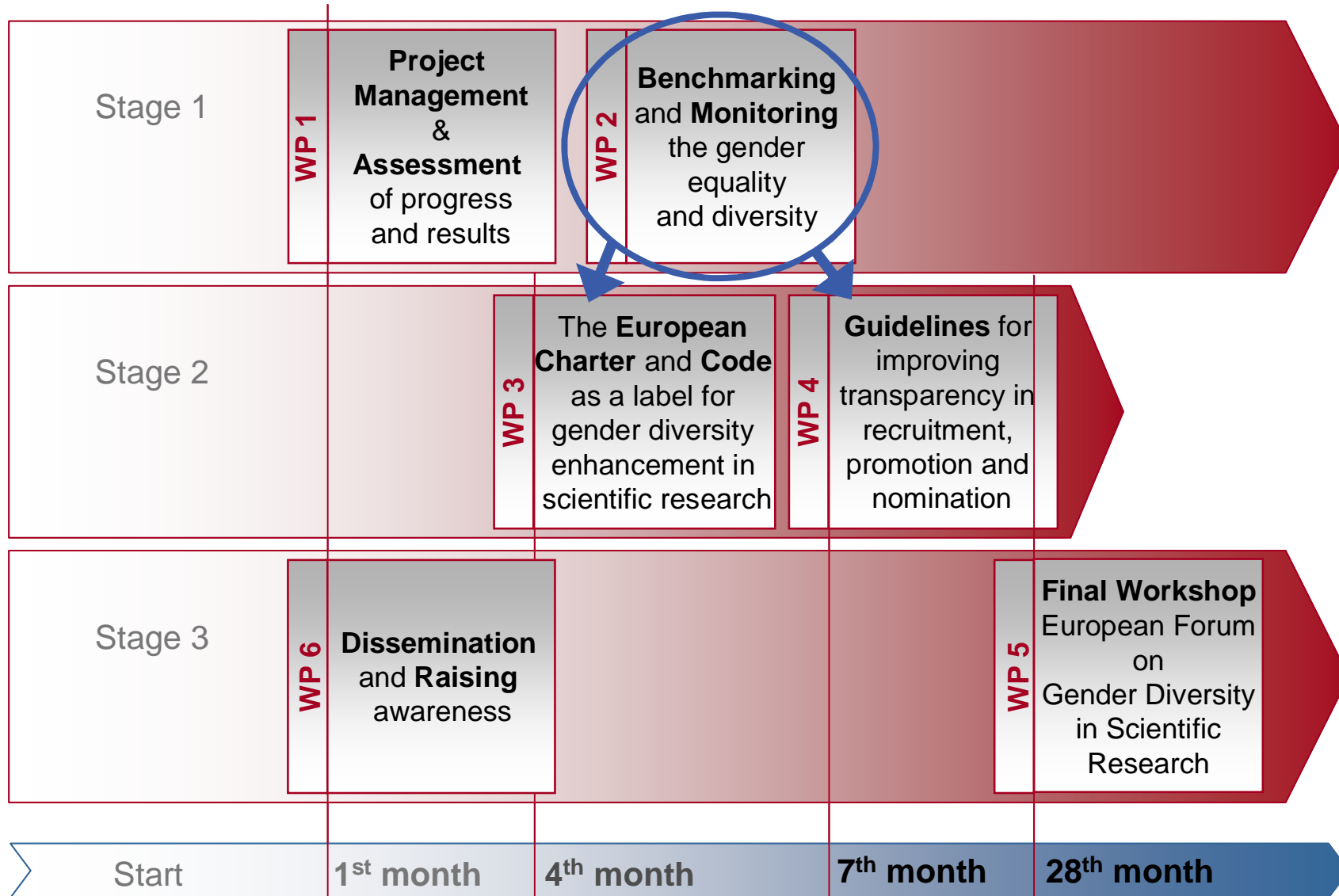
GENDER



PROJECT STRUCTURE



WORK PACKAGES



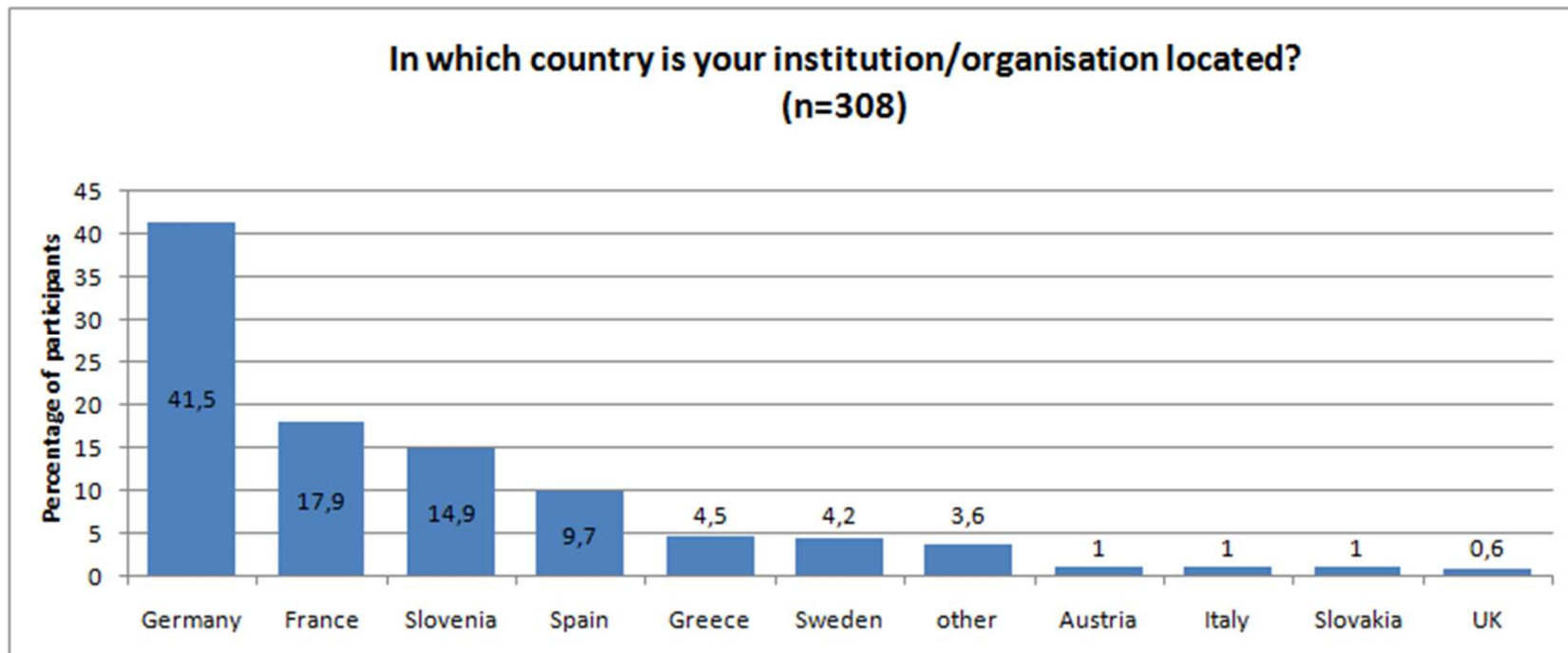
DURATION: 36 months



DATA COLLECTION

Gender equality and diversity policies at materials science institutions

- Online survey: Concept was a joint effort of team members from partners: IFW, UAB, EPWS (former partner), UOXF and WU Wien
- Over 300 participants from more than 10 European countries
- Gender: 46,8% men / 53,2% women
- Average age of participants: 38 years
- Family status: Partnership/married (64,3%), single (25,6%), divorced (5,8%)



