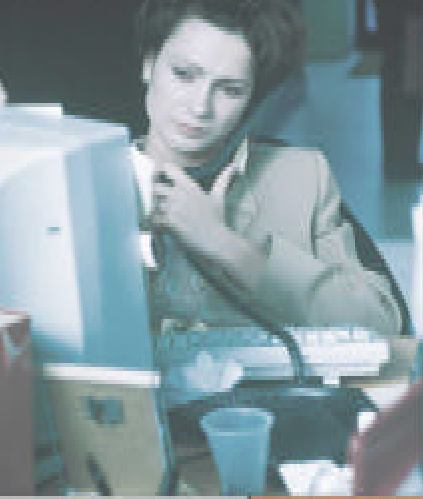


# Gender Equality in FP 6

How to increase the participation of female researchers?



Proceedings of the workshop  
'Gender Equality in FP6'  
held at the Conference  
'European Research 2002'

11 – 13 November 2002

Edited by

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# **GENDER EQUALITY IN FP6**

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## INTRODUCTION

The following discussions are the result of the workshop “Gender equality in FP6 – How to increase the participation of female researchers?” which was held at the European Research Conference 2002 at November 13, 2002. It was organised by Nina Sartori, EU-Bureau of the Federal Ministry of Education and Research, Germany, in co-operation with Linda Maxwell, Women and Science Unit, DG Research. Co-organisers were Larissa Kahr, BIT Austria, Irene Sciriha, University of Malta and Andreja Umek, Ministry of Education Science and Sport, Slovenia.

The idea of the workshop was to bring together gender experts and researchers from different perspectives and working areas in order to be able to make use of potential synergetic effects concerning the outcomes of the workshop.

Nicole Dewandre, Head of the Women and Science Department in DG Research, who presented the frame of the gender dimension in FP 6, offered the grounds for further panels and discussions. On these grounds, gender researchers of different fields who are active within this frame setting, discussed barriers and incentives of the new framework. Hence, the national support organisations to the framework programme debated how they can better prepare and support their female scientific community.

The following thematic panels were the subjects of the workshop:

- Integration of the Gender Dimension in FP 6
- Experience Exchange – Experiences from FP 5 and the new challenges of FP 6
- How can NCPs and related Structures co-operate

After an overview about the role of the gender dimension and its implementation in FP 6 the workshop opened with a general view on the major barriers and incentives women face when participating or wishing to participate in the Framework Programme. Hereafter the personal experience level of female researchers when leading or working within an international research consortium was discussed. The experiences and general barriers of participation women share led to the statement on how the female (gender) research community should adapt or react to these barriers and incentives, having in mind the experience of female project leaders mostly not being the standard but the exception.

Further more a raise of different points on which NCPs could co-operate and a report of the activities that universities in different countries undertake in order to stimulate female FP participation and suggested to establish a pool of gender trainers and gender researchers that could be consulted by project proposers were given.

The workshop discussions demonstrated clearly that even though there has been a lot of commitment to improve the situation of female researchers and the efforts made in order to integrate the gender dimension into research policy have been rather successful, for some issues it will depend on how stakeholders, scientists and politicians will interact and co-operate on a practical level. Among other matters, evaluation procedures and the application forms were mentioned here, as well as how the action plans for Networks of Excellence will be designed. The participants wanted to stress that the following issues are in need of clearance:

- Participation of female researchers should be addressed in the description of the consortium, not only at co-ordinator level.
- How gender sensitive are the evaluators? Do they have any kind of gender training before evaluating?
- How will the implementation of the gender dimension be ensured?







## **GENDER EQUALITY IN FP6**

NICOLE DEWANDRE

### **What does “Integrating the gender dimension in FP6 projects” mean?**

The Commission recognises a threefold relationship between women and research, and has articulated its action around the following:

- Women’s participation in research must be encouraged both as scientists/technologists and within the evaluation, consultation and implementation process
- Research must address women’s needs, as such as men’s needs
- Research must be carried out to contribute to an enhanced understanding of gender issues

### **Legal Basis for the Mainstreaming**

It is clearly stated that the activities under this framework programme should strive to promote gender equality in scientific research, in all its forms. The following documents serve as a basis for the Mainstreaming Issues:

- the Decision of the European Parliament and the Council concerning the adoption of the Sixth Framework Programme,
- the Council Decision adopting the Specific Programmes and
- the Regulation of the European Parliament and of the Council concerning the Rules for Participation for the implementation of the European Community Sixth Framework Programme

### **Gender relevant research topics**

By gender equality, we want to embrace two different issues: The gender dimension of the research content and the promotion of gender equality by encouraging women’s participation. Because gender differences are fundamental organising features of life and

society, recognising these differences has important implications in scientific knowledge. The following list shows examples of gender relevant research topics:

- Gender differences are relevant in health research for combating diseases, and in the fundamental research on genomics and its applications for health
- In information technologies, gender disparities exist at user level and in the labour market. By assuming that information technology is neutral, biases can enter into technological research and development, which can have a negative impact on gender equality.
- Gender-specific needs could be relevant to the development of materials for use in the biomedical sector.
- Gender differences could exist in the impact on health of food products, such as those containing genetically modified organisms.
- Gender may also be relevant in the epidemiology of food-related diseases and allergies.
- Gender differences are relevant in the design and development of sustainable technologies and in sectors such as transport
- There are differences in gender roles and responsibilities, as well as in the relationship to the resource base, which are relevant to sustainable development research (land management, agricultural and forest resources, water cycle)
- Developments in the knowledge-based society and in the new forms of relationship between citizens and institutions in Europe have some significant gender dimensions.

### **Gender Mainstreaming in Practice**

References to gender issues regarding documents for FP6 are mentioned in the Guides for proposers, in the Evaluation Criteria, in the Guidelines on Proposal Evaluation Procedures and in the Model Contracts. In the introduction of all specific programmes, there is a reference that the work programmes attempt, where possible, to reinforce and increase the place and role of women in

science and research both from the perspective of equal opportunities and gender relevance of the topics covered.

Concerning the practical implementation of the gender mainstreaming, seven phases have been identified:

1. Proposal phase
2. Encoding phase
3. Composition of the evaluation panel
4. Briefing of evaluators
5. Evaluation
6. Contract negotiations
7. Follow-up

Promoting women does not mean treating them in the same way as men. Men's characteristics, situations and needs are often taken as the norm, and –to have the same opportunities- women are expected to behave like them. Ensuring gender equality means giving equal consideration to the life patterns, needs and interests of both women and men. Gender mainstreaming thus includes also changing the working culture.

We need to go a step further by engendering research. This means questioning systematically whether, and in what sense, sex and gender are relevant in the objectives and in the methodology of projects. Many science and research projects include humans as subjects. There is no such thing as a universally neutral person. For more information, please contact the following Website:  
[http://europa.eu.int/comm/research/science-society/women-science/women-science\\_fr.html](http://europa.eu.int/comm/research/science-society/women-science/women-science_fr.html)





# **EXPERIENCES FROM FP5 AND THE NEW CHALLENGES OF FP6**

**IRMGARD NIPPERT**

My report is based upon my experience as an evaluator in the 5th Framework Programme, as a participant of the EU Expert Group on Women in Science and Research's taskforce on how to integrate the gender dimension in the FP6 theme 1.1.1 & 1.5 as a researcher who currently participates in various European research projects funded by FP5, as the head of a research group, and last but not least as the "Gleichstellungsbeauftragte" of the Medical Faculty of the Westfaelische Wilhelms-Universitaet, Muenster, Germany. This report will be subjective.

