



# EU PROJECT DIVERSITY

## Improving the gender diversity management in materials research institutions

Final Workshop – September 27-28, 2011



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

[www.diversity-fp7.eu](http://www.diversity-fp7.eu)

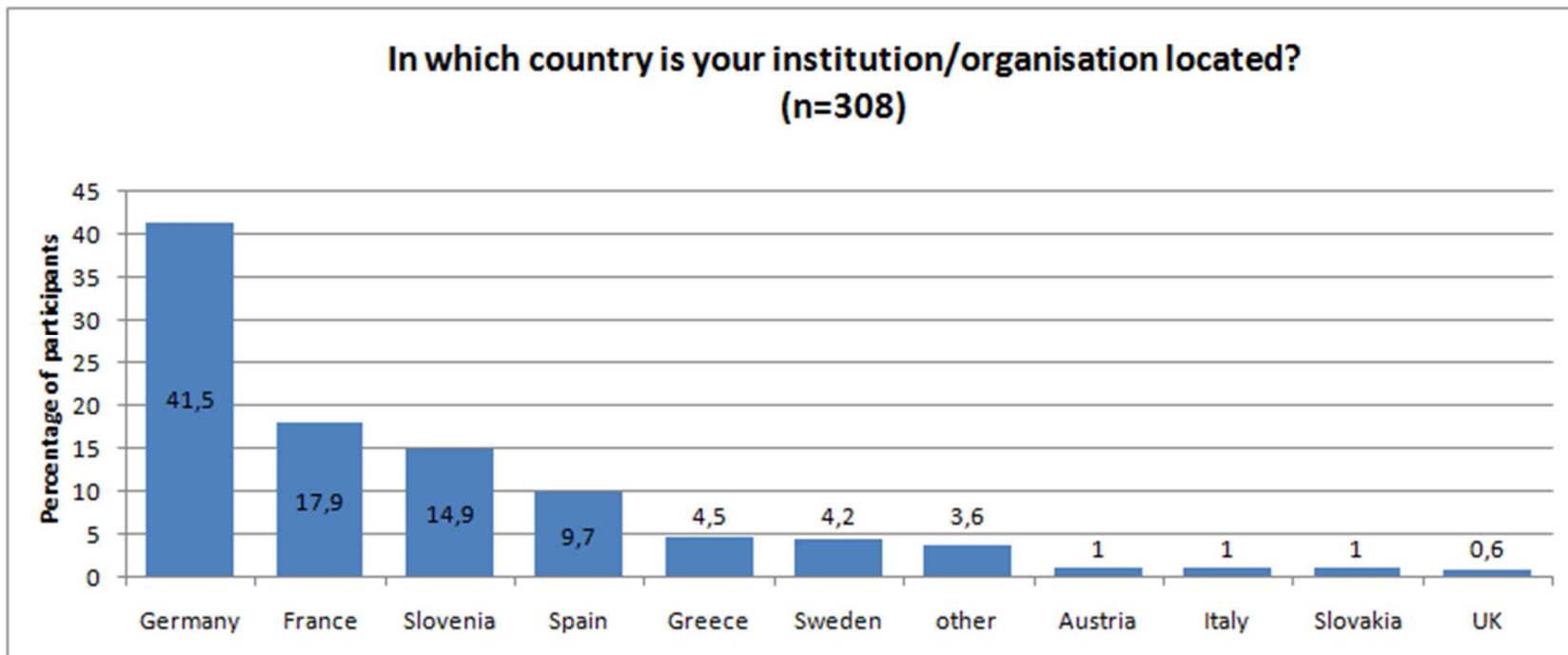




