



**SHEMERA**  
project

# Gender Stereotypes and Gender Attitudes in the Assessment of Women's Work

Workshop • Athens, 3-4 March 2011



# The National Documentation Centre (EKT/NHRF)

- The national institution for documentation, information and support on science, research and technology issues
- **Mission and objectives:** development, organisation and provision of science and technology content and offering services to the country's scientific and business community
- **Activities on gender issues:**
  - The project “Mapping of the Scientific Area of Greek Women Researchers”
  - The GENDERA project: Gender Debate in the European Research Area
  - The SHEMERA project: Euro-Mediterranean research cooperation on gender and science



ΔΙΚΤΥΟ  
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## The project “Mapping of the Scientific Area of Greek Women Researchers”

- **Implemented:** within the framework of the “Network of Women Researchers PERIKTIONI” (O.P “Competitiveness”, Measure 8.3, Action 8.3.4, Act 8.3.4/2)
- **Main objective:** quantitative and qualitative mapping of the Greek women researchers’ status, occupied at specific institutions of the Public Domain, and the mapping of their participation in Scientific Boards
- **Methodology:** questionnaire and interviews



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Πανεπιστήμια	Καταγεγραμμένες Ερευνήτριες	Ελλιπείς Εγγραφές	Απαντήσεις
Ανώτατη Σχολή Καλών Τεχνών	12	8	<b>1</b>
Αριστοτέλειο Πανεπιστήμιο Θεσσαλονίκης*	739	729	<b>0</b>
Γεωπονικό Πανεπιστήμιο Αθηνών	46	8	<b>9</b>
Δημοκρίτειο Πανεπιστήμιο Θράκης**	190	47	<b>50</b>
Εθνικό Μετσόβιο Πολυτεχνείο	145	11	<b>36</b>
Εθνικό και Καποδιστριακό Πανεπιστήμιο Αθηνών	743	64	<b>135</b>
Ελληνικό Ανοικτό Πανεπιστήμιο	6	0	<b>4</b>
Ιόνιο Πανεπιστήμιο	57	5	<b>12</b>
Οικονομικό Πανεπιστήμιο Αθηνών	68	0	<b>19</b>
Πάντειο Πανεπιστήμιο***	5	0	<b>0</b>
Πανεπιστήμιο Αιγαίου	122	6	<b>48</b>
Πανεπιστήμιο Δυτικής Μακεδονίας	50	7	<b>16</b>
Πανεπιστήμιο Θεσσαλίας **	8	2	<b>4</b>
Πανεπιστήμιο Ιωαννίνων **	148	26	<b>31</b>
Πανεπιστήμιο Κρήτης	164	8	<b>57</b>
Πανεπιστήμιο Μακεδονίας Οικονομικών & Κοινωνικών Επιστημών	38	3	<b>16</b>
Πανεπιστήμιο Πατρών	156	23	<b>65</b>
Πανεπιστήμιο Πειραιώς	21	4	<b>7</b>
Πανεπιστήμιο Πελοποννήσου	106	3	<b>22</b>
Πολυτεχνείο Κρήτης	23	6	<b>8</b>
Χαροκόπειο Πανεπιστήμιο	22	0	<b>10</b>
<b>ΣΥΝΟΛΟ</b>	<b>2.869</b>	<b>960</b>	<b>550</b>

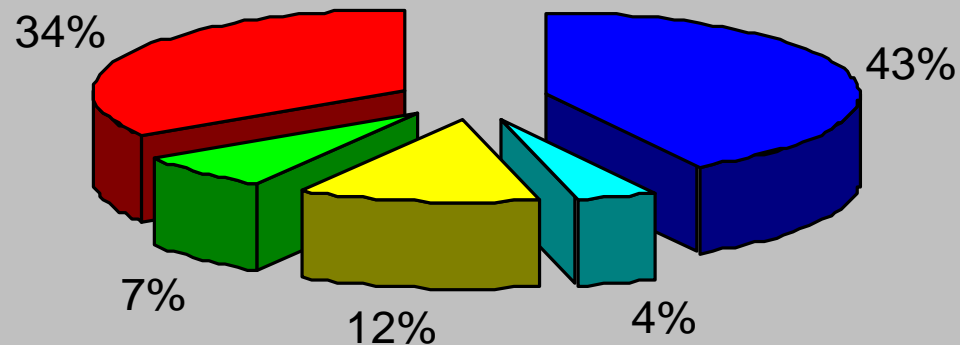
Ερευνητικοί Φορείς	Καταγεγραμμένες Ερευνήτριες	Ελλιπείς Εγγραφές	Απαντήσεις
Σύνολο 52 Φορέων	446	69	207



