



WOMEN IN PHYSICS IN THE BALTIC STATES REGION: PROBLEMS AND SOLUTIONS

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International Conference on Women in Physics

Paris, France March 7–9, 2002

Maison de l'UNESCO
7, place de Fontenoy
75007 Paris, France

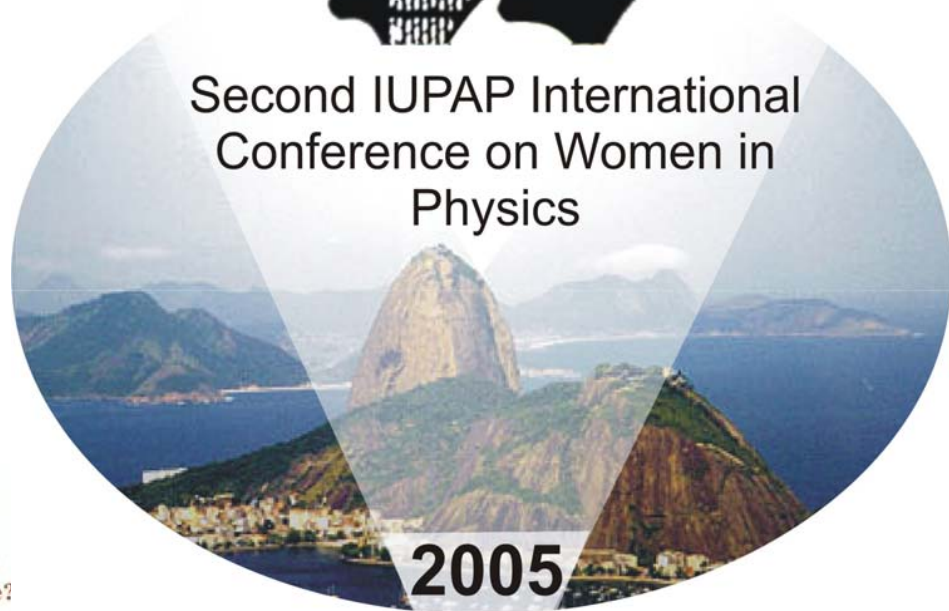


Why are there so few women in physics worldwide?
Pourquoi si peu de femmes en physique dans le monde?

How can we increase the participation of women in physics?
Comment accroître la participation des femmes en physique?



Second IUPAP International
Conference on Women in
Physics



Results of “Non-Friendly” Facilities (IUPAP)

Timing of first child for women physicists who responded to the study.

	Country	
	Developed	Developing
During school	13	40
After final degree	34	32
No children	53	28
	100%	100%



BASNET project

(<http://www.basnet-fp6.eu>)

Objectives

- 1. To **establish the regional Baltic States Network** among the corresponding international women working groups, professional organizations and corresponding departments of the governmental institutions.
- 2. To **create common Baltic States strategy** to increase women participation in sciences and high technology (HT) and to ensure the equal participation of women in different fields of activity as well as in the decision making process on different levels of science policy and its management.

