



UNIVERSITÉ
DE GENÈVE

Gender Equality Network in the European Area
<http://genera-project.com>

Université de Genève

GENDER IN PHYSICS DAY GENEVA

26TH JANUARY 2017

9:00 - 18:00

MUSÉE D'ETHNOGRAPHIE DE GENÈVE

https://indico.cern.ch/e/geneva_gip_2017
geneva-gipday@cern.ch

Local organizing committee:

Teresa Montaruli
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Brigitte Mantilleri
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Ruth Durrer
Mercedes Paniccia
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Venue Details:

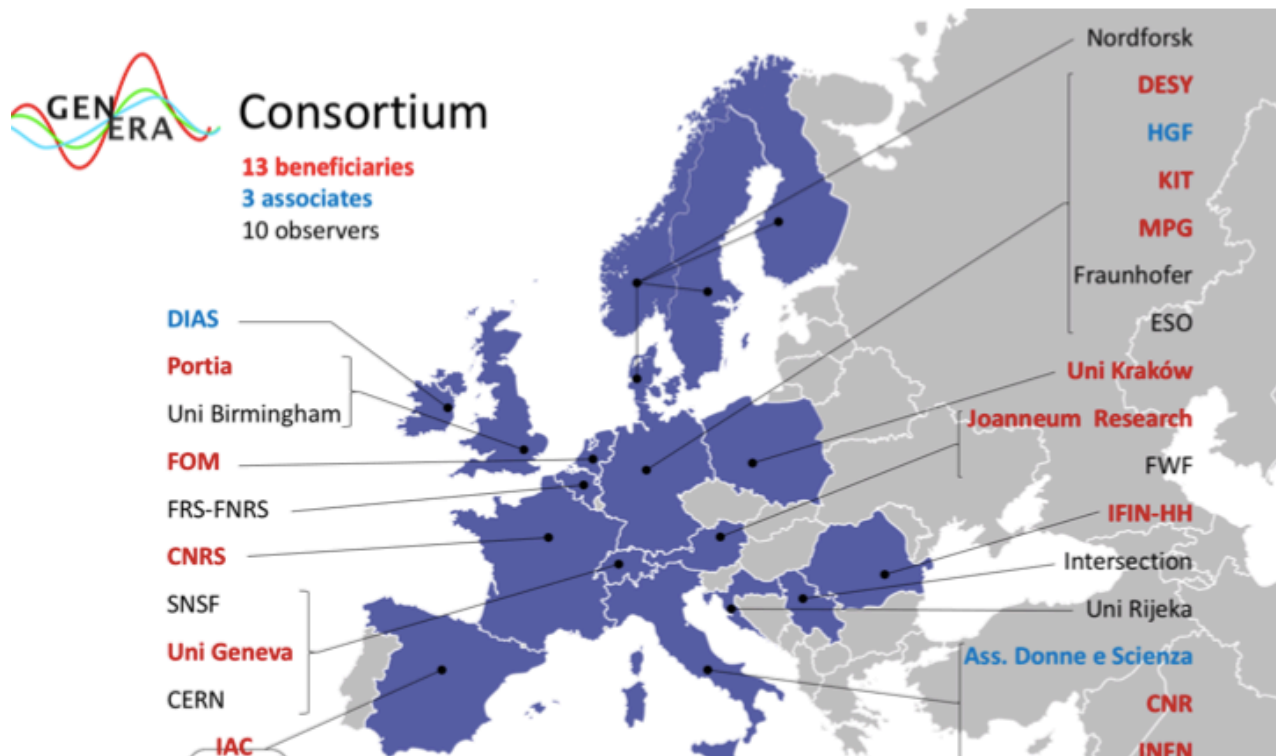
<http://www.ville-ge.ch/megfindex.php>

The Gender Equality Network in Physics in the European Research Area (GENERA) in Physics Day in Geneva Objectives of the day

teresa.montaruli@unige.ch and
tessa.carver@unige.ch

What is GENERA?

- GENERA is a **project from physics for physics to measure, monitor and advance gender equality in Physics**;
- GENERA aims at fostering systematic institutional and cultural change through the design, development and implementation of tailored, evidence-based Gender Equality Plans (GEPs) in physics.
- 13 of the major physics research performing and funding organisations (RPO and RFO) in Europe, 3 associates and 10 observers including CERN and ESO (GiP tomorrow at CERN);
- Out of 13 beneficiaries, and higher education institutes in 9 European countries, 11 will update their current GEPs



PROJECT DETAILS

Call	H2020-GERI-2014-1 (Coordination and Support Action)
Programme	Science with and for Society
Funding	€ 3,188,067.50
Duration	01.09.2015 - 31.08.2018
Coordination	Deutsches Elektronen-Synchrotron

