

# Women Scientists Associations in France

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FEMMES & SCIENCES  
a s s o c i a t i o n

*EPWS Conference*

***Alone is not enough***

*Bruxelles, September 25, 2019*

# Women Scientists Associations

*femmes  
mathématiques*

FEMMES & SCIENCES  
a s s o c i a t i o n

ECEPIE

WiN FRANCE  
Le Nucléaire au Féminin



cped

Parité Science  
APMST - ASSOCIATION POUR LA PARITÉ DANS  
LES MÉTIERS SCIENTIFIQUES & TECHNIQUES

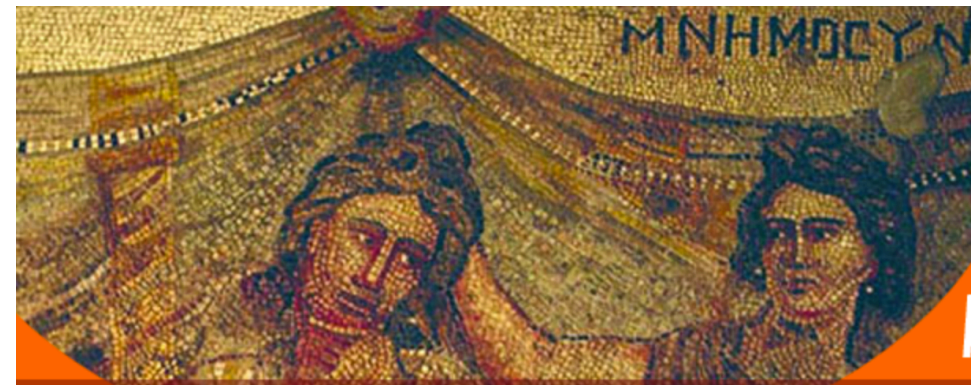


