

# **WOMEN IN SCIENCE, ENGINEERING AND TECHNOLOGY: STRATEGIES FOR A GLOBAL WORKFORCE**

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# Session 2A: Institutions, Decision Bodies, Policies

- Chair: Dr. Sveva Avveduto
- Rapporteur: Karen Lloyd
- Topics:
  - Gender mainstreaming in academic institutions
  - Gender budgeting
  - Inclusive workplace for women



# Mainstreaming Gender Equality

- Strategies:
  - Grants towards gaining professor qualifications
  - “Start” packages for newly recruited women
  - Mentors for women in research fellowships and associate professorships
- Recommendations:
  - Implement gender equality related incentives in the financing system
  - Develop a multifaceted incentive program
  - Develop a research program on gender and equality



# Gender Budgeting

- Gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality
- Two examples being examined:
  - Research programmes
  - University in Berlin



# Gender Budgeting

- University
  - Yearly budget negotiations with faculties includes gender equality
  - Budget can increase by up to 20% based on quota such as: professorships for women, promotion of young women scientists, promotion of work-life balance, gender training for academic staff
- Budgeting is effective
  - Allow targeted intervention
  - Equality can be monitored



# Inclusive Workplace for Women

- Employers sharing best practices, raising awareness, collectively making change
- Motivating Action – necessary factors:
  - Senior managers walking the talk
  - Diversity recognized as a management competency
  - Dedicated resources
  - Accountability



# Inclusive Workplace for Women

- Areas of Action (examples)
  - Zero tolerance policy
  - Work-life balance
  - Flexible working policies
  - Behaviour training
  - Women's networks
- Measure impact – gender benchmarking



# Discussion – Key Points

- Gender issue needs to be on public policy agenda, then linked to funding
- Gender issue should be put on other people's agenda (e.g., health)
- Approaches need to be tailored to national context as context varies amongst countries
- Size matters: Different approaches for large companies vs SMEs

# Discussion – Key Points

- Culture change needed: bring culture change through incentives to men (e.g., encourage men to be more active in child care)
- Diversity management – If you don't measure it, it doesn't get done
- Maternity benefits important for return rate of women
- Targeted quotas do work but must be proactive at finding qualified women