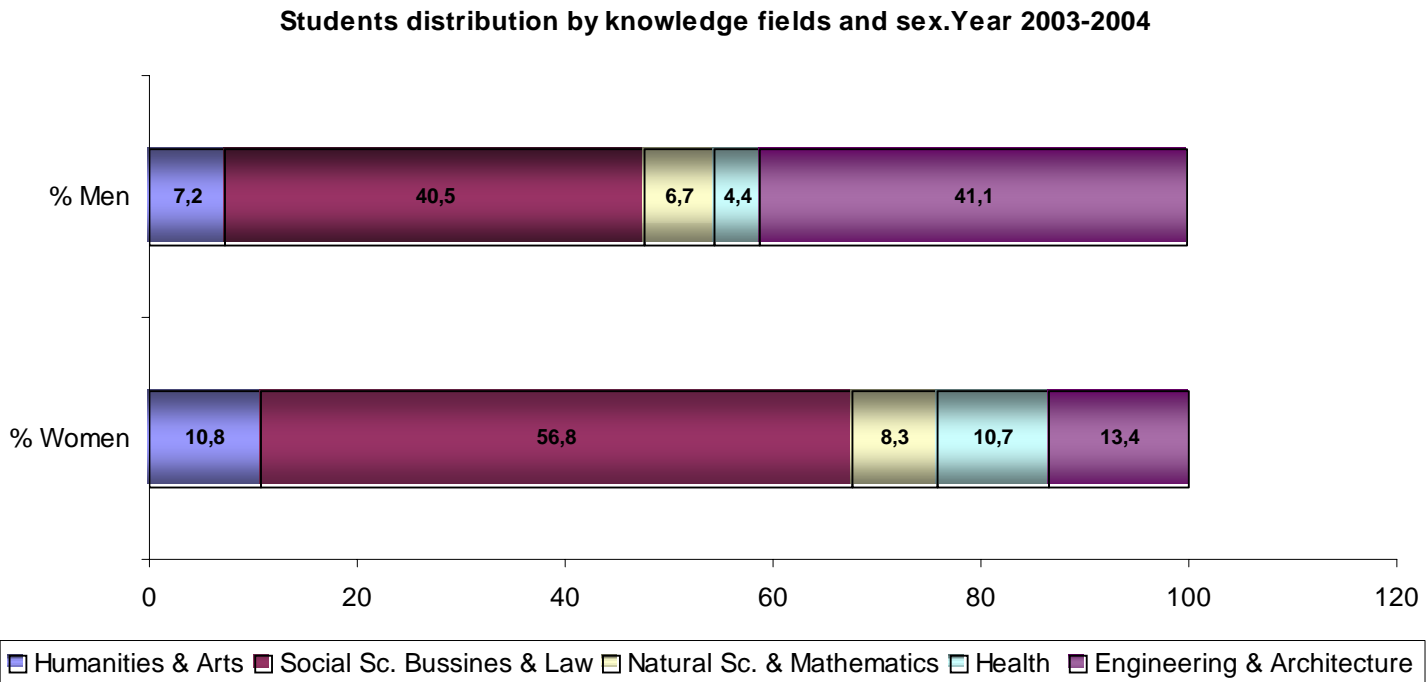


DONA Program:
To increase women enrolment in
Engineering and Technology in the
Universidad Politécnica de
Cataluña (UPC)- Spain
Capitolina Díaz
capitolina.diaz@mec.es

Female and Male election of university degrees in Spain. 2003-2004



Only 25% female students in the UPC-Spain.

- More than 50% university students in Spain are females.
- 14 % female students in Engineering and Technology.
- In 1996 the UPC started the *Programa Dona* (Woman Program), following other European experiences.

“Dona” Main objectives

1. To increase the number of female students at the University Polytechnic Cataluña.
2. To make sure that female secondary students know the technological courses available and its suitability for women.
3. Do not waste the female talent for technical and engineering knowledge and skills.
4. To change employers' attitudes towards participation of women in technical jobs.

Programa Dona Activities

- Information
- Dissemination
- Participation
- Training
- Research

“Dona” Activities .1

- Introduction of technological studies to girls in the last years of secondary education (15-17 years old) in schools and community centres (visit to schools).
- *“Summer Camp Dona Program”*.
- Balanced use of gender in all promotion activities of the UPC: use of no sexist language, no sexist images, feminist slogans *“ingeniería es femenino”*, etc.