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# The project “Mapping of the Scientific Area of Greek Women Researchers”

## Scientific Areas (Frascati Manual)



■ Social Sciences and the Humanities

■ Medical Sciences

■ Natural Sciences

■ Agricultural Sciences

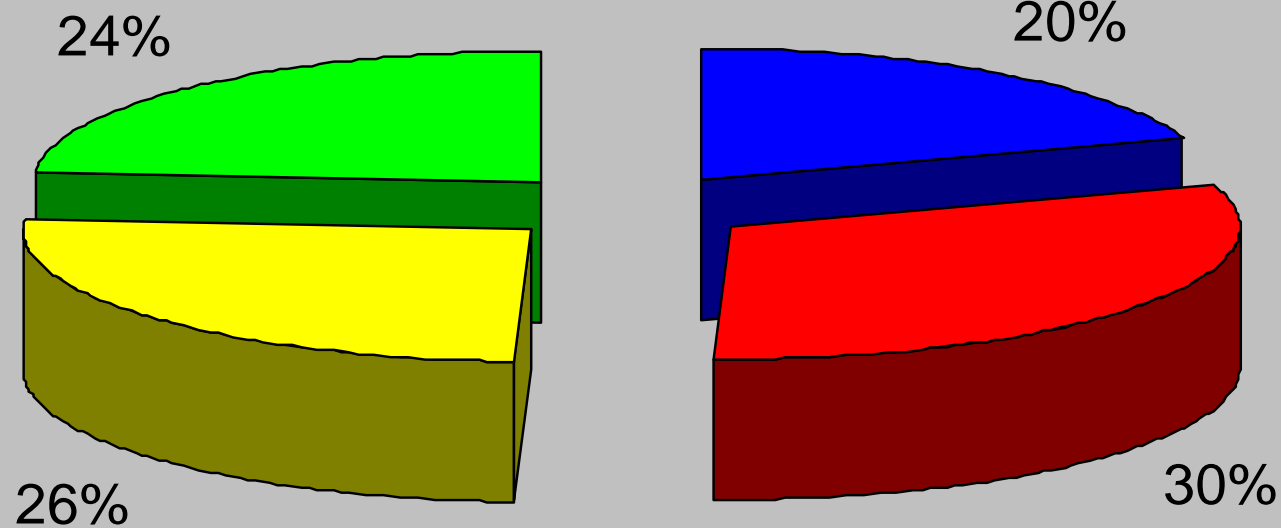
■ Engineering and technology



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# The project “Mapping of the Scientific Area of Greek Women Researchers”

Academic position/ Scientific grade  
(glass ceiling)



■ Α

■ Β

■ Γ

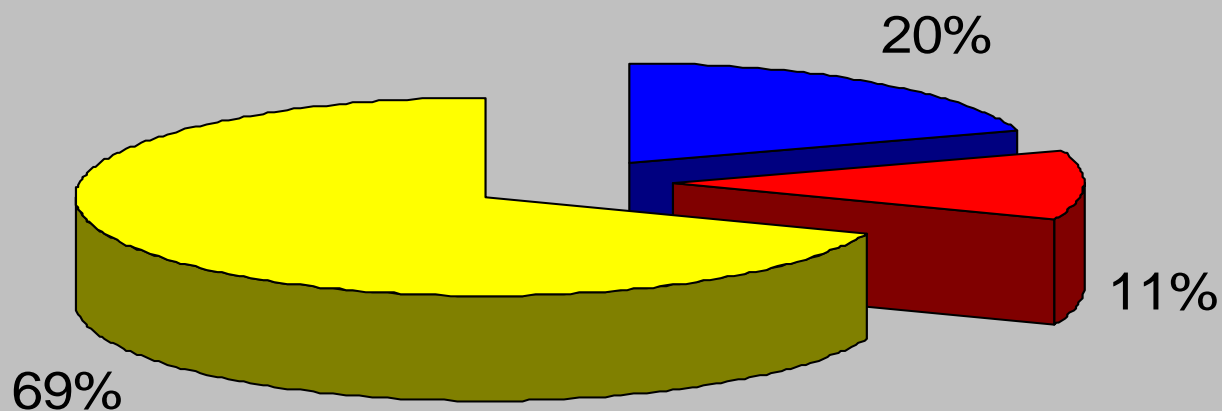
■ Δ



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# The project “Mapping of the Scientific Area of Greek Women Researchers”