## **1. Experiences from FP5**

Women in science face barriers at all stages of their academic careers and most barriers are common to women regardless of race, ethnicity, cultural or scientific discipline. The main barriers are:

- *selective recruitment* that favours men over women;
- *lacking visibility, role models* to combat stereotypes and *mentors* who foster a career;
- *lacking career paths, positive action measures and rewards*;
- *lacking re-entry programmes* into a scientific career;
- *discrimination and harassment*;
- *family responsibilities*.

All the barriers are still alive and well. Their existence is directly linked to the more general obstacles encountered by women in

society and reflect on the ongoing processes that influence women's social position and status.

Therefore, if the EU designs activities to increase the participation of female scientists in the 6<sup>th</sup> Framework Programme it has to be kept in mind that FP6 incentives represent a top-down approach that needs to be backed-up and complemented by bottom-up approaches that address the factors that contribute to the under-representation of women in the organisations of the scientific communities at local, regional and national levels of all EU member states.

From my past experiences in internationally funded research and as a grant proposal reviewer, the participation of women in research projects is more likely, if a woman

- is a member of a well informed scientific network that meets on a regular base at international conferences, workshops, etc and that exchanges relevant information and develops research strategies;
- has her own (research) funds at a national level that not only demonstrates her funding recruitment skills but that also allow her to travel to attend meetings and to present her research findings to an international audience;
- has a tenured or tenure track position that provides not only financial security but also continuity to pursue research, and allows an academic perspective;
- has her own local resources and a supportive infrastructure (i.e. access to office manpower, lab staff) that enable her to work efficiently;
- has published in relevant journals or books;
- works in a "hot topic" area.

A woman is more likely to become a partner in an EU project or to be considered as a partner if she is well known and well connected. I have had the experience in former EU funded projects that potential female partners were asked to submit their

list of publications before being considered as a partner, sometimes this selection process was enforced by other females fearing "weak" female partners from other countries.

This kind of informal "peer review" that may discriminate against women seems pretty well intact.

We all know from published national and international surveys and reports<sup>1</sup> that women in science are mostly not placed in favourable circumstances and positions. Instead more often than not female scientists are:

- isolated or less well connected in scientific networks that require time and grants to be maintained;
- lack regular funding and a supportive infrastructure to rely on;
- work in so-called scientific niches which are less highly regarded by their peers, less competitive and thus less likely to attract competitive males.

I assume that there is agreement that a better gender balance in scientific decision making needs to be achieved in FP6 as compared to FP5. This includes the committees that define priorities in research as well as expert and monitoring panels set up by the European Commission. Based upon my experiences, women's participation in grant evaluation panels were rather low although I know that most EU officers tried hard to include as many female evaluators as possible.

The reasons why there have been less women than men are probably manifold:

- lack of women in the pool of experts;

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<sup>1</sup> European Commission, Research Directorate-General: Science policies in the European Union. Promoting excellence through mainstreaming gender equality. A Report from the ETAN Expert Working Group on Women and Science. Brussels, 2000

- practical constraints to participate in Brussels-based evaluation meetings because meetings last several days.

But most women I met in Brussels enjoyed meeting other female scientists and valued the discussions and exchanges. Therefore I would not recommend to abolish the Brussels-based meetings instead I would recommend to shorten them. For instance the reading of the grant proposals could be done prior to the meetings. Other women I met complained about the late refunding of travel expenses by the EC (on average 3 months later). Especially women from the newly associated states were affected by this. Maybe to encourage their participation these women need advance funding that meet their travel expenses.

Some experts evaluation panels were clearly male dominated this influenced group dynamics and the evaluation process. Sometimes conflicts among female and male evaluators erupted based upon different values and perceptions of scientific excellence. Instructing panels and increasing their sensitivity for gender differences and gender issues may help in the future. Another aspect to be considered is, is there a potentially male-dominated culture of Commission services? How encouraged are gender mainstreaming activities?

## **2. The new challenges of FP6**

The group of female scientists who advised the EC on improving the participation of women in the FP6 implementation process in regard to the Priority Themes (1.1.1 & 1.5, Life Sciences, Genomics and Biotechnology for Health & Food Quality and Safety) agreed on the following issues<sup>2</sup>:

To propose an integrated approach ranging from the guidelines for applicants, through application forms, the briefing of

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<sup>2</sup> Recommendations are published in a flyer distributed by the European Commission: The 6th Framework Programme for Research (2002-2006). Priority Themes 1&5. Life Sciences, Genomics and Biotechnology for Health & Food Quality and Safety. Integrating the gender aspects in research and promoting the participation of women.

evaluators and the setting up of evaluation criteria. This should include both the inclusion of female scientists in the proposed research activity and the consideration of sex and/or gender aspects in the research proposal.

The participation and role of female scientists should be promoted in the projects as much as possible. This should refer to all project modalities of FP6: Networks of Excellence, Integrated Projects, Specific targeted Research Projects, co-ordination actions and specific support groups and sub-criteria to allow evaluation should be developed.

For instance proposers should be asked to complete a section in the application form regarding the participation and role of female scientists in their project. The evaluation panel should consider whether both issues, taking sex/gender issues properly into account in the proposal and the participation of women in the project, have been met.

Guidelines for evaluators and proposal procedures need to be enforced by the evaluation process. The promotion of women in research or research by women may be better served by a proactive approach such as prioritisation of proposals that meet the gender criteria where proposals are ranked equally in terms of scientific merit. Such an evaluation could be guided by questions such as: Is the level of participation of women acceptable in the proposal, taking into account the recruitment potential in this area of research? Will the project facilitate the participation of women in science? In case of equal ranking, the sub-criterion "participation of women" should be taken into account to separate projects.

Of equal importance is the consideration of sex and/or gender aspects in research.

Scientific evidence of sex and gender differences in the incidence, prevalence and severity of a broad range of diseases, disorders and conditions has shown that being male or female is an important basic variable that affects health and illness through the life span.

Genomic research in particular holds the potential for uncovering the biological mechanism of disease that underlie many of those disorders that affect women and men differently.

Proposers should be asked to address these issues in their application, whenever relevant. These aspects should be taken into account in the evaluation process.

The recommendation is based on the experiences with the United States National Institutes of Health (NIH) policies that require, since the early 90s of the last century, the inclusion of women in all NIH supported biomedical and behavioural research involving human subjects as well as in clinical practice "unless a clear and compelling rationale and justification establishes to the satisfaction of the relevant Institute/Centre Director that inclusion is inappropriate with respect to the health of the subjects or the purpose of the research"<sup>3</sup>.

These policies have resulted in a variety of new research projects (i.e. Women's Health Initiative) that address significant gaps in knowledge about health problems that affect women and that affect men and women differently. In Europe this gap of knowledge is much wider than in the United States and needs to be narrowed.

Mainstreaming gender into the 6<sup>th</sup> Framework Programme will not only help to decrease gender imbalance in science but will also lead to better science driven research for the benefit of the European people.

