

## European Workshop on Gender Mainstreaming

### Gender Actions in Materials Science

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**Complex Metallic Alloys (CMA-NoE)**  
**Virtual Integrated Unit on Gender Mainstreaming**

AGH University of Science and Technology, Krakow



European Workshop on Gender Mainstreaming  
Marseille, March 29-30th, 2007

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## Gender Equality in selected 6FP Networks of Excellence

- **EPNOE** (Dr Danuta Ciechanska – [ibwch@ibwch.lodz.pl](mailto:ibwch@ibwch.lodz.pl))  
<http://www.epnoe.org>
- **KMM-NoE** (Dipl.Ing.-Janne Haack – [jh@ifam.fraunhofer.de](mailto:jh@ifam.fraunhofer.de))  
<http://www.kmm-noe.org>
- **WomenInNano** (Prof. Mariana Calin – [m.calin@ifw-dresden.de](mailto:m.calin@ifw-dresden.de))  
<http://www.womeninnano.de>
- **CMA-NoE** (Prof. A. Czyrska-Filemonowicz – [czyrska@agh.edu.pl](mailto:czyrska@agh.edu.pl))  
<http://www.cma-ecnoe.org>



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# EPNOE

## The European Polysaccharide Network of Excellence


Institute of Biopolymers and Chemical Fibres, Lodz, Poland

*Nature produces polysaccharides  
EPNOE turns them into materials*

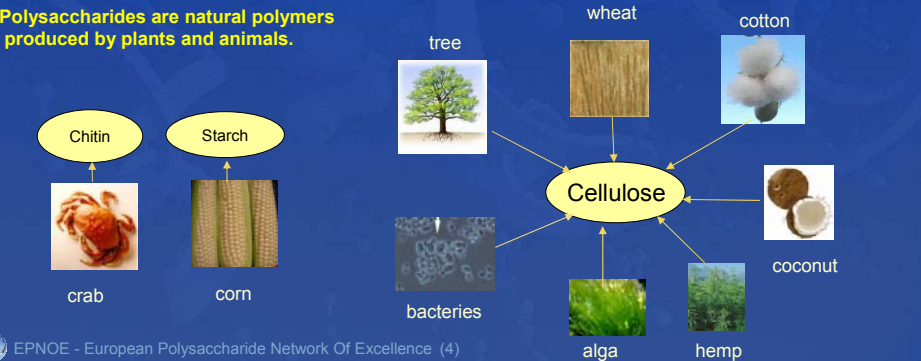
EPNOE - European Polysaccharide Network Of Excellence (3)

### What is EPNOE ?

- A network of 17 research centres in 9 countries focusing on research in polysaccharide science.
- A common Research, Education and Spreading organisation.
- An organisation for R&D contracts with companies.
- Launched in May 2005 within the 6th Framework-Programme of Research and Development funded by the European Commission



**Polysaccharides are natural polymers produced by plants and animals.**



Chitin (crab)

Starch (corn)

Cellulose (tree, wheat, cotton, bacteria, alga, hemp, coconut)

EPNOE - European Polysaccharide Network Of Excellence (4)

### EPNOE Main Mission

- The main mission of EPNOE is to provide its partners with an area of trustiness and collaboration:
  - ✓ To perform the best world-class, multidisciplinary research on polysaccharides,
  - ✓ To develop a strong link with the EU industry to invent new materials,
  - ✓ To disseminate polysaccharide knowledge at all levels of the society.

### EPNOE Vision

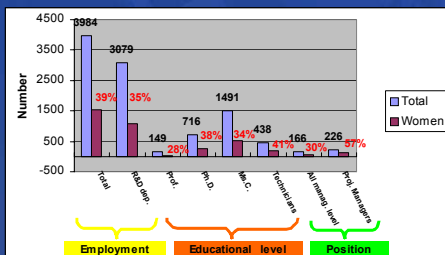
#### During the next decade:

- EPNOE will be the leading research and education organisation on polysaccharide science in the European Union.
- EPNOE will be referred to as a model for organizing multi-disciplinary and trans-frontier research at the level of the European Union.
- Thanks to their close collaboration with EPNOE, EU companies will develop new functional materials as alternatives to oil-based products

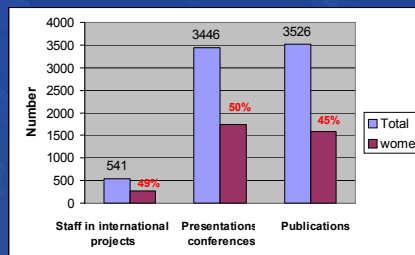
### GENDER ACTION PLAN

- **Organization of Annual Workshop „Working conditions and gender equality” for EPNOE PhD students – scientific meeting combined with promotion of gender equality**
  - first workshop – 5 -8 April 2006, Lodz, Poland
  - next workshop – 2-4 April 2007, Jena, Germany
- **Survey on how women are included in research and education in EPNOE organization** (employment, educational level, position, number of staff in international projects, participation in projects, conferences, women problems in research activity, social benefits)
- **Audit on the working conditions of permanent staff and PhD students**
- **Collaboration with other NoE's of women scientists**

Women involved in research



Participation of in projects, conferences and publications



## KMM-NoE

### Knowledge-based Multicomponent Materials for Durable and Safe Performance

- 36 partners from 10 countries; co-ordinator: Prof. W. Nowacki, IPPT Warszawa
- launched in October 2004; transformed into a Virtual Institute (KMM-VIN) in March 2007
- aims to create a coherent pan-European structure of key academic and research institutions, SMEs and large industrial partners
- develops advanced materials designed for safe and durable performance in highly demanding loading and environmental conditions.

### Activities of the WPI – Gender Equality in the KMM-NoE (Leader: Dr Astrid Rota, IFAM Bremen)

- Investigation of the situation of women in KMM using a standardized questionnaire
  - First questionnaire (Year 1):  
Result: Men play a significant role in the KMM-NoE. Most of the task leaders and WP leaders are male.
  - Second questionnaire (Year 3) - to be analysed next month.
- Workshop on Gender Networking, 20-21. 11.2005, Castellón, Spain
  - exchange with other EU networks (e.g. CMA-NoE)
  - integration of men is important, "WPI-GE should not be a club of women"
  - economic dimensions of gender within KMM is difficult to address, because main aim is a material development. KMM is not so strongly linked with end customers and end products!

### Activities of the WPI – continued

- Mentoring program

Encouraging more young women to take active part in KMM

- Start-up difficulties of the mentoring program: to find mentors
- So far, six participants of KMM-NoE are agreed to act as a mentor
- A mentor profile form was prepared and sent to the mentors to identify suitable mentor – mentee tandems

Emails will be used as the communication medium between mentor and mentee. A meeting of the mentor and the mentee is also possible.

### Outlook

- Update the questionnaire survey, including a deeper investigation of the working conditions of women and men in different EU countries.
- Networking with other Networks of Excellence and other projects to share information and knowledge about gender issues.
- Find young female scientists for a mentee position in the Mentoring program and pair up mentor – mentee tandems.
- Produce a summary of establishments and organisations supporting women working in a scientific environment, especially materials science.



# WomenInNano FP 6 - SSA Project

**Mariana Calin\*, Annett Gebert**



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## Objectives