Member of Administrative or Scientific council



■ Yes- Administrative Council

■ Yes- Scientific Council

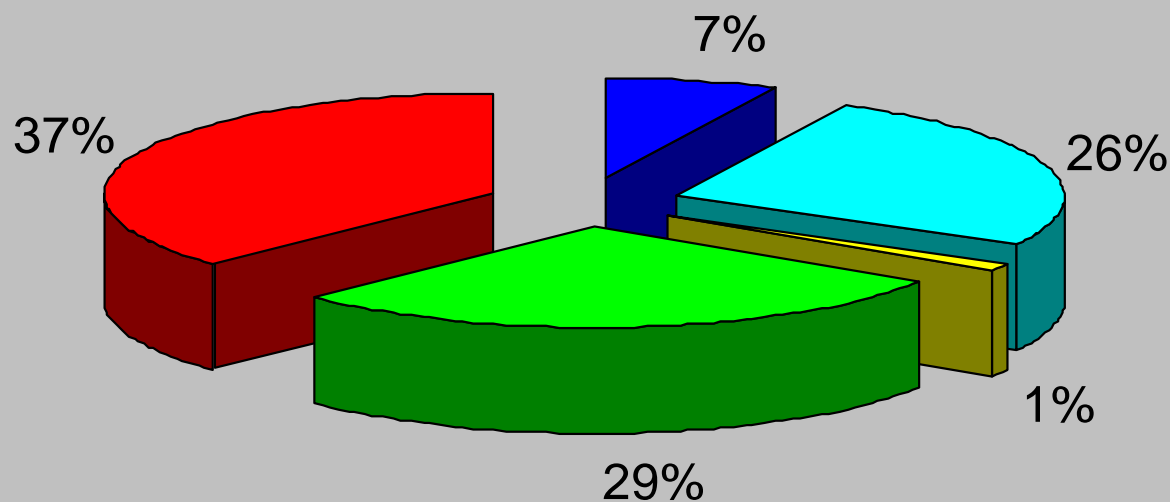
■ No



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# The project “Mapping of the Scientific Area of Greek Women Researchers”

Barriers in the scientific career and development (leaky pipeline)



■ Daily Household activities  
■ Lack of appropriate qualifications  
■ Other

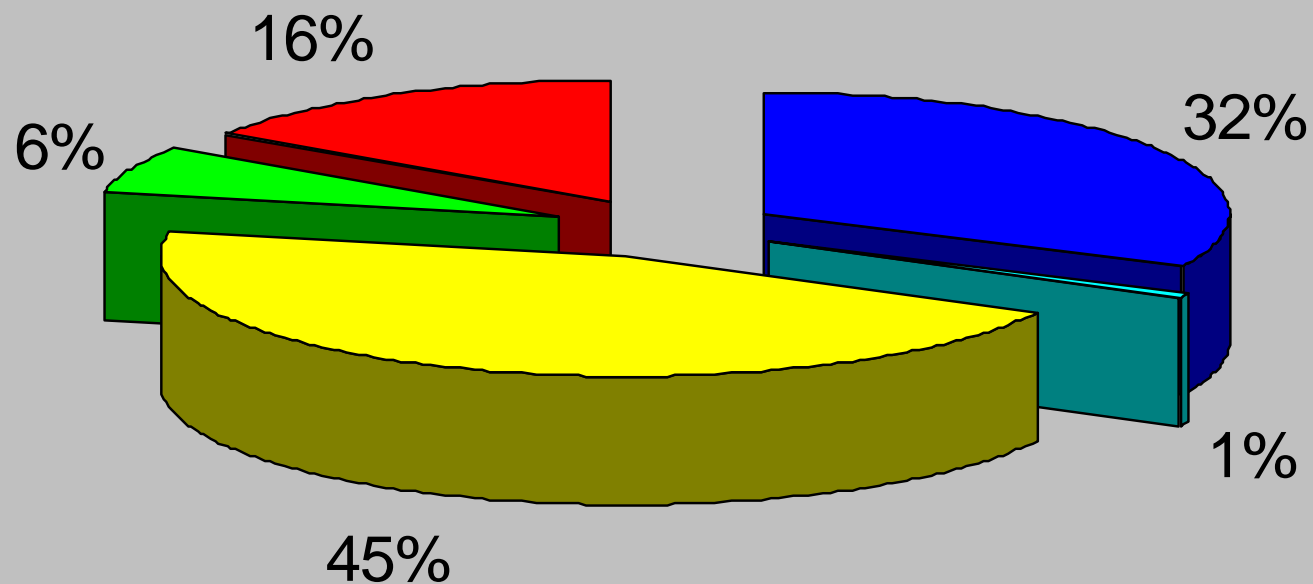
■ Family obligations  
■ Government policy