## DATA COLLECTION

### 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%)

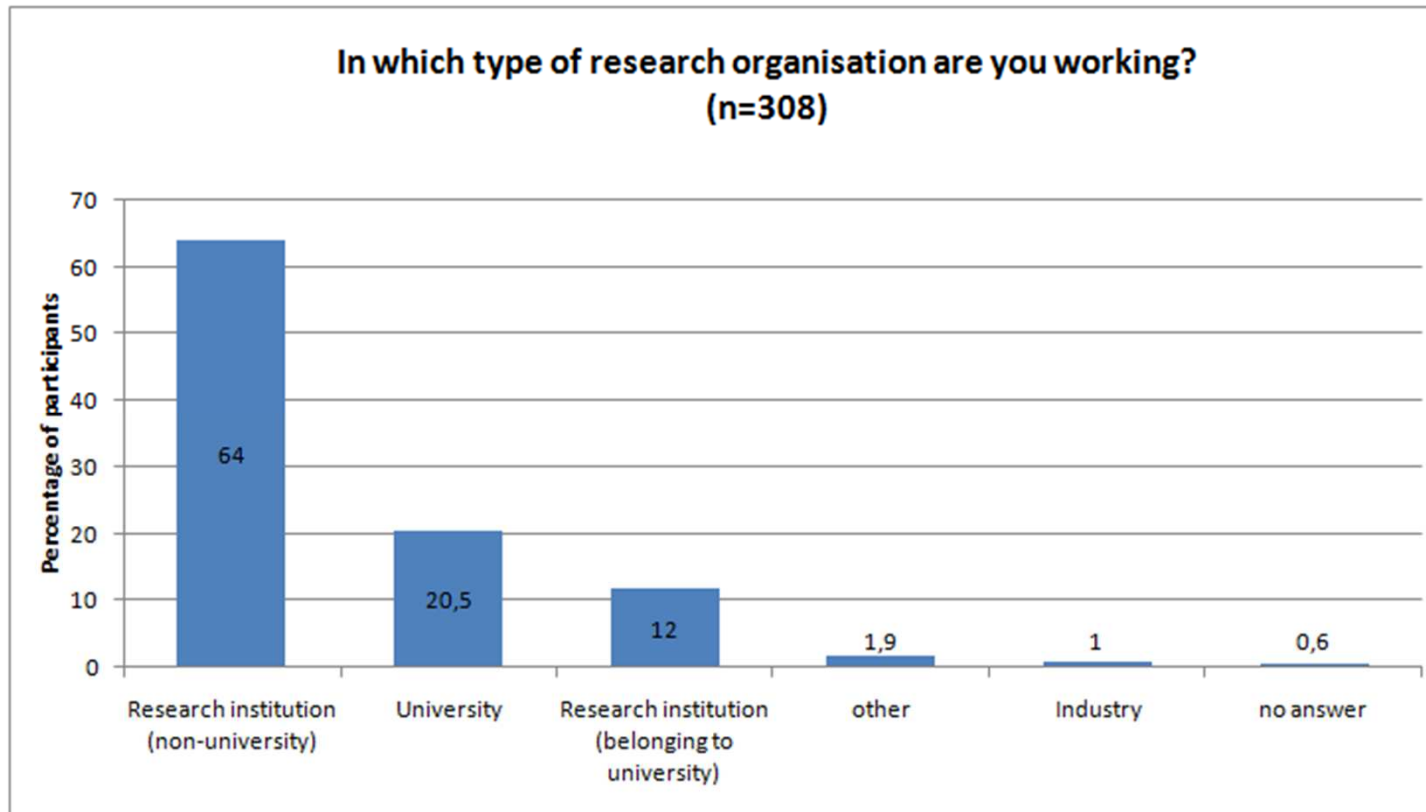


## SURVEY RESULTS

### 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)





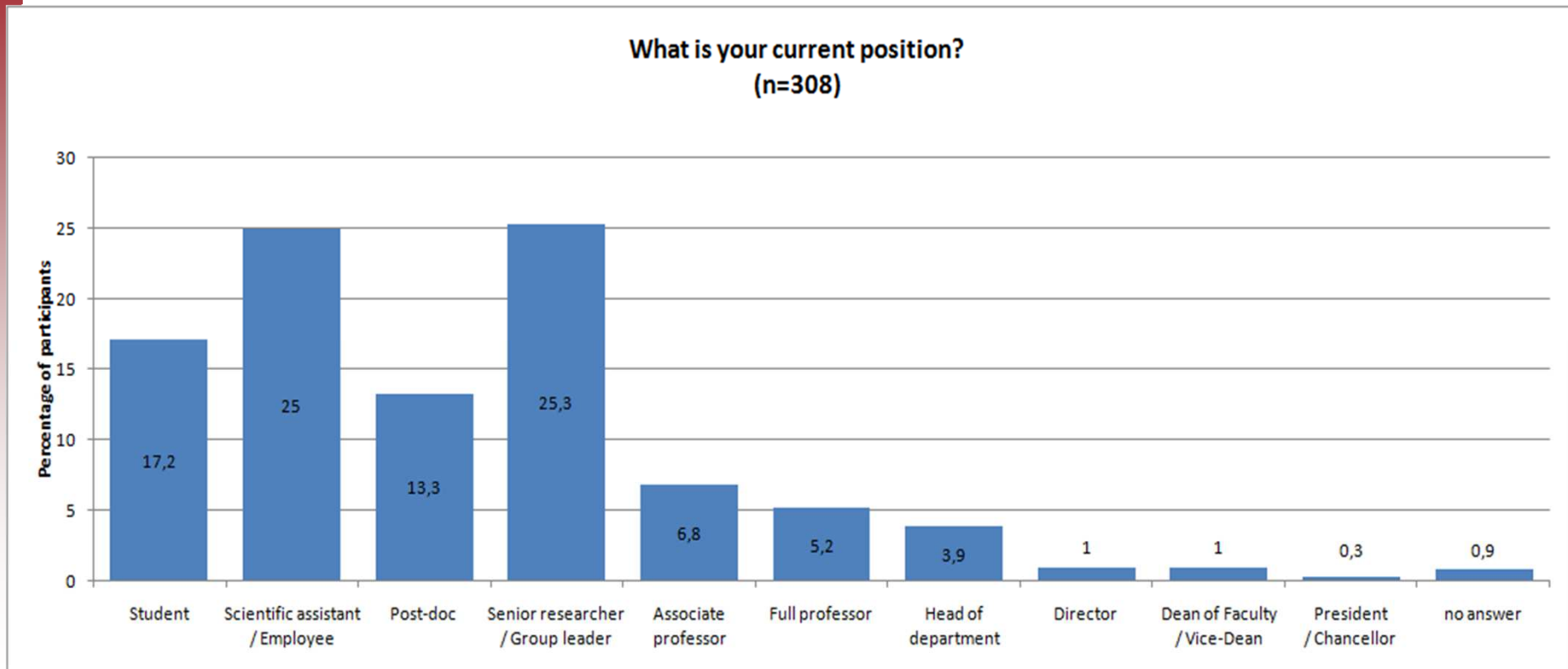
# SURVEY RESULTS

## Scientific Success and Gender

Older participants are in higher positions

Position at work place depends on gender:

- General tendency: female participants have lower positions and men work more often at leadership level
- Men in higher positions – in contrast to women - often have children