The Baltic States



BASNET Partners

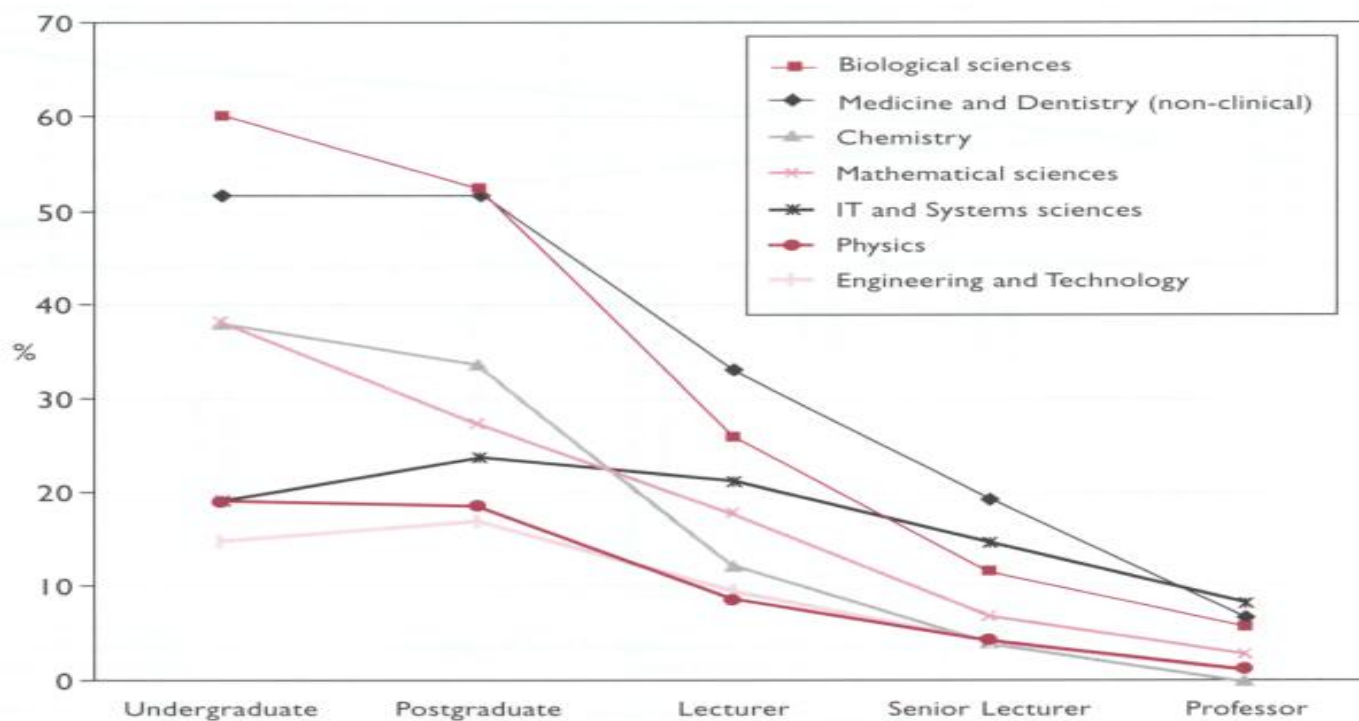
- ***Estonia:*** Tartu University and Ministry of Education and Research
- ***Latvia:*** University of Latvia and Ministry of Education and Science
- ***Lithuania:*** University of Vilnius, Institute of Theoretical Physics and Astronomy, Kaunas technological University and Ministry of Education and Science
- ***Poland:*** Polish Physical Society
- ***Romania:*** University of Bucharest



The problem

- The largest gender disproportion when comparing with other sciences in all areas of scientific activity especially in decision making levels.
- Career perspectives are not equally favourable to men and women, and while climbing the academic career stairs up they are even less friendly to women

Figure 2.6: Percentages of women in science, engineering and technology in UK universities by field and level (1996-97)





Why women are underrepresented ?

- Girls do not choose physics as a profession
- Women-scientists abandon their career in physics



Disincentives and barriers women face in their scientific career

- Stereotypes existing in the society;
- Failings of the science management;
- Conservatism of scientific community and its illiteracy in gender equality problems.



How better to tackle the problem?

- The changing of stereotypes is a process that takes a long time.
- All efforts made during 10 years to change the situation in Europe increased the number of women in higher academic positions by 2%.
- Thus it was decided first to **concentrate strategy implementation plans on changes in science and its management policy**, tackling the problem from the „top“ thereby enabling the quickest results.



BASNET team is working



BASNET Strategy

- Mission
- Vision
- Aim and objectives
- Implementation actions, activities, procedures and tools
- Key actors and responsibilities
- Indicators of implementation



BASNET Strategy

- **The mission** of the Strategy is **enlargement** and **enhancement** of Baltic States **human** (scientific) **potential** in the realms of education, **research** and **innovation**, amplification of Baltic States as a democratic countries which consolidates knowledge based society and **expansion** of their **competitiveness** in Europe and the whole world.
- **The vision** of the Strategy is reformation of existent academic and scientific structures by establishing **special measures** and **instruments of gender mainstreaming** and to restore status of science in the Baltic States **by creating attractive work and life conditions** in S & HT **for all women and men** independently of their nation and citizenship, career stage, research interests, and family status.