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<sup>3</sup> [http://grants1.nih.gov/grants/funding/women\\_min/women\\_min.htm](http://grants1.nih.gov/grants/funding/women_min/women_min.htm)



Women and Science

## **NATIONAL CONTACT CENTRE – WOMEN IN SCIENCE**

MARCELA LINKOVA

In the middle of the 20<sup>th</sup> century the position of science as a guarantor of human knowledge seemed almost unshakeable. Although scientific knowledge and progress have remained as important for our society as they were at that time, or have become even more so, critiques have appeared over the past forty years which have cast into doubt or criticised certain aspects of the sciences and the functioning of scientific institutions. Women's studies and equal opportunities policies have undoubtedly contributed to the description of the functioning of scientific theories and institutions from the point of view of gender. It has come to light that science is neither objective nor value neutral and that, in fact, it is part of the socio-cultural and power context which science produces and reproduces and which, in turn, shapes science. Science has been established as a male enterprise in a gender-biased society, which clearly has a major impact on the position and success of women in science. If femininity is defined as being antithetical to rationality, then it is clear that the relationship will not be an easy one. Over the last few years gender aspects in science and its institutions and the difference in the positions of men and women in science have become the subject of intensive examination at the EU level. Today, it is clear that European scientific institutions cannot afford to waste the talents and potential of women if they want to succeed in the harsh world of competing for scientific innovation.

The activities of National Contact Centre – Women in Science start from such constructionist positions as well. Its approach is feminist in nature but for the upcoming period the activities of the Centre will focus not only on raising gender awareness and improving the position of women in science and the obstacles they face but also on examining the position of young people in science in general.

*The National Contact Centre – Women in Science* was founded in 2001. One of the main goals of the Centre is not only to draw attention to and expose gender biases in science but also to provide support to women scientists. We are aware that on the institutional level the support for women in science in the Czech Republic is not great. Therefore the Centre strives to *raise the awareness of gender issues in science in general, and of the position of women scientists in particular, among the general public as well as governmental institutions, academic structures and educational facilities*. Our attention concentrates mostly on issues such as the harmonisation of scientific career and family, the accessibility of grants and fellowships in view of age and family status, insufficient representation of women in leading positions, gender socialisation and its impact on the structuring of career paths, and in providing assistance to young women scientists in their academic work (mentoring programmes). Because the Centre has been established as a contact point, we attempt to give support to women scientists. The Centre is financed by *the Ministry of Education, Youth and Sports of the Czech Republic from the EUPRO programme*.

The Centre's main activities include:

## **1. Databases**

One of the main goals of the Centre is to support women scientists. *The database of opportunities*: ([http://www.zenyaveda.cz/search/?type=grants\\_interface](http://www.zenyaveda.cz/search/?type=grants_interface)) serves as one of the potential tools to help women in the realisation of their scientific potential, to improve their chances when seeking foreign co-operation, make accessible and mediate grant, scholarship, work, study and other opportunities.

In addition to concrete opportunities for female scientists (fellowships, grants, scholarships, internships etc.), it is possible to find in the database various important links and references to portals dedicated to science, research and development and specifically those offering opportunities.

In relation to supporting female scientists in their participation in scientific processes, the Centre also maintains *a database of female scientists*:

(<http://www.zenyaveda.cz/search/?type=cv> interface).

This database contains female scientists who have expressed their wish to be a part of this database, and their professional CV's and a *database of their publications* searchable by key word, year of publication and ISDN/ISSN

(<http://www.zenyaveda.cz/search/?type=pub> interface).

Furthermore, on our website you can also find a *database of gender and women's organisations*:

<http://www.zenyaveda.cz/search/?type=associace> interface because we believe gender issues and women's issues in general are inextricably woven into the fabric of society and thus contribute to shaping the sciences, as well.

## **2. 6<sup>th</sup> Framework Programme**

In November 2002 the European Commission officially launched the 6<sup>th</sup> Framework Programme for Research and Development.

This event is extremely important for scientists, women and men, and therefore the Centre has opened an independent section on its website dedicated specifically to the developments in FP6 <http://www.zenyaveda.cz/6rp/>.

In the section users find decisions, reports, documents, links and information about new developments concerning the FP6. All the information about FP6 in various European languages can also be found on the information server CORDIS: (<http://www.cordis.lu/fp6/>).

In view of the launch of *the 6<sup>th</sup> Framework Programme*, the Centre will concentrate in 2003 on co-ordination and mediation of information, hot news and offers published and offered in this programme. The Centre will play an active role in seeking *international co-operation with similarly oriented organisations*, especially on the EU level, which should help Czech female scientists improve their access to information about possibilities to participate in various projects, establish contacts with foreign entities and organisations and gain a general insight into the functioning of the research process on the EC level. Furthermore, the Centre will develop *training modules for evaluators* in FP6 in how to incorporate gender aspects into the evaluation process. Another training course will be targeted at *applicants* for EU funding and will also concentrate on how to take gender aspects into account in the preparation of projects.

### **3. Education**

In view of the issues and biases the Centre concentrates on, information, education and discussions are more than important and therefore in 2002 the Centre organised several lectures, workshops and seminars in co-operation with the team Gender and Sociology of the Institute of Sociology, the Academy of Sciences of the CR. The seminars concentrated on issues such as gender aspects on the labour market, motherhood and harmonisation of scientific career, mentoring and mentoring programs, gender aspects in higher education, science and ethic and others. The seminars met with success, the most important result of which being the opening-up and definition of the problem of the position of women in science and the publication of a collection *On the Road to the EU: equal opportunities for women and men in the Czech Republic* and *The Glass Ceiling: the Position of Women in Czech Science*.

## **4. Publications**

In autumn 2002 the Centre published a groundbreaking publication titled *The Glass Ceiling: the Position of Women in Czech Science*. The publication focuses in particular on the position of Czech female scientists and offers a comparison to EU member countries. There is an analysis of the current situation, comparison of this situation to the EU and an outlook for the future, including recommendations of measures and policies. The publication contains important information, links and contacts.

In co-operation with the team Gender and Sociology of the Institute of Sociology, the Academy of Sciences of the CR, the Centre also published a collection entitled *On the Road to the EU: equal opportunities for women and men in the Czech Republic*. In this publication, issues such as higher education, women in managerial positions, gender and science, women in the media and awarding child custody and post-divorce childcare are explored.

In the fall 2002 the Centre also started publishing electronic journal *Kontext: časopis pro gender a vědu* (*Context: journal for gender and science* at <http://kontext.zenyaveda.cz>).

Starting in 2003 each issue of the journal will always concentrate on one issue, the first spring one will deal with the issue of affirmative action, quotas and percentage goals. The objective is to bring information, analyses and critiques with respect to individual gendered aspects of science.

## **5. Woman of the Month**

With the goal of not only supporting young female scientists but also giving credit and making visible successful female scientists, the Centre opened a section Woman of the Month on its website (<http://www.zenyaveda.cz/interview/>). In this section, we present interviews with successful female scientists, often internationally acclaimed and recipients of scientific awards. We ask them about their career, how they managed to develop their careers and have

children, whether they encountered gender biases in their profession and plans for the future.

As we explore the ways to introduce mentoring schemes in the Czech Republic, i.e., co-operation between a well established and successful woman scientists and a young one, it is clear why this is a reason to present successful role models on our website.

