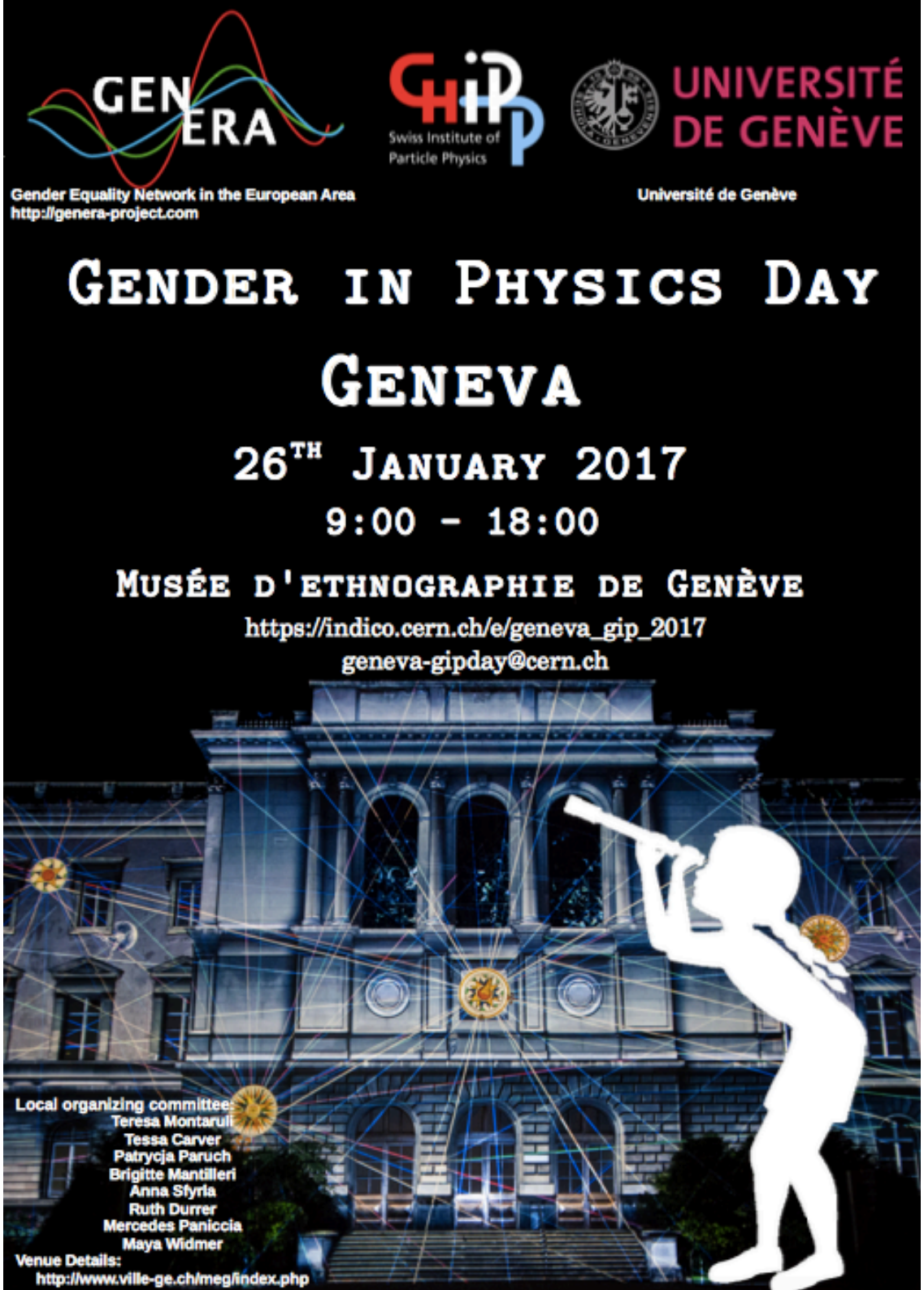

The Gender Equality Network in Physics in the European Research Area (GENERA) in Physics Day in Geneva Objectives of the day

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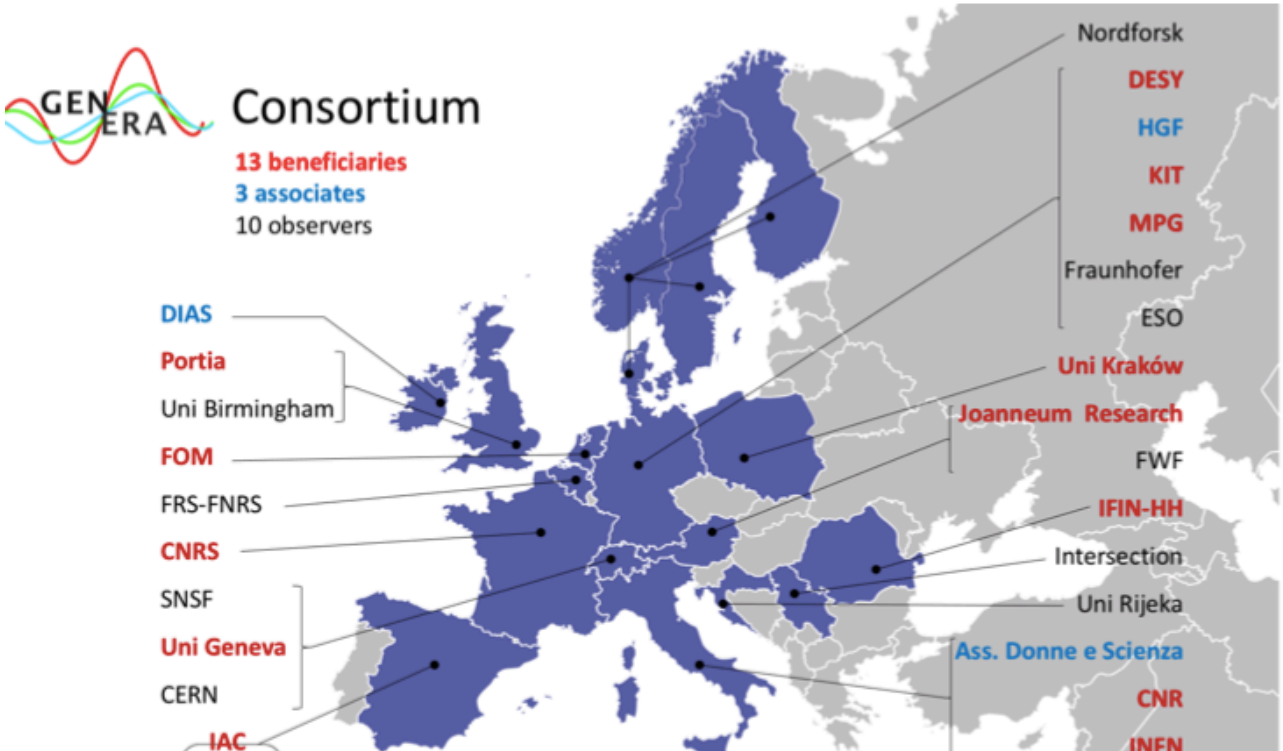
What is GENERA?