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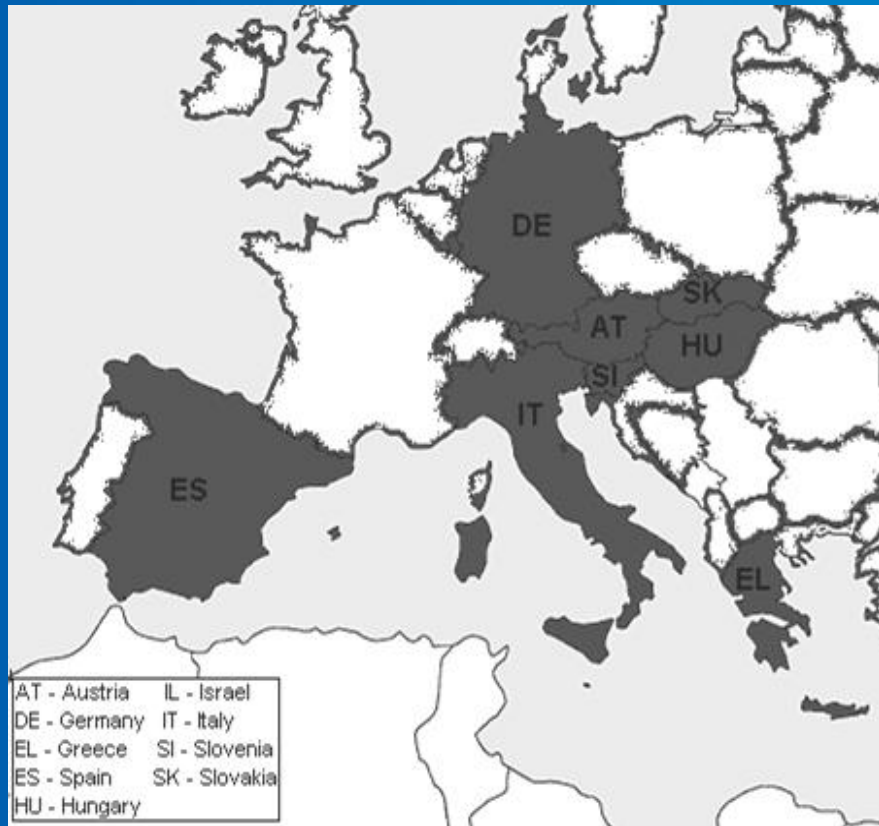
# The project “Mapping of the Scientific Area of Greek Women Researchers”

Main Factors supporting the scientific career and development



- Family support
- Provision of extra curricula activities
- Standard in Education
- Working Environment
- Identifying and implementing optimal strategies

# The GENDERA Project



Work programme topics addressed:  
FP7-SiS-2009-2.1.1.1

- TETALAP (Hungary)
- Fundació CIREM (Spain)
- EKT/NHRF (Greece)
- Jozef Stefan Institute (Slovenia)
- Univerzita Mateja Bela v Banskej Bystrica (Slovakia)
- Joanneum Research (Austria)
- Steinbeis-Europa-Zentrum (Germany)
- APRE – Agenzia per la Promozione della Ricerca Europea (Italy)
- Ort Braude College of Engineering (Israel)