# SURVEY RESULTS

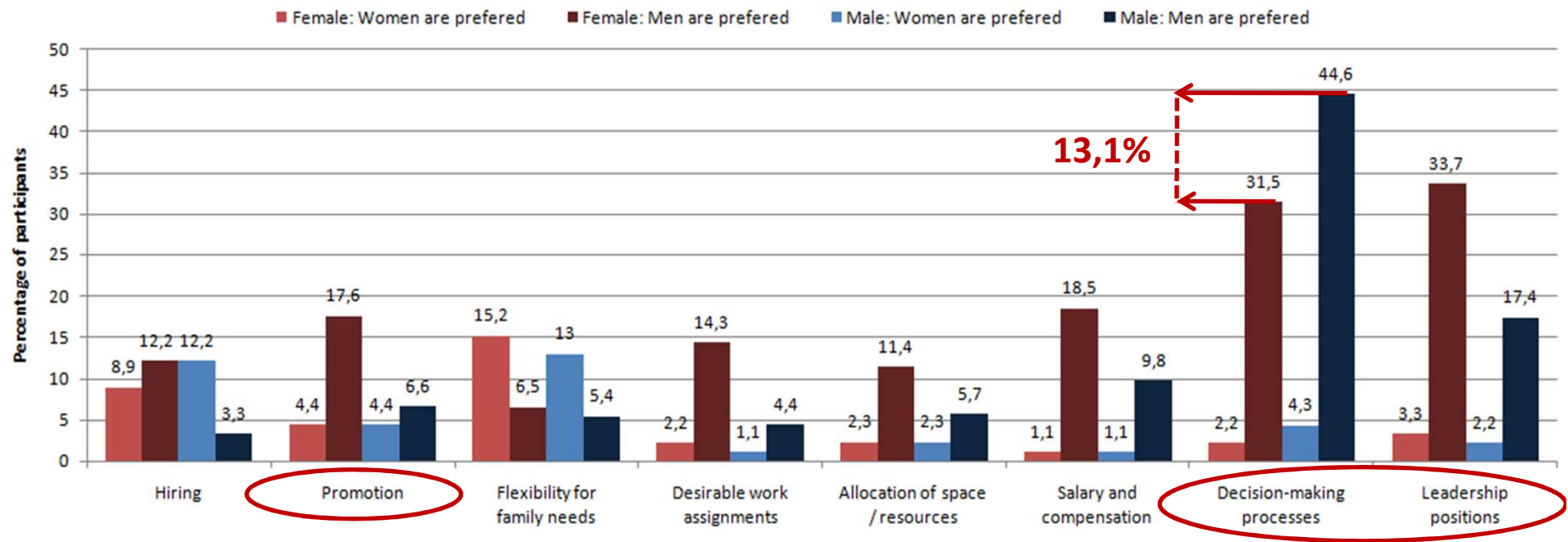
## Gender Preferences and Gender

→ '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)