- GENERA is a **project from physics for physics to measure, monitor and advance gender equality in Physics;**
- GENERA aims at fostering systematic institutional and cultural change through the design, development and implementation of tailored, evidence-based Gender Equality Plans (GEPs) in physics.
- It is developed by 13 of the major physics research performing and funding organisations (RPO and RFO) in Europe, 3 associates and 10 observers including CERN and ESO (GiP tomorrow ar CERN);
- Out of 13 beneficiaries, and higher education institutes in 9 European countries, 11 will update their current GEPs



PROJECT DETAILS

Call	H2020-GERI-2014-1 (Coordination and Support Action)
Programme	Science with and for Society
Funding	€ 3,188,067.50
Duration	01.09.2015 - 31.08.2018
Coordination	Deutsches Elektronen-Synchrotron

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The GENERA Project

WP #	Title	Responsible Inst.	ACTIONS	Deliverable
WP1	Project Management	DESY (Thomas Berghöfer)	Assess the status quo of the gender policy efforts & cultural environment	**Toolbox** compiling newly developed measures and identified good practices; **Roadmap** outlining the design and implementation of GEPs; **Longterm monitoring tool** enabling effective monitoring of progress; Tailored GEPs for participating organizations; Network of GE supporters within Physics to ensure sustainability
WP2	Analyse & Identify Gaps	CNR (Sveva Avveduto)	Identify gaps and develop tailored, innovative measures	
WP3	Monitor & Evaluate	Joanneum	Monitor and evaluate the implementation of actions	
WP4	Design & Implement	KIT (Irene Baraban)	Support organizations in tailoring and implementing GEPs	
WP5	Network & Ensure Support	FOM (Job de Kleuver)	Create an alliance of RPOs and RFOs to promote GE	
WP6	Outreach & Distribution	PORTIA (Henrietta Dale)	Promote the importance of GE in Physics	

GiP Day in Geneva

Followed WP2 Guidelines :

-presentation of the GENERA project;

-presentation of the gender relevant data from the institution and gender policies and support measures already in place;

-broaden the scope to other Swiss Institutes and SNF RFO;

-4 major topics: **Family Support, Dual Career, Quotas and Connection to School.**

-The aim of the meeting is ultimately to inspire a number of durable actions beyond GENERA that could influence the local environment culture and academia to ultimately increase the number of women in Science.

-1.5 hrs of round-table discussion to collect actions to propose for the Action plan 2017-2020

GENERA Field of Action

Structural Integration and Policy

Policies

- Gender Mainstreaming
- (Type of and compliance with) National policies (e.g. workers' rights, welfare)
- Gender Equality Plans
- Mission Statement for Gender Equality
- Presence of labour unions; HR representative, appeal body, legal counsel

Monitoring

- Evaluation of gender/HR policies
- Evaluation of organizational culture
- Gender equality monitoring system
- Employee surveys & gender statistics

Sustainability

- Long-term planning
- Setting of aims and targets, which are revised and redefined continuously
- Continuation of efforts when specific goals/targets are reached
- Inclusion of item on meeting agendas to ensure that gender priorities are reflected (e.g. financial planning)

Gender Composition

- Sex-equal composition of all bodies (e.g. boards, teams, committees)
- Ensuring that all bodies are gender-sensitive and aware
- Enhancing the position of GE actors (e.g. through adequate and permanent resources)
- Introducing gender quotas (e.g. in boards, bodies, committees)

Engaging Leadership

Leadership Accountability

- Leadership accountability
- Manager and leader (gender) competence (e.g. leaders' trainings in gender mainstreaming/ gender equality issues)

Stakeholder Engagement

- External Stakeholders' engagement
- Employee awareness and engagement

Flexibility, Time and Work Life

Work-Life Balance (WLB)

- Reasonable working hours, limited overtime and holiday and vacation policies
- Move key meetings to core hours to enable attendance by those with family responsibilities
- Measures addressing the pressure created by the myth of dedication being equal to time spend
- Availability and equal treatment of part-time positions
- Flexitime/flexible schedules
- Telework
- Avoidance of environments that foster creation of "Old-boys clubs" (e.g. meetings held late in the evenings)
- Team and cooperation
- Provision and promotion of leisure, sport/gym and healthcare facilities
- Quality healthcare and mental-health care provisions
- Compensation policies that promote WLB, bonuses, leaves and compensation schemes that reward WLB, acknowledgement of GE and WLB at employee performance reviews

Care & Family Life

- Child-care availability and funding, tailored to physicists' needs
- Average commute time of employees and distances from the workplace to quality kindergartens and schools
- Parental leaves: "father quota"
- Carer/Parent-friendly workplaces (e.g. breastfeeding rooms, 'with-child-offices', breaks)
- Availability of childcare during work-related events (e.g. conferences, workshops)
- Support of the 'dual-earner/dual-carer' family model
- Support of other caring activities (e.g. spouse, relatives)
- Non-discrimination of parents
- Child & family-friendly organizational culture
- Parental leave cover/replacement; alternative assignments available for expecting mothers

Structural Integration and Policy	Actions	Actors & Tools
Policies	Harmonisation of policies between Faculty Equality Commissions (FEC); Increase communication between Commission d'égalité – Bureau d'égalité (BE) through regular reporting and participation 1/year of head of BE to FEC	Action Plan BE, FEC members
Monitoring/ Sustainability	Collect not only demographical data but also education, career progress, productivity data; Mentors for professors, postdocs and grad students	UniGE LimeSurvey Compulsory Online test on unconscious bias and hiring policies & good practizes for new professors and at each renewal of mandate
Gender Composition	Transparent reporting of Commission de Planification Improve hiring policies	Presence of member of FEC in Commission de Planification >= 25% female candidates in postdoc/prof/MER selection lists >= 30% female with right of vote Commission for prof/MER/ scientist posts **(higher for PO)**

Action List from this GIP

Care & Family Life	Actions	Actors and Tools
Work-life balance	Agreement between Swiss Universities to facilitate dual career exchanges; Transparent approach to dual career couples Non-discrimination between married/ un-married couples	BE, Rectorate, Swissuniversities, Welcome Centre
Baby Care	Identify space at Faculty of Science for Parascolaire et Crèche Negotiate with State of Geneva more posts at state day care; Negotiate with State larger delays for the 3 month rule to be in waiting lists, require alerts for those who are eliminated; Enable baby care refunds for unavoidable absence due to work travel	UniGE Employees, Welcome Centre; BE, Rectorate Mercredi: set up a parascolaire where benevolent parents can teach courses and organize activities.
Family Care	Agreements with geriatric Institutes	

