



IS ACADEMIA A PLACE FOR WOMEN

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PROPORTION OF WOMEN AND MEN IN ACADEMIA IN THE EUROPEAN UNION EU-28

- **Grade C (assistant.e.s)**

- 45 % F

- 55 % H

- **Grade B (professeur.e.s)**

- 37 % F

- 63 % H

- **Grade A (professeur.e.s ordinaire.s)**

- 21 % F

- 79 % H

- *Source : Rapport « She Figures 2015 » Commission européenne - chiffres 2013*

WHAT HAS THE EU GOT TO SAY

- In December 2015, the Council of the European Union invited Member States to set targets for gender balance among full professors and in research decision-making bodies.
- The [Council Conclusions on Advancing gender equality in the European Research Area](#) reiterate the need to foster sustainable **cultural and institutional change** in the ERA national action plans or strategies at the level of Member States and research institutions.
- **The Council invites EU Member States and research funding organisations to provide incentives to encourage higher education institutions and research organisations to revise or develop gender mainstreaming strategies and/or gender equality plans and to mobilise adequate resources and calls in particular for:**
 - Guiding targets in decision-making bodies, such as leading scientific and administrative boards, recruitment and promotion committees and evaluation panels, to **achieve gender balance in leadership and decision-making positions;**
 - Guiding targets for a **more even gender balance of full professors** in higher education institutions;
 - Monitoring, with appropriate indicators, the implementation of gender policies, and actions at institutional, national and EU level;
 - Gender awareness-raising and capacity-building tools in order to achieve institutional change;
 - Flexible and family-friendly working conditions and arrangements for both women and men;
 - The review of the assessment of researchers' performance, to eliminate gender bias.

STATE OF PLAY: SHE FIGURES 2015

- More and more, European women are excelling in higher education, and yet, women represent only a third of researchers and around a fifth of grade A, top-level academics. Although the number of female heads of higher education institutions rose from 15.5 % in 2010 to 20 % in 2014, there is clearly still a long way to go before we reach gender equality in European research and innovation professions.
- Therefore, research organisations should be the agents of change, taking practical steps to eliminate any remaining bias which prevent or hinder women from entering, or fulfilling their potential in research careers.
- The 2015 edition of the She Figures introduces new specific indicators on gender equality progress in research organisations (ex research and innovation, glass ceiling index)

RESEARCH: 36 % OF RESEARCH PERFORMING ORGANISATIONS (RPOS) INDICATED THAT THEY HAD INTRODUCED GENDER EQUALITY PLANS IN 2013

- Women are generally more likely than men to work part-time and/or to have 'precarious contractual arrangements'. In the EU in 2012, 13.5 % of women in research were in part-time employment (versus 8.5 % of men) and 10.8 % had precarious contracts (versus 7.3 % of men).
- The gender pay gap persists in research: in 2010, women's average gross hourly earnings (EU-28) were 17.9 % lower than those of men in scientific research & development (R&D).
- The European Research Area (ERA) Survey(2014) points the way to the actions that research organisations can take, such as recruitment and promotion measures, targets to ensure gender balance in recruitment committees, flexible career trajectories (e.g. schemes after career breaks), work-life balance measures and/or support for leadership development.

THE GLASS CEILING INDEX

- The Glass Ceiling Index (GCI) is a relative index comparing the proportion of women in academia (grades A, B, and C) with the proportion of women in top academic positions (grade A positions; equivalent to full professors in most countries) in a given year.
- The higher the value, the stronger the glass ceiling effect and the more difficult it is for women to move into a higher position.
- 2010 EU= 1,80 2013 EU= 1,75
- BE = 2,21 BE=1,95

REMEDIES: EU OBJECTIVES FOR GENDER EQUALITY IN RESEARCH

- *Fostering equality in scientific careers;*
- *Ensuring gender balance in decision-making processes and bodies;*
- *Integrating the gender dimension in research and innovation content, i.e. taking into account the biological characteristics and the social features of women and men.*

ESSENTIAL RESOURCES

- GEAR
- <http://eige.europa.eu/gender-mainstreaming/tools-methods/GEAR>
- EU POLICY : Texts and tools
- <http://ec.europa.eu/research/swafs/index.cfm?pg=policy&lib=gender>
- BELGIAN EXAMPLE : plan cascade ULB
- <https://www.youtube.com/watch?v=UvNZxi2iMxl>