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Fostering Gender Equality at the French National Center for Scientific Research

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Mission for the Place of Women at CNRS



The Mission for the Place of Women at the French National Center for Scientific Research



- Created in July 2001 : CNRS a pioneer among French research and higher education organisations
- Directly under the CNRS President, at the interface between scientific and administrative spheres
- Observatory in charge of fostering, supporting and evaluating the mainstreaming of gender equality issues in CNRS's global policy
- Work in coordination with CNRS governance, Institutes, HR Department and other central services, regional offices, the National Committee, the CNRS Mission for Interdisciplinarity, the laboratories, etc.

The Mission's Priorities



1. Promote **gender equality** within CNRS
2. Promote **gender research** and the integration of the gender dimension in research contents in fields beyond social science and humanities (e.g. biology and health research)
3. **Outreach** to young people, especially to young women, develop new **role models**, raise women's profiles
4. Develop **partnerships** in France, Europe and at International level

Gender Equality and Gender Mainstreaming

Gender Equality is a national priority:









- **Law of 12 March 2012 (Sauvadet)** : 40% women target (for 2015) in recruitment and promotion jurys, nomination to boards of trustees, and top positions in the French public service
- **New Law on « real » gender equality** on 4 August 2014

Gender Mainstreaming is an EU priority

- European Research Area Communication adopted on July 17th 2012 by the European Commission clearly sets **5 key priorities for ERA construction**, among which the following: “Gender equality and gender mainstreaming in research – to end the waste of talent which we cannot afford and to diversify views and approaches in research and foster excellence”.
- **Horizon 2020**: gender becomes a cross-cutting issue
 - Article 16 gender equality & the integration of the gender dimension in research contents
 - **Gender balance in research teams** → ranking factor
 - **Gender balance in decision-making**
→ 50%women in advisory groups + gender experts on evaluation panels
 - **Integrating gender/sex analysis in R&I content**
→ « describe how sex and/or gender analysis is taken into account in the project’s content »