Action List from this GIP

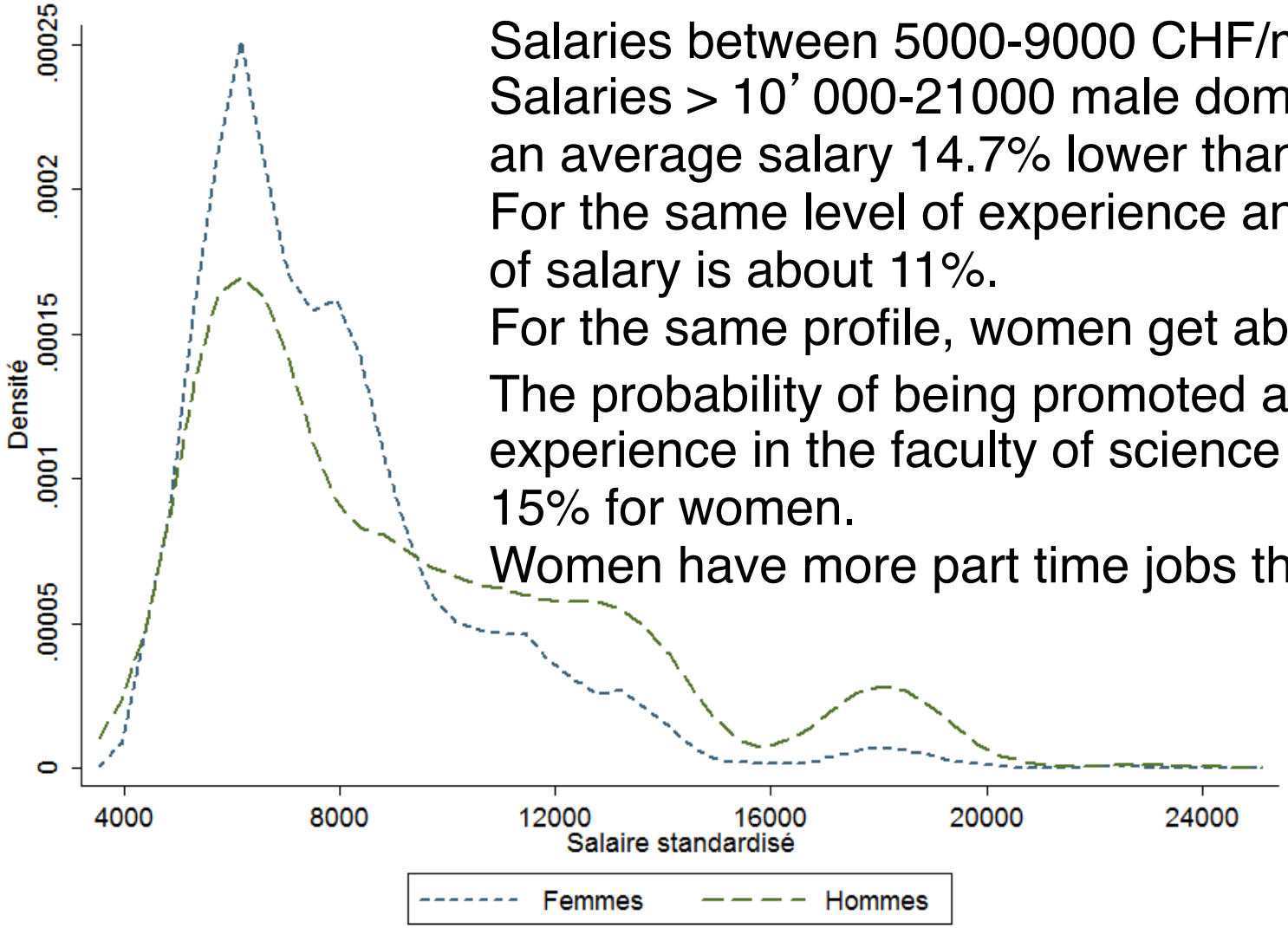
Engaging Leadership	Actions	
Leadership accountability	Mentors for women professors from the faculty/HR if required Funding dedicated to female professorships Mentors for professors requiring it	
External Stakeholder Engagement	External Reviews of Faculties/ Sections every 5 years	

Our task today: define most useful new/ modification of GEPs to propose to GENERA and UniGE

Survey launched by BE on salary equality

by Vahan Garibian

UniGE follows has defined salary classes which mitigate discrimination
State law: equality in salaries between F and M has to be guaranteed
Survey: 2013 6742 EMP (40% responded)