Femmes ingénieurs

Réussir l'égalité



Femmes-Hommes

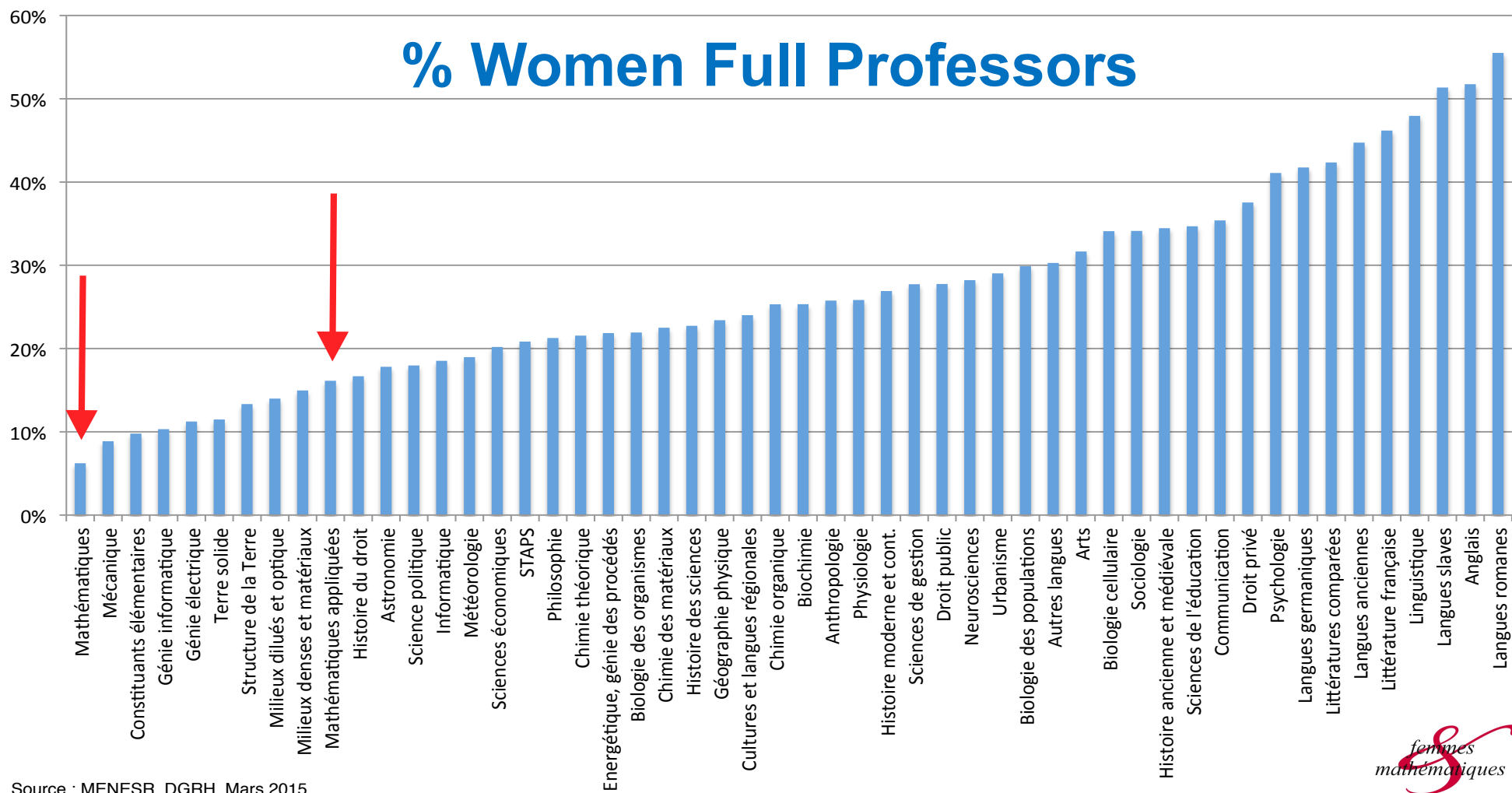


# Women Scientists in France

Percentage of women 2018 (vs 2016)

	Associate Professors	Full Professors
All disciplines	44,5% (+1pt)	27% (+2pt)
Arts	58% (+1pt)	40% (+2pt)
Law	50%	30% (+1pt)
Science	34% (+1pt)	18%

# % Women Full Professors

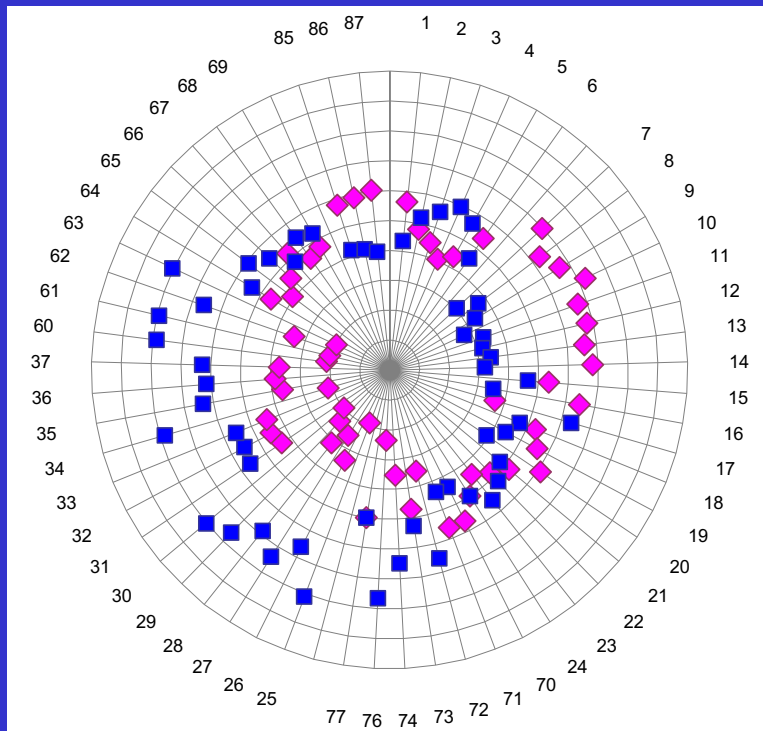


Source : MENESR, DGRH, Mars 2015



# French Universities Data

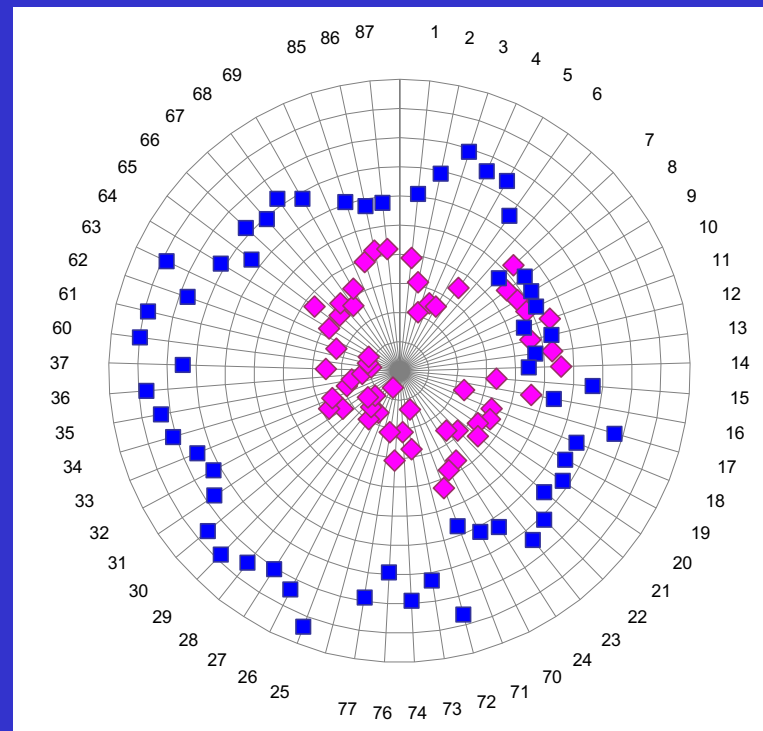
Year 2018  
(48 264 persons)