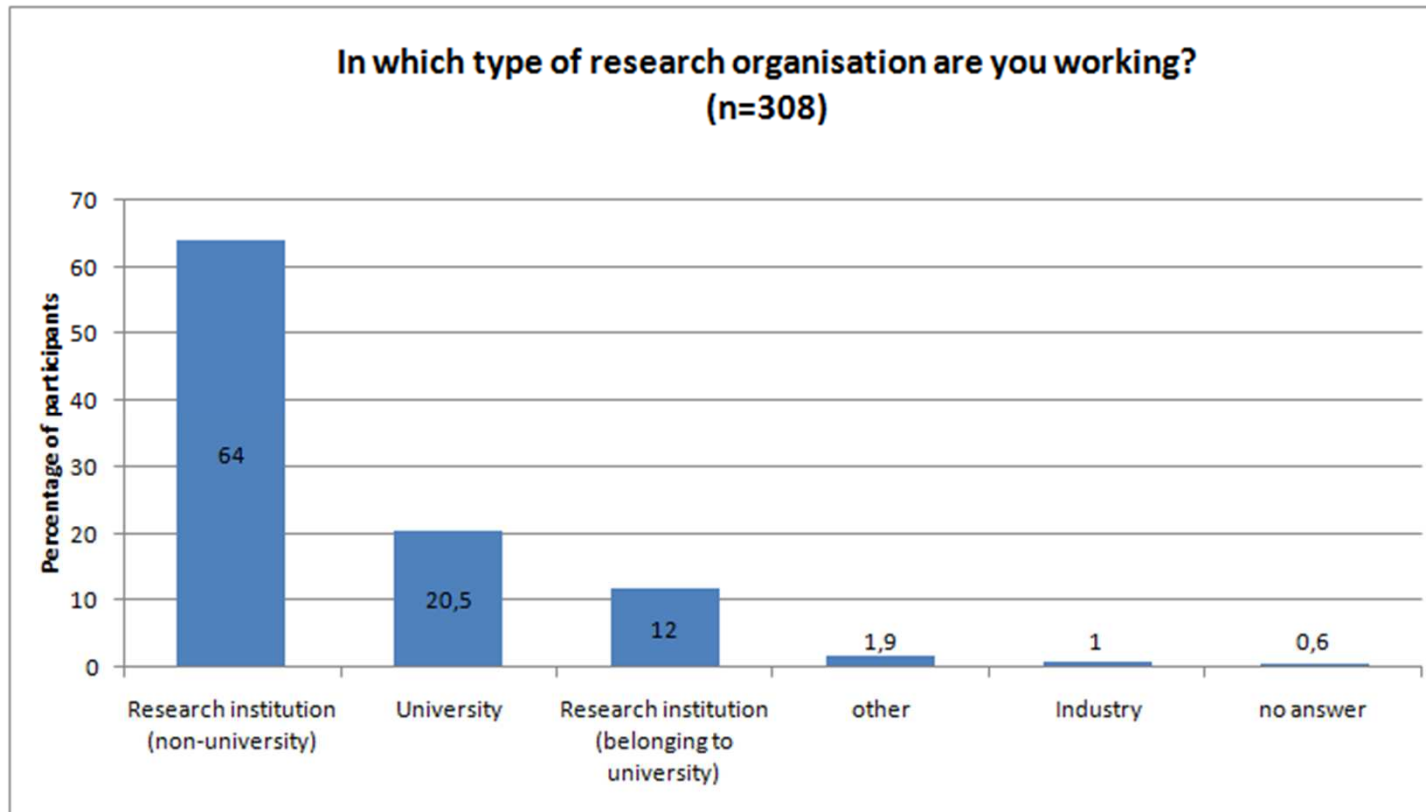


SURVEY RESULTS

Education and Work Place of Participants

Most of the participants have studied physics and chemistry

Two third of the participants work at research institutes (non-university)