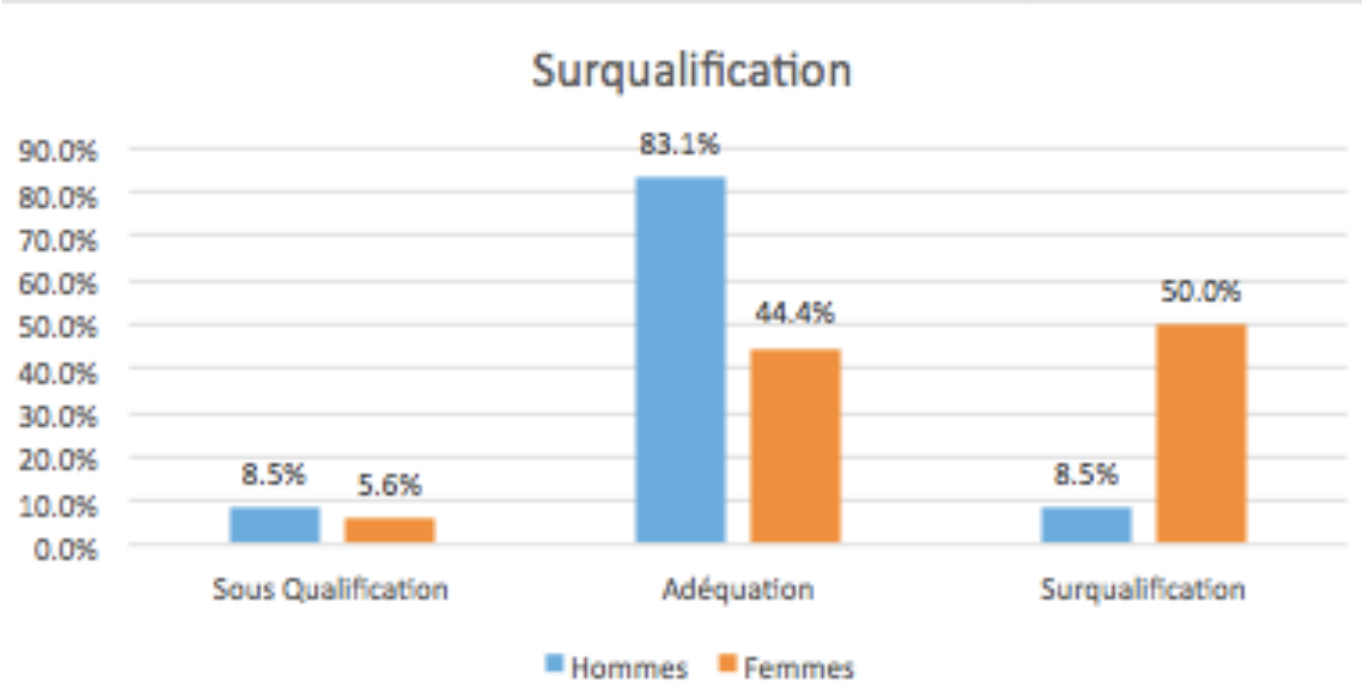


Salaries between 5000-9000 CHF/mo female dominated
Salaries > 10’000-21000 male dominated. Women have an average salary 14.7% lower than men.
For the same level of experience and age, the difference of salary is about 11%.
For the same profile, women get about 2% less.
The probability of being promoted after 24 yrs of experience in the faculty of science is 38% for men and 15% for women.
Women have more part time jobs than men.

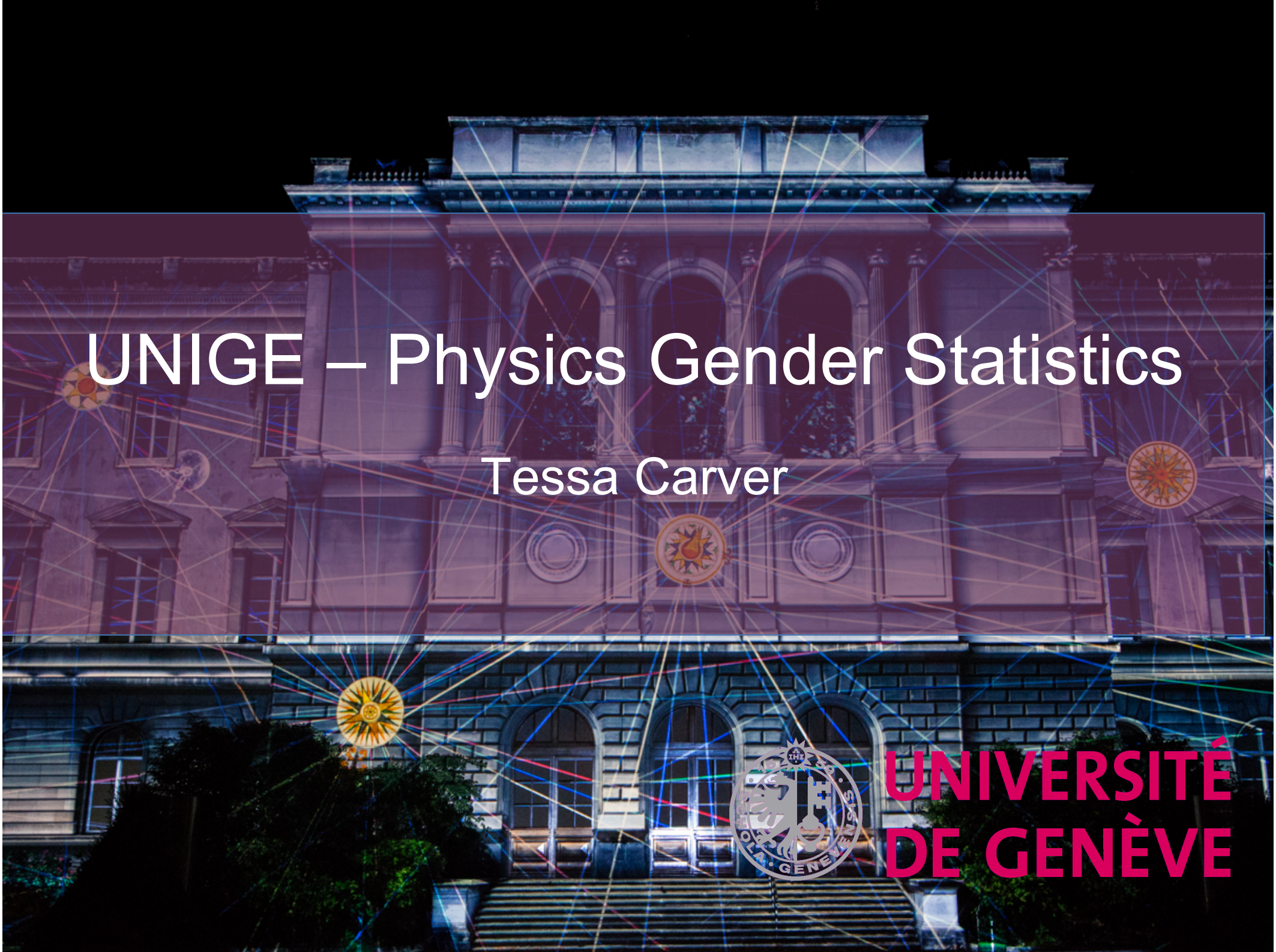
Results for Physics/Astronomy

F percentage

Dept. Astronomy	**32.6%**	**43.5%**
Solid State+MANEP	**47%**	**16.7%**
Nuclear and Particle Physics	**16.7%**	**0%**
Theory	**36.8%**	**33.3%**
Other Physics	**0%**	**0%**
Total	**53/226 (HR)**	**20/94 (Survey)**



Larger percentage of overqualified women



UNIGE – Physics Gender Statistics

Tessa Carver

UNIVERSITÉ DE GENÈVE

Samples of Data: Database from UNIGE

- We used a database of the entire Faculty of Science given to us by the Statistics Bureau with basic information including: DoB, Nationality, Sex, Department,Job Title,Activity Rate,Type of position.
- Within the Physics Section:

  - of the 122 women (355 men) : 111 (273) are assistants & postdocs & coll scientifique I; 0 (7) are prof tit. & chargé de cours, 6 (64) are Profs and 5 (11) are collab scientifiqe 2

  - Total fraction of women 34%; 40.6% assistants & postdocs; 0 prof tit;

Samples of Data

- We used a database of the entire Faculty of Science given to us by the Statistics Bureau with basic information including: DoB, Nationality, Sex, Department,Job Title,Activity Rate,Type of position.
- In order to be able to look at more detailed information we also conducted a Career Progress survey within the Section of Physics of which we obtained ~ 70 responses used for the majority of these studies.
- Different plots have different population samples due to incomplete responses for those criteria.
- The questionnaire will be extended with improvements to the full Faculty of Science since it will be used by the Commission d'égalité for monitoring progress of career.