Strategic aims and objectives

- The **main strategic aim** of the Strategy is to safeguard ***de jure*** and to establish ***de facto equal opportunities*** for full realization of personal potentialities and **equal access to structural resources** for women and men in Sciences in The Baltic States.
- 1. **Short-term aim** is to integrate gender mainstreaming approach **into national legislations** which regulates Sciences and to **stimulate** existent national policies and **actuate new legal tools** targeted on promotion of gender equality in Sciences.
- 2. **Middle-term aim is to amend organizational cultures and structures** in Scientific institutions so that gender **discrimination would be prevented** and **equal treatment** of women and men would be **embedded**.
- 3. **Long-term aim is to educate** society and induce members of the society to **re-think** and to **revalue existing gender stereotypes**, traditional attitudes towards women and men and their roles and tasks in and value for the society.



The Basic Strategic Objective

- To reach relatively equal representation of women and men at all structural ladders in the Sciences and to assure adequate possibilities for women and men to employ their full potential in every-day (scientific) activities and to reconcile professional and private life.



The Strategy Covers All Levels of Science Policy and its Management

- The policy making level
- The policy formation level
- Policy implementation level
- Type of target institutions (universities, research institutions etc.)



Actions, procedures, instruments and measures targeted to:

- ***Assure gender equality and prevention of discrimination***

(Will be implemented by: Establishment of gender balance targets at national policy making institutions, universities and research institutions; Creation of legal system of penalties /incentives for poor/good achievements of organizations in field of gender equality etc.)



Actions, procedures, instruments and measures targeted to:

- ***Assure gender balance in decision making;***
- *(Implemented by : Establishment quotas for gender at national science policy making institutions, Councils and Senates at universities and research institutions; Launching special trainings for women in development of leading skills, comprehension of science policy and science system, career in science structures and “excellence” criteria etc) ;*



Actions, procedures, instruments and measures targeted to:

- ***Equalize existent gender (im-)balance in recent research institutions;***

(Establishment practices of positive (favoring women) discrimination in hiring procedures and distribution of resources for research, including fellowships, grants, etc. (It means giving the priority to a female candidate when all other factors are equal); Creation of special funding for women's research etc.).



Actions, procedures, instruments and measures targeted to:

- ***Facilitation of professional and personal life reconciliation will be foreseen and planned as permanent and systematic organizational efforts;***

(Development of special institutional supportive measures for women/men researchers who return after maternal/paternal leaves; Creation of special facilities for those who have young children etc.)



Actions, procedures, instruments and measures to:

- ***Generation of more detailed gender-disaggregated statistics;***
- ***Development of national gender equality indicators;***
- ***Conduction of continuous monitoring of gender equality establishments efficiency in Scientific organizations and continuous evaluation and auditing of actions and achievements in the field.***



Main key actors in the process of implementation and its Responsibilities

- The BASNET Forum and the Baltic States Ministries of Education and Science share responsibility for monitoring of implementation of the Strategy and are liable for revision and, then if necessary, edition of the Strategy corresponding to up-coming conditions and research findings, every three years.
- The BASNET Forum and Baltic States Ministries of Education and Science share responsibility for development of detailed plan for implementation of BASNET Strategy.



Indicators of Implementation

- Three sets of qualitative and quantitative indicators will define effectiveness of the Strategy implementation process.
- 1. The main quantitative indicator is changing numerical distribution of women and men in Sciences; i.e. abundantly increased numbers of women among scientists, administrators and policy makers in Sciences.



Indicators of Implementation

- 2. The main qualitative indicator is growing women's career ambitions and accumulation of women's satisfaction with the status in present positions in S&HT organizations. (The source of information: targeted surveys in S&HT).