Associate Professors



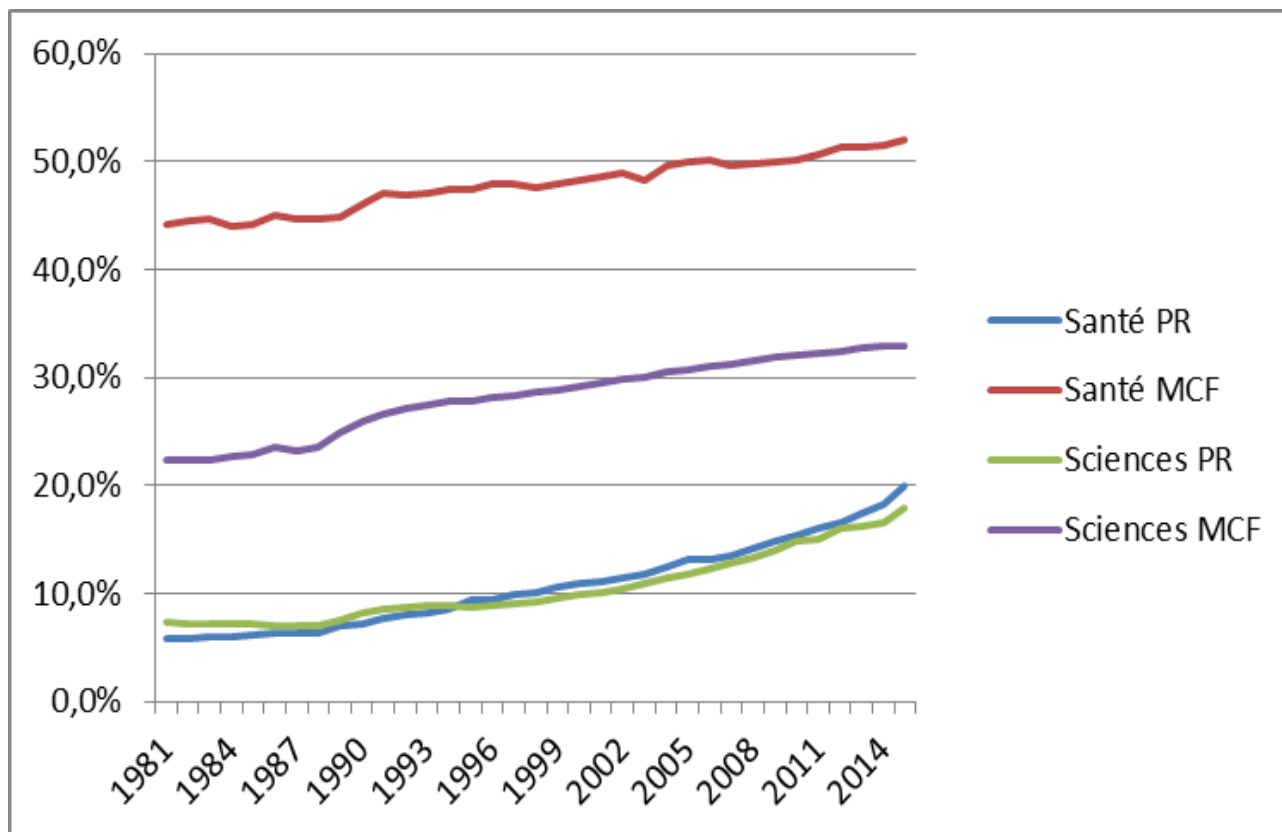
44.5  
%



Full Professors



27.1 %



**Percentage of women among university full professors (PR) and associate professors (MCF) in Health (Santé) and Science in France (1980-2016)**