Samples of data: our Career Progress Survey

Prepared with Comm. Egalité (Prof. Paruch) to:

→ Estimate quantitatively if the men and women at the same seniority have equal qualifications/experience.

→ Estimate quantitatively if the men and women at the same seniority are given the same support / resources.

→ Identify any potential obstacles for the promotion of women in the Physics Section.

→ Identify and counteract any cases of inequality.

We obtained ~ 70 responses. Different plots have different population samples due to incomplete responses.

The questionnaire will be extended with improvements to the full Faculty of Science since it will be used by the Commission d'égalité for monitoring progress of career.

Overview of Demographic Data

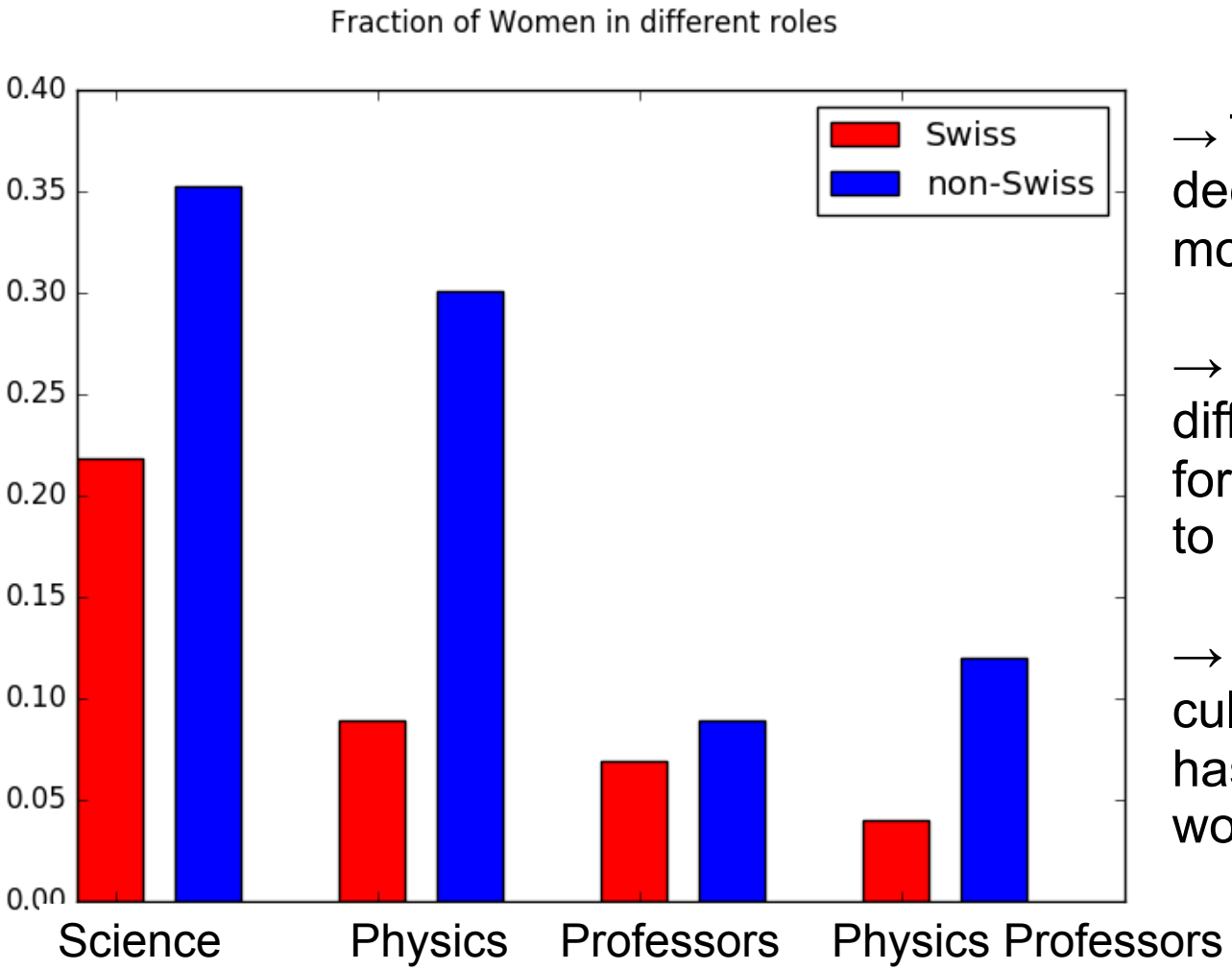
	Total Sciences (1626)		Total Physics (599)		Questionnaire (73)	
	Men (1120)	Women (506)	Men (355)	Women (122)	Men (45)	Women (28)
Fraction of Total	0.69	0.31	0.74	0.26	0.62	0.38
Fraction Married	0.43	0.26	0.34	0.25	0.53	0.43
Fraction Swiss	0.35	0.22	0.26	0.07	0.33	0.25
Average Number of Children	#	#	#	#	0.51	0.29
Receiving family contribution (31)	#	#	#	#	0.83	0.75

A Larger fraction of the men within the department are married or with children than the women.
All those with children received family allocations.

Can also see the fraction of swiss scientists is smaller for Physicists compared to the rest of the faculty of science.

The population that responded to the questionnaire gives different results with respect to the full sample.