CONTACT

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The GENERA Project

WP #	Title	Responsible Inst.	ACTIONS	Deliverable
WP1	Project Management	DESY (Thomas Berghöfer)	Assess the status quo of the gender policy efforts & cultural environment	Toolbox compiling newly developed measures and identified good practices; Roadmap outlining the design and implementation of GEPs; Longterm monitoring tool enabling effective monitoring of progress; Tailored GEPs for participating organizations; Network of GE supporters within Physics to ensure sustainability
WP2	Analyse & Identify Gaps	CNR (Sveva Avveduto)	Identify gaps and develop tailored, innovative measures	
WP3	Monitor & Evaluate	Joanneum	Monitor and evaluate the implementation of actions	
WP4	Design & Implement	KIT (Irene Baraban)	Support organizations in tailoring and implementing GEPs	
WP5	Network & Ensure Support	FOM (Job de Kleuver)	Create an alliance of RPOs and RFOs to promote GE	
WP6	Outreach & Distribution	PORTIA (Henrietta Dale)	Promote the importance of GE in Physics	

GiP Day in Geneva

Followed WP2 Guidelines and Action GENERA Field:

4 major topics: **Family Support, Dual Career, Quotas, Connection to School.**

Structural Integration and Policies

Policies Monitoring Sustainability Gender Composition

Engaging Leadership

Leadership Accountability, Presence of women in leading organisms, stakeholder engagement, trainings

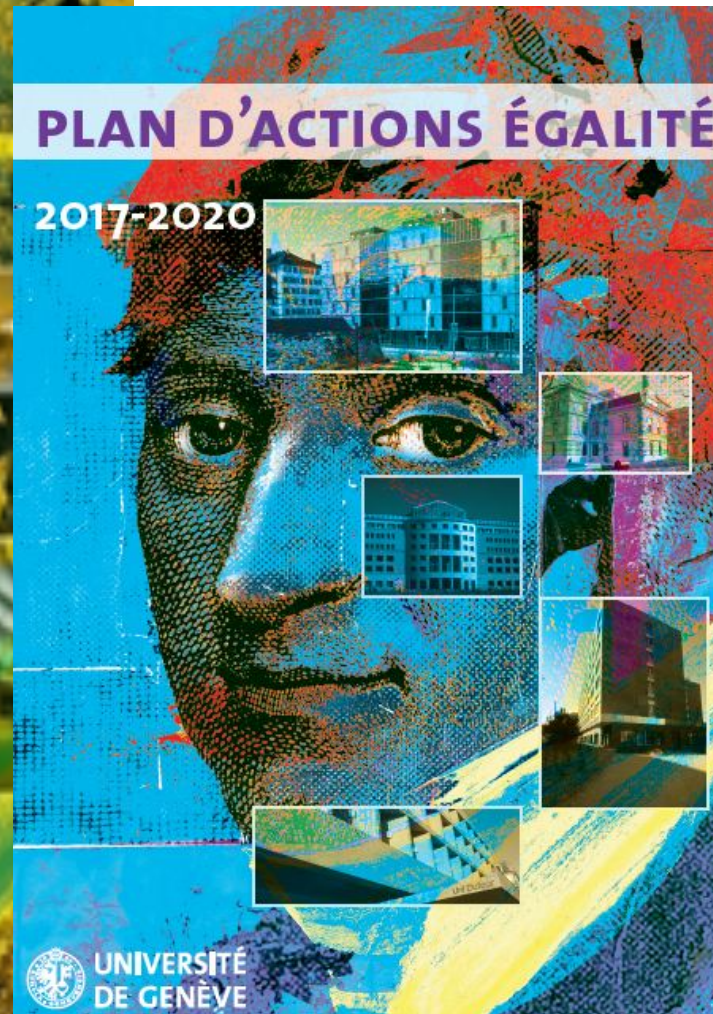
Flexibility, Time and Work Life

Care & Family life, Parental leaves & part time, parent-child friendly places, family friendly culture, family leave, replacement, cover, Working hours, telework

Presence & visibility

Recruitment, Retention & advancement, visibility, Gender awareness, non-discrimination

Gender dimension in Research and Education



http://www.unige.ch/rectorat/egalite/files/7514/8792/8390/PAE_2017-2020UNIGE_WEB.pdf

Swiss equal opportunity programme

(D. Wastl-Walter, President Programme Equal Opportunity/Gender Studies, P-4)

Domains of action in the Swiss equal opportunity program P-4:

- Anchoring equal opportunity/gender equality at the institution
- Raising the percentage of female professors and women in leading positions
- Gender-sensitive measures in the promotion of junior academics
- Support for students, technical and academic staff with care obligations
- Measures in HR and organisational development