Indicators of Implementation

- 3. A set of additional indicators – numbers and effectiveness of gender equality mainstreaming tools, measures and actions taken in the S&HT organizations, quality and scope of integration of gender equality mainstreaming approach into national legislation – will provide information on factual implementation of the Strategy on organizational level and on the level of legal regulation. (The source of information: reports from S&HT organizations and expert groups)



EUROPEAN PLATFORM OF WOMEN SCIENTISTS (EPWS)



Mission

- *Represent the concerns, needs, ideas, aspirations and interests of European women scientists in all disciplines and all stages of their career paths*
- *Coordinate support activities for women scientists to facilitate their active role in the European Research Area as researchers as well as participants in the research policy debate in Europe*

Main Goals

- *Increased participation of women scientists in European research policy and the shaping of the EU research agenda*
- *Enhanced participation of women in science and its decision-making bodies as well as in national and European research programmes, especially in FP7*
- *Better understanding and integration of the gender dimension in science*

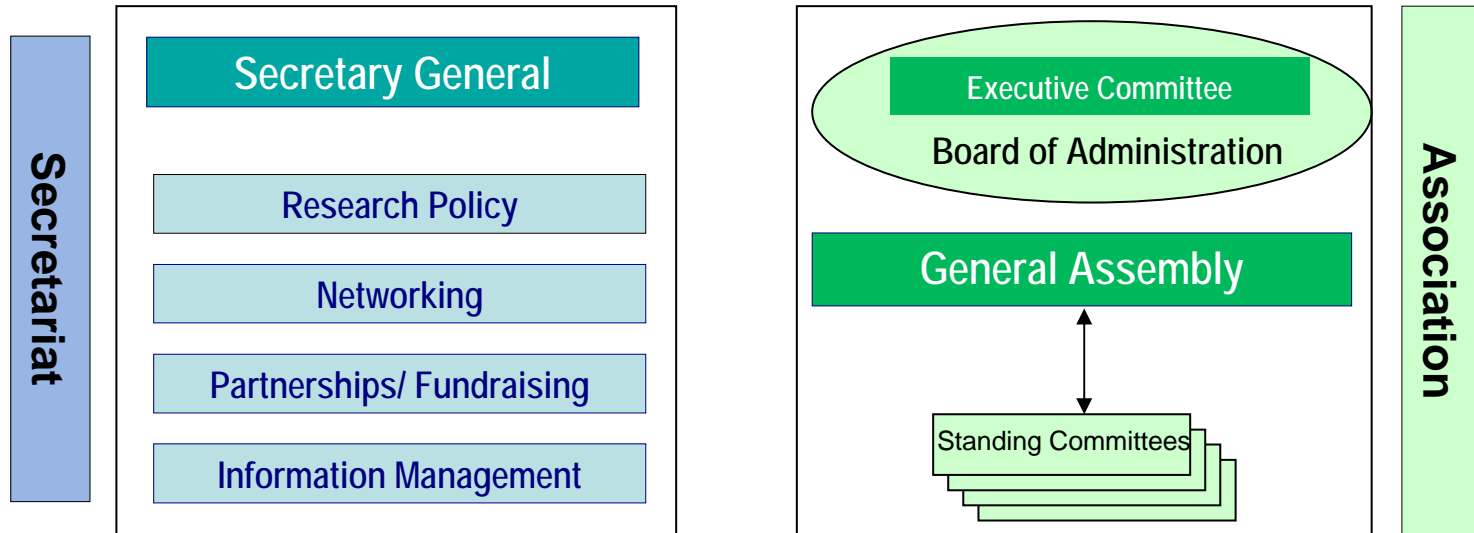
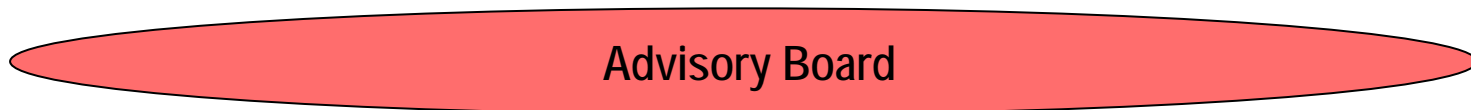
Main Areas of Activity