## **6. Co-operation with high schools**

In the year 2003 the Centre will test *a pilot co-operation programme between high schools and individual women and men scientists*, who will present their careers and the adventure of science in high school students. We are aware that it is necessary to motivate young people for a scientific career. In view of governmental Priority 3.4 “To support individual abilities and interests of both girls and boys, men and women, in receiving education in professions that are considered atypical in view of gender” (Priorities and procedures of the government for the implementation of equal opportunities <http://www.mpsv.cz/scripts/clanek.asp?lg=1&id=697> ), we would like to initiate co-operation with schools to present atypical role models to students, girls and boys.

In the long run, we will concentrate on finding ways to *support female scientists* on all levels (whether young starting researchers, women returning after a break to raise children, women in “hard” sciences etc.). We will strive to implement measures to introduce *short-term grants for returning parents* after a break to raise children. We will also push for an introduction of the percentage goal of 40% participation of women in evaluation commissions of grant agencies and other decision-making bodies.

In sum, the Centre focuses on raising gender awareness among the academic and scientific community in the Czech Republic. This, however, will not be enough in the short run, especially in view of the introduction of gender aspects into the evaluation process. Once it becomes clear how gender aspects will be evaluated, the Centre will launch training courses for evaluators and applicants in

FP6 in the Czech Republic. In view of the rigidity of gender roles and the prevalent gender stereotypes in the Czech Republic, much more will be needed than simply motivating women to participate in FP6. The motivation may already be there; what is not is the awareness of extreme restraints placed on women due to the different social and cultural experience of educational paths, career building and parenthood.





## **THE CHALLENGES THAT FP6 IMPOSES ON FEMALE SCIENTISTS**

IRENE SCIRIHA

It is on the political agenda of most countries to diffuse learning as much as possible. Programs to attract girls to science are becoming increasingly popular. Indeed in most European countries there are as many women obtaining a first degree in science as there are men. Are governments investing so much in girls just to ensure that the mothers of the future generation will expose their children to scientific knowledge before and during their school life? Shall the current governments and companies not gain immediately from facilitating the integration of qualified women into the research force perhaps by offering them short induction periods of training?

The issue of gender equality in research and development has gained momentum. In meetings called to address women's needs, however, we are often forced to bring up complaints that had been already discussed before. The picture of the under-representation of women in research and on policy-making boards emerges repeatedly. Scientists are trained to move forward once a result is established. It is against their way of thinking to have to state and repeat issues that have been exhaustively dealt with in previous meetings. It is all the more frustrating when legislation has been amended to reflect the desired lifestyle, but in practice the defective situation still persists. Discrimination on the basis of gender is still an issue. Both women and men have to realise that promotions and appointments are to be based on knowledge, skills

and ability irrespective of gender. Patience is necessary to educate others and ourselves about this issue and to persevere in a watch dog role. Besides a sense of guilt often creeps in when seeing the meagre results achieved for so much effort. We trust that the tools defined for FP6 will ensure the implementation of equal opportunities for men and women.

The main aim of FP6, to create a valid ERA as a competitive and dynamic knowledge-based economy, was set in the Lisbon summit of March 2000. It is important to bring together a critical mass of resources and skills to generate research programs which produce a lasting effect and which the best researchers long to belong to. It is statistically proven that in most countries a substantial number of qualified female scientists are not working in their field of specialisation. Many believe that the diversity in the potential of these women is what is needed for Europe to emerge as the important research area. We cannot afford to allow the expertise of so many qualified women, to be wasted any longer.

The previous framework programs help to provide a learning curve for the implementation of FP6 instruments. The experiences, needs and problems encountered by researchers must be studied in order to provide services that truly support the best scientists to participate. A difficulty that theory developers in academia encounter is the formation of the link with practical researchers and industrialists. Experts who can recognise that a theory has potential as the basis of immediate innovation or of future development are necessary for the proper operation of the stated FP6 instruments, networks of excellence, integrated projects and co-ordinated actions in particular. Can women, given the chance, provide the expertise that seems to be needed to place Europe on the cutting edge of innovation?

The science community and country authorities are keen to promote the scientist as an ordinary woman or man, not distant from the ordinary citizen. In this respect qualified women can play an invaluable role being used to having to prove their worthiness at every stage of their career. The scientist needs to play the

politician, a very contrasting role to her training that requires a very different approach. Women have a role to play in bridging the gap between science and society. Science needs to be viewed as a life saver and not as a polluter, as a problem solver and not as an enigma which can threaten the earth's existence. At present, science needs a face lift and who can do it better than women?

A very welcome criterion that FP6 is adopting in its administration and monitoring of proposals is streamlining. The aim is to simplify previously baffling application forms both regarding the actual proposals as well as the choice of evaluators. It is planned to make procedures user-friendly. Good communication between all the actors is important. Since people with so many different tongues are working together, the language used in all forms that have to be filled in has to be expressed unequivocally for the sake of clarity.

Networks of excellence are to be set up to co-ordinate European research, address fragmentation and encourage lasting integration. Whereas freedom in research and duplication with new perspectives are to be encouraged, increased co-ordination generates efficiency. Such networks stand to gain by utilising the experience that the European Commission's women and science section has gained in recent years in producing an effective network by linking existing networks.

Many female scientists work in isolation at their place of work. Forming part of a network and working on topics related to their research interests offers them a solution, enables them to emerge out of their nook and is an opportunity to develop their research. In the summer of 2001, some of the best mathematicians in Europe, eighty women and ten men who joined the only woman scientist in the department of mathematics at the university of Malta for the 10<sup>th</sup> EWM conference, formed a formidable force of interaction. The high level workshop on Groups and Graphs in the Summer of 2002 held in Varna, Bulgaria, made a similar impact. Communication and organised exchange of ideas among such groups that share common knowledge and research interests

within a network are sure to lead to tangible results. It is therefore discouraging that requests for financial help of such meetings are rejected on the pretext that “restricting key speakers to being of one gender, automatically reduces their quality”, as happened with the Varna conference.

It is the purpose of FP6 to integrate projects and pool sources. Apparently unconnected research activities in distinct fields of science are put together into one useful co-ordinated project. This operation requires multitasking and flexibility skills rather than specialisation. Women can claim to have become experts at these skills through necessity. Society expects them to be experts at managing a household, a family and job with ease, to be assertive and tough at their place of work but tender and loving with their children, partner and elderly dependants. Taking part in an integrated project will require substantial effort and many women will discover they have already developed the skills for such tasks through their daily training in life.

It is important to allow space for the generation of new knowledge in these projects. Whereas previous framework programs seemed to favour projects, which yielded immediate results and profit, the ERA program is emphasising the generation of new knowledge. We must stop recycling old ideas and ensure that each project includes theoretical research that will serve as the basis for future development. We need liaison persons who are experts at converting R&D results into useful social and economic benefits. This may be an area where we can witness an increase in participation of women whose family commitments may not allow them to be away from home but are qualified enough to develop theory from home.

Another characteristic of FP6 is to restrict thematic areas to a chosen few. This may be necessary to concentrate resources and drive towards excellence. However, by doing so we run the risk that prolific established research groups will have to be dismantled.

Although a casual look at the chosen fields of research in FP6 may give the impression of a wide range of interests, there are many scientists, mathematicians in particular, who cannot identify their research with any particular thematic area. New mathematical theory can perhaps be classified under the eighth thematic priority which includes anticipating future needs. Associations such as AWIS and EWM whose female members work so well alongside men can participate in such ventures. We must not exhaust already discovered knowledge without ensuring that efforts are encouraged for new areas to be built up for future applications. We miss out if we neglect sound mathematical support. As Descartes realised when using the theory of vortices to explain the beginning of the universe, "There is nothing in my physics that is not in geometry".





