

A Light for Science



Women at the ESRF

Catherine STUCK - Head of Personnel

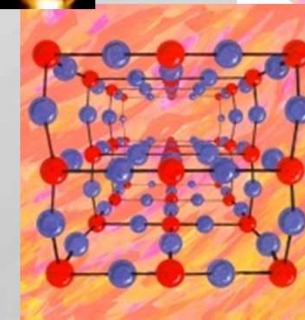
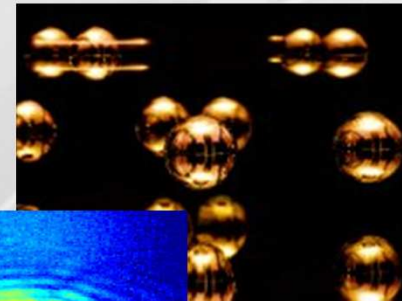
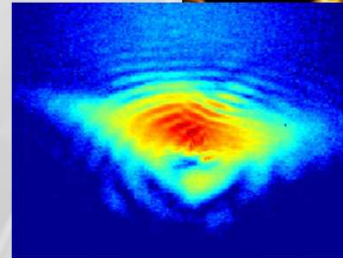
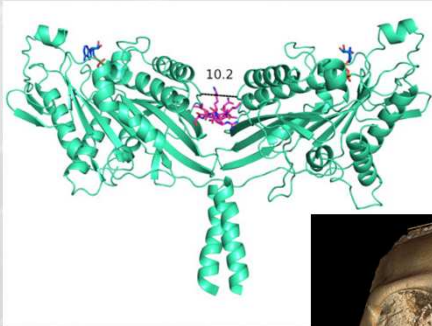
- The ESRF in Grenoble
- Women Staff at the ESRF (compared to 2009)
- Conclusion



The ESRF in Grenoble on the IPN campus (ESRF/ILL/EMBL)



Investigating matter and materials



Matter is made of atoms – electrons and nuclei.

ESRF is a large instrument facility which provides **X-rays** based tools on the **beamlines** to understand **materials** on the atomic length- and time- scales, answering the fundamental and applied questions on the matter surrounding us.

Experiments are carried out mainly by external users but also by ESRF scientific staff.

International Context



- Worldwide: 45 SR/FEL facilities
- New sources: Australia, Canada, China, France, Germany, Spain, Switzerland, UK ..
- The 3 large rings: APS (USA), ESRF (Europe), SPring-8 (Japan) and

ESRF: 19 Members and Associates Countries

Contribution to ESRF Budget (and share of beam time)



Members	
• France	27.5%
• Germany	25.5%
• Italy	15%
• UK	14%
• BeNeSync	6%
(Belgium, The Netherlands)	
• NordSync	4%
(Denmark, Finland, Norway, Sweden)	
• Spain	4%
• Switzerland	4%
	<u>100%</u>

Scientific Associates	
• Portugal	1%
• Israel	1%
• Austria	1%
• Poland	1%
• Central-Sync	1.05%
(Czech Republic, Slovakia, Hungary)	

17 Years of Operation of the ESRF: A major upgrade programme 2010-2015

- ~ 2000 Proposals each year
- ~ **6300** User Visits in 2010
- ~ 1500 Experimental Sessions
- ~ 1700 Refereed Scientific Publications in 2010
- ~ 43 Synchrotron Radiation Beamlines
- ~ 95 M€ Budget (55% Personnel, 25% Operation, 20% Investment)
- **Facing budget reduction of 6% as of 2011**



ESRF

- **A French company subject to French Law**
- An international environment
- A facility with continuous operation
- A mission of service to users and in-house research
- Most of scientific staff with time-limited contracts (3 to 5 yrs).