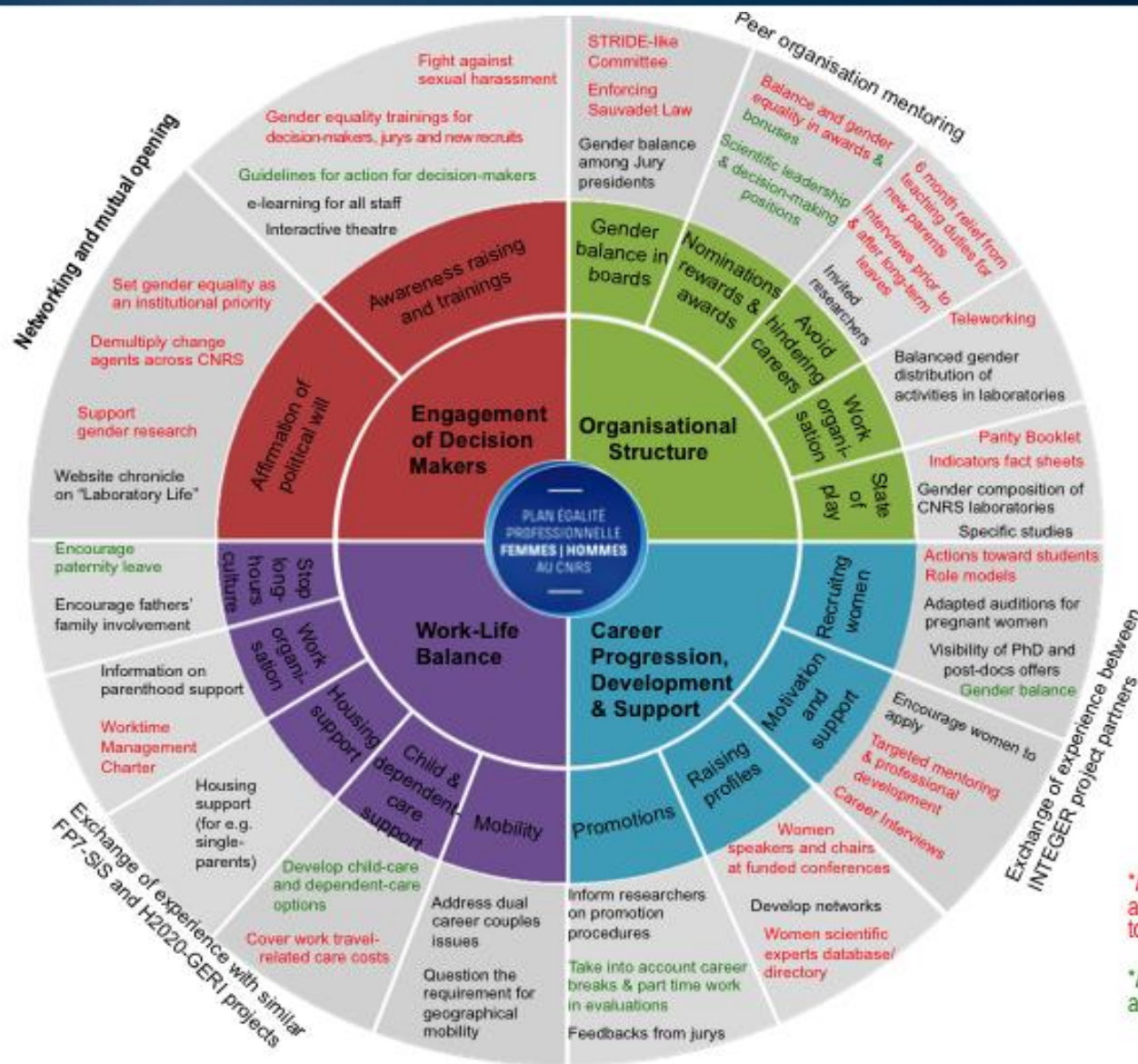


Institutional Transformation for Effecting Gender Equality in Research (INTEGRER)

Implementing Institutions 	 <ul style="list-style-type: none"> •Institute of Physics (+ target lab) •Institute for Mathematical Sciences (+ target lab) 	 <ul style="list-style-type: none"> •School of Natural Sciences •School of Chemistry •School of Physics 	 <ul style="list-style-type: none"> •Faculty of Mathematics and Informatics •Faculty of Technology
Gender Equality Expertise	Mission pour la place des femmes au CNRS	WiSER (Centre for Women in Science & Engineering Research)	Gender Studies Centre
Evaluator 	 Center of Excellence Women in Science Leibniz Institute for the Social Sciences		
Coordinator 			
Experts & Ambassadors	e.g. Awardees from NSF-ADVANCE (US) & Athena SWAN (UK)		

<http://www.integer-tools-for-action.eu/en/home-content/welcome-to-the-integer-online-guidelines>