Needs for future

- **Declared will for institutional change by people in power**
- **Shared ownership at all levels of governance**
- **Role models**; Prizes and recognition for leaders
- **Networking** and empowerment for specific STEM domains
- **Training in Good Practices and Motivation campaigns**
- Specific scholarships for female early career in STEM (Kevin Heng)
- **Adaption of curricula of STEM studies**
- **Transfer of measures of other gender action plans**: toolkits
<http://www.gleichstellung.uzh.ch/de/politik/aktionsplan2013/toolkit.html>);
EIGE tool: <http://eige.europa.eu/gender-mainstreaming/tools-methods>
- **MONITORING!**

QUOTAS & Recruitment

Gender quotas for review committees and academic bodies

Finland, Gender Equality Act: 40%, Norway, Gender Equality Act: 40%
Spain, Law on Science, Technology and Innovation: 50%, European
Commission, Horizon 2020: 40% on advisory structures, EMBO: 30%
The Swedish Research Council: 30%

Affirmative Action in Recrutement : example FGSE @UNIL

Two professoral positions to have as much women candidates as possible:

Selected women as extern experts in commission and invited Bureau de l'égalité to participate as equality expert

Searched for women candidates: e-mailed to Institutes and women professors worldwide;

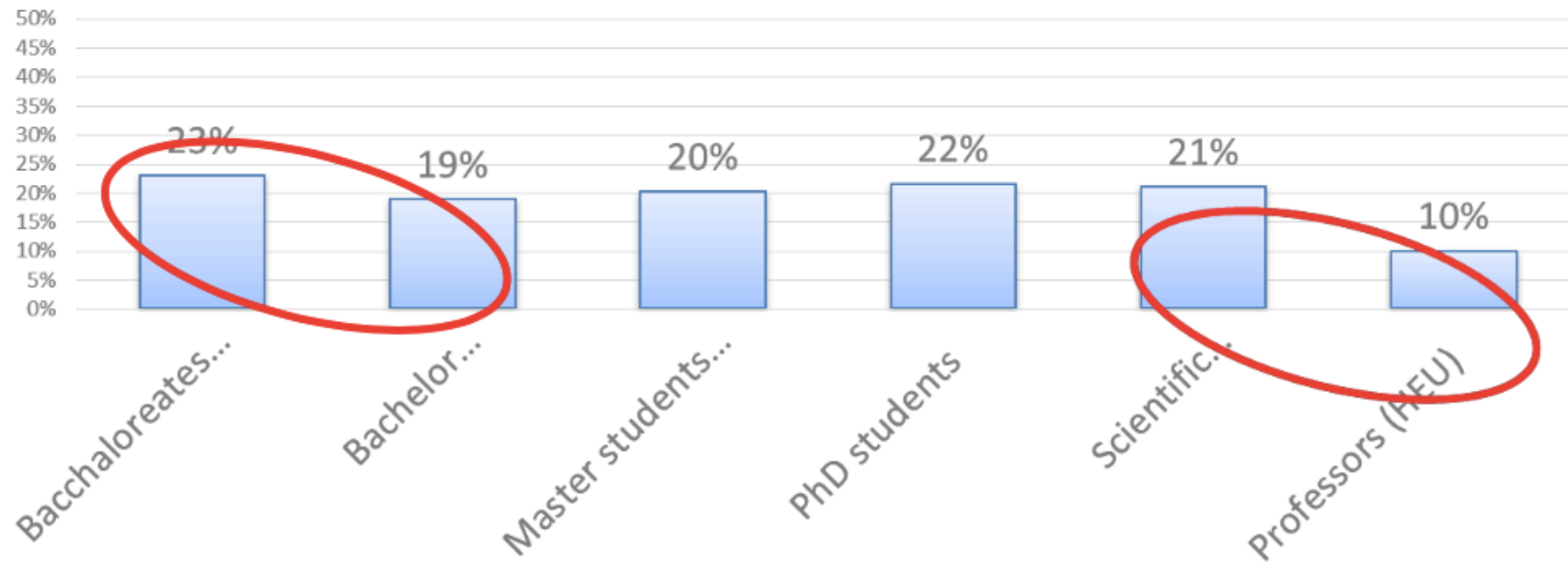
announced to members of commission that deadline will be postponed if not enough candidates.

Commission members were informed that they must establish 2 separate lists for first evaluation meeting: a first list **with best female candidates among all candidates**, a second list with **best male** candidates, but only among young postdocs. Senior men were postponed for evtl. second round.

Training tool for recrutement @UNIL

www.unil.ch/egalite

School-University actions



Science Promotion: Every year around **10'000** girls and boys under the age of 16 benefit from EPFL's **Outreach programmes**, throughout French-speaking Switzerland. **55%** of participants are girls. All activities have 50% quota for girls and some are exclusively feminine.