SURVEY RESULTS

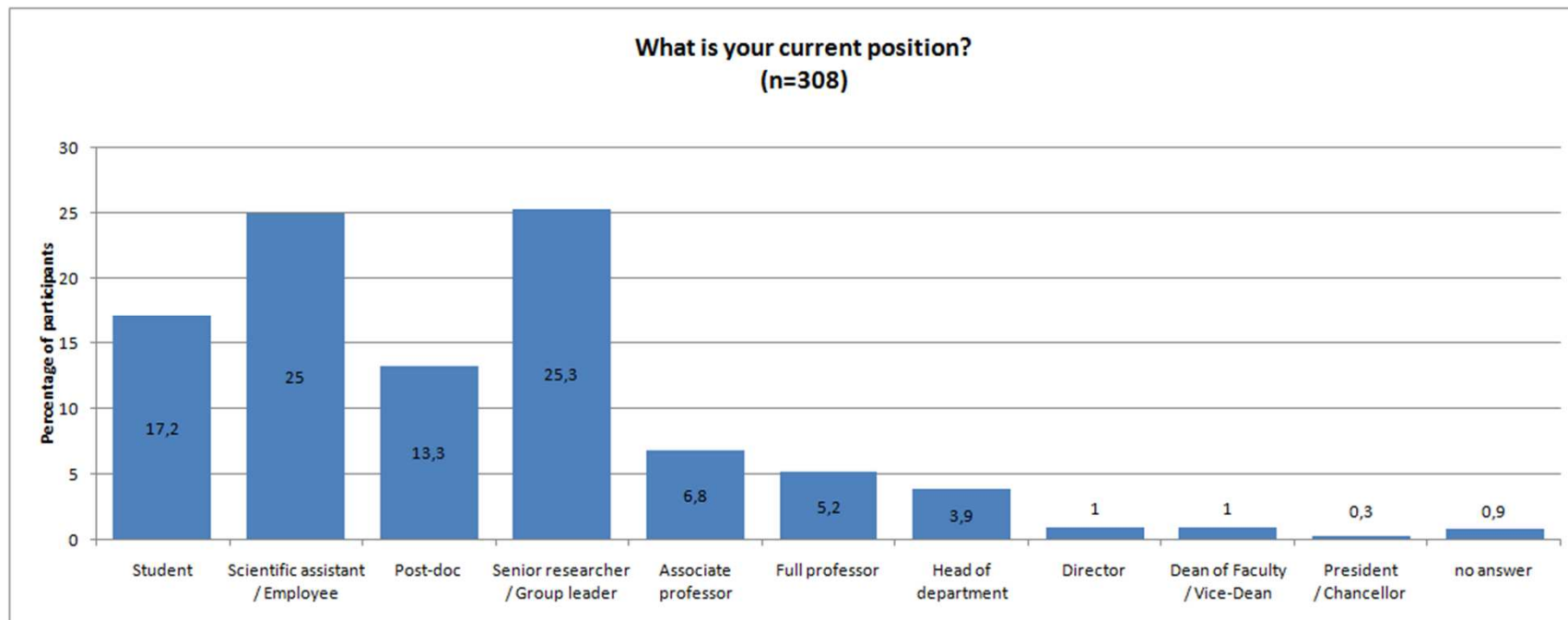
Scientific Success and Gender

Older participants are in higher positions

Position at work place depends on gender:

→ General tendency: female participants in lower positions and men more often at leadership level

→ Data not significant, but support the general assumption that science is not gender balanced