## **SPECIFIC SITUATION IN THE ASSOCIATED STATES – A CASE OF SLOVENIA**

ANDREJA UMEK

Candidate Countries are a diverse set of countries that have developed a large range of relationships with the EU in the past. Nevertheless there are some common points for all the Candidate Countries. First the wider frame of the science and technology in the Candidate Countries will be described. Then the position of female scientists in the Candidate Countries will be presented. A case of Slovenia will be presented in more details.

Since 1990's, due to the political changes and economic reforms undertaken in these countries a decline of research capacity was noted. In this transition period most of the candidate countries experienced a decline of research capacity as a whole and at the beginning of the process of restructuring, a rapid decline of industrial research capacity and a brain drain of researchers (outside the country or in other economic sectors). By 1993 most of the candidate countries had reached a turning point when the overall growth rate of GDP become positive and the Candidate Countries have started a process of catching up with the EU level. In this catching up process the Candidate Countries are faced with the problem of technological lagging of their economies behind the EU. This process caused a significant reduction in co-operation between the research sphere and the companies.

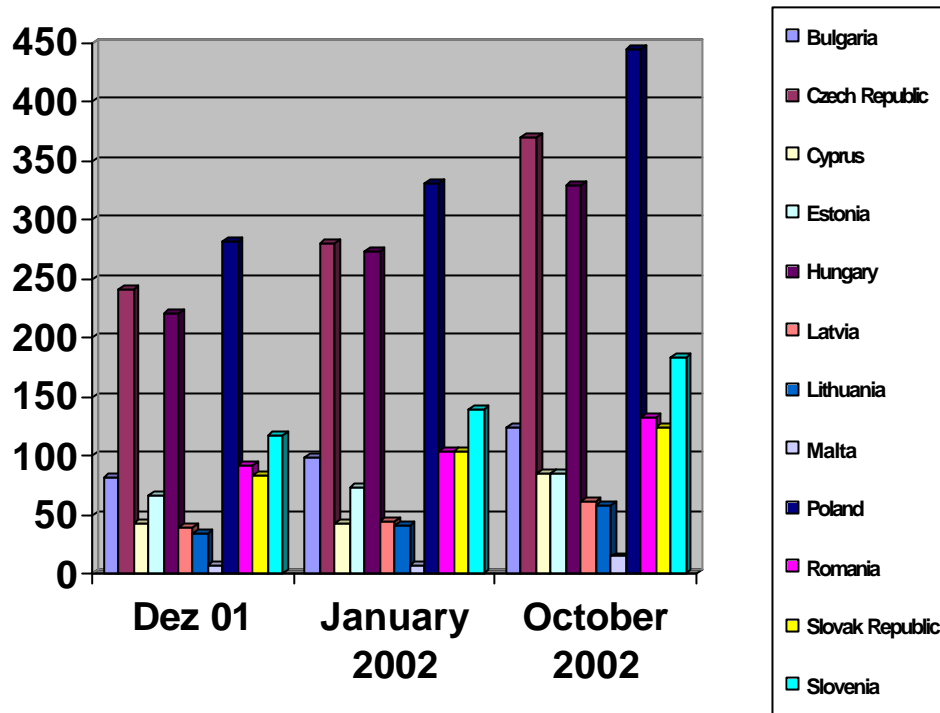
On the other hand many of the Candidate Countries have long-standing traditions of excellence in scientific and technical

research, both, fundamental and applied. Even a more important fact is, that Candidate Countries have the potential to provide human resources for competitive knowledge economies. With high rates of educational enrolment and literacy, well-established strengths in science, a long tradition of scientific and technological research and long-established university systems, these countries can offer a number of tools in place for training their human resources for challenges of the knowledge economy and society. However, a well developed but inflexible education system can be as much of an impediment to success in the knowledge economy as an underdeveloped system.

The decline of the research capacity of the Candidate Countries would have been even worse, if the EU would not intervene with different measures in order to stipulate and facilitate the participation of Candidate Countries. Since 1992, the launching of new, to Candidate Countries targeted programmes like PECO, COPERNICUS and FPs allowed to all these countries their full participation which, gradually, linked them to other European initiatives like COST and EUREKA to CERN, ESA, EMBL, etc. By signing the corresponding agreements of association in 1999, all the Candidate Countries were for the first time fully associated to the FP5. Even though the participation of the Candidate Countries were improving from year to year the majority of the results of their participation in the FP5 are below expectation. A number of technical, strategic and financial reasons can be given. In spite of this, the results of the Candidate countries in some of the specific programmes, particularly in IST, GROWTH, Quality of Life and Improving human potential clearly demonstrates the disciplines, where Candidate Countries are strong and have all the capabilities for the expected contribution to the European Research Area and FP6.

Slovenia has been relatively successful (the success rate in terms of the number of projects with Slovene researchers involved is 33%) in the FP5 thanks to the previous experiences of Slovene researchers in international projects and programmes on one side and systematic support provided by the government on the other

hand. In this regard a very important achievement is the stability of the R&D finances. For example, by the share of R&D expenditure in GDP (1,5% for 1997-2000) Slovenia is relatively close to EU average (1,92% in 1999) and leading among the Candidate Countries. Slovenia is well placed also with the number of total researchers per 1000 workforce (at the level of the EU average, that is 5 researchers per 1000 workforce in 1999). In order to encourage, assist and optimise the participation of Slovenia in the joint activities within the FP6 (like in FP5) the NCPs for different programmes were nominated according to the guidelines of the European Commission for setting up information and assistance network by the Ministry of Education, Science and Sport. The NCPs are based at the Ministry and responsible for the administrative issues, dissemination of information and documentation, and for organisation of promotional events. The nominated NCPs from the Ministry are also members of the relevant Programme Committees together with an expert from the relevant research field covering the specific programme who would ensure competence in different specialities of the specific programme and coherence of approach regarding the content of the programme. In 1999 the Slovenian Business and Research Association in Brussels was established with the aim to help and advice the Slovenian project proposers in preparing the proposals and during negotiation phase.

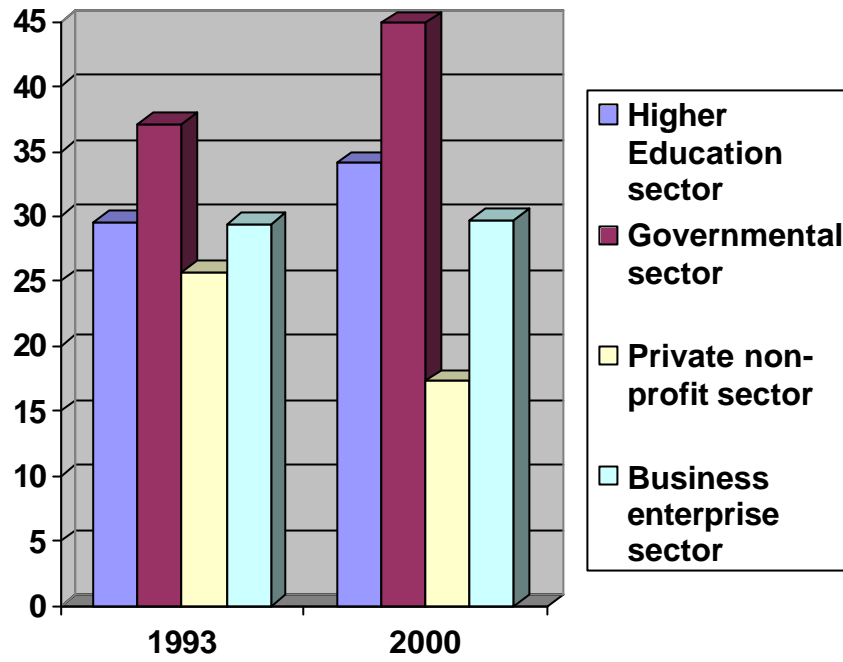


*Figure 1: Number of signed contracts with participants from Candidate Countries*