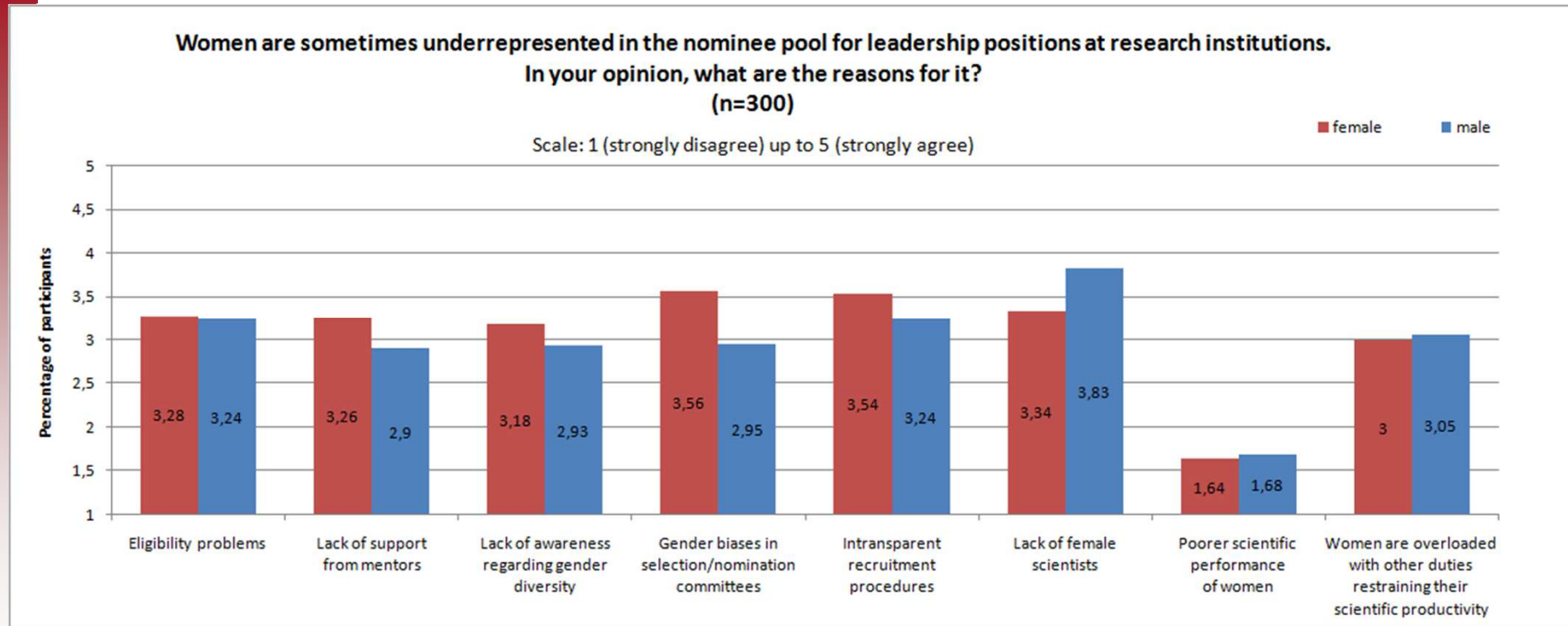


# SURVEY RESULTS

## 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



## SURVEY RESULTS

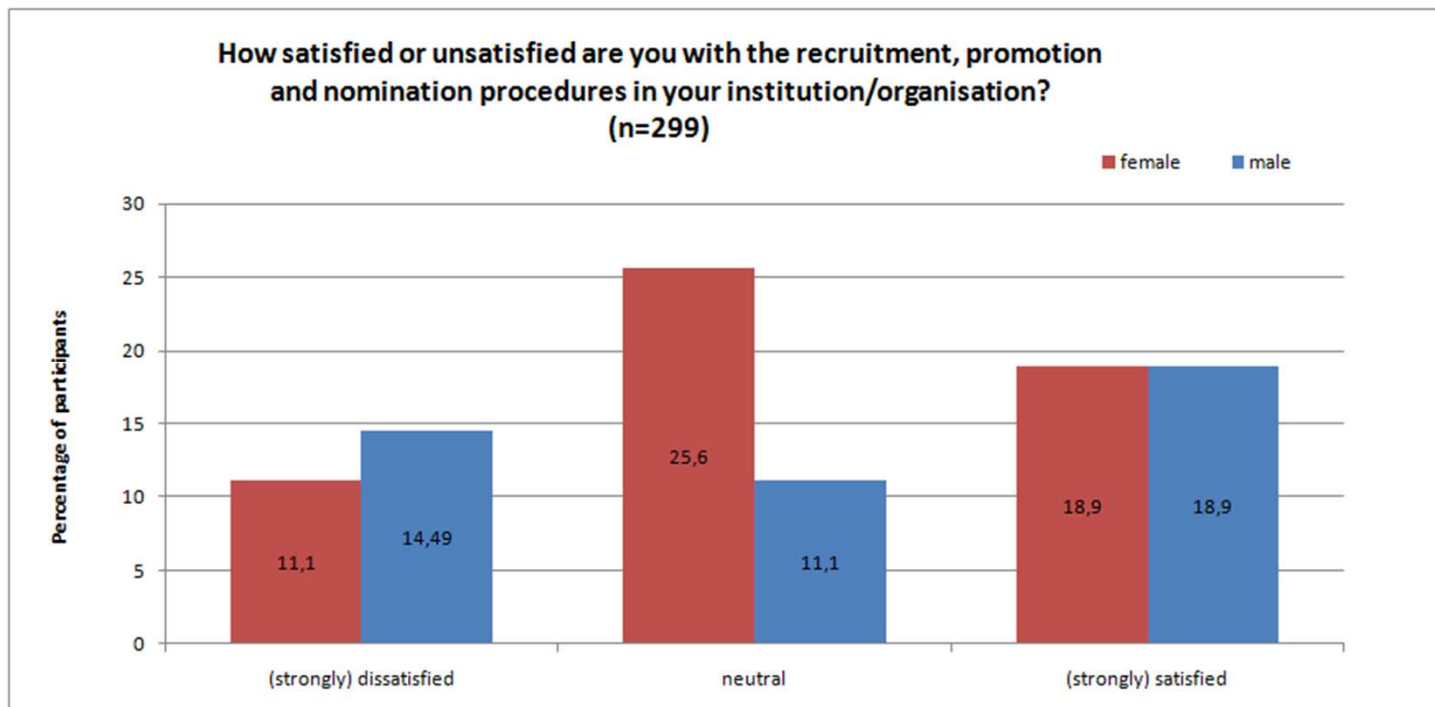
### Satisfaction with Recruitment Procedures