SURVEY RESULTS

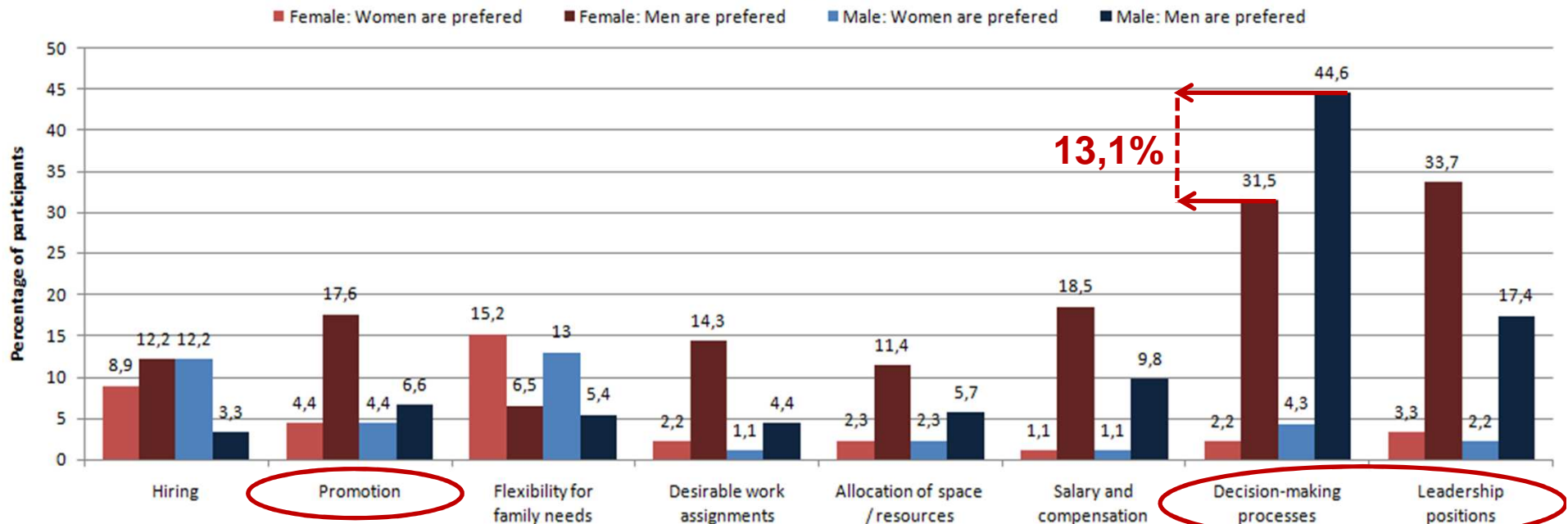
Gender Preferences and Gender

→ ‘Men bias’ for items ‘decision-making processes’ and ‘leadership positions’

→ Only item ‘flexibility for family needs’ has a weak ‘women bias’

Significant differences between men and women for items ‘promotion’, ‘decision-making processes’ and ‘leadership positions’

What do you think about gender preferences in your institution/organisation?
(n=308)





SURVEY RESULTS

Underrepresentation of Women

Lack of female scientists' and 'intransparent recruitment procedures' are the main reasons for the underrepresentation of women

No significant difference between men and women and their agreement with the reasons

Women are sometimes underrepresented in the nominee pool for leadership positions at research institutions.

In your opinion, what are the reasons for it?

(n=300)

Scale: 1 (strongly disagree) up to 5 (strongly agree)



SURVEY RESULTS

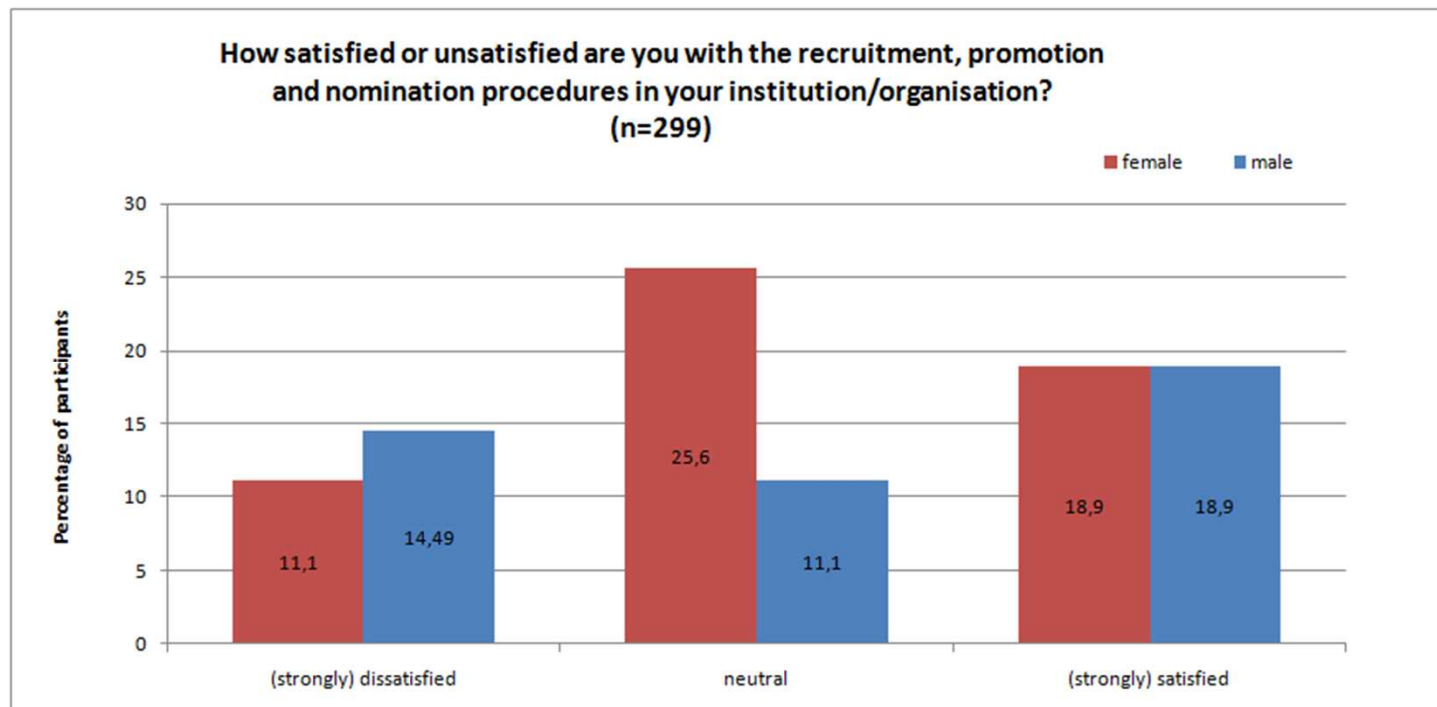
Satisfaction with Recruitment Procedures