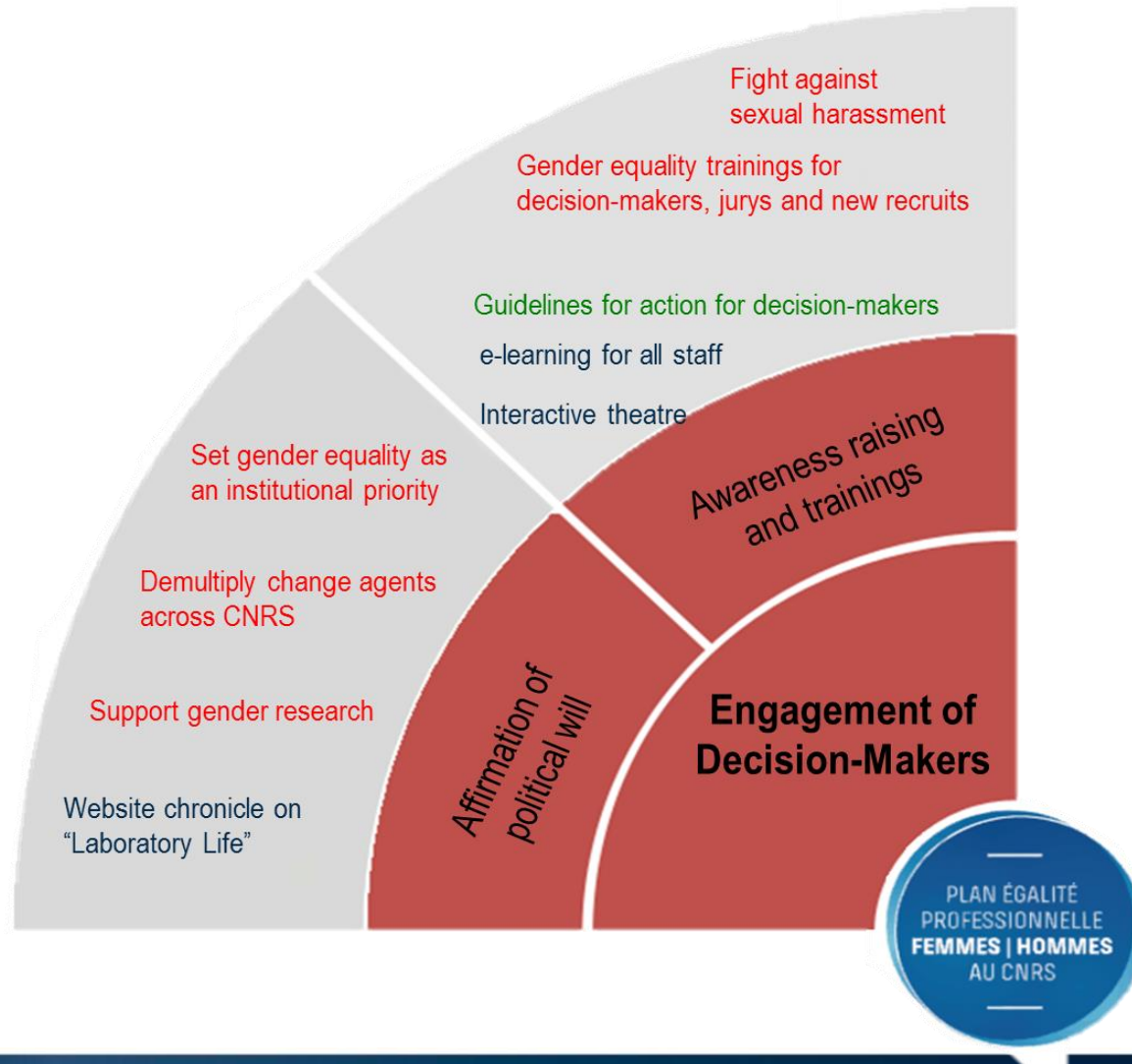
CNRS Gender Action Plan