# The GENDERA Project

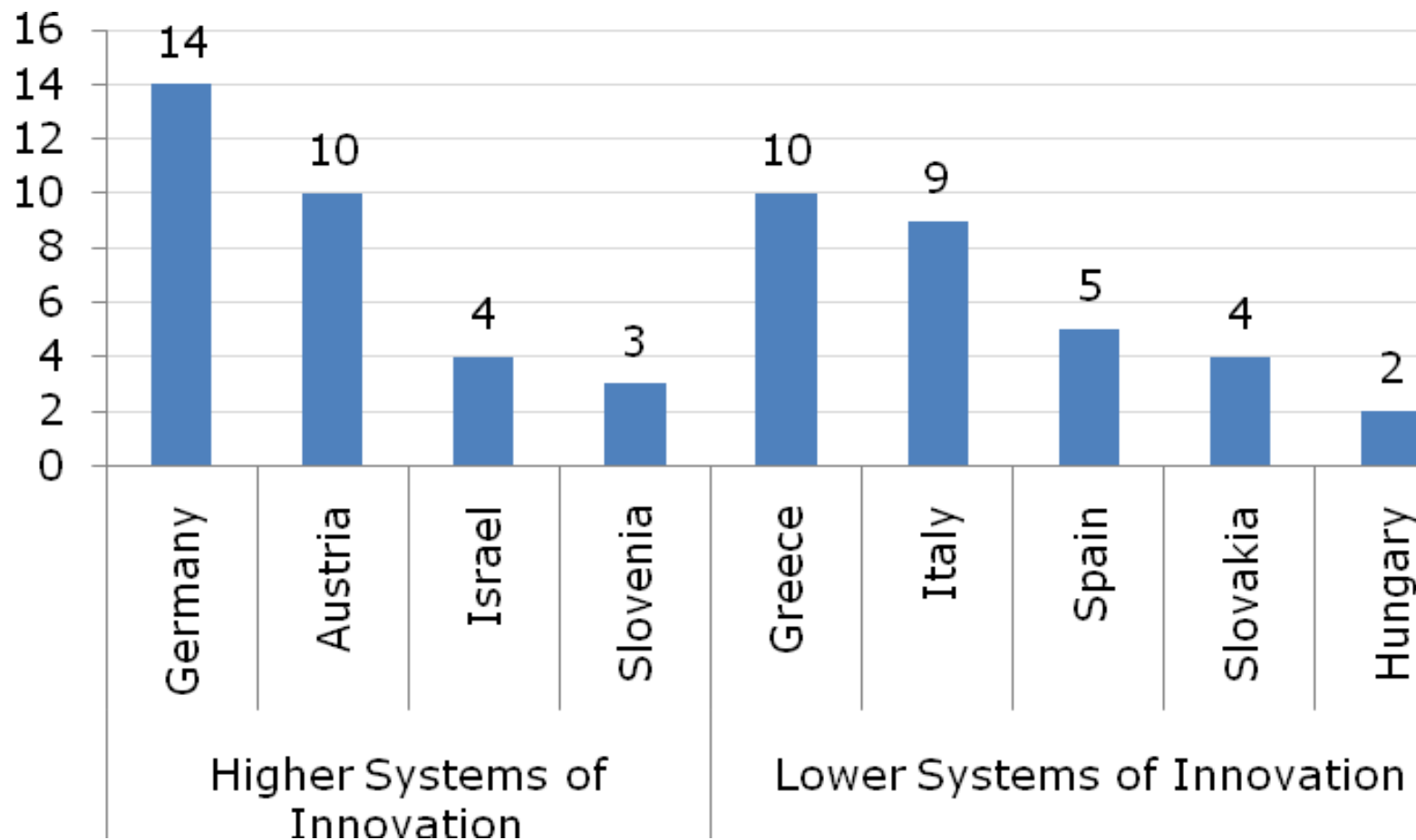
## Objectives

- Collect, systemise and analyse practices in gender equality policies and activities on gender balance in different research organisations
- Identify good practices for the empowerment of women
- Discuss with top policy and decision makers and other stakeholders at national and European level