# Women Scientists in France: Promotion hope?

$$\text{male advantage} = \frac{\frac{\text{men Grade A}}{\text{total men}}}{\frac{\text{women Grade A}}{\text{total women}}}$$

<b>French Univ March 2018</b>	<b>% W Full Pr.</b>	<b>% W Ass. Pr.</b>	<b>Male advantage</b>
Social Science	33,8%	53,3%	1,73
Mathematics / Computer Science	15,3%	26,6%	1,65
Biology / Biochemistry	30,7%	54,3%	2,06
<b>CNRS institutes 2017</b>	<b>% W DR</b>	<b>% W CR</b>	<b>Male advantage</b>
Biology	35,2%	49,8%	1,4
Chemistry	29,5%	37,1%	1,2
Physics	20,0%	22,8%	1,1
Computer science	21,0%	23,3%	1,1
Mathematics	18,9%	16,6%	0,9



# EU Gender Equality Policies: Influence or Impact?

**1976:** European directive against discrimination towards women

**1983, 2001:** Laws for professional equality between women and men

**2001:** Mission for Parity in Science and Technology at the Ministry of Research

**2001:** Mission for the Place of Women at CNRS

**2002-2005:** First missions for gender equality in universities

# EU Gender Equality Policies: Influence or Impact?

**European Convention on Human Rights** (art. 14): forbids any discrimination because of gender

**2008:** French Labor Code (art. L1132-1) forbids any form of discrimination because of gender

French Labor Code (art. L3221-2), « same salary for men and women for a work of equal value »

**2014:** Law for true equality between men and women

**2019:** Muriel Pénicaud, Labor Minister, institutes a **gender equality index** (with penalties)

# EU Gender Equality Policies: Influence or Impact?

**2011:** Copé-Zimmerman Law, which institutes 40% at least of each sex in the governing board of companies (private sector)

**2013:** Law for Higher Education and Research

- Equal **opportunities officers** in universities
- Balanced women/men among **candidates** for all **university councils**
- Balanced women/men representation in **recruitment committees**

**HRS4R label:** Human Resource Strategy for Research

**ERC policies:** application (5 for starting grants or 10 publications for consolidate grants), maternity (18 months/child)

# French Associations - Before 2000

**1982: Femmes Ingénieurs** – to support women engineers and encourage young women to study engineering

**1987: *femmes et mathématiques*** – to support women in mathematics

**1993: WiN France** (1992: Women in Nuclear) – to inform the public, especially women, in nuclear jobs and applications of nuclear industry

# French Associations - After 2000

- 2000: Femmes & Sciences (F&S)** – encouraged by EC, to improve the position of women in science and technology, both in the public and the private sectors
- 2000: Mnémosyne** – initiated by the CLIO journal (History, Women and Societies), acts for the promotion of women's role in history
- 2002: Parité Science (APMST)** – acts in Grenoble's region, very similarly to F&S at the French level
- 2003: ECEPIE** – funded by European grants, acts as an expert for EC in gender equality in Science, Technology and Engineering

# French Associations - After 2000

- 2011: CPED** – the equality missions have started in universities in France thanks to the European Social Fund to exchange good practices towards gender equality in higher education and research
- 2013: REFH** – to alert the French society against all discriminations and gender violences
- 2015: AFDESRI** – to promote the role of women in the governing bodies of higher education and research

# The future: which kind of support from EU and EPWS?

**Installation** and **true role** of missions for gender equality in each research institution and university

**Grants** for financing **actions** towards gender equality in institutions, for **research**, for **teaching** gender to **non-specialists**

**Grants and measures** for supporting the recruitment and the career of women (e.g. professional career-training for women)

# The future: which kind of support from EU and EPWS?

**After a maternity leave:** possibility to take a semester off teaching for research

**Paternity leave:** needs to be enforced and has to be longer (11 days in France)

**Policies and services for truly** fight against gender-based violence in universities and research institutions

**Support networks** of institutions and universities (*e.g.* Interreg UE program, European universities)



# Many Thanks to

**Aline Aubertin**, Femmes Ingénieurs

**Myriam Boussahba-Bravard & Julie Verlaine**, Mnémosyne

**Anne Boyé & Laurence Broze**, *femmes et mathématiques*

**Claire Dupas**, AFDESRI

**Jacqueline Etay**, Parité Science

**Nicole Fouché & Huguette Klein**, REFH

**Claudine Hermann**, Femmes & Sciences

**Isabelle Kraus**, CPED

**Dominique Mouillot**, WiN France

**Yvonne Pourrat**, ECEPIE