A survey among 1292 families, where at least one of the girls followed workshops.

Parents (570 answered)

- 95% reported their daughter(s) acquired knowledge; 92% reported their daughter(s) understood that science is for girls too;
- 78% reported their daughter(s) acquired confidence in her/their scientific abilities;

Girls (659 answered)

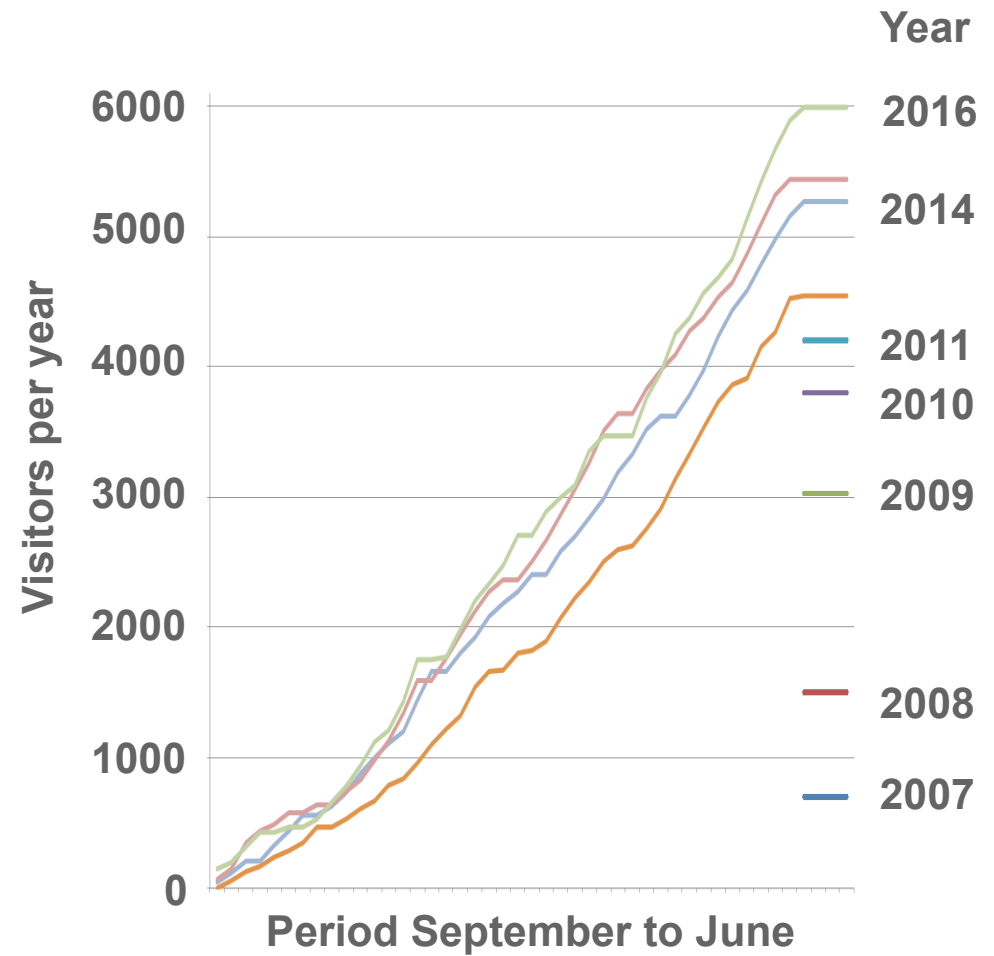
- 95% enjoyed their participation;
- 72% participated or would like to participate to a another activity ;
- 76% of participants talk about their experience with their female class mates once back in school
- 87% it's great to have girls-only activities in these fields; 92% think that women can become scientists or engineers;

62% of girls had never met a woman scientist before their participation in the activity!



Un physicien : n.m. : c'est une personne qui cherche à des connaissances par des expériences. Il porte des protections.

Aurore



Role models – in the Press

Au Quotidien

12.10.2015

Sondage des familles
En tant que mère, qu'est-ce qu'une mère à retrouver un emploi?

35% Pour moi, le monde du travail est un changement devenu à la garde d'enfant

32% Pour moi, perdre le fils ou mon domaine professionnel

15% Pour l'aspect financier

12% Je garde mes enfants, tant qu'ils sont petits

6% Je veux poursuivre ma carrière, aussi avec un enfant

En collaboration avec **Swisscom**

Au Quotidien

5.9.2016

Enquête sur les familles

Quelle sorte de glace préférez-vous?
1 Le cornet de glace. Je l'ai aimé et c'est mon préféré. 20%
2 Ça dépend. L'essentiel est qu'elles soient sucrées et glissées. 20%
3 Je préfère les glaces à l'eau. C'est plus léger. 5%
4 En général, je ne suis pas fan des glaces. 5%