## Activities

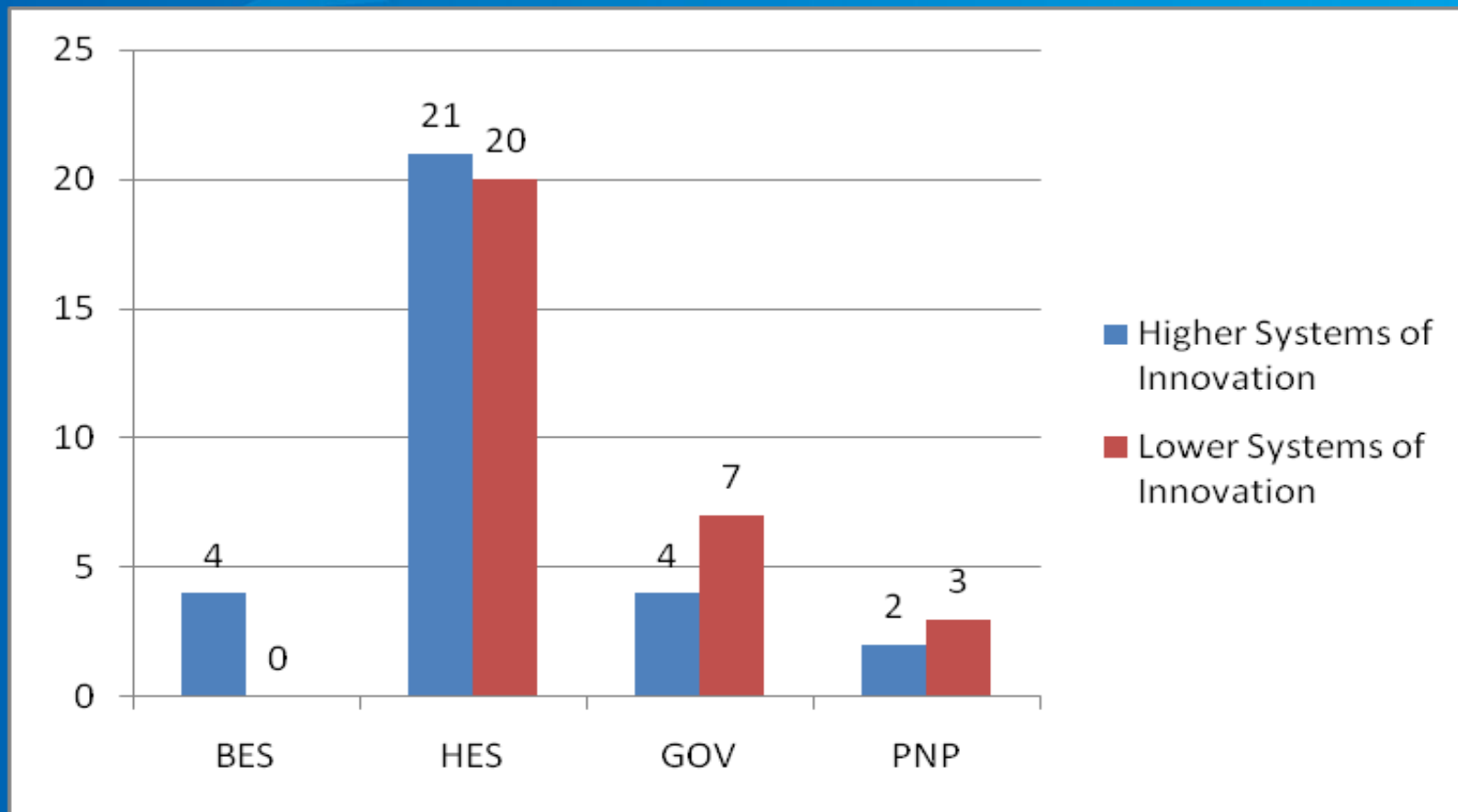
- Synthesis Report (available at [www.gendera.eu](http://www.gendera.eu))
- Good practice database (accessible at [www.gendera.eu](http://www.gendera.eu))
- International Roundtable Gender and Research Funding (18 May 2010, Bratislava)
- Practical recommendations for research organisations to lead the change towards gender equality (available in 9 languages at [www.gendera.eu](http://www.gendera.eu))
- Future events: national roundtables in each country (November 2011, Greece) and European Conference (January 2012, Germany)

