

Annex

WOMEN IN SCIENTIFIC CAREERS: UNLEASHING THE POTENTIAL

WORKSHOP PROGRAMME

16-17 November 2005

*French Ministry of Higher Education and Research
1, rue Descartes
75005 Paris*

Background and objectives

Against a background of growing demand for S&T professionals and despite the increase in the number and share of women among science and engineering graduates in many OECD countries, women remain under-represented in scientific and technical careers. In 2004, Science Ministers from 30 countries, including the United States, EU member states and Japan, asked the OECD to identify the reasons for the gap between growing participation of women in higher education and the low share of women in the research workforce and to identify good policy practices for attracting, recruiting and retaining women in scientific careers.

This workshop, under the auspices of the OECD's Working Group on the Steering and Funding of Research Institutions (SFRI) is part of the OECD's response to this Ministerial request and will bring together representatives from government, academia, public sector research and the business community to share experience and draw lessons and recommendations for all stakeholders.

The initiative for this workshop grew from an idea launched by France's Mission for Gender Equality in Research and Higher Education, following a conference bringing together OECD Ministers of Research in January 2004. The Ministers agreed to invite the OECD to help them not only to gain insight into supply and demand for science and technology graduates, but also to identify successful policy measures for increasing the participation of women in scientific and technological careers. Claudie Haigneré, at that time French Minister for Research, looked forward to France's involvement in this work, in conjunction with the OECD.

I am very pleased to see this workshop taking place here in Paris today, and hope that it will be the first step in some longer-range work that could be run on a shared basis with other countries. We need to find out where these highly skilled women are going, if not into research, and discuss how to go about attracting more female scientists to go into industrial research.

*Jacques Serris
Chairman of the OECD Committee for Scientific and Technological Policy (CSTP)
and Deputy Director, French Ministry of Higher Education and Research*

WEDNESDAY, 16 NOVEMBER 2005

WELCOME

Ms. Elisabeth Giacobino

Director for Research, Ministry of Higher Education and Research, France

OPENING REMARKS

Ms. Berglind Ásgeirsdóttir

Deputy Secretary-General, OECD

Ms. Claudie Haigneré

Former Minister for Research (2002-2004), France

Mr. François Goulard

Minister for Higher Education and Research, France

Session 1: Conditions of labour market entry and employment for women in research

Questions:

Statistical state of the art, the need to establish a set of comparable data.

Which are the relevant indicators? Which indicators will help to monitor the situation permanently? What performance measures exist?

Chair: **Mr. Johannes Klumpers**

European Commission, DG Research.

Ms. Camilla Gidlöf

Women in Science Unit, DG Research, European Commission.

Ms. Laudeline Auriol

Economic Analysis and Statistics Division

OECD Directorate for Science, Technology and Industry

Dr. Kamma Langberg

Senior Researcher, Danish Centre for Studies in Research and Research Policy

Dr. Maria Bordons

CSIC-CINDOC, Spain

Discussion

Session 2: Barriers faced by women researchers: horizontal segregation

Questions:

Why do women choose certain fields of research and not others?

How to explain the concentration of female researchers in certain fields?

Chair: **Dr. Claire Deschenes**

Chaire pour les femmes en sciences et génie au Québec

Natural Sciences and Engineering Research Council, Canada

Prof. Mariko Ogawa

MIE National University, Japan

Dr. Christian Suter

University of Neuchâtel Sociology Institute, Switzerland

Prof. Yu Xie

Department of Sociology, University of Michigan, United States

Ms. Ingrid Schacherl

Joanneum Research, Institute for Technology and Regional Policy, Vienna, Austria

Discussion

Session 3: Barriers faced by women researchers: vertical segregation**Questions:**

Is the career management adapted to women? Recognition and promotion: mobility; salaries inequity; career path; mentoring; network management.

Chair: Mr. Mario Cervantes

Science and Technology Policy Division
OECD Directorate for Science, Technology and Industry

Prof. Iiris Aaltio

Lappeenranta Technological University, Finland

Prof. Eivind Hiis Hauge

Former Rector, Norwegian University of Science and Technology

Dr. Rosella Palomba

Research Director, CNR-IRPPS, Italy

Prof. Frédérique Pigyere

Université de Paris XII Val de Marne, France

Discussion

Session 4: Instruments for change: existing policy measures and programmes (1/2)**Questions:**

Are the incentive systems and programmes for women to choose and stay in scientific jobs and careers sufficient – efficient, both in public research and business R&D? Does business view this as a key issue, and if so, why?

Chair: Dr. Michèle Baron

Ministry of Research, France

Dr. Wanda Ward

United States National Science Foundation

Dr. Andrea Löther

Centre of Excellence Women in Science, Bonn, Germany

Dr. Nicola Millard

British Telecom, United Kingdom

Dr. Wilma Van Donselaar

Senior Policy Officer at The Netherlands Organisation for Scientific Research.

Discussion

THURSDAY, 17 NOVEMBER 2005

Session 5: Instruments for change: existing policy measures and programmes (2/2)

Questions:

How to balance the profession of a researcher with one's "private" life? Do social measures have an influence on this? What lessons from firms in this area? Is gender mainstreaming adapted – and helpful?

Chair: **Ms. Heidi Kuusi**
Ministry of Education, Finland

Dr. Ruth McKernan
Vice President, and Head of Discovery Biology
Pfizer Global Research and Development, United Kingdom

Dr. Christel Baltes-Lohr
University of Luxembourg

Ms. Aliko Mouriki
Senior Fellow, National Centre for Social Research (EKKE), Greece

Dr. Judith Zubieta
Principal Investigator, UNAM, Mexico

Ms. Jane Butcher
Women Returners Manager, UK Resource Centre for Women in Science,
Engineering and Technology, United Kingdom

Discussion

Concluding panel

Questions:

Which conclusions to draw? Issues for further research? Issues for further OECD activities?

Chair: **Dr. Sveva Avveduto**
Research Council, Italy, Chair of the SFRI

Panelists from academia, government and industry:

Ms. Renée Clair
L'ORÉAL-UNESCO for Women in Science Partnership, UNESCO

Dr. Helga Ebeling
First Counselor, Science and Technology,
Embassy of the Federal Republic of Germany

Mr. Johannes Klumpers
DG Research, European Commission

Ms. Martine Lapierre
Chief Technical Officer, Alcatel Mobile Communications, France

Dr. Maria Stratigaki
Department of Social Policy, Panteion University, Athens, Greece

Closing comments by the French Ministry of Research and the OECD