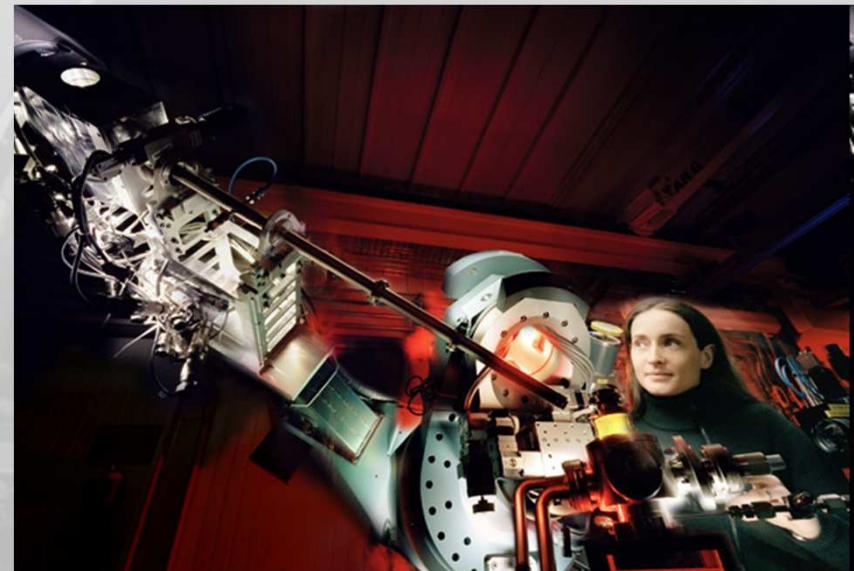
ESRF Staff

- ~ 620 staff -
- **Contracts: 76%** permanent / **24%** time-limited
- **Diversity:** 60% French – 35% from Members & scientific associate countries – 5% others
- **Scientific staff: 24%**

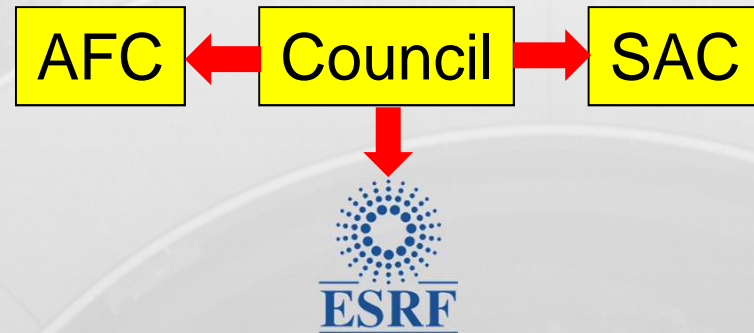
Scientists: 41 permanent + **37 time-limited contracts**
45 Postdocs fellows + 25 PhD students

- **other staff (92% on permanent contract)**
 - 172 engineers - 27 senior administrators and directors
 - 192 technical staff - 73 admin. staff (incl. 20 apprentice type)

Women at the ESRF



Women at the ESRF: Governance Bodies 2011 (2009)



ESRF Council: 24% (22%) Women

Administrative and Finance Committee: 33% (34%) Women

Scientific Advisory Committee: 10% (5%) Women - [+1]

In the three Bodies the % of women is: *(slight improvement)*

- **14% (14%) of chairmen and heads of delegation (2 over 14)**
- **22% (22%) of delegates**
- **33% (26%) of advisors and observers**
- **Best records for Northern Countries, UK, Italy and Portugal(1)**

Women at the ESRF: Some Figures

Dec. 2010 (Dec 2008)