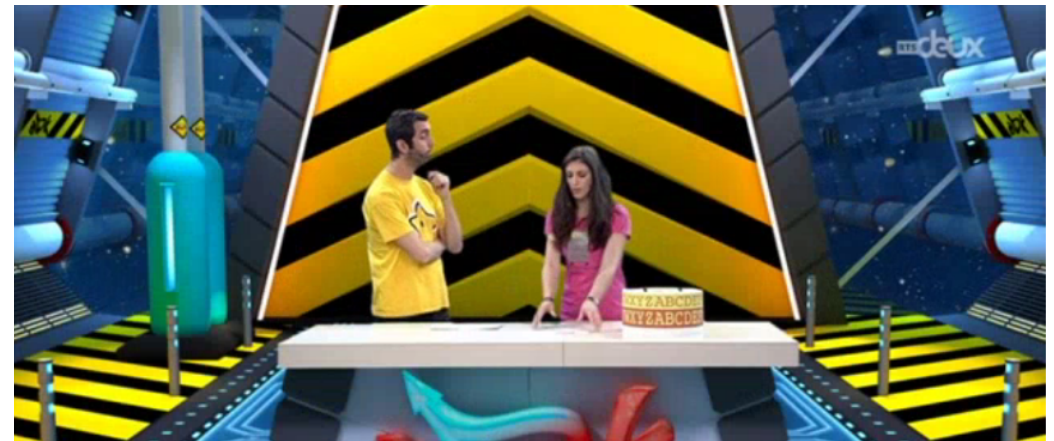


MIGROS MAGAZINE.ch

FACULTÉ DES SCIENCES

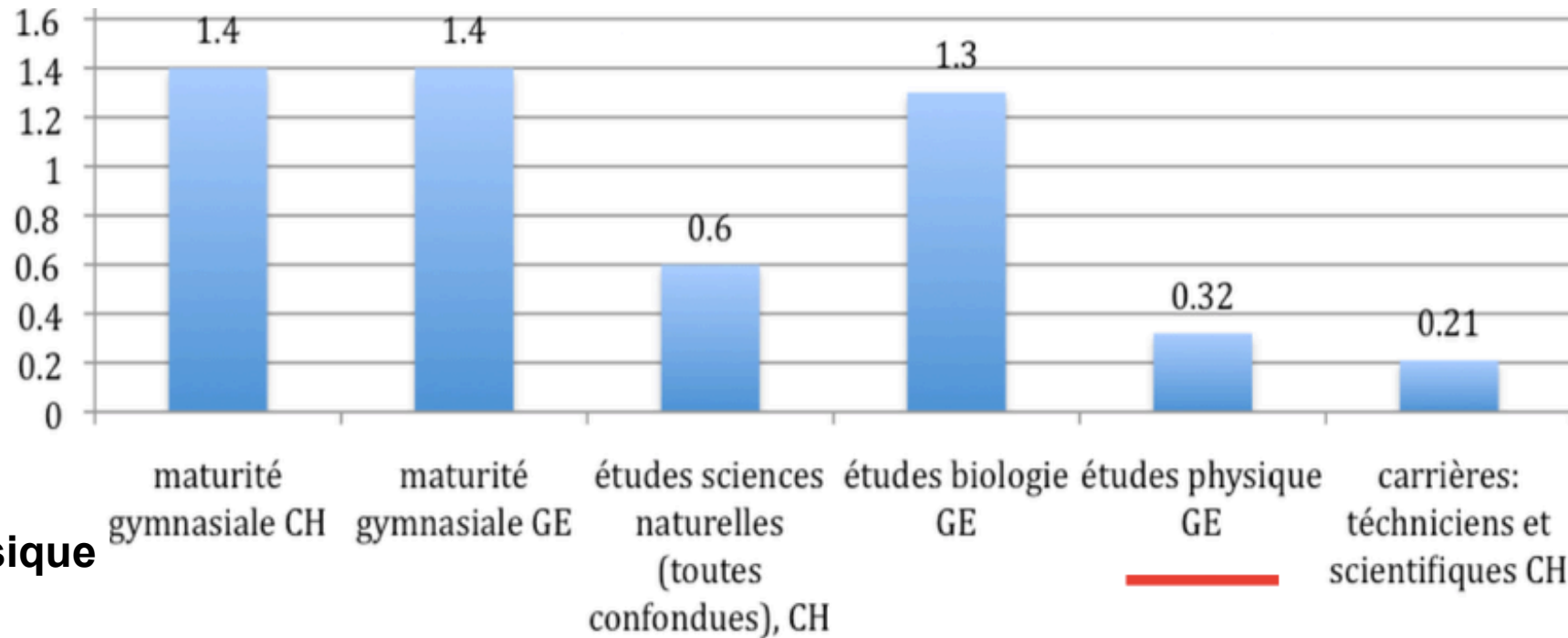
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Role models – on TV



