

## *Opportunities for Women*

### GAP - Gender Action Plan

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$$GE = GD + WP$$

**GE:** Gender Equality

**GD:** Gender Dimension of the Research Content

**WP:** Encouraging Women's Participation

- A. GENDER DIMENSION and PARTICIPATION
- B. EQUAL OPPORTUNITIES
- C. PUBLIC PERCEPTION

*Ref: Gender Action Plans – A compendium of Good Practices*  
European Commission - Directorate C - Science and society  
Women and Science  
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## **A. GENDER DIMENSION and PARTECIPATION**

**Tend to an equal gender proportion:** recruitment of women at all levels

**Encourage the participation of early female researchers**

- promote short term exchanges and training awards for early female researchers

**Encourage women to assume leading positions (e.g. WP leaders and Board members)**

- effect mentoring schemes for early scientists

**Encourage the participation of women in fields with low levels of female representation**

- effect mentoring schemes
- promote workshops and short term exchanges for early female researchers



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## **B. EQUAL OPPORTUNITIES**

### **Promote equal opportunities:**

- **Introduce flexible working hour systems** (part-time appointments and job share opportunities)
- **Promote on-site nurseries** and *crèche* assistance, **facilitate re-entry into science** and research careers after a family leave
- **Promote action plans** for those institutes not complying with ethics concerning equal opportunities
- **Establish a SOP** for monitoring gender equalities



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## **C. PUBLIC PERCEPTION**

### **Enhance the public perception of woman in science:**

- Organize School and University events
- Organize Girl Days
- Organize other public events



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## **GAP: main objectives**

- Increase women's **participation** within the Project and in **all activities**, especially at **decision-making level** and **management** of the Project
- Identify gender specific **attitudes and preferences**
- Assess **job satisfaction level** by gender  
*(is the "Gender Paradox" true?)*
- Enhance the **public perception** of women in science

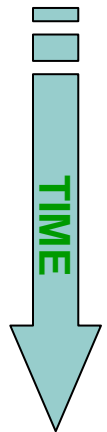
***GAP downloadable from SABRE website***



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## **GAP: Actions and tools**

- Monitoring
  - questionnaires
- Mentoring
  - e-mentoring
- Public events
  - school events;  
multimedia, cd-rom



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## 1. Monitoring: first results from questionnaire (M2)

*80% partners replied to questionnaire*

% Male Early* Stage Scientists	% Female Early* Stage Scientists	% Male Experienced** Scientists	% Female Experienced** Scientists
24%	76%	61%	39%

\* An early stage scientist has less than 4 yrs experience after graduation

\*\*An experienced scientist has a minimum of 4 yrs experience after graduation or a PhD

### M5, M7 - New questionnaire in preparation:

Implement with **sex-disaggregated data** about distribution of tasks and competences within the project, specific preferences or attitudes and job satisfaction level



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## **2. e-mentoring: ongoing actions (M2, M4)**

**Identify Mentors** (short questionnaire downloadable from the website)

- Specific responsibilities of Mentors and Mentees
- Mentors have very different roles than supervisors!

**Establish mentoring scheme and issue guidance to Mentors**

*In progress: e-mentoring (virtual space)*

**Other actions (currently submitted to OMG and Board):**

***Reinforce link of GAP to Training Work Package:***

- Equal opportunities in mobility programs and funds
- Promote integration of women from new Members States and INCO countries



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## **GAP Contacts**

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**THANK YOU**