Almost no change

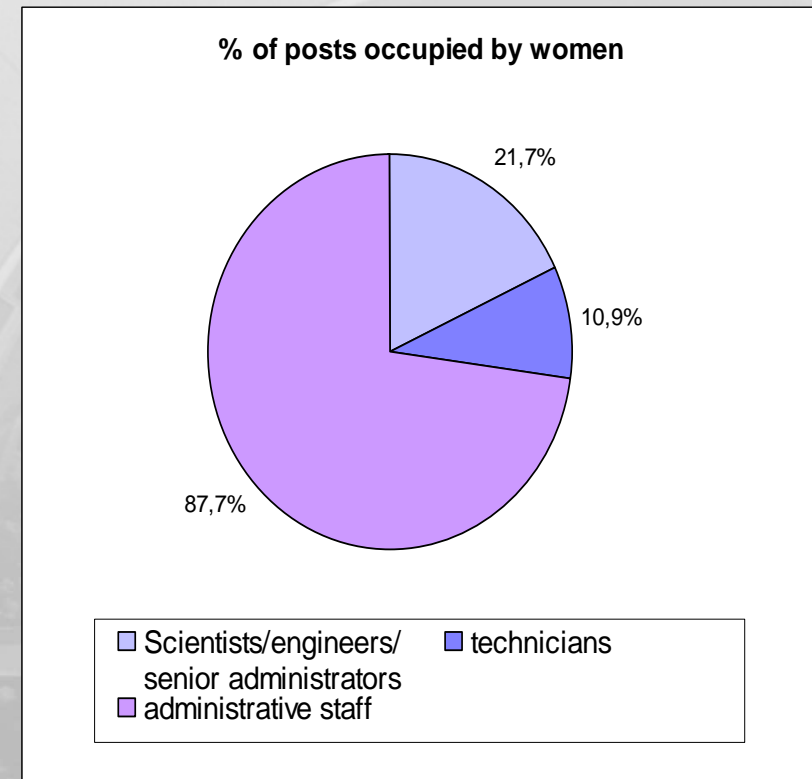
620 staff (618)

162 /26% women (160 / 25.9%)

- **77 / 47.5%**
Scientists/engineers/senior administrators (80/50%)
- **21 /13% technicians (19/12.5%)**
- **64 /39.5% administrative staff (60 /37.5%)**

Women fill :

**88% of administrative staff posts and
11% of technicians ones**

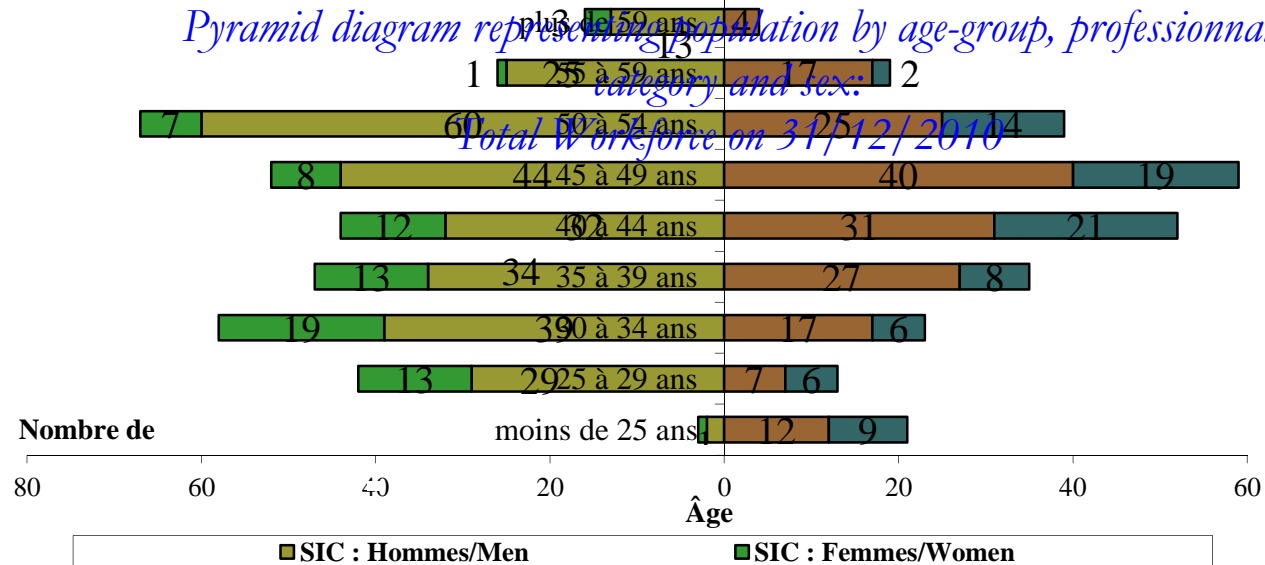


Women at the ESRF: Age Distribution

12 : Pyramide des âges par catégorie professionnelle et par sexe:

Effectif total au 31/12/10

Pyramid diagram representing population by age-group, professional category and sex:



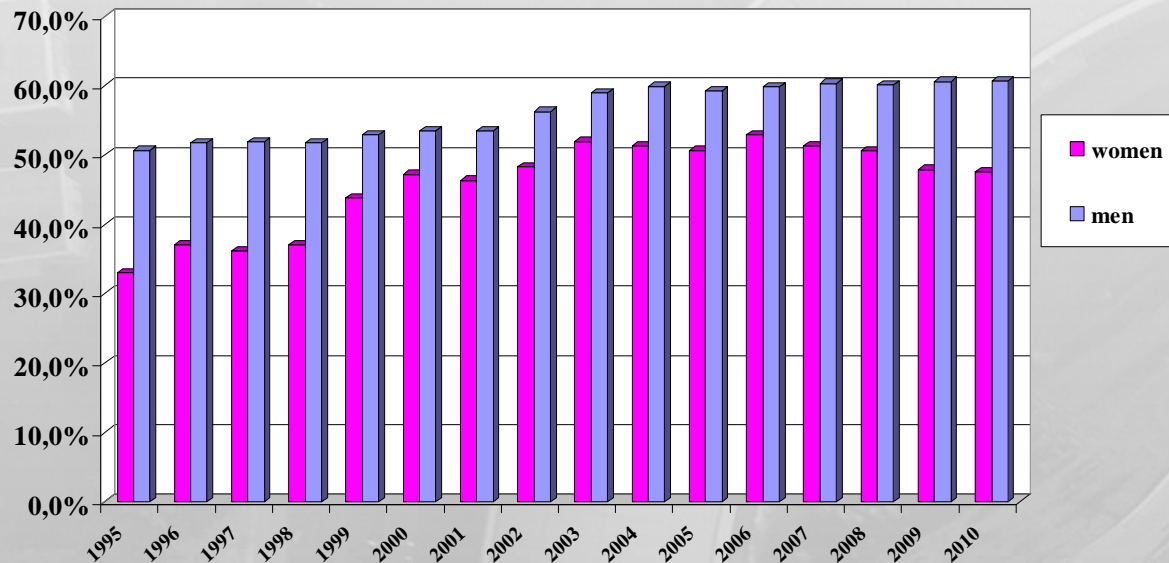
High proportion of young women in the scientific staff

