

## **Claudine Hermann**

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President of honor of the French association Femmes & Sciences  
(Women and Science)

[www.femmesetsciences.fr](http://www.femmesetsciences.fr)

President of the European Platform of Women Scientists

[www.epws.org](http://www.epws.org)

Boston, 20/10/2017

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

The logo for the European Platform of Women Scientists (epws) features a green curved line above the lowercase text 'epws'.

# My personal experience

1945  
1965  
1969  
1976  
1980  
1992  
1998  
2000  
2005

## C.Hermann, professional

- bac - CPGE
- ENS de Jeunes Filles
  
- PhD
- USA
- assistant professor at École Polytechnique
  
- professor at École Polytechnique
  
- retired

# France

FEMMES & SCIENCES  
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# France: Higher Education

## Percentage of women (2014)

	Assistant professors	Professors
All disciplines	44%	23%
Art	56%	36%
Law	48%	26%
Science	33%	17%

# Women at the National Centre for Scientific Research (CNRS) (2015)

- 34% of the researchers are women
- 42% of the engineers, 65% of the technical and administrative staff are women
- Extremely low increase of the percentage of women among the researchers



# France

- Structures in favour of women scientists
  - \*Missions for Parity : ministry of Research, CNRS (2001)  
+...
  - \*Committee for professional equality in Higher Education and Research
  
- 2013 law on Higher Education and Research
  - \*Equal opportunities officers in universities
  - \*Balanced women/men representation in committees

# The French association Femmes & Sciences (Women and Science)

## Mission statement:

- to improve the **position of women** in science, both in public and private sectors,
- to promote a positive image of **science** among women and of **women in science**,
- to encourage **more girls and boys** entering science.

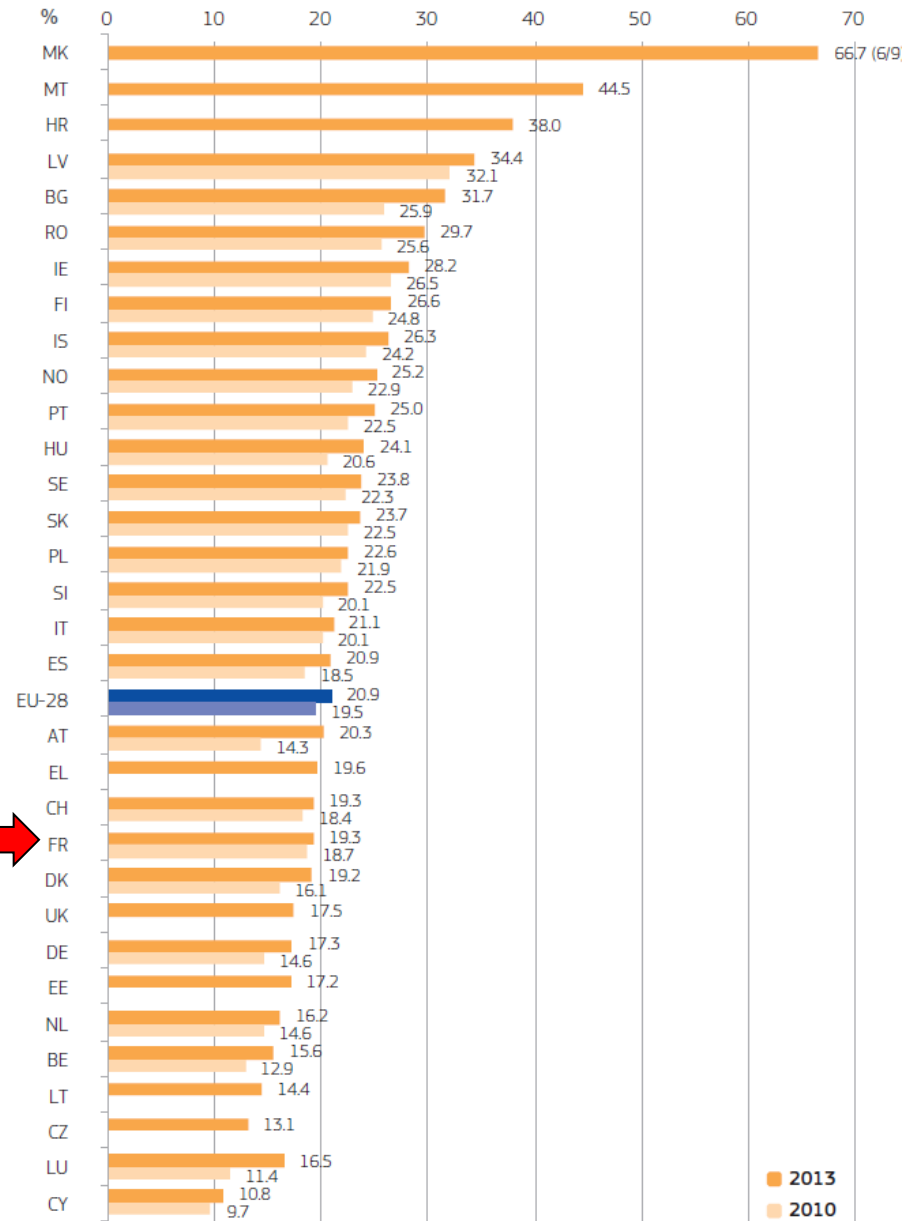


# European Commission

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**Figure 6.3.** Evolution of the proportion of women in grade A positions, 2010 and 2013



