

- Session 2 B: Research agenda and programmes
- Chair: Ms. Michèle Baron-Bradshaw, Ministère de la Recherche, France
- Rapporteur: Dr. Mario Lamarca, NSERC, Canada



- Speaker 1: Dr. Johannes Klumpers, Head of Unit C4 Women and Science, European Commission
- Subject: Consideration of gender aspects in the European Research Framework programmes

- Speaker 2: Dr. Riitta Keiski, Academy of Finland, Finland
- Subject: Improving women`s access to research agenda and funding in Finland

- Speaker 3: Ms. Maki Kubo, Director of Administration Department, Japan Society for the Promotion of Science
- Subject: The current actions of Japanese funding agencies to assist female researchers



Goals:

- **To improve scientific excellence**
- **To increase number of women in science & engineering**

How to attain goals?

- **ensure that gender dimension is properly addressed in EU-funded research content (Gender Action Plans) – gender dimension aspects of FP 7 not yet clear**
- **promote the participation of women scientists in Framework Programme activities**
- **reach out to schools to combat early stage gender stereotypes**



- Set targets and monitor progress towards attaining them – how to enforce?
- Encourage the production of sex-disaggregated statistics, including yearly recruitment statistics
- Continue to improve conditions for reconciling private and professional life
- Develop gender research

- Focus on setting ambitious targets in hiring (40% depending on the discipline, applied to both men and women) – now between 10-30%
- Also, equal numbers of men and women on evaluation committees
- Must have equality plans in place

- Influence of work life balance - discourages women from staying in science – most of household duties are done by women – how to overcome traditional roles – media, policy
- M- shaped curve – decrease between 30-34 yrs as women leave to raise a family
- Low birthrate in Japan is driving change

- Targets set for increased ratio of female researchers – 25% by 2010
- Outreach programs and support for retention of pdf returning after maternity or childcare leave
- Institutional programs for proactive hiring and promotion and work-life balance – improve environment at the institution