No statistical difference between men and women and their satisfaction with recruitment procedures

One third of the participants is (strongly) satisfied with recruitment procedures, but 23,7% are (strongly) dissatisfied

Satisfaction does not depend on age or work place

→ Weak correlation between home country and satisfaction



SURVEY RESULTS

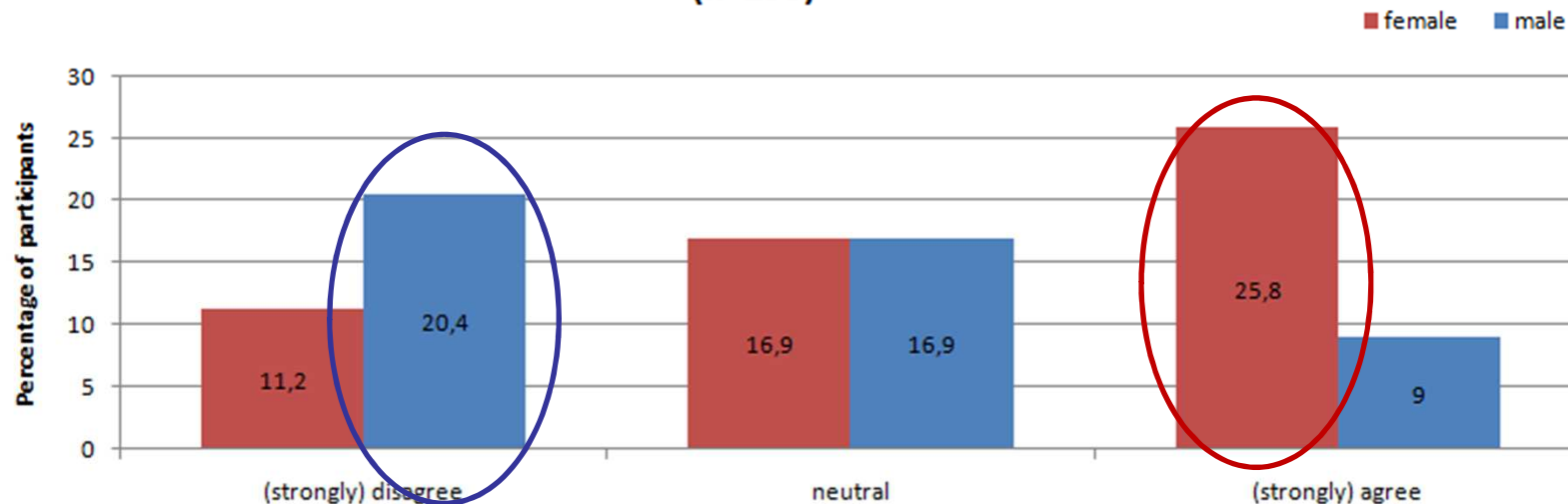
How should members of selection committees be chosen?

No gender differences for statement 1

Significant correlation between gender and agreement with statement 2

Statement 2:

They should be chosen on a quota to ensure equal/proportionate representation of specific groups (e.g. women).
(n=298)



SURVEY RESULTS

Summary of Survey Results

DIVERSITY survey supports other study data that science is not gender balanced.

Data analysis shows a general tendency that...

- Female participants have lower positions than men
- Men are more often at leadership level and supervise more employees than women
- Female participants without children are not in higher positions than women with children
- Male participants with children work more often at leadership level



But: There is no statistical difference between men and women and their satisfaction with the recruitment procedures at their work places.