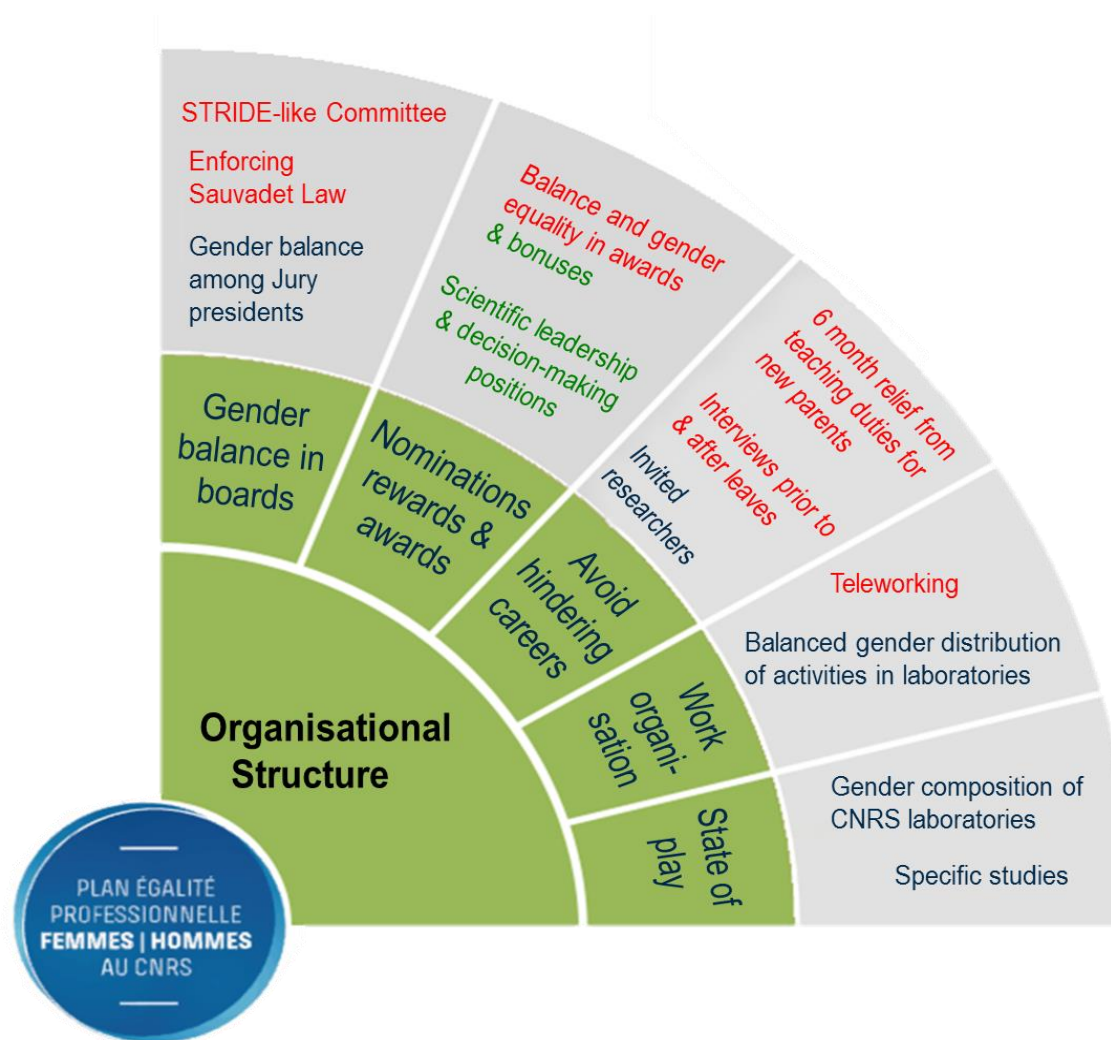
*Action prioritized and already started to be implemented