- 33% of PD Fellows, 36%(42%) of PhD Students, 20% of Scientists

The age difference between men and women for all staff is reducing

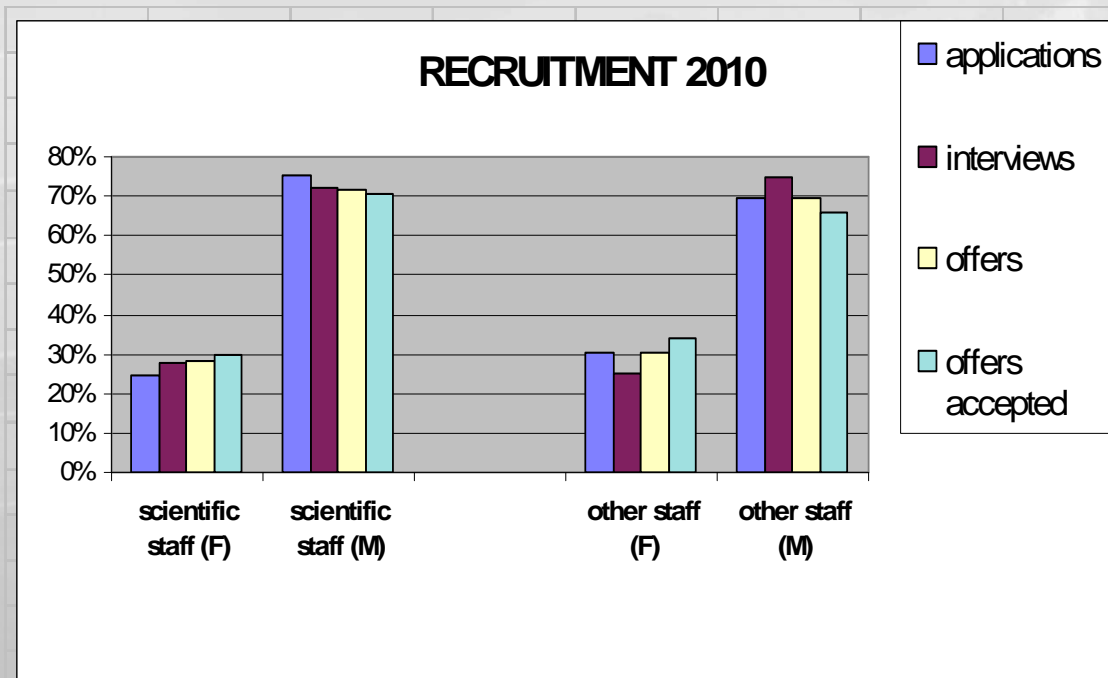
Women at the ESRF: “*Cadre*” Level

evolution of the proportion of scientists/engineers and administrators in the total number of staff



Positive evolution of the proportion of women scientists, engineers and administrators between 1995 and 2006; **slight decrease in last 2 yrs (47.5%)**

Women at the ESRF: Recruitment



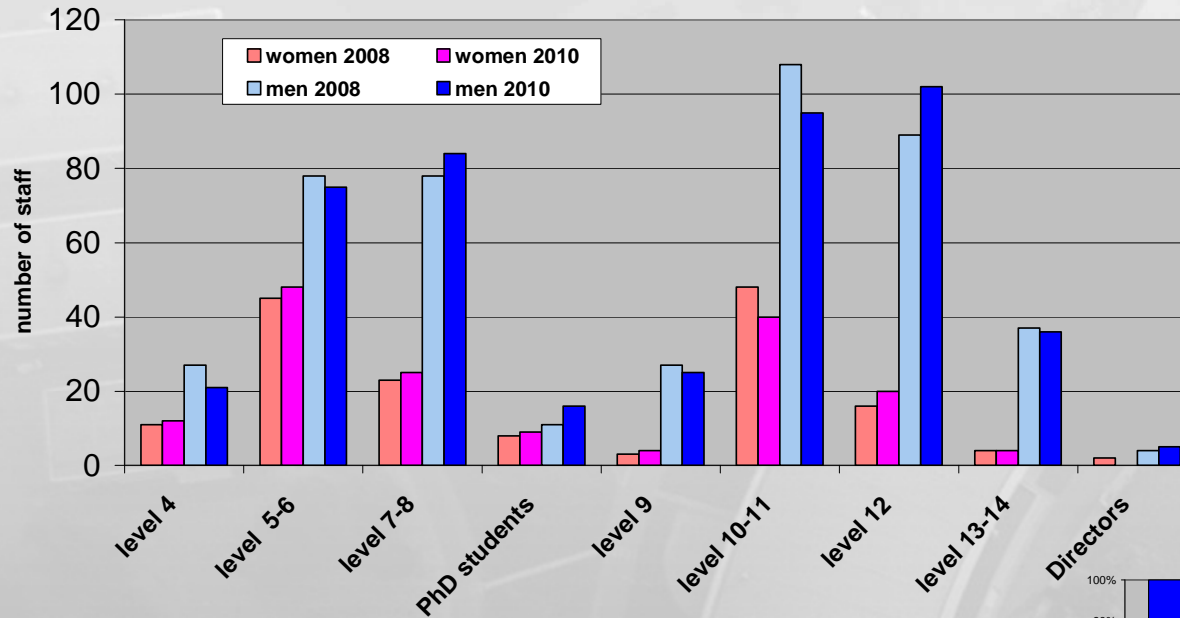
Number of women candidates varies according to post :