- *Networking - Membership*
- *Research Policy Making*
- *Public Relations and Information including Electronic Platform*
- *Public and Private Partnerships/
Fundraising*

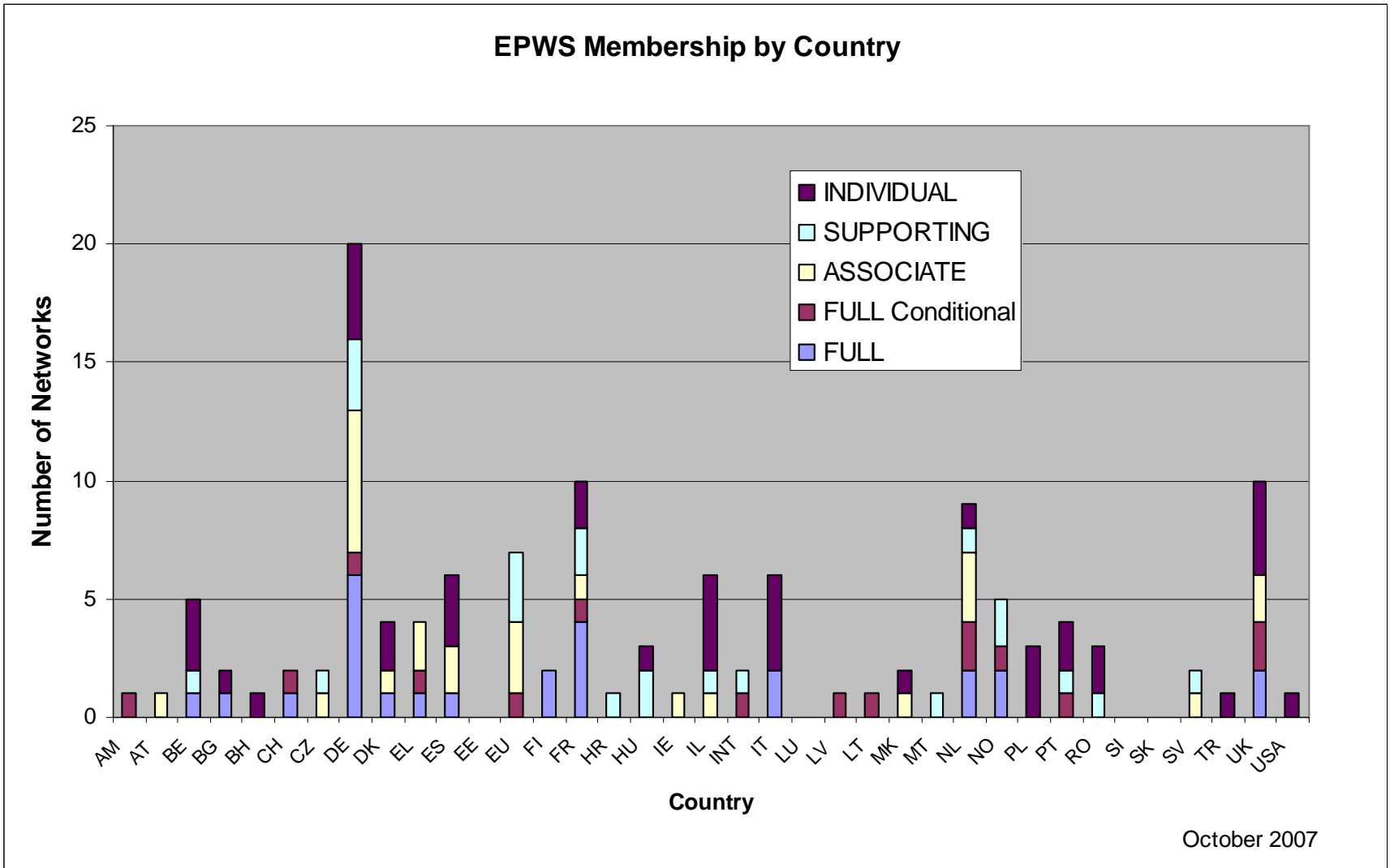
Research Policy Making

- *Give women scientists a voice in EU research policy*
- *Inform members of important political decisions and processes*
- *Insert concerns, needs, interests and aspirations of members into the EU political processes*