CURRENT ACTIVITIES

Data collection: Gender diversity in science (WP2, WP5)

- Gender representation among invited speakers / conference organizing committees / scientific boards of scientific journals
 - Collection of gender ratio at partner institutions
 - Identification of good practices of gender diversity (short interviews with focus on recruitment, promotion and nomination procedures)
- Results of data collection provides the basis for creating new guidelines to improve gender diversity in science and for implementing the Charter & Code

Raising awareness and dissemination: (WP3, WP4 and WP6)

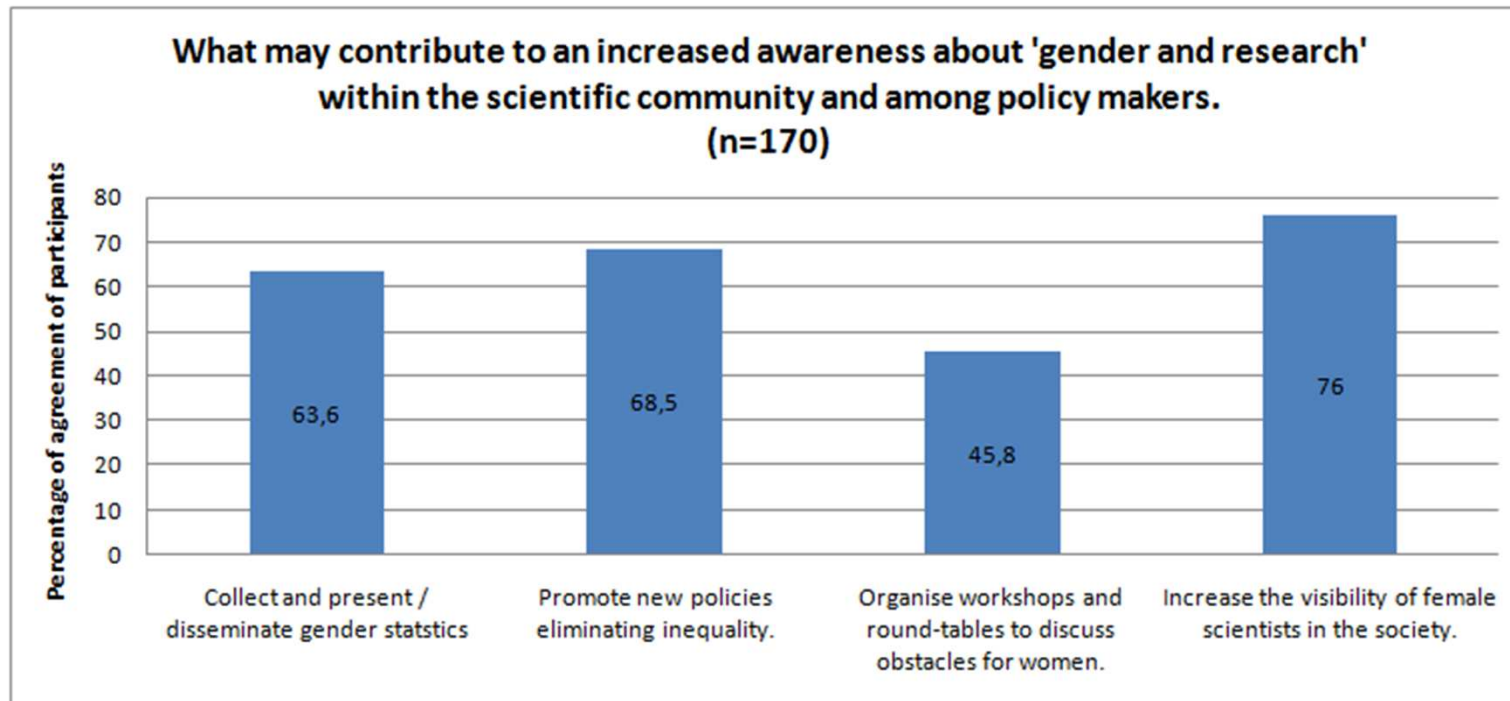
- Many successful local events (workshops, round-tables, satellite events) have already been organized
- Continuous: Supporting actions to raise awareness especially amongst policy makers in industry and research

FUTURE PROSPECT

Increasing the awareness about 'gender and research'

- Booklet with recommendations and guidelines
- Mass media related activities and new forms of dissemination (i.e. youtube, twitter, facebook)
- Second project video (First project video: <http://vega.org.uk/video/programme/234>, produced by Edward Goldwyn, The Vega Science Trust)

DIVERSITY
WP5 / WP6





Thank you!

DIVERSITY team – Dresden, January 2009