Nationality within Sciences at UNIGE



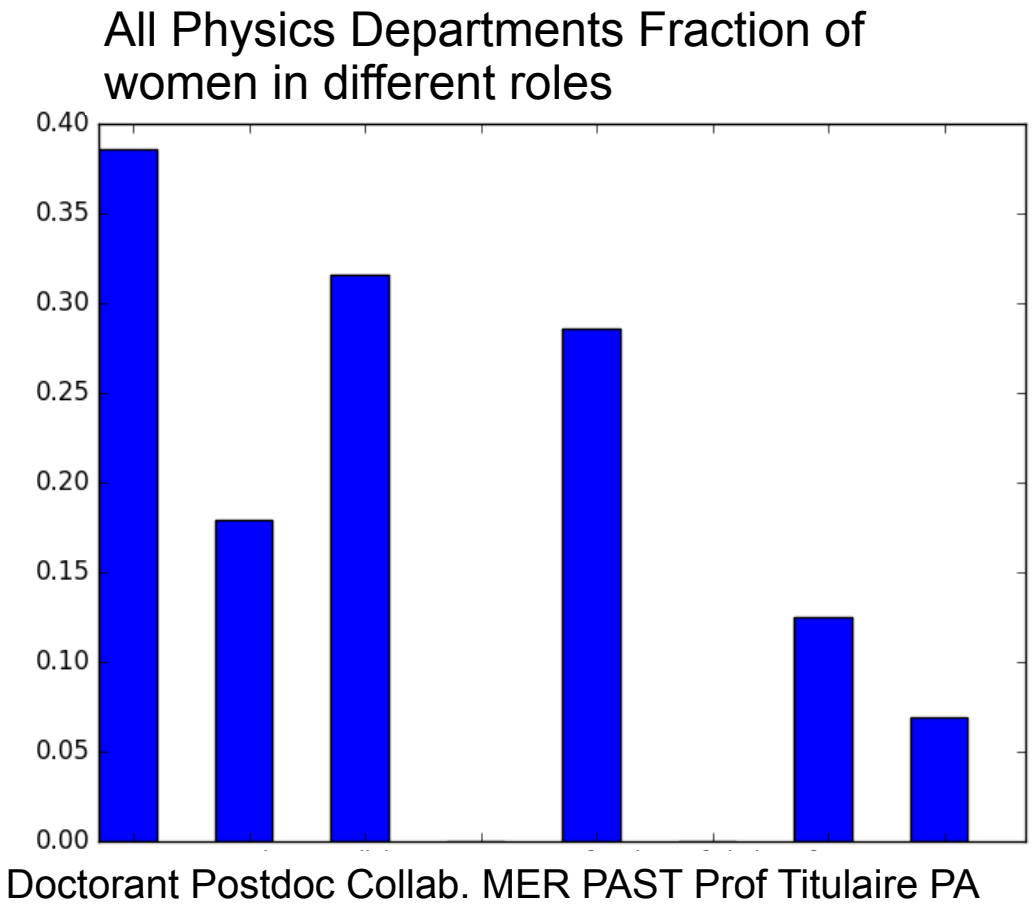
→ The fraction of women decreases in Physics and even more for professors.

→ There is a consistent difference in these proportions for Swiss scientists compared to non-Swiss.

→ Implies strong chance that culture and social environment has an effect on the fraction of women succeeding in Physics.

Each bar represents the fraction of women within that specific category (eg female/male+female swiss science professors)

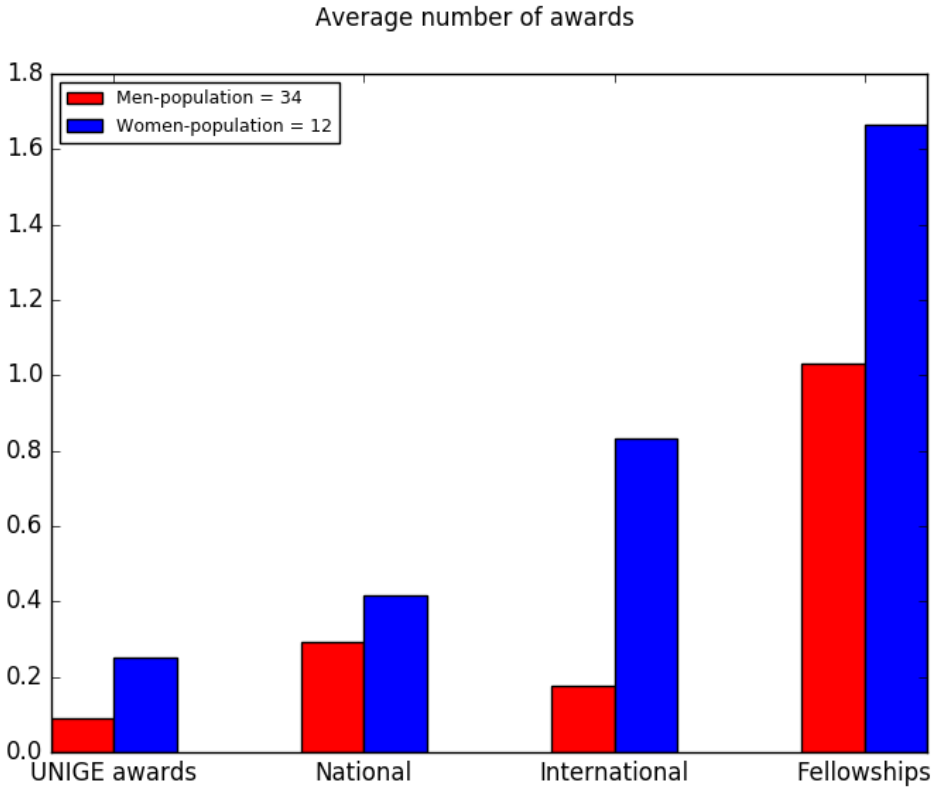
Contract Types within Physics



	Total Physics		Questionnaire	
	Men (355)	Women (122)	Men (42)	Women (23)
Doctorant/ Assistant	0.46	0.7	0.19	0.48
Post-Doc	0.18	0.11	0.12	0.13
Collaborator	0.04	0.05	0.17	0.13
Assistant Prof	0.01	0.02	0.07	0.04
MER	0.05	0	0.14	0
Associate Prof	0.04	0.02	0.05	0.09
Prof Titulaire	0.01	0	0.02	0
Full Prof	0.08	0.02	0.1	0.09
Other	0.12	0.09	0.14	0.04

Evident Leaky pipeline in the loss of women at different levels of career in the Physics Section. Responses to our survey did not reflect the real proportions of different roles in the Physics Section. Most of the women who answered the questionnaire are PhD students.

Qualification Levels within Physics



The fraction of women in the Physics Section who continue past PhD is lower than men.