“Dona” Activities .2

- Creation of specific visual aids to be used by secondary school teachers.
- Organization of conferences, public debates, round tables, intense participation in the regional media...

“Dona” Activities.3. Training

- Activities addressed to agents with influence on girls' decision making:
 - teachers courses
 - careers advisers courses

“Dona” Activities .4. Research

- Questionnaire to ascertain the profile of female graduates UPC Industrial Engineers (1990-1998).
- Questionnaire to obtain UPC female and male students' profile (1998-1999).

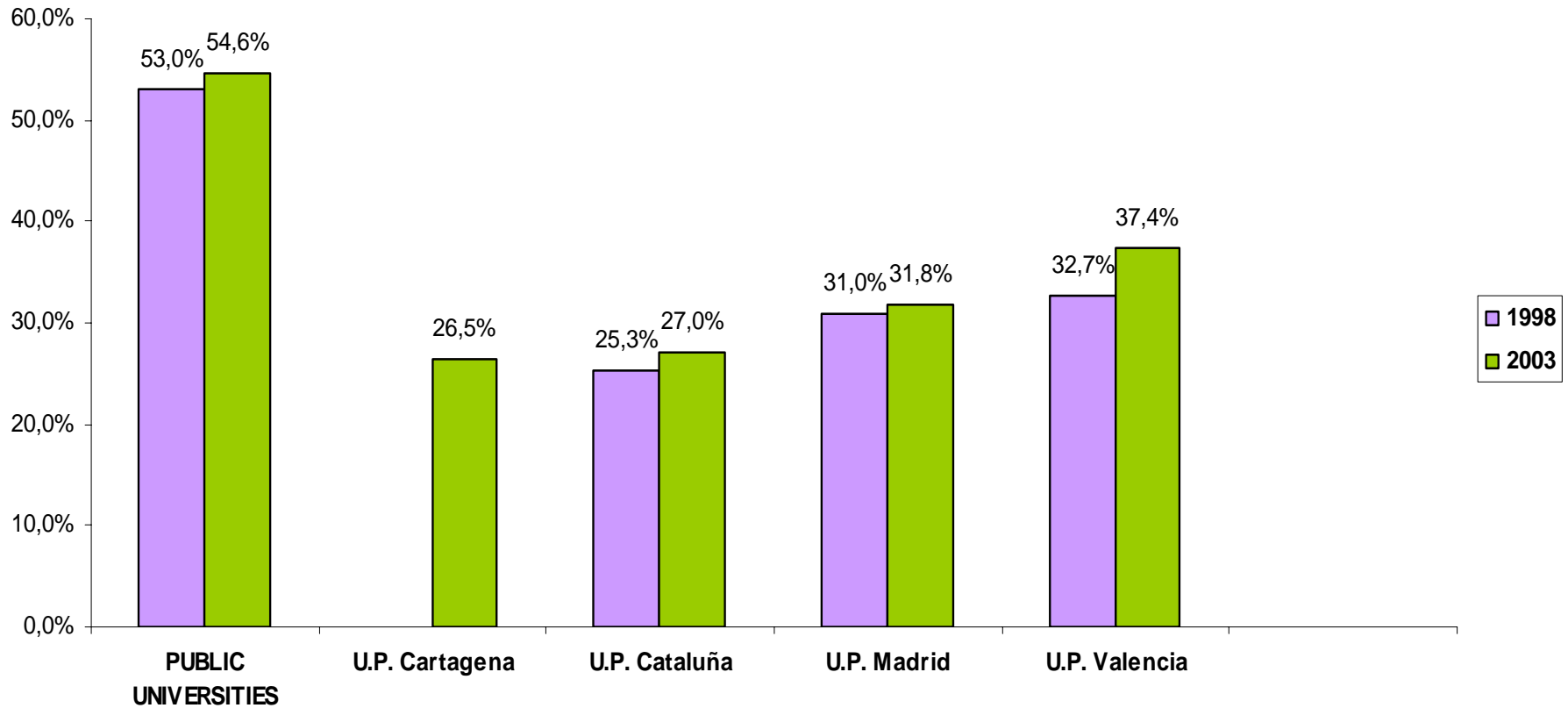
“Dona” Activities .4 Research b.

- Research on the factors influencing the change in the demand of technological courses at universities
- *“Gaining spaces”*: Counselling Program to help women gain access to new work positions.
- Research on the *“Job situation of female engineers”*.
- *“White paper on women in Catalonia in the world of science and technology”*.