- 15% for engineers - 8% for technicians
- About 25% for scientists, postdocs and PhD students
- 65% for administrative staff posts

Women are 25% (27%) of 1805 applicants and got 34% (30%) of 76 offers (accepted)

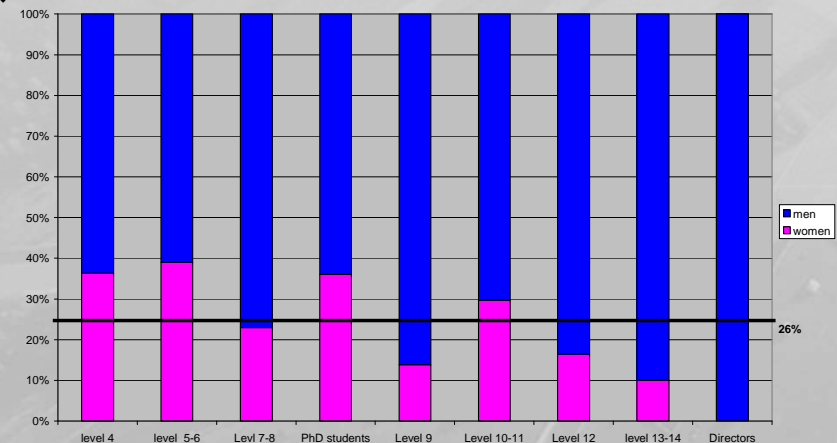
Women at the ESRF: Levels Distribution

Distribution men/women per level (Dec 2010)



Low % of women in upper grades for engineering/scientists/senior administrators

proportion of staff per level - (Dec 2010)



Women at the ESRF 2011 - glass

ceiling

0 of 6 Directors: 0% -2

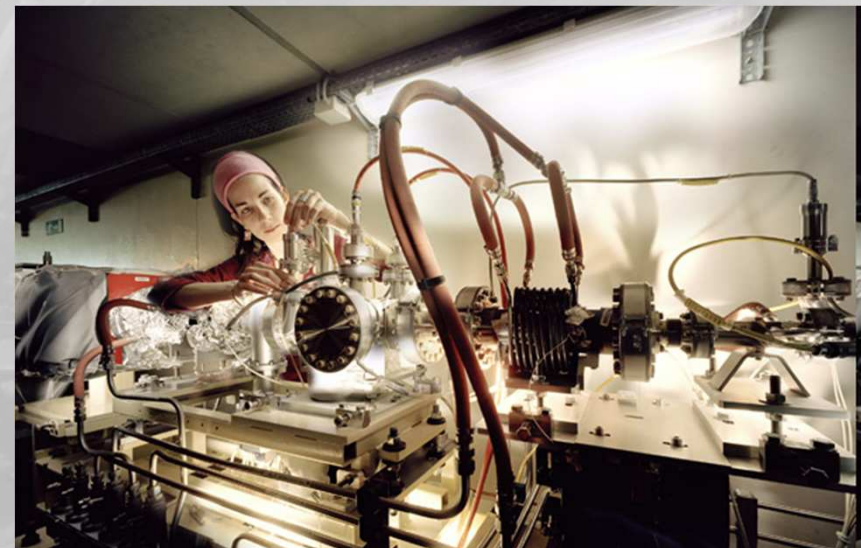
3 of 35 Heads of Group/Service: 9% +1

9 of 60 unit/BL/team Supervisors: 15%

2 of 40 Permanent Scientists: 5% **TO IMPROVE**

4 of 48 Personnel Representatives: 8%

Women = 26% of staff



Women at the ESRF: Average Remuneration 2010 (2008)