PROJET ATHENA

Rapport Genre = nombre de femmes : nombre d'hommes à différentes étapes de la formation et carrière professionnelle



Physique

- ✓ Electrodynamique I
- ✓ Laboratoire de Physique I
- ✓ Méthodes Mathématiques pour Physiciens I

2015: 38 girls; 40 boys
2016: 44 girls, 31 boys

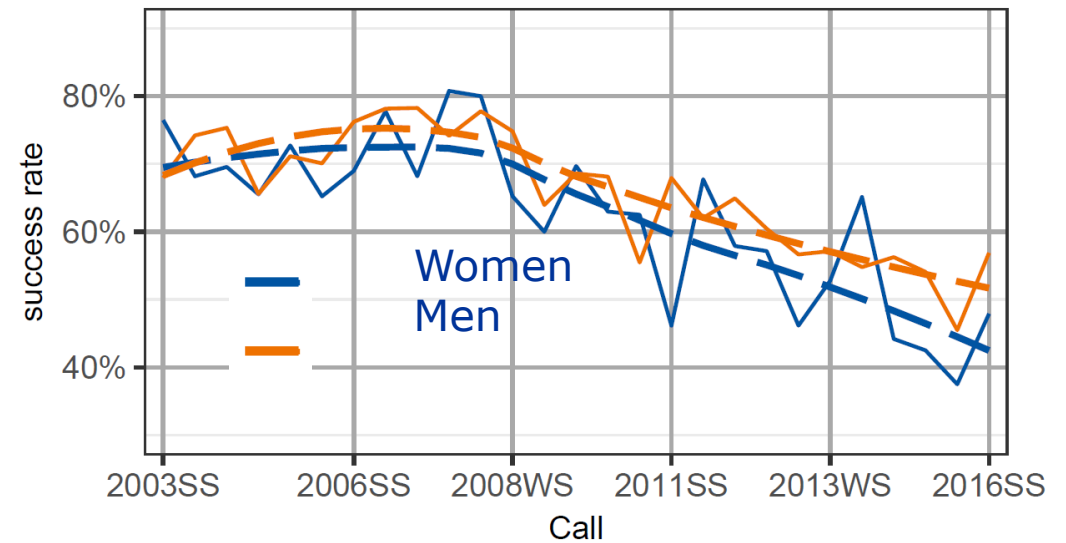
• Mathématiques

- ✓ Géométrie 1
- ✓ Méthodes élémentaires ✓ Probabilité et Statistiques

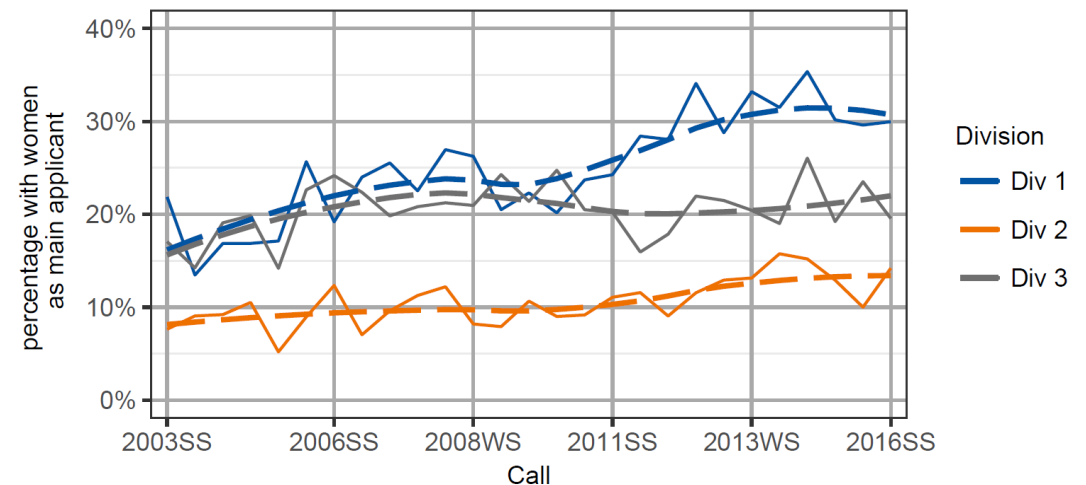
Projects 2015

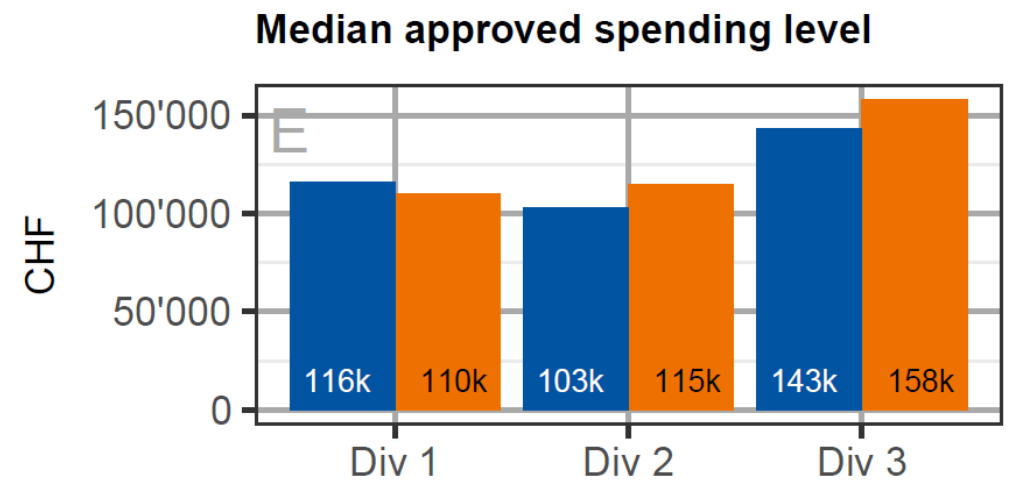
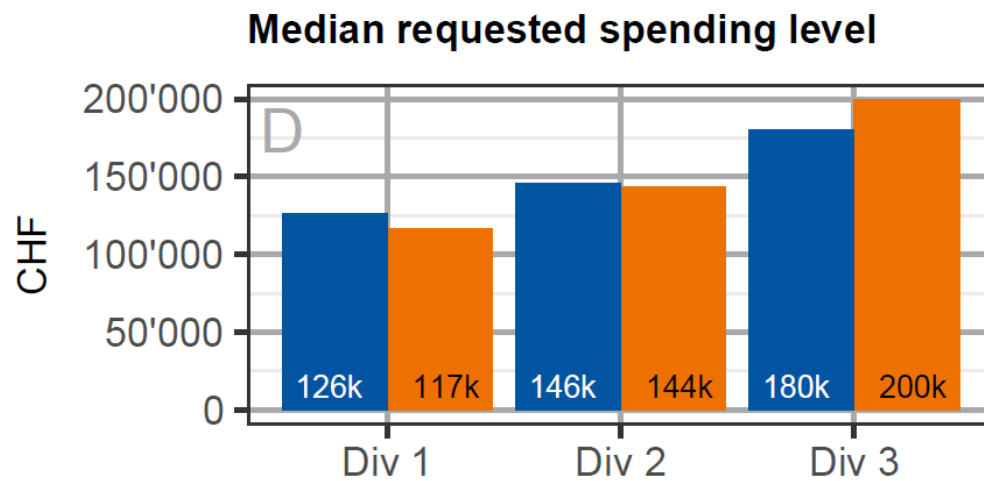
Main discipline	Women	Men
Astro	7 (10.6%)	59 (89.4%)
Chemistry	26 (14.5%)	153 (85.5%)
Earth sci.	14 (10.1%)	125 (89.9%)
Eng. sci.	65 (13.5%)	417 (86.5%)
Env. sci.	32 (15.1%)	180 (84.9%)
Math	15 (10.1%)	134 (89.9%)
Physics	20 (6.0%)	312 (94.0%)
Others (not div 2)	3 (16.7%)	15 (83.3%)

Div.2



Women as PIs: Trends in submission by division





Actions

- SNSF Mission Statement on Equality between Women and Men
- Gender Equality Commission and Office
- Gender mainstreaming
- Targets in career instruments
- Gender monitoring (**will be multi-variate**)
- Publication of sex-disaggregated data
- Preferential rule for elections in the Research Council

➤ **New: 40% women quota in the Foundation Council**

- Gender action plans in the NCCRs
- **Women programs: Marie-Heim-Vögtlin grants -> PRIMA Promoting Women in Academia**
- Support for researchers with family commitments (120% support grant)
- Gender Equality Grant
- Financial support of existing mentoring programmes at universities
- Nominations for AcademiaNet

Highlight actions of NCCRs

Identified issues for women scientists: isolation, lack of self-confidence, difficulties with male-dominated environment, life-work balance

Measure 1: Networking and Mentoring Initiatives

NCCR MUST Women Scientists Network; International Female Faculty Network with Ruhr Bochum University, Germany; online fora

