

Project DIVERSITY, Grenoble, 25th September 2009
Round-table “Parcours de Femmes au sein des laboratoires grenoblois”

Moderator: **Claire Bergman** - Honorary Director of Research, CNRS

Participants: **Giovanna Fragneto** - Scientist, ILL; **Françoise Hippert** - Professor Grenoble INP; **Claudine Lacroix** - Research Director, CNRS; **Sandrine Lyonnard** - Physicist INAC-CEA, **Florence Marchi** - Associate Professor, UJF; **Sakura Pascarelli** - Physicist ESRF

Presentations:

G. Fragneto: She has studied at the university in Naples, did her PhD in Oxford, England and her post-doc in France. Since 2002 she works as senior fellow at ILL permanently. „I don't feel underprivileged as woman. I had a lot of luck and I worked hard. There are more women at ILL now, but still there is no female group leader or department leader.

S. Pascarelli: She has studied at a university in Rom and did her PhD in Grenoble. Since 1997 she works at ESRF (European Synchrotron Radiation Facility). She is responsible for two branches/departments and is the assistant of the group leader and supervises approx. 15 employees. She is the only scientific woman of the division „Expérience de l'ESRF“ since ten years. „I never felt discrimination, the initial masculine atmosphere starts to change a bit.”

F. Hippert: She has studied at the „Ecole Normale Supérieure“. She is does research and is a teacher at INP (Ingenieur Grand Ecole). „I personally never felt any discrimination.“

F. Marchi: She has studied at the university in Marseille, did two PhDs - one in England and one in France (Marseille). She is a lecturer at UJF and responsible for students with MasterPro. She is also scientific advisor at l'ESRF.

S. Lyonnard: She is alumna of «Ecole Supérieure d'Electricité», ingénieur at CEA. There is no discrimination during the hiring process. The atmosphere is very masculine, which makes some situations incomprehensible. It is difficult to combine the professional and the private life considering the problem of maternity.

C. Lacroix: She has studied at „Ecole Normale Supérieure“. She is the research director at CNRS. „There are more women but not really in high positions where you have many responsibilities.“

During the debate the participants said:

- the aftermath of discrimination is not the same for all women and is not always noticeable in some situations
- the lack of sensibility of women at the beginning of their career is the difficulty, which they need to overcome and this lack of confidence, which often changes lately, is a barricade for their promotion/career

Problems and solutions, which were discussed

- The difficulties for women to see their future. In general they have a lack of confidence and often doubt their skills (doing their PhD for example).
- It is very important that women meet other women who are successful in their job.
- There are difficulties in combining the private and professional life. The main point is the maternity and that women need to take care of their children.
- It is important, that men are helping their women with the child-care and that they split tasks. Employees suggest part-time work more and more, but often only women use these part-time offers (80%) and this is a new barrier – because the responsibilities have women again.

We also need to ask the question: Do women want to take over so much responsibility? What relation do women have with 'power'? It is also said that women are less ambitious and set value on educating children.

Solution: Management workshops or courses for women

Material science is a preferred male area and therefore a difficult area for women. This masculine atmosphere brings incomprehensible situations. There should be more women in the promotion/evaluation committees. These committee should understand that a career is not the same for women and for men.

In some cases (for example: preparation of the global year of physics, European teaching program per internet, teaching practice of nano sciences and nano technology) there are more women than men.