- Same salary for PhD students and PD fellows
- Scientists/engineers/administrators (including Postdocs):
 - **13%** (-13%) - *Difference mainly due to the different age distribution women/men – less women in higher levels - STABLE*
- Technical staff: **-9.6%** (-12%) *low population of women (11%)*
- Administrative staff: **-0.9%** (-1.5%) *low population of men (12%)*

DETAILED ANALYSIS under process with indicators to be followed-up

Women at the ESRF: internal recruitment

- One woman promoted to a group leader post in 2010.
- Management structure built up at the early stages with men: **NO major change expected before 8 - 10yrs when many retirements will take place.**
- *Scientists:*
- Only 2 women scientists presented to committees for permanent appointments. But some women obtained an engineering post or beamline operation manager post after a scientist contract (*support role more than science role*)
- Quite successful for internal recruitment in 2010 (*but variable results according to years*)
 - PhD student to postdoc : 1 woman - 1 man
 - Postdocs to scientists: 3 women - 3 men

Women at the ESRF: Part-time and Family life

- part time

>1 woman/3 (80% chosen part-time) - *stable*

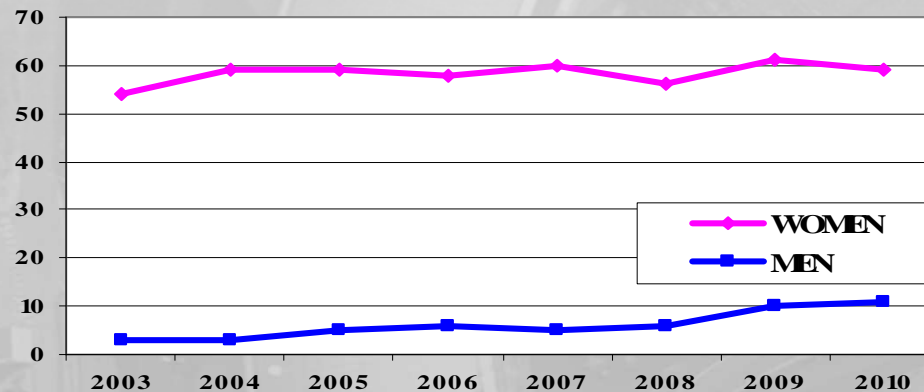
1 man/42 *increasing*

Generally well accepted even outside legal requirements

In 2011: 2 postdoc /PhD student contracts extended for maternity (standard practice)

80% of paternity leave is taken (full pay)

Number of employees working part-time



Women at the ESRF: Some Actions

- ✓ **TO CONTINUE:** Regular follow-up of recruitment statistics
- ✓
- ✓ Replacements during maternity/parental leaves
- ✓ Extension of contracts for postdocs and PhD students in case of maternity
- ✓ Possibility of part time employment during children growing-up period

Women at the ESRF: Some actions

- ✓ Retain young bright people in view of retirements – *long term*
- ✓ Follow up and encourage professional development of women at all levels - favour evolution towards supervision and management posts. *HR involvement needed*
- Organize specific management training courses for women *currently same programme as men*

Some initiatives

- with Euroforum: workshop on scientific career: End 2011/ Q1 2012
- with GIANT: gender diversity workshop 29/11/2011

Women at ESRF

balance professional / family life

Some flexibility in working hours,

Difficult balance for **scientists** who have:

- local contact activities for the support of users outside normal working hours (incl week ends)
- In house research activities.

Help of spouse /partner compulsory for women with children

Some possibilities under study:

- project of creche (delayed due to budgetary constraints)
- project of « conciergerie » providing services to staff

For **new staff** the ESRF provides:

support of a relocation agency

French classes for staff members and spouses

Women at ESRF – negotiation process

Negotiation on gender diversity compulsory in all companies >300 staff, before year end