Events to EDUCATE members to BEST PRACTICES

2 Career/professional development and skills workshops /year; mentoring

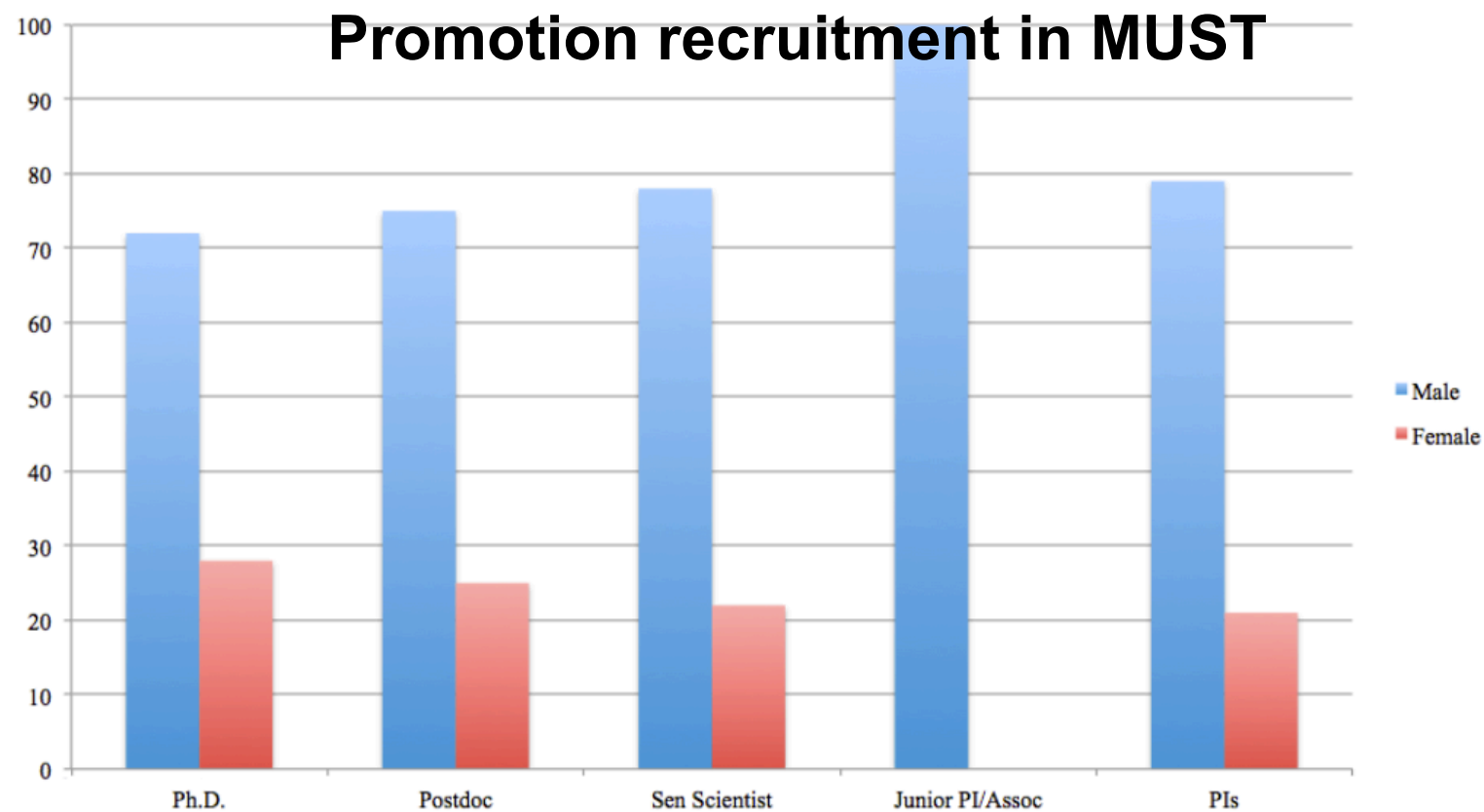
ETH Women Professors Forum: <https://eth-wpf.ch>

PlanetS Academic Platform

Measure 2: Gender Balance

InterMUST Women Postdoc Awards (PIs receives 50% of the postdoc's salary for 2 years, follow career of award holders)

PlanetS Equal Opportunity Hiring Subside, female visiting programs



New Female MUST PI: Postdoc (Ambizione EPFL) 2012, SNSF Jr Prof. 2014, PA Fribourg 2015, MUST Full PI from December 1, 2015

New Female Tenure Track Professor: Postdoc ETH, Tenure-Track Prof., Ruhr Bochum University, June 2016

New Female Research Group Leader: Senior Postdoc ETH (Marie Curie), Research Group Leader, Max Planck Institute, Dresden, 2014

New Female Lecturer: Postdoc EPFL, Lecturer (permanent position), UK, 2014

Female Ambizione awardee: 2016, EPFL; 4 SNSF Mobility Grants to US and UK, 8 new postdoc posiCons in Europe, 9 women to jobs in industry