*Action prioritized and to be launched

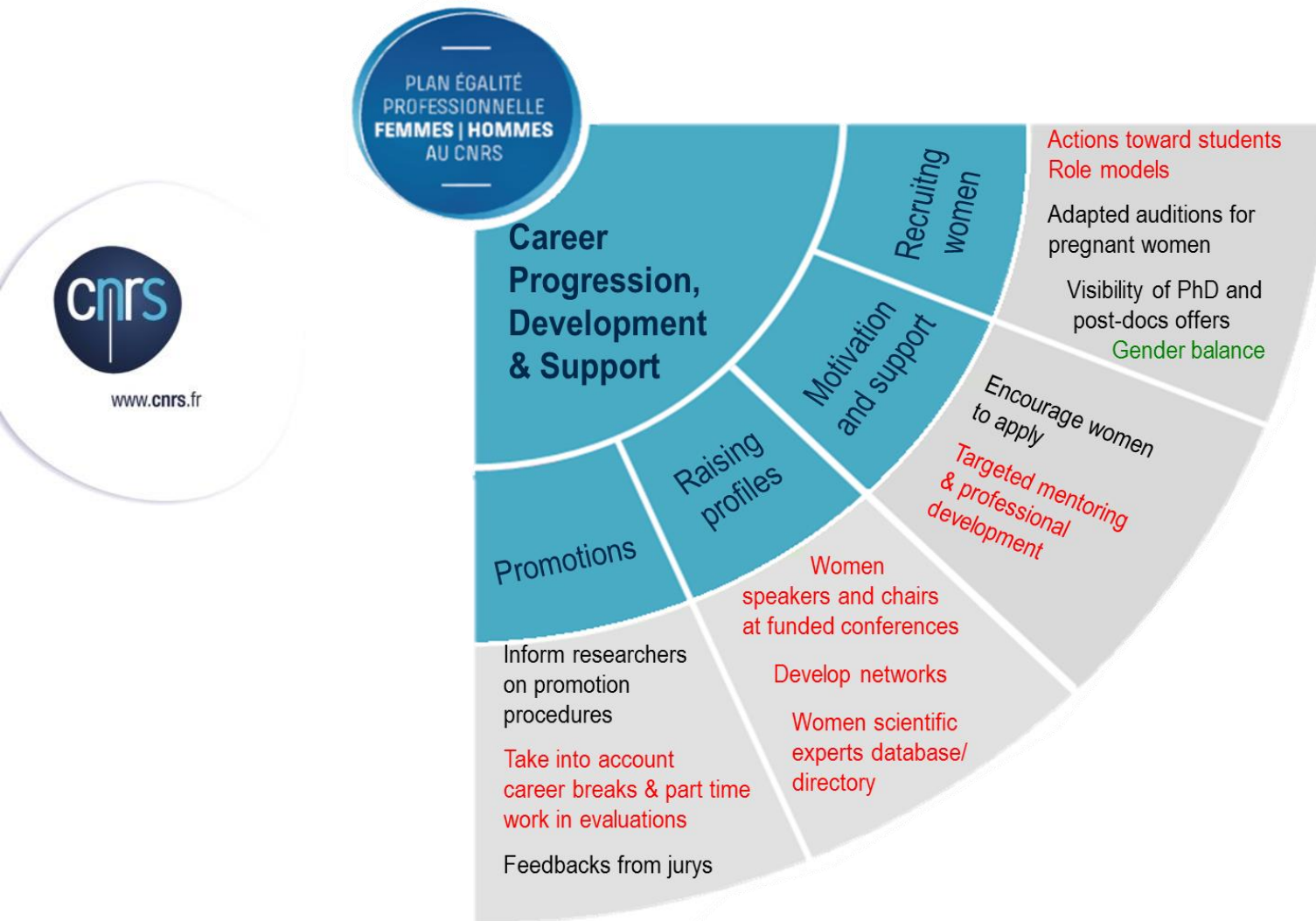
Theme: Engagement of Decision Makers



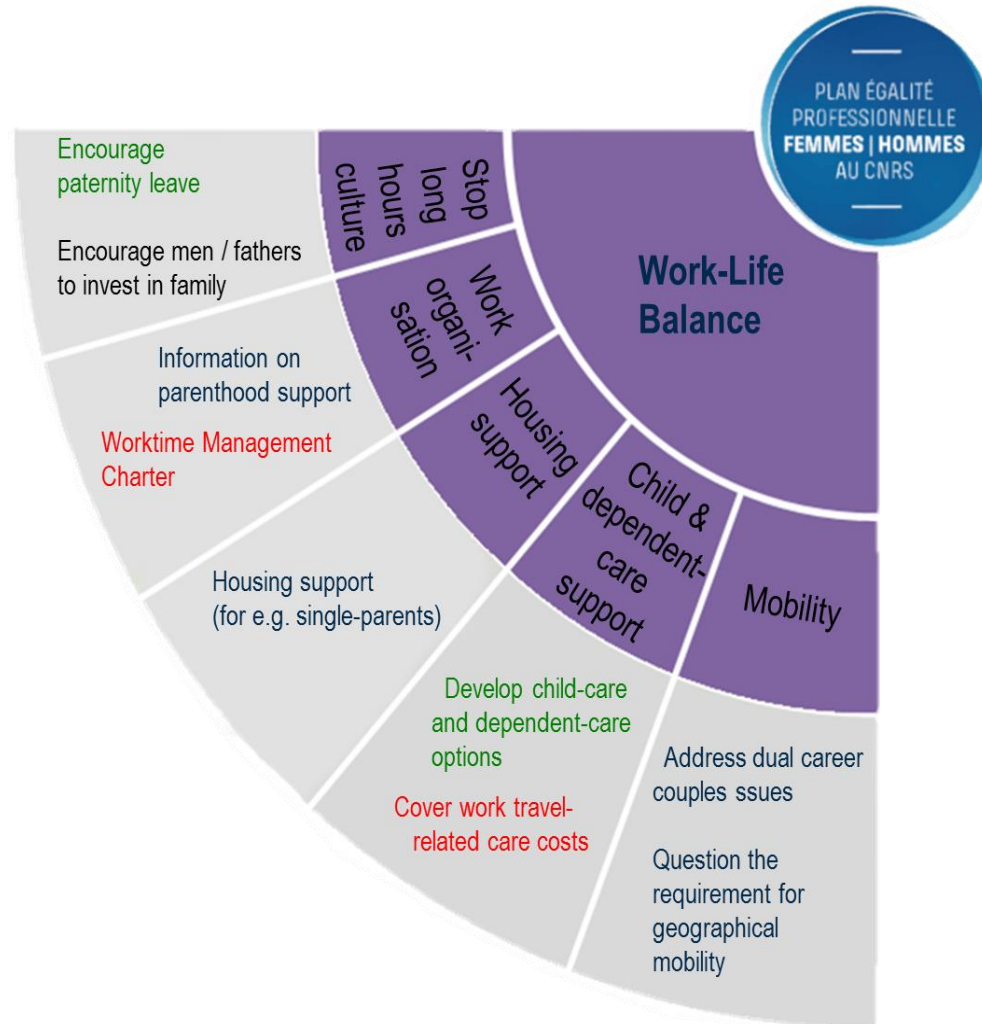
Theme : Organizational Structure



Theme: Career Progression



Theme: Work-Life Balance



FEMMES EN PHYSIQUE

Femmes en physique

Témoignages, vidéos, questionnaires...

Pourquoi pas toi ?

PRÉSENTATION

ACTUALITÉS

PORTRAITS

RESSOURCES

MÉTIERS AU CNRS



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RECHERCHER

Sur ce site OK

Sur le Web du CNRS OK



Marie-Aude Méasson

« Beaucoup de progrès ont été fait pour lutter contre les inégalités de genre. Mais il faut rester vigilant »

ACTUALITÉS

VOIR LES ACTUALITÉS

17 mars 2015

Interview de Cynthia Hadjidakis, physicienne des particules à Orsay

Cynthia Hadjidakis est chercheuse au CNRS à Orsay, à l'Institut de physique nucléaire d'Orsay (IPNO). Cette interview est la quatrième d'une série réalisée à l'occasion des 60 ans du Cem. Illustration (...)

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ENSEIGNANT·E, CHERCHEUR·E



POUR ALLER PLUS LOIN...