# The GENDERA Project: Good Practice Database



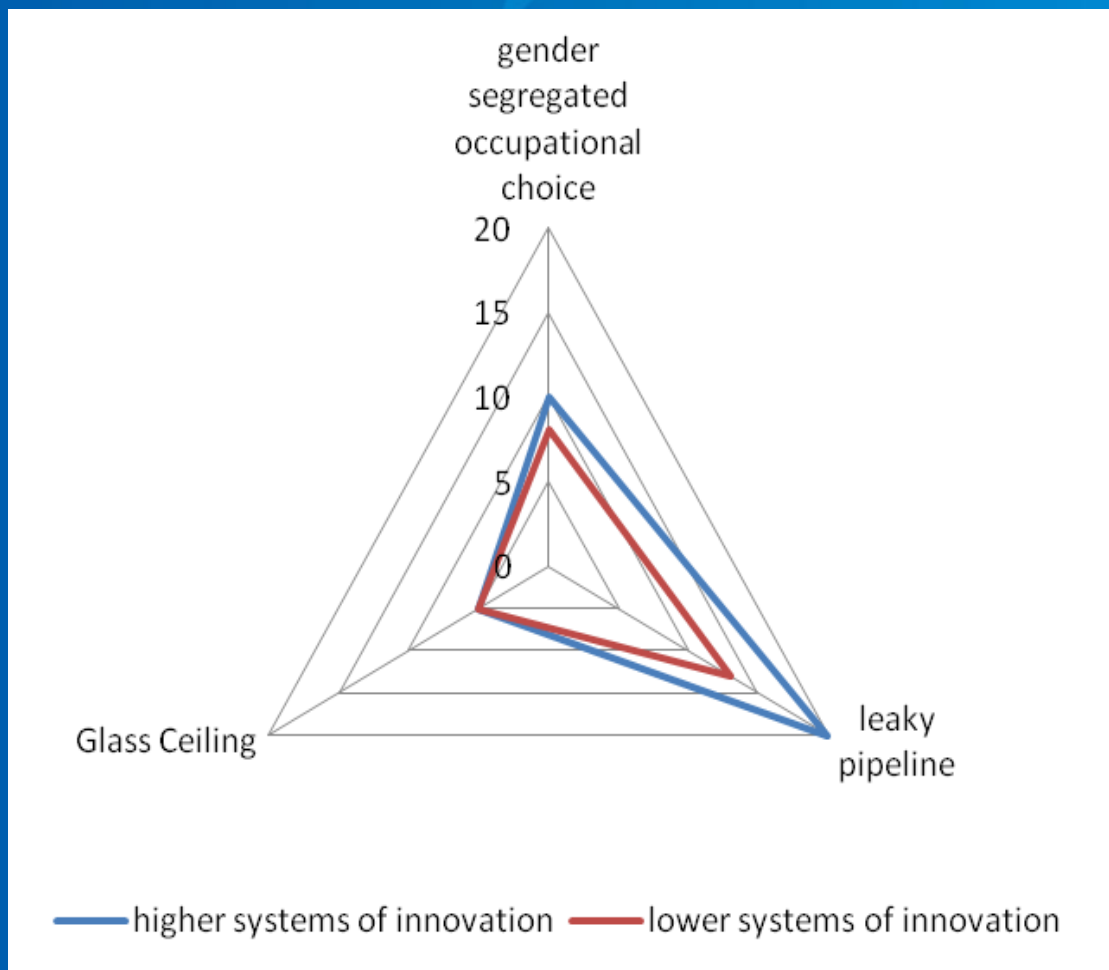
Overall result: **61 good practice initiatives** were identified

# The GENDERA Project: Good Practice Database



Most initiatives were found in the higher education sector  
– only very few in the business enterprise sector