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



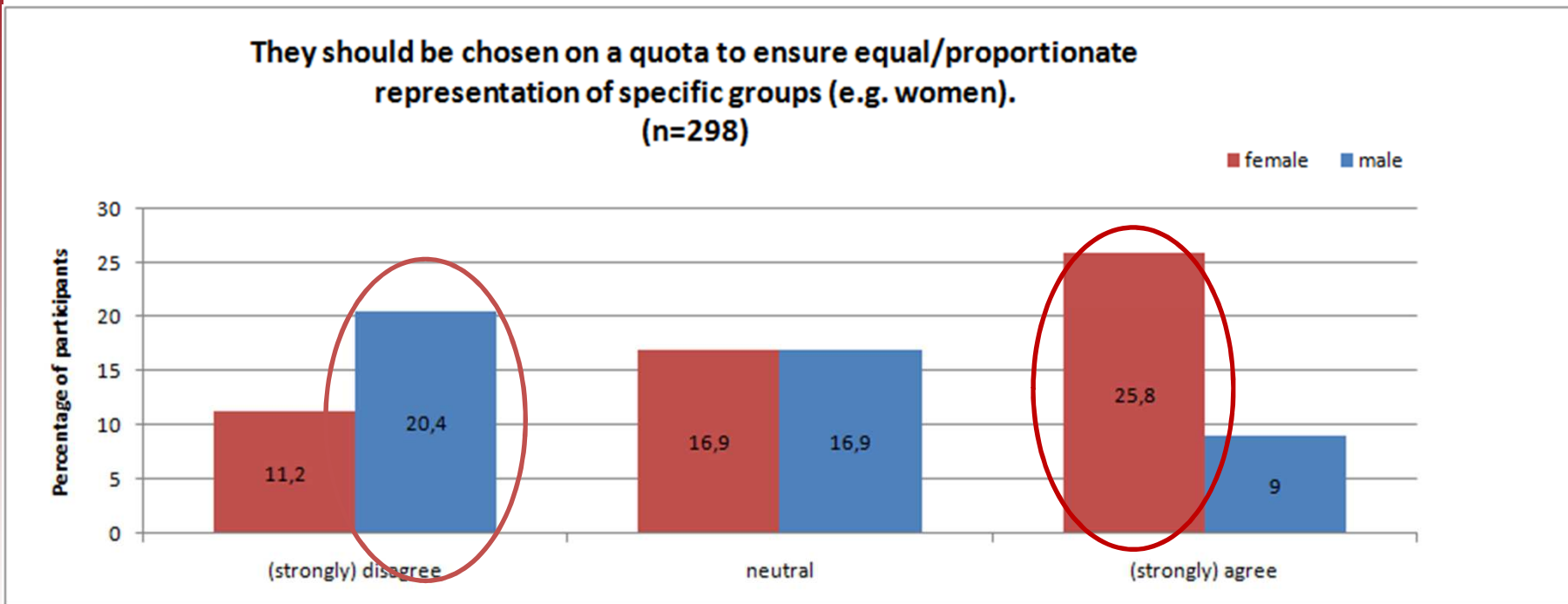
## SURVEY RESULTS

### 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:





## 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



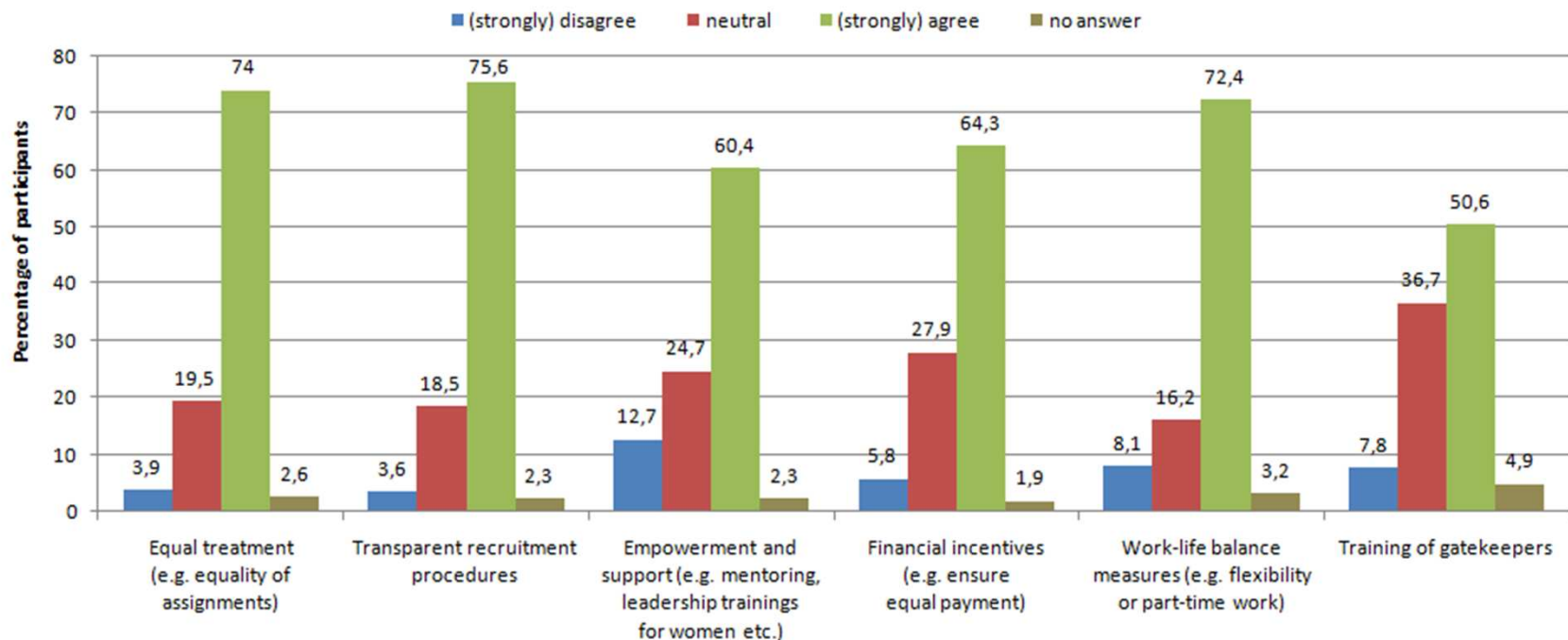
**But: There is no statistical difference between men and women and their satisfaction with the recruitment procedures at their work places.**

# SURVEY RESULTS

## Appropriate Actions:

- Transparent recruitment procedures
- Equal treatment
- Work-life balance measures
- ...

In your opinion, what would be appropriate actions to get more women in higher positions (e.g. decision-making positions etc.)? (n=308)





**Thank you!**