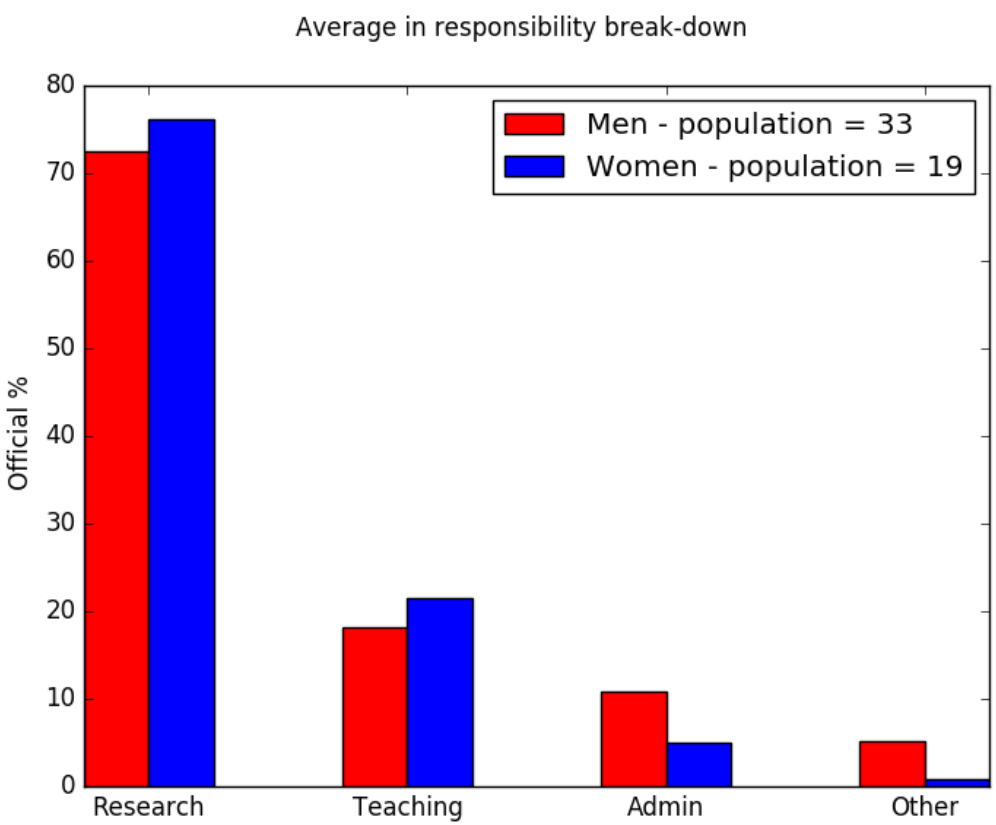
Though those that did had similar education qualifications.

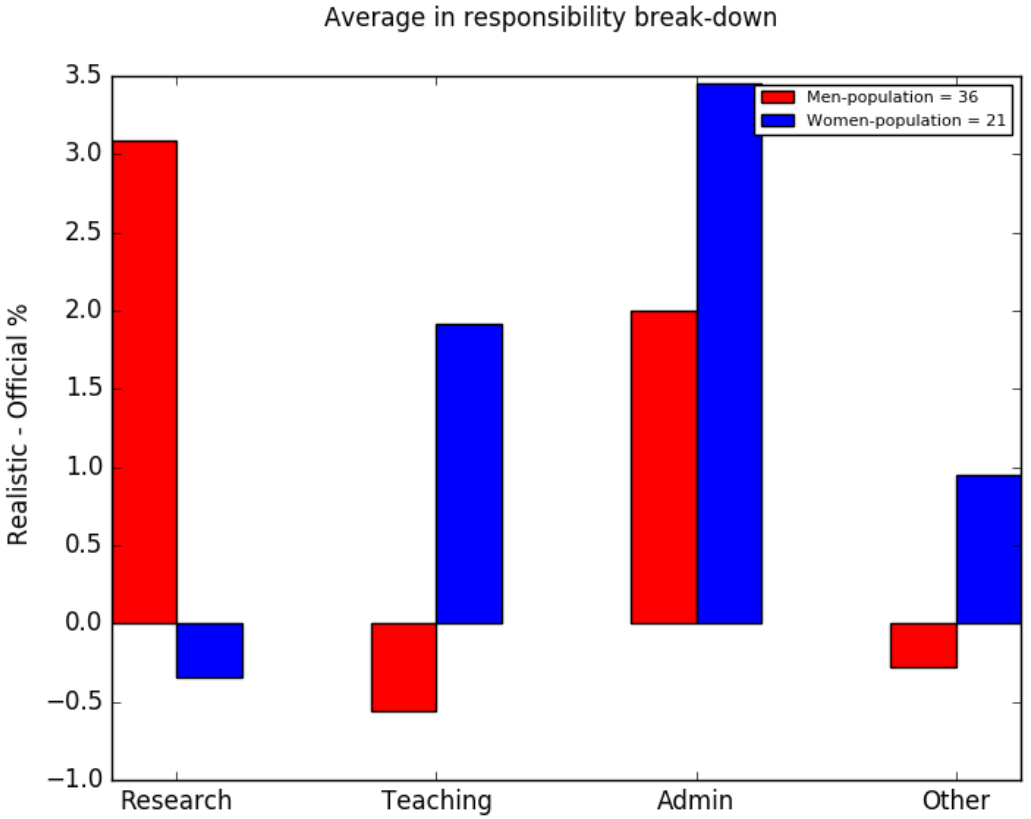
	Questionnaire		
	Men	Women	N° responses
N° with PhD	31	10	56
N° with M or B	36	19	56
Average Date of PhD	2003.3	2002.7	41
Fraction With PhD	0.84	0.53	56

Men and Women rates normalized by their respective populations **excluding students** (from questionnaire)

The women responding to our questionnaire had consistently more awards than the men. Especially for international. There could be many effects such as:
→ different award availability
→ bias against hiring women leading to hired women being more qualified.
→the women who decide to continue have received more awards.