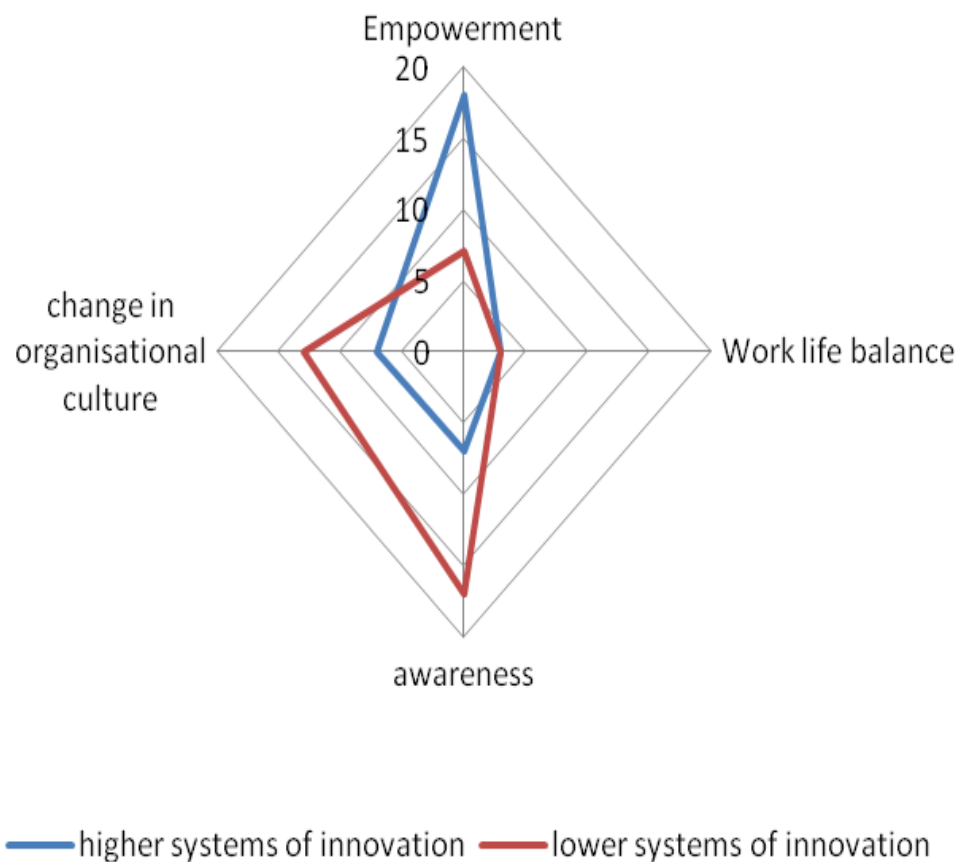
# The GENDERA Project: Good Practice Database



## Addressed Barriers:

- Most initiatives tackle problems related to the leaky pipeline
- Only a few try to tackle directly the glass ceiling

# The GENDERA Project: Good Practice Database



## Strategies for change:

- Significant differences between higher and lower innovation systems
- Empowerment most important in higher innovation systems
- Awareness raising most important in lower innovation systems

# The GENDERA Project: Practical Recommendations

## Why?

**Main motives** for the adoption of gender equality policies on research organisations:

- **Equity:** Overt and subtle discrimination of women in science is unfair in terms of social justice and human rights
- **Waste of talent:** It is wasteful to educate and train young women scientists but then not to use their talent in employment. The shrinking pool of young scientists in many countries makes this issue still more pressing
- **Excellence:** The under-representation of women in science threatens scientific excellence. It prevents excellent women to build a scientific career and entails the undervaluation of gender-sensitive issues in the scientific agenda

# The GENDERA Project: Practical Recommendations

## How?

The gender equality policies are divided into three main groups:

- Policies intended to attract more women to scientific and technologic studies (Attracting)
- Policies addressed to scientists, with the main aim of improving their quality of life and avoiding gender discrimination in their career path (Retaining and promoting)
- Policies for including gender approach in research contents (Gender dimension in the content)



# The GENDERA Project: Practical Recommendations

## **Attracting**

- Pedagogy of science
- Breaking stereotypes

## **Retaining and Promoting**

- Quotas and targets
- Earmarked chairs, research funds and prizes
- Work/life balance measures
- Mentoring
- Networking

## The SHEMERA Project

**Main objective:** enhancing research cooperation on gender and science between the European Union and the Mediterranean countries

**Main activities:** reports with statistics on women in science, database with bibliography on research on gender inequalities in science careers, recommendations for policy makers and workshops on gender equality policies

**Consortium:** 17 organisations from EU and INCO Mediterranean Countries (Spain, Belgium, Hungary, Greece, Turkey, Italy, Egypt, Algeria, Jordan, Lebanon, Morocco, Palestinian- administered areas, Syrian Arab Republic, Tunisia)

**Funded by:** 7<sup>th</sup> Framework Programme (Specific Programme "Science and Society") of the European Commission (DG Research)

**Starting Date:** 1<sup>st</sup> March 2011

*“The Member States that participate in EU research cooperation need to become involved in efforts to promote gender equality in their research systems”*

**Luisa Prista**, Head of Scientific Culture and Gender Issues Unit,  
Directorate General for Research, European Commission

*“The European Commission has two main objectives for its work on gender equality in research. The first is to promote more women in senior positions. The second is to integrate gender perspectives into research”.*

**Luisa Prista**, Head of Scientific Culture and Gender Issues Unit,  
Directorate General for Research, European Commission