

**Expert group meeting**  
**Gender, science and technology**

**What has Worked in Europe**  
**to Increase Women's Participation in Science and Technology**

**44 %.**

**Table 1. Percentage of ISCED 6 graduates who are women, by broad field of study, 2001-2006**

EDUCATION	HUMANI

of 30%.

the EU-27 average

*Horizontal segregation*

**Table 2. Number of researchers (and % of women among them) by main field of science of HES + GOV R&D in the Eastern countries in 2006**

Country		Natural sciences	Engineering & technology	Medical sciences	Agricultural sciences	Social sciences	Humanities
Bulgaria	Researchers	3,169	2,884	850	1,078	1,369	1,052
	% women	53.9%	26.9%	53.2%	49.8%	46.2%	61.9%
Czech Republic	Researchers	6,230	6,901	5,088	2,458	4,058	2,873
	% women	31.1%	23.4%	46.9%	37.3%	42.0%	41.6%
Estonia	Researchers	1,629	859	423	231	809	1,109
	% women	38.3%	29.5%	60.8%	48.0%	57.4%	65.1%
Hungary	Researchers	4,486	3,881	4,024	1,613	4,708	6,433
	% women	28.3%	18.7%	46.4%	35.3%	37.1%	48.4%
Latvia	Researchers	1,662	1,073	449	588	1,448	987
	% women	41.1%	27.5%	56.3%	50.3%	59.5%	67.3%
Lithuania	Researchers	2,530	2,079	1,214	471	2,323	2,378

% women	45.2%	28.8%	54.5%	53.1%	62.0%	61.9%
Researchers	17,026					



- 2. The European policy of mainstreaming gender in scientific research: A decade of initiatives and support for European women academics and researchers (1999-2009)**

*temporary Expert Groups*

***ETAN (European Technology Assessment Network) Expert Group on Women and Science***

*Science policies in the European Union:  
Promoting Excellence through Mainstreaming Gender Equality'*

***ENWISE (Enlarge Women In Science to East) Expert Group:***

*Action*

*Plan Science and Society*

*'Waste of talents: turning private struggles into  
public issue. Women and Science in the Enwise countries'.*

***WIR Expert Group (Women in Industrial Research):***

*Women in industrial research: A wake up call for European industry*

***WiST Expert Group (Women in Science and Technology):***

*"Women in Science and Technology: a Business  
Perspective"*

***WiST2 Expert Group:***

*technology - Creating sustainable careers*

*'Women in science and*

***WIRDEM Expert Group (Women In Research Decision Making)***

*'Mapping the Maze: Getting more women to the top in research'*

***Gender and Excellence Expert Group***





## B) Setting a number of fixed targets

*research* *Women and Science: Mobilizing women to enrich European*

*seminal official document* *first and*

**at least a 40% representation of women on average**

**set target of 40%.**

**at least 33 % by 2010.**  
**to 25 % by 2010**

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**UPGEM**

**KNOWING**

**PROMETEA**

**GenderBasic**

**ELSA**

**TRANSGEN**

**WOSISTER**

**ESGI**



**A synoptic vision for achieving gender balance in scientific research and leadership  
(women's representations in decision-making position in science)**

*organizational culture*

## Dual careers (and mobility)

## Child-care facilities in the Eastern countries:

**Table 3. The provision of childcare services in the Eastern countries**

BG	Limited supply of (and demand for) childcare services for the youngest children.
CZ	The demand for childcare facilities far exceeds supply, especially for the youngest age category. There is also a shortage of pre school facilities for children below 5 years.
EE	There is a shortage of childcare places for almost all age categories, but especially for children under 3. years.
LV	There is a severe shortage of places in public kindergartens. On average, about 60 % of children attend

	kindergartens.
LT	The availability of childcare services is limited. In addition, there is an insufficient number of places in public kindergartens in most urban and rural areas.
HU	Coverage of nurseries is small and falls far short of meeting the demand of working parents. Supply of kindergarten facilities is more or less adequate, except for smaller rural settlements.
PL	Coverage of nurseries and pre school arrangements is small and falls far short of meeting the demand of working parents.
RO	Very low coverage. In addition the quality of the services causes problems.
SL	There is a growing inclusion of young children in childcare services. There are, however, large differences between towns and between urban and rural areas.
SK	Limited provision of (and demand for) childcare facilities for the youngest children. After a period of decline, the coverage rate for pre school arrangements is increasing and is more or less at the level of 1989.

Source: The provision of childcare services. A comparative review of 30 European countries, European Communities, 2009, p.40

## **Gender pay gap and researchers' remuneration**

*'Tackling the pay gap between men and women',*

*'Structure of Earnings*

*Survey'*

*Study on the Remuneration of Researchers in the Public and Private Commercial Sectors*

**The recognition dimension refers to issues such as: career path, leadership, support for mobility, scientific excellence, peer review system, access to research funding, etc.**

**Scientific excellence**

*'Gender and Excellence in the Making'*





*privileged target group*

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**Some conclusions:**



*competition*

*Scientific excellence*



*policy of non-discrimination by sex'*

*'policy of gender mainstreaming in scientific research'*

*organizational culture*



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