

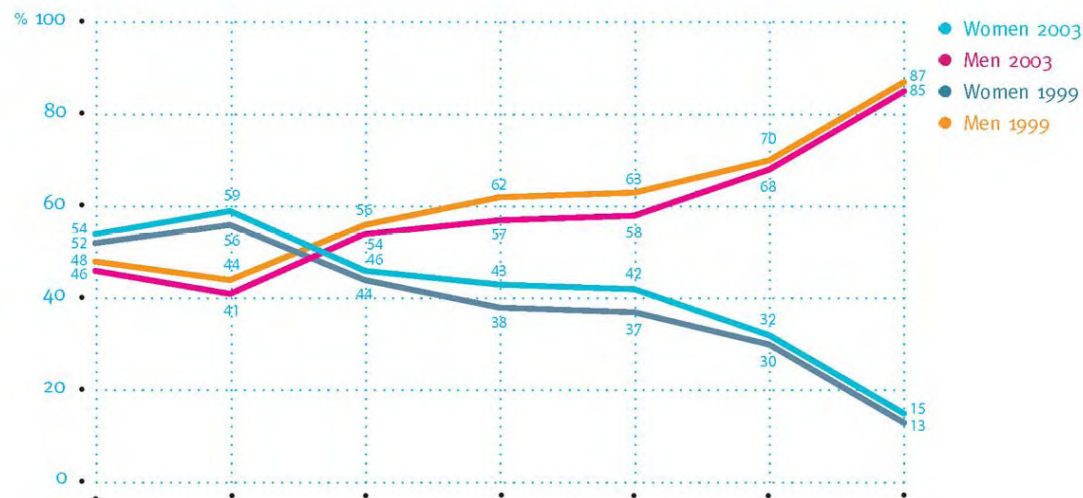
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Research Careers & Gender Equality in Academia:
Fostering and Challenging Women and Men

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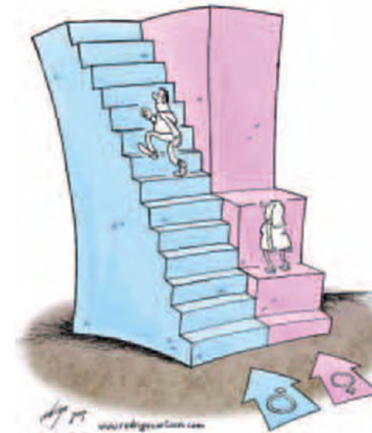
Some facts to start with...(1)

- We know the numbers showing a clear underrepresentation of women in senior research positions as well as in science management responsibilities.
- The scissors diagram shows the proportions of men and women in typical academic careers (1999-2003)



Some facts to start with...(2)

- We know the mechanisms causing the «leaky pipeline»...



- A lot of the instruments proposed to foster women in science have been set up...
- We have been fostering gender sensibility in search committees and on boards for years...

Some best practice to be shared.....

- Mentoring und coaching of Docs und Postdocs in order to obtain an early career planning
- Day care and summer camps for children
- “Maternity leaves” for fathers
- TOR with particular flexibilities for parents
- Funds and positions for women re-entering science
- Diversified academic careers
- Job-sharing also for leading positions
- Rotation of leading positions
- Quotas in specific cases
- ***And of course, role models are important!***

Strategic objectives of the ETH-Board 2008-2011

- 25% of women in leading positions and boards
- Applying best practices in recruiting female faculty
- Mentoring- and career building programmes
- Fostering young women in MINT-disciplines
- Measures supporting career building and child care

Strategic objectives of the ETH-Board 2012-2016

- Introducing tentative quotas:
 - 25% women in leading positions and boards
 - 35% female students (Bachelor, Master, PhD)
 - 30% female scientific co-workers
 - 28% female assistant professors
 - 13% female professors
- Mentoring- and Careerbuilding programmes
- Fostering young women in MINT-disciplines
- Measures supporting careerbuilding and child care
- Gender studies (in cooperation with universities)
- 0.4% of federal contribution for gender equality
- And a bi-annual reporting of the institutions.

Some questions to be asked...

- In other words: Since years we are aware of facts, and underlying causes. Moreover, strategies and measures have been developed and implemented.
- **But why is it that things don't really change?**
- What can we do more – or differently?
- And how about challenging women in addition to fostering them?

The numbers that strike me most....

- The research study “Getting more women to the top in research” (*EU, 2008, Chair Maya Widmer, Swiss NSF*) underlines that countries with the highest R&D per capita have the lowest proportion of female researchers:

○ Luxemburg	18%
○ Netherlands	18%
○ Switzerland	21%
○ EU mean	29%

- **Are we facing a problem of wealthy countries?
Are we loosing our aspirations?**

Back from Nepal and Bhutan...



Some lessons learnt to start the discussion...

- Men will not share daily responsibilities for child care if women don't insist. **And that's where I challenge women as well!**
- We need day care facilities for every family. **And we have to be ready to use them!**
- Programs fostering women need clear indicators. **And the proof of the pudding is the controlling!**
- Gender means more than women. We therefore have to team up with men ready for a change. **Fighting for gender equality has to avoid splendid isolation!**

Three key messages...

- Even though we know diversity adds to quality, men will not leave power voluntarily!
- Take the chance!
- Take the risk!