# Status of GEP activities in Europe

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**National Research Council** is the leading public research organization in Italy. Promote, spread, transfer research activities in the main sectors of knowledge:

Consiglio Nazionale delle Ricerche

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| Bio- medicine, | Environment and earth sciences, | ICT, Energy, Transport | Socio-economic sciences, Cultural Heritage |

## Institute for Research on Population and Social Policies conducts studies on:

- demography;
- gender and migration issues;
- welfare systems and social policies;
- science, technology and higher education;
- science and society and the dissemination of knowledge and information technology.

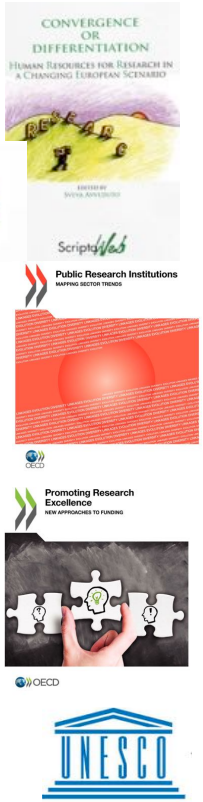
# Human Resources and Knowledge Society – Research group

## Main research focus

- Research on gender gap in higher education institutions
- Gender balance policies in the scientific organizations: policies and practices
- Women in Science and careers paths in RPO

## Main project and collaborations

- OECD
- European Parliament, Committee on Women's Right and Gender Equality
- European Commission in FP7 and Horizon projects
- European Science Foundation




# WP2 Objectives

- Determine the present status of GEP activities in participating countries in promoting gender equality
- Identify successful approaches and innovative ideas for gender equality measures in physics oriented research fields and cultural environments to make them more gender neutral

# WP2 Tasks

1. Asses status of activities towards gender equality in physics. *Lead:*

2. Identify successful approaches and innovative ideas for gender equality measures in physics oriented research fields and cultural environments to make them more gender neutral. *Lead:*

3. Identify and map gender balance condition in physics. *Lead:*

# Steps

1. Asses the present status of GEPs and their implementation trough a analysis in the partners organizations and countries

2. Propose a common framework of gender related statistical data identifying common macro areas that allows to compare different organizations with an interoperable monitoring system

3. Organize a series of Gender in Physics Days in partners institutions setting a common concept and event structure

4. Interview successful individual physics to identify existing gap between GEPs and organizational requirements, barriers and opportunities

# Step 1 - Gender Equality Plans

- Status quo of GEPs and their implementation in the partner organizations and institutes;
- Identify gaps in existing Gender Equality Plans (GEPs) and determine specific needs or actions to enhance gender equality and women careers in physics;
- Identify and analyze best practices in research performing and/or funding organizations

# Step 2 - Common set of data on gender equality in Physics

Develop a data template as the basis for homogeneous data collection and for the development of an interoperable monitoring system.

- Demographics data (sex, age, etc..)
- Education qualification and field of work
- Career path
  - Project/Team/Lab responsibility
  - Research output (publications, patents)
  - Physics subfields mobility
  - Geographical mobility
- Work organisation (parental leave, part-time, telework, etc.)

# Step 3 - The Gender in Physics Days

- Aim: raising awareness on the importance of gender equality in the countries and in the research organisations part of the GENERA project.
- The working group will provide a common framework for GENERA's Gender in Physics Days (to be customized to local context) Main proposed topics

1. *Recruitment and Retention*
2. *Career and Progression*
3. *Work-life balance policies including work-environment*
4. *Practices in Gender equality promotion*

# Step 4 - Gender balance conditions in physics Research Institutions

1. Identify gender bias, social, economic, cultural, mobility aspects
2. Work environment: specificity and rules in different institutions
3. Identify strategies to overcome barriers

Qualitative interviews with successful physicists, both female and male, to assess career path

# Thank you for your attention