Tweets

[Suivre](#)



INSTITUT NEEL INITIATIVES SINCE 2012

Interviews on career perspectives

- **Why:** career assessment and evolution perspectives
- **For whom:** researcher, lecturer between 35-40 years old (on a voluntary basis)
- **By whom:** to be chosen between 3 persons from different horizons
- **Outcome:** useful for interviewed people
- **Consequence:** in 2015, new action from CNRS for young researchers
→ interview of each young researcher (n+4) at national level

Parity budget proposed by Alain Schuhl, former director since 2014

- **For whom:** staff back from a long leave
- **For what:** to cover conference expenses, small equipment: ~2000€/person
- **Other actions:** springboard program, seminars....
- **In total:** 9000 spent in 2014 **9000 allocated for 2015**

Parity Chart



The GENDER-NET ERA-NET



FP7-SiS
2013-2016

A flagship transnational collaboration to promote gender equality through structural change and the integration of the gender dimension in research

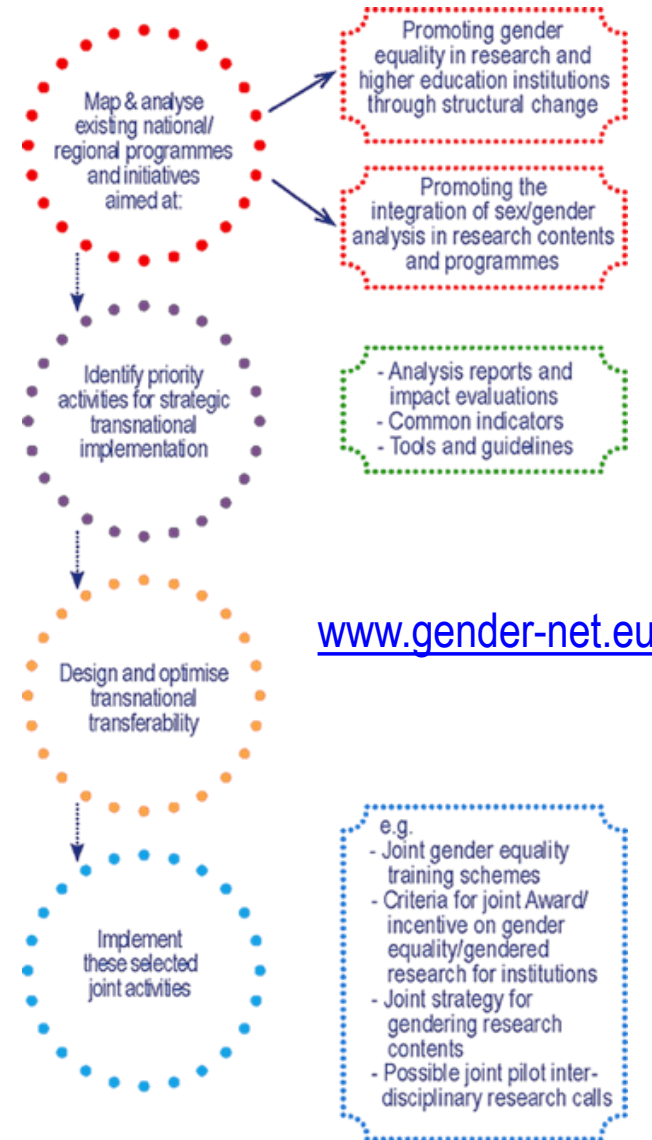
Coordinator: CNRS

13 Partners:

- 5 Ministries / State Secretariats (France, Spain, Slovenia, Switzerland, Israel)
- 6 National RFOs (Norway, Ireland, Belgium, Cyprus, Canada, US)
- 1 National RPO-RFO (France)
- 1 National charity organisation (UK)

10 Observers (Germany, Canada, Austria, Norway, Czech Republic, Iceland, US, NordForsk)

International Expert Advisory Board





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THANK YOU FOR YOUR ATTENTION

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<https://9euconfgender.sciencesconf.org/>