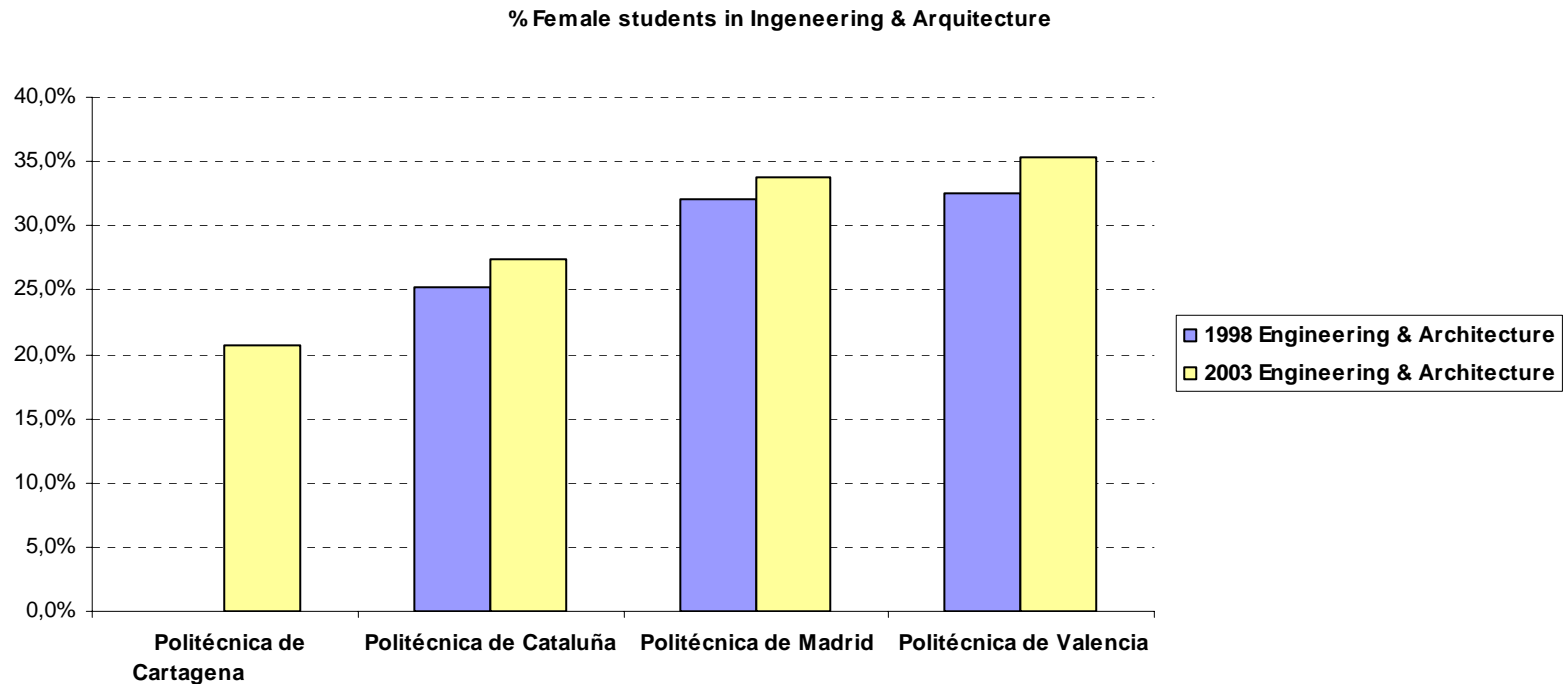


Results: no significant increase of female students after the "Dona" Program implementation in UPC

% Female students in Spanish Polytechnic Universities



Results: No significant increase of female students in Engineering and Architecture in UPC



Evaluation

1. Short time to evaluate.
2. A one-off intervention is not enough. Need for continuous activities. Need of specially trained teachers and advisers.
3. Search for female students seen only as a HR issue, not pursued for equality reasons.
4. Nowadays, promotion and social mobility is possible with less difficult grades (Business, Economics).
5. It is a political option to be addressed at all levels by education authorities, not a single university.

Proposals

All education authorities must be involved and introduce:

A) Changes in Secondary & Primary Schools:

- . Introducing a revised technological branch in secondary schools
- . Revising technology curriculum
- . Show technology as a positive component of life.
- . Gender aware careers advisers

Propossal

B) Changes in Universities:

- . Welcoming Program
- . Mentoring
- . More female professors and more women in decision taking positions
- . Equality Plan in universities
- . Use equality as a quality indicator in universities.