

EPWS
Women in present and future
European research
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Presidenza del Consiglio dei Ministri

Dipartimento per le Pari Opportunità

TWO PROJECTS CO-FINANCED BY THE FP7

- **PRA.G.E.S. – “PRActising Gender Equality in Science”**
- **WHIST – “Women's careers hitting the target: gender management in scientific and technological research”**

THE PROJECT PRAGES

- Started on April 2008
- Comparing the various strategies implemented for promoting the presence of women in decision-making positions relating to scientific research in public institutions
- Collecting ,classifying and evaluating good practices and positive actions around the world relating to the fight against vertical segregation in various professional, political and social areas

PRAGES-PARTNER

- Tetalap Foundation- Hungary
- University Statale of Milan
- University Bicocca of Milan
- Aarhus University -Denmark
- Simmons College School of Management -Boston- USA
- University of Cambridge - U.K
- The Queensland University-Australia
- Manchester Business School- U.K
- EUI- European University Institute.



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PRAGES MAIN ELEMENTS

- the attempt to integrate the most important and relevant results deriving from the studies and good practices relating to the fight against vertical segregation in various professional, political and social areas;
- enhancing the understanding of the exclusion of women as being deeply linked to what may be called the lack of socialisation of gender in science, that is, the resistance of scientific community to recognise and manage social and gender dynamics that drive the production of scientific research and its assessment;
- the comparative approach, from a geographical point of view
- the orientation to benchmarking, above all in order to concretise the indications in terms of policy-making.



THE PROJECT WHIST

- Started on May 2009
- Improve the situation of gender diversity in science, by improving transparency in recruitment, promotion, and nomination and increase the capacity of scientific and technological institutions in monitoring, managing and feeding gender diversity in their own organisation at all levels

WHIST PARTNER

- ASDO
- University Statale of Milan
- Aarhus University -Denmark
- Fraunhofer IAO -Germany
- European Space Agency -ESA

WHIST OBJECTIVES

- Testing co-ordinated packages of actions aimed at removing the factors hindering a condition of full gender equality in scientific careers, such as the problems connected with the work-life balance or the distortions influencing access, selection and appointment of members of top management of research;
- Defining, on the basis of the existing knowledge and practical experimental initiatives, a set of guidelines for promoting gender diversity in S&T institutions;
- Promoting exchange and knowledge transfer on policies in gender diversity management among research institutions of different kinds (universities, other types of public research centres, private companies);
- Supporting a high-level dialogue among experts, policy makers and leaders of public and private scientific institutions, geared to feeding a positive orientation towards gender diversity and to promoting a gender balance in decision-making in the realm of scientific research

WEBSITE

- www.retepariopportunita.it
- **News on the Projects**
- **Specific Section on “Women in Science”**

Memorandum of Understanding with the Ministry for Education, University and Scientific Research/1

- Promote the improvement and the role of women in scientific careers.
- Analyse more in depth the issue of women in scientific careers during all the phases of learning and within all sectors of scientific research.
- Spread a scientific culture gender sensitive

Memorandum of Understanding with the Ministry for Education, University and Scientific Research/2

- Create a working group aimed at elaborate new ideas and proposals addressed to the policy makers at National and European level
- Create a synergy of actions for the future calls for proposals of the next VIII Framework Programme

Memorandum of Understanding with the Ministry for Education, University and Scientific Research/3

- Introduce a gender equality approach in the evaluation criteria
- Study new actions as specific programmes for female scientists, new rules for the composition of evaluation panels, new measures to encourage women to apply more, new instruments to improve the transparency in research funding
- Promote the collection of data on women in Science

Two Memorandum of Understanding

- Association for the National Coordination of the Committees for Equal Opportunities of the Italian Universities
- National Conference of the Committees for Equal Opportunities of the Italian Universities

Two Memorandum of Understanding Objectives

- Encourage the exchange of good practices aimed at promoting the equal opportunities
- Monitor the presence of women in the scientific research and in the evaluation panels related to the funding of the scientific research
- Elaborate Guidelines in order to implement the gender budgeting within the Universities

NEW PLAN FOR RECONCILIATION BETWEEN WORK AND FAMILY LIFE

- Crucial prerequisite for gender equality
- € 40 MILLIONS ALLOCATED
- New measures designed to create a better life balance for both sexes



.....THANKS !!!!!!!

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