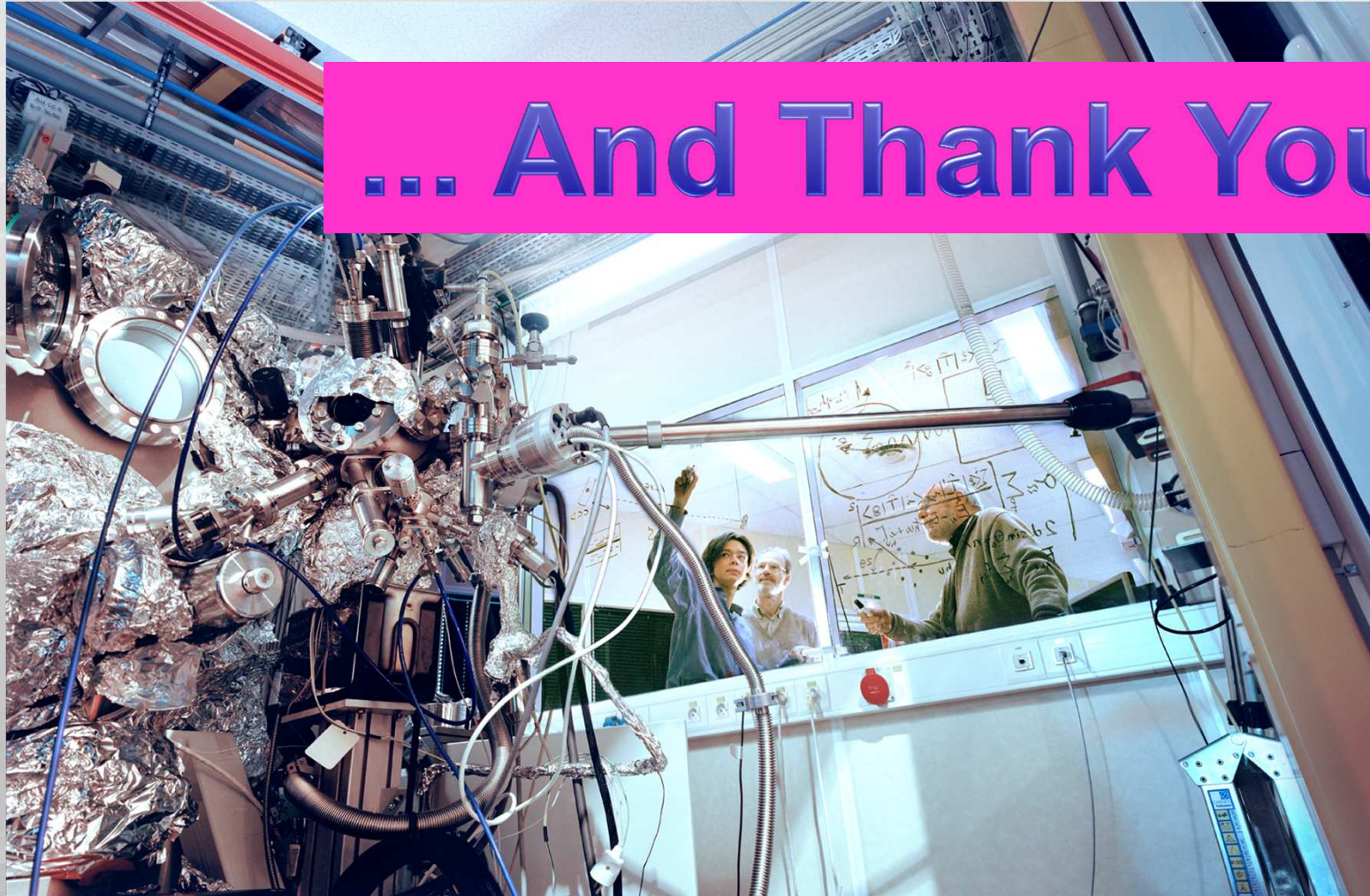
Agreement to be signed or unilateral plan of actions in **3 of following points:**

- Recruitment
- Training and further education
- Professional development/promotion
- Qualifications
- Grading in salary scale
- Working conditions
- Effective remuneration
- Balance professional/family life

Annual report for the Works Committee describing the measures taken and the objectives of progression for the following year - with defined indicators

Women at the ESRF

... And Thank You



A Light for Science