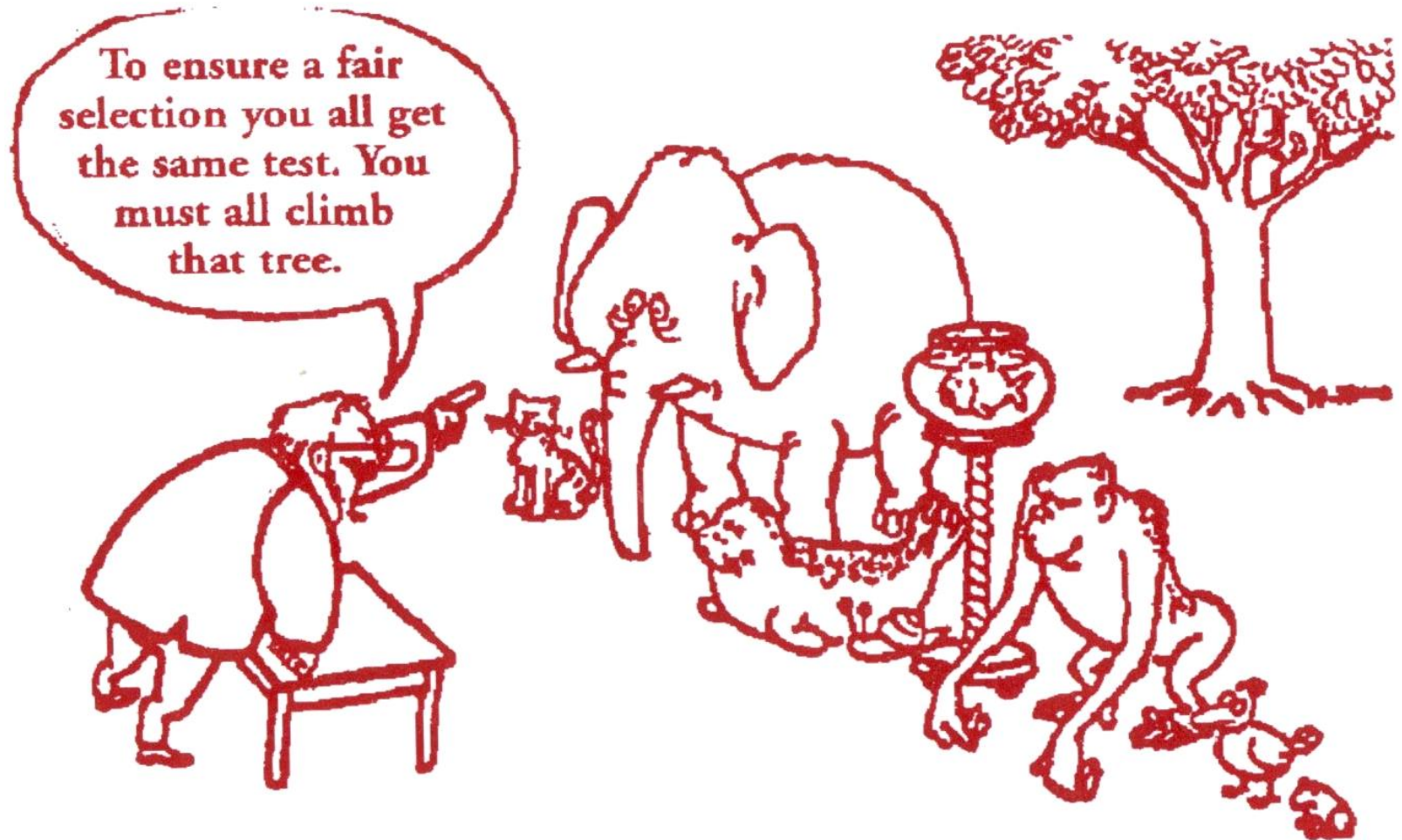
From  
*She Figures*  
2015

# European Commission (EC)

Which **actions** to improve women scientists' situation in science ?

\*equality of treatment

# Fair selection ?



*ETAN Report 2000*

# European Commission (EC)

Which **actions** to improve women scientists' situation in science ?

- \*equality of treatment
- \*positive discrimination
- \*gender mainstreaming

# « Women and/in Science » at EC DG Research (1999-2017)

## Successive policies

- Sensitise science community to women issues
- Change women
- Change institutions

(« Structural Changes »)

## Currently 3 objectives

- Women participation
- Women/men balance in decision positions
- Gender dimension in research



## The European Platform of Women Scientists EPWS

- *A Belgian non-profit international association (AISBL)*
- *Members: networks (+ individuals), from public and private sectors, all disciplines, over Europe*
- *Goals:*
  - Give a voice to women scientists at EU level*
  - Promote the inclusion of the gender dimension in science*