Responsibilities





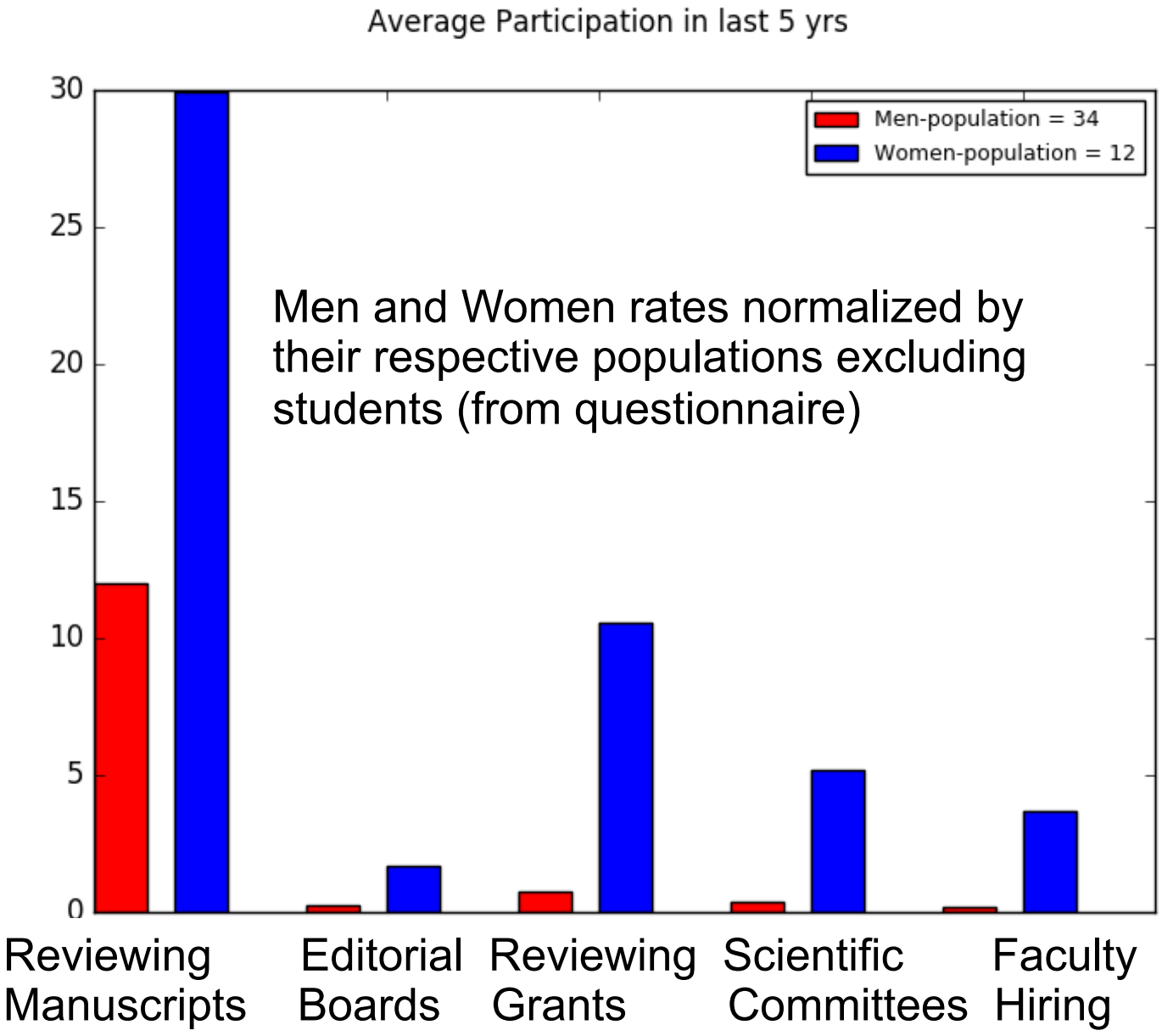
Women feel that they get less time for their research and spend more of this time on teaching , admin, and other than is officially accounted for in their contracts.

The men also feel that they spend more time on admin than official but also on research and conversely less time on teaching.

The average of the official hours teaching UNIGE courses was calculated to be roughly 70 hrs per year for both Men and Women

All these results are taken from the questionnaire

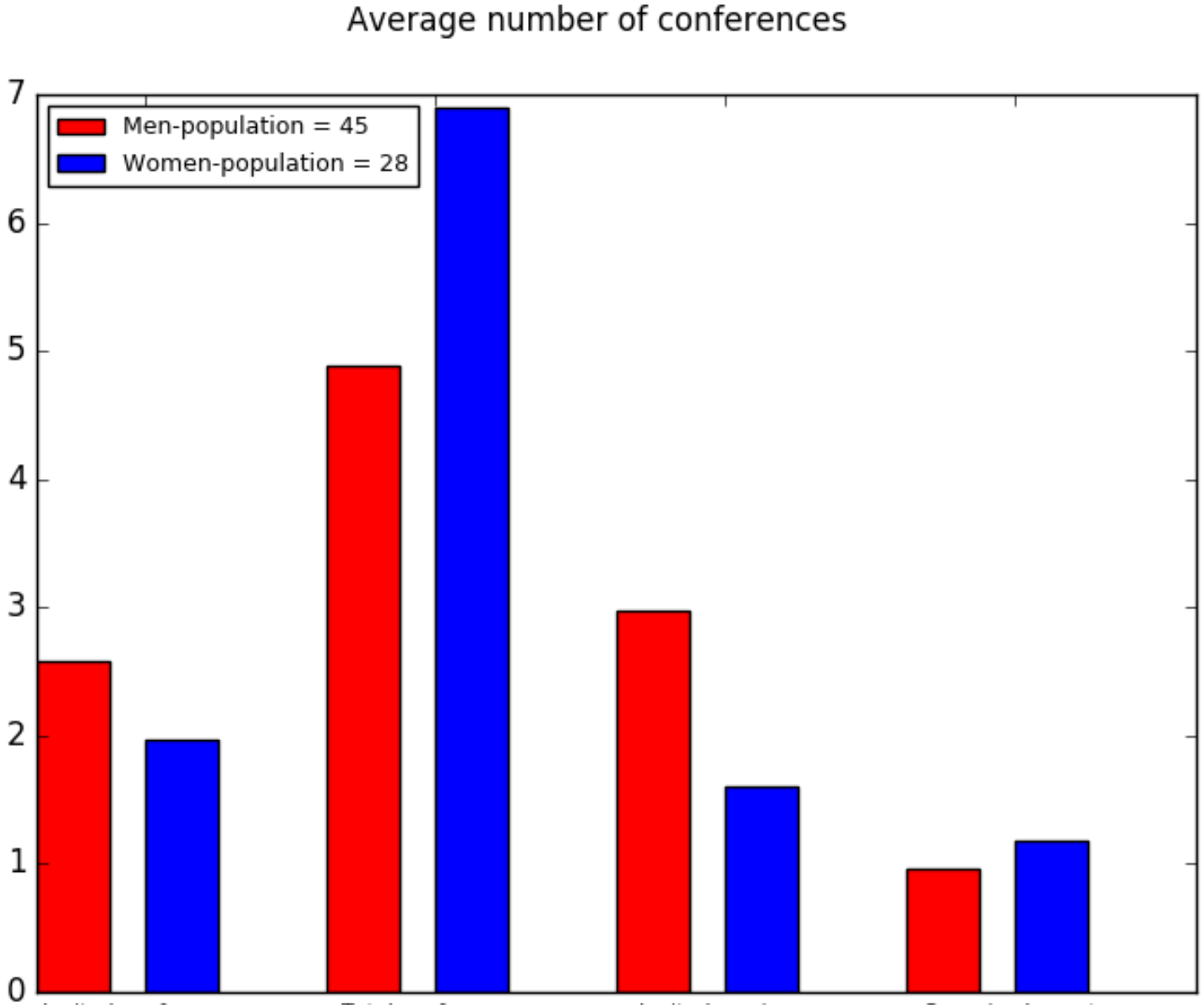
Service tasks



We can see the effect of the Actions requiring women in panels and commissions for hiring.

In this case women are required to take part in many such tasks compared to the men in order to meet the desired representation.

Conferences



Men and Women rates normalized by their respective populations (from questionnaire)