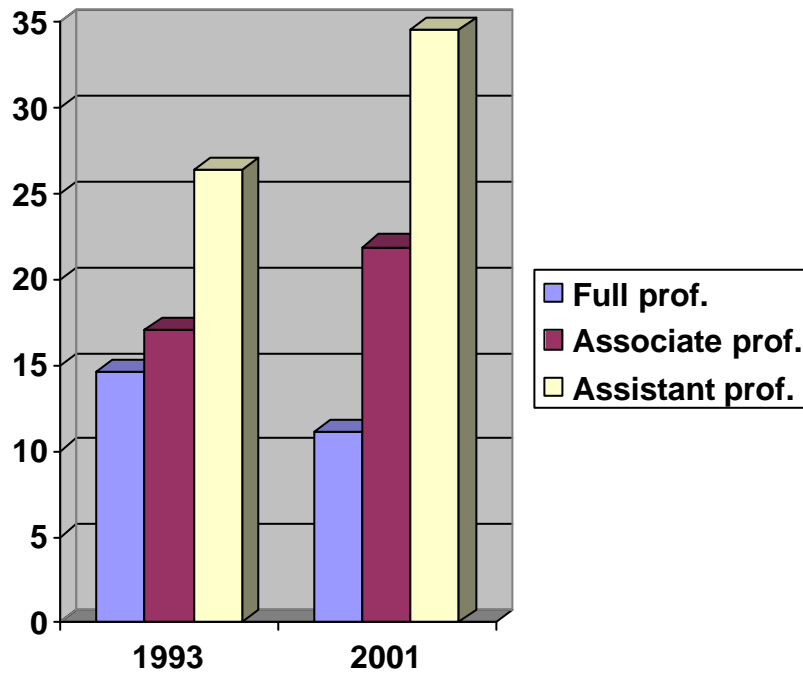
In the Candidate Countries the gender divide in research and science is not as deep as in other European countries due to specific social and political issues. Very important first step toward the abolition of gender inequality in the Candidate Countries has been made by constitutionally guaranteed equality of women after World War II. This was not only a political, but also a social act, based on an acknowledgement of the equal contribution made by women during the War for the liberation of the country. Despite of the (material and moral) overburdening, women continued entering the public sphere. To the harmonization between public and private role of women have - among others - contributed the following: possibility for women to decide on giving birth, the prolongation of the maternity leave, the legal possibility of the division of maternity leave between mother and father, and the relative good and accessible infrastructure of the social welfare institutions (kindergartens, elderly homes, health centres). Unfortunately it can be observed that the transformation of the social order does in no way mean also the continuous amelioration of social position of women. According to the available data of the research staff distribution we can conclude that the vertical gender

segregation in the Candidate countries does exist in world-known mode: women are concentrated in the lower professional strata. The hierarchical order is visible also by the gender structure of leading (managing) staff in research projects and by the asymmetric portion of women and men in the boards.

Recent statistical data for Slovenia show that among researchers employed full time in R&D sectors there are 34% in higher education sector, 44% in governmental sector, 17% in private non-profit sector and 30% of women in business enterprise sector. Much less satisfying is the proportion of women among full professors (11%), associated professors (22%) and assistant professors (35%) in 2001. Increase in portion of women among the lower grades of the academic staff in Slovenia can be seen as a result of the »Young Researchers« programme which was started at the Ministry of Education, Science and Sport in 1985. This programme enabled employment of post-graduate students for doing the research in public research sector and private enterprise and contributed to lowering the average age of researchers in Slovenia by more than 5 years. For example in 2001 there were 46% of female beneficiaries.



**FIGURE 2: PER CENT OF FEMALE RESEARCHERS BY INSTITUTIONAL SECTOR (HC)**



**FIGURE 3: PER CENT OF FEMALE ACADEMIC STAFF BY GRADE AND MAIN FIELD OF SCIENCE (HC)**

According to statistical data the gender divide in the Candidate Countries is not so severe

But we have to put special emphasis on raising awareness on the equality of genders in science and research. Until recently, there were practically no organised activities, either bottom-up or top-down, to encourage women to gain more interest in natural and technical studies or to follow an academic career. Moreover, there are only sporadic women's initiatives to establish organised movements to improve education and science for women in Slovenia. Due to the Helsinki Group initiative, the National Committees for equality of Genders in Science were established in the Candidate Countries with common goal to promote and improve the role of female scientists.

The first step to improve gender equality in the participation in FP6 is to improve gender equality in science on national level. In this regard the situation of female scientists in the Candidate Countries is specific due to several political and social reasons. According to available statistical data the situation in the Candidate Countries is relatively good, but there is a lot to do on raising awareness on the equality of genders in science and research and to make it an openly discussed topic.





## **FRAMEWORK PROGRAMME 6: CHALLENGES AND RESPONSES**

SUSAN BUCKINGHAM

This paper discusses not only the challenges and opportunities for gender-mainstreaming European research, but also argues that it is insufficient to simply equalise the number of women, relative to men, in research teams and networks. As well as ensuring that issues being researched are explored for their full gender implications, I argue that the research agenda itself needs to be interrogated to ensure that it reflects the full society it should be serving, and that research methods (as well as the subjects, population samples etc) are gender sensitive.

### **1. Challenges**

- a) Framework 6 marks a shift in the scale of research, in that the programmes and networks that are funded are expected to be significantly larger than those funded under previous research frameworks. This has a gendered impact since women are less likely to be in positions of seniority which are likely to coordinate the programmes and networks. Research for the Commission reports very low proportions of female staff in professorial positions, as Table 1 shows.

**Table 1: Percentage of Women in the Professoriat in Selected European Union Member States**

<b>European Country</b>	<b>% of Professoriat who are women</b>
Denmark	7%
Finland	17%
France	14%
Italy	11%
The Netherlands	5%
Sweden	8%
The United Kingdom	9%

*Source: European Commission (2000) Science Policies in the European Union (Appendix 3); EC: Brussels*

In fact the majority of research units are likely to be dominated by male scientists<sup>4</sup>. In some departments the number of female academics is extremely low, PRISM reporting that only 16% of tenured science staff in UK sciences departments were women, and only 3% in Physics departments. (PRISM, 1995) In addition, women are more likely than men to be on short term contracts, or junior members of permanent staff. In the UK there continues to be a pay gap between female and male full-time academics, indicating that women are better represented amongst the lower paid scales.<sup>5</sup> There are also less quantifiable obstacles such as the

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<sup>4</sup> This is apparent in the EC statistics which show that of the proposals submitted in Framework 5's Environment and Sustainable Development sub-programme, only 15.8% were co-ordinated by women (EC, 2001 p22). Interestingly, the success rate of proposals co-ordinated by women was marginally higher than those co-ordinated by men, suggesting that Professor Susan Greenfield's contention that "For a female scientist to be judged as competent as a man, she has to exceed his productivity by some 20 research papers" bears some truth in that the women who get to co-ordinate the submitted bids are likely to have worked harder and achieved more output to get to the position that they hold when making the proposal (which is, arguably, better for this). Greenfield, 1997.