EPWS Working Structure

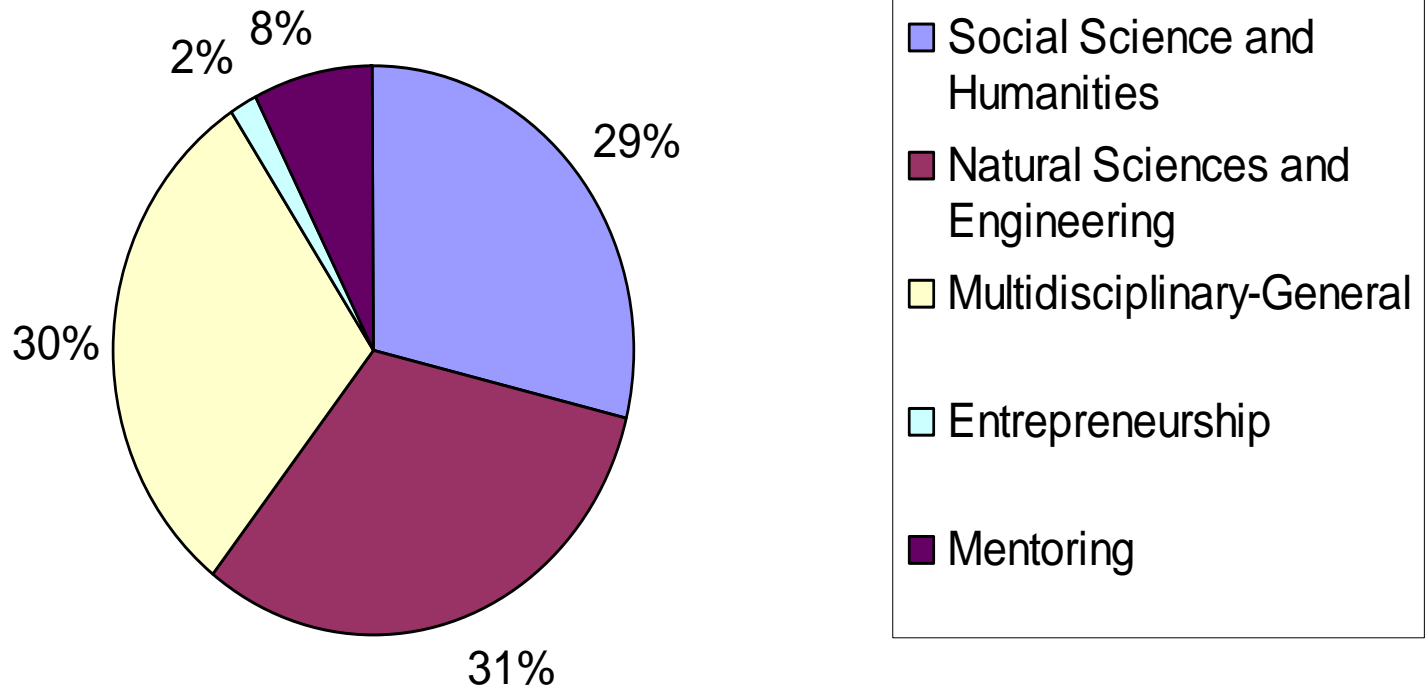


Membership by Country



Membership by Disciplines

**Representation of Disciplines among Full/ Full Conditional/
Associate Members**



Oktober 2007

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Thank you for attention!