<sup>5</sup> In 1999-2000 in the UK, the average salary of a full time academic male was £32,274, and for his female equivalent, £27,240. Women full time academics were, therefore, earning 84% of their male colleagues' average salary. This had, in fact dropped one percentage point since 1994-5. (AUT, 2003)

greater likelihood of caring responsibilities, which inhibits networking, particularly on a Trans-European scale; the persistence of 'old boys' networks' which favour links with established partners; and the issue of confidence and assertiveness, which are necessary requirements for co-ordinating a multi-million Euro research programme.

b) The second challenge relates to the content of research. Research which genuinely addresses gendered issues is likely to be more gender-balanced in terms of research personnel, since the majority (although not all) of gender-sensitive research is currently undertaken by women. As it becomes recognised that the Commission requires evidence of gender sensitivity for research to be funded, all proposals will include gender concerns. The scrutineers/referees of research proposals will need to be vigilant in screening out proposals which 'bolt-on' gender concerns which are likely to evaporate once the grant has been awarded and the work is underway.

c) Also linked to research content is the need to 'de-masculinise' research agendas. It is not sufficient for women to approach numerical equality with men in participation in research. The structure of career research often means that it is difficult for existing research priorities to be challenged, and the most successful women are not necessarily those who wish, or are able, to disrupt these priorities. It could be said that the direction of European funded research has been largely set by those already in positions of influence and that such concerns will reflect broader structures of power and influence. The challenge, then, is to value a wider range of research, for example that which recognises its own subjectivity and therefore does not automatically privilege what masquerades as 'objective', or quantitative data over qualitative data. The recognition of researchers' subjectivity can generate better science precisely because it does not make assumptions that the researchers are bias-free, and informs the audience of likely influences on the researchers.

d) Finally, whilst gender-mainstreaming is a laudable goal, consistent with the European Commission's commitment to gender equality, it needs to be considered with other forms of discrimination and partiality in research. Much feminist research has pioneered the study of 'difference' and points up the fallacy of the 'universal norm.' By definition, gender is not the only signifier of difference and the gender mainstreaming initiative should be utilised to ensure that research is also sensitised to other differences and potential inequalities.

## **2. Adaptations and Responses**

- a) Individual women researchers need to be active in European wide networks, and networking structures need to become more receptive to identifying ways in which this can take place. For example, gender research needs to be included as a category of researchers' interests on networks such as CORDIS. Existing networks well used by women (e.g. the EUROFEM network) need to be plugged into the Framework 6 process.
- b) In principle, the need to include gender considerations into all Framework 6 research proposals should give those involved in gender research an opportunity to participate in the consortiums developing the research bids. Research consortia would be well advised to include experts in this field (who are most likely to be women) on an equal status to researchers with other areas of expertise.
- c) Since the success of proposals rests on peer evaluation, it is important to ensure that evaluation panels are well informed on gender issues and are sensitive to the nuances of how gender needs to be mainstreamed into research. Women involved in this area of research, therefore, have an important part to play in the evaluation stage.
- d) Finally, those researchers who are concerned about redressing inequalities, in general, and about gender sensitive research in particular should foster their younger, or more junior colleagues to help them develop the skills, confidence and interest in becoming involved in European research which is sensitive to gender inequalities.

**Table 2: Short and Longer Term Responses to Gender Mainstreaming in European Research**

	<b>Researchers</b>	<b>With European Commission</b>	<b>In European Commission</b>
<b>Short Term</b>	*Exploit networks; *Work with colleagues to include gender dimension; *Gender mainstream in other proposals (e.g. national research councils).	*Volunteer as Assessors/ Evaluators.	*Ensure gender balance in assessment panels;  *Scrutinise bids to ensure gender not 'bolted on' as a token.
<b>Long Term</b>	*Work with own institutions on equal opportunities and gender mainstreaming; *Encourage (particularly female) younger, more junior colleagues and post graduate students to think of themselves as experts.	*Work with the EU to ensure that recommendations are included in practice; *Lobby MEPs/DGs and own governments to gender mainstream.	*Ensure that research agenda is drawn from the widest scientific community; *Ensure that EU initiatives, such as work/life balance, inform the management of research programmes.

**3. Concluding Question**

The European Union has been instrumental in developing a framework for structuring a balance between paid work/personal life through initiatives such as parental leave and the 48 hour maximum working week. Research Institutions and Universities (in the UK at least) are notoriously bad at work/life balance in that researchers (including part time and contract researchers) routinely work more than 48 hours on a weekly basis. Research in the UK (Wertheim, 1997) suggests that this kind of research culture favours single men and women, and men in partnerships where they are supported by someone performing the domestic/caring role at home. If women are to be expected to participate actively

and equally in research, somehow these initiatives need to filter down to the national and local level. Perhaps there is a useful European Research Project to be undertaken here!

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Women and Science

## **GENDER EQUALITY IN FP6**

### **HOW TO INCREASE THE PARTICIPATION OF FEMALE RESEARCHERS**

BRIGITTE MÜHLENBRUCH

It is a pleasure for me to have the opportunity to present the Center of Excellence Women and Science on this conference. The CEWS has its seat at Bonn University, one of Germany's largest universities.

Let us have a short look at the genesis of this center.

Many of you will know and perhaps some of you have participated in the conference "Networking the Networks" in July 1999 here in Brussels organized by the Women and Science Unit of DG Research. At the end of this conference participants established a declaration with numerous recommendations. One of them concerned tools to better network the networks:

“EU and member States, which use networks on a professional basis for advice, expertise and dissemination of information, should recognise and formally support the networks, as well as the establishment of national nodes of existing networks.”

So time was favourable in Germany and in September 2000 the official opening of the CEWS took place. The CEWS is such a national node.

It is an information, service and co-ordination center with international orientation and networking which combines, reinforces and accompanies all activities concerning the assertion of equal opportunities for women in science and research. It is an advisory office too for scientific and political organizations and

institutions dealing with gender equity in science and research as well as for women' affairs and equal rights commissioners and women researchers in Germany and abroad.

In this process its central task is to provide instruments and structures to plan and assert equal opportunities and gender mainstreaming in universities and research facilities and to push for their implementation.

At the same time it represents a platform which invites all deciding political and social institutions, bodies, initiatives and projects to participate in national and international dialogue.

The main objectives of the CEWS are:

- a marked and perceptible increase in the proportion of women in executive and leadership positions in science and research,
- an increase of the efficiency of measures for equal opportunities at universities and research institutions and
- the introduction and implementation of gender mainstreaming as a basic principle and method for all concepts, processes and measures in science and research.

We focus our activities and networking of actors in five priority areas:

- women in institutions of higher education, universities etc.,
- women in research institutions,
- FemConsult database of women scientists, which is presented on this conference,
- gender research with a gender research database and
- international co-operations.

We work in a lot of different projects, most of them supported by the Federal Ministry of Education and Research in Germany.

Since the end of 2001 we manage a project called "Anstoß zum Aufstieg" or "Encouragement to Advance". In this project we organize a series of training and coaching seminars focused on

effective job interviewing for female scientists ready to apply for professorship or assistant-professorship positions. With these seminars we support specific career planning and optimise individual application and negotiation strategies as well as establishing network structures. The nation-wide advertising and recruiting of participants allows the compilation of groups according to different criteria. The participants learn about experiences – particular in the university-specific climate in appointment procedures – from the potential employing university. Having roughly specialist groups and avoiding direct competition at the same time can contribute to forming a nation-wide network. The idea is to give female scientists extra strength in the selection process for professorships to increase their chances of success. The project is funded by the Federal Ministry of Education and Research and sponsored by L'OREAL Germany for about 800 participants and the demand is very high. The participants are female scientists from universities and research institutions from all over Germany. The seminars are supplemented by an individual coaching offer during the seminar and telephone coaching afterwards.

On a second line, we organise a sequence of training seminars related to the proposal writing and contract management in the framework programmes of the European Commission, because the participation of German female researchers in this programmes is unsatisfactory and unacceptably low. The framework programmes bring together the best persons in Europe and women are to be better represented among these best persons. On the other hand the top quality of scientific research in Europe can only be guaranteed if qualified women scientists participate in European research co-operation to the same extend as men do in all levels, as project co-ordinators, evaluators or in various assessment panels. Our training seminars consist of two parts: one theoretical introduction with all the basic information, and a follow-up course about four weeks later, where participants can put into practice what they have learned in the first part. The follow-up course takes place in Brussels and also includes a visit to DG Research and contacts to European Commission officials.

The participants are exclusively female scientists from research institutions and universities all over Germany.

With both types of seminars we give support for building networks where participants can continue to exchange ideas and experiences after the courses. In this way we also support the establishment of helpful connections.

The CEWS maintains an internet page with a news-part that is updated daily, a bimonthly electronic newsletter with over 1500 subscribers, and a series of topical publications.

The CEWS is the provider of the FemConsult database for women in science.

This database contains about 7000 verified data sets of women scientists with a PhD or habilitation of all disciplines from Germany, Austria and Switzerland from science, research and business. It is the largest database in this field in Europe and gives an overview of the existing female scientific potential. We channel this potential systematically into procedures for filling vacant positions, professorships as well as scientific and political committees.

The main objective of this database is to support universities, women's representatives and equal opportunities commissioners, scientific and political institutions in their search for qualified women in leadership positions at universities and research institutions, on panels and in committees, to help them when they complain of the lack of qualified women for those position.

A recent effort together with the national contact point "Women into EU-Research" of the EU-Bureau of the German Federal Ministry of Education and Research to mobilise female scientists as external evaluators with help of the FemConsult database resulted in an increase of German female experts registered in the Commission's database by 39%, pushing Germany's female participation from 9% to 12%. I think, we have to continue this successful work.

In the field of gender studies we have installed an internet platform and information service to promote the systematical use of results of women's and gender studies in higher education and research institutions and in political decision-making. There is also a database listing the available literature on gender studies.

The experts at the CEWS also edited a best-practice catalogue of activities promoting equal opportunities at German research centres, they organise conferences gathering leaders and researchers of universities and research centres, as well as expert workshops on various topics of women in science and gender mainstreaming.

We have also developed an internet presentation of the programme sections "Equal Opportunities for Women in Science and Research" within the framework of the academic science programme in Germany. This web site summarises the measures and projects in the German "Bundesländer" and universities to promote women in science and research in order to

- provide easy and comprehensive access to the different projects,
- enable a comparison of existing programmes in the German "Bundesländer" and
- facilitate a survey of affirmative actions and gender equality policies.

The next question is, how can the CEWS be a starting point for European research co-operations?

I think it will be possible.

The FemConsult database for women in science contains details about the teaching and research areas, the research subject and the research priorities. We know the status, we know the areas of special experiences of the scientists etc. The database is online and the online access allows other researchers to perform searches for women scientists and female experts; one of the search function is the research area.

In the online access of course the scientists remain anonymous. The contact between the searching partners and the female researchers is established by the CEWS. We have to look for a practical strategy and we have to beat the big drum for this new service.

Another topic is, whether centres like the CEWS can support female researchers seeking European research co-operation.

What we need are databases like the FemConsult database in other countries. These databases should then be linked. And we need the European platform to bring together networks of women scientists and organisations committed to gender equality in scientific research as is described in the Science and Society Plan, Action 24. This is where the linking of existing databases could be presented. Centres like the CEWS have to support this platform by making the data available. The centres have to co-operate with the national contact points, all strings must be connected on the national and on the European level. The centres have contact to the female researchers, the national contact points have knowledge about the Framework, the calls etc. Our task is to combine both. Together we can organize information events and workshops, which are addressed particularly to interested women scientists and we can mobilise women scientists as expert evaluators and members in monitoring panels. We have to make greater efforts to co-operate more in this field.



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## **PARTICIPATION OF SWEDISH FEMALE RESEARCHERS IN THE SIXTH FRAMEWORK PROGRAMME**

LIEVE VAN DAMME

The Swedish EU R&D Council is the National Contact Point for the Sixth Framework programme in Sweden. The head office is in Stockholm but the council also has an office in Brussels which has been established a.o. in order to build networks and to function as a gate opener to the Swedish research community. The Brussels office is an integrated part of the council and provides office and meeting room facilities for visitors.

For FP6 the council also wants to make an extra effort to promote the participation of female scientist, this in line with the equal opportunity policy of the Swedish government. In order to do that there are some challenges to be considered. Sweden has a rather “feminist image”, there is a lot of political goodwill with regard to the equal opportunity debate. The positive political climate can be illustrated by the fact that there is an 50% female representation in the parliament and the fact that even the prime minister Göran Persson declared “I am a feminist”. But when it comes to power and prestige, in reality there is still a lot of inequality. At Swedish universities, there are as many female as male freshmen. After that the women disappear, one by one. At the top level of full professors, only ten percent are women. And this is due to still existing, subtle prejudices. The assumption that women disappear because of the problem of combining children and household chores with a scientific career, led to the establishment of a special fund for women researchers in 1997 (Wallenberg foundation), but recent studies have shown that this money was hardly spent on

household help but on research and travel. The famous study 1997 from Vold and Wennerås has bluntly proved the prejudice against women, who had to be 2,3 times better than men in order to get funding from the Medical Research Council.

Today there is an ongoing debate and there has been a strong increase in equal opportunity measures. The fact that the number of women PhD students has risen from 30% to 40% is an encouraging result. But on the other hand a recent report from The Karolinska Institute in Stockholm has shown that women there still have lower salaries, lower external funding, smaller working space and more teaching obligations than men.

But the prevailing prejudices are not the only challenge for the equal opportunity actions from the council. There is also the problem of perception. The equal opportunity debate is for the majority of people politically correct but tedious and this not only according to men. A lot of women do not want to get the etiquette of “female researcher” as an example of Linköping university shows; they published a “female competence catalogue” but a lot of women refused to be mentioned.

With these challenges in mind the council plans the following activities in order to promote the participation of Swedish female researchers in the Sixth framework programme.

- Information sessions & seminar, the gender dimension will be incorporated in the information sessions with the calls for proposals
- Evaluators: extra information flashes to encourage women scientists to become evaluator.
- Increase visibility female researchers by interviews in the newsletter.
- Networking: establishment of “Brussels group” in order to create an informal platform for gender related issues.
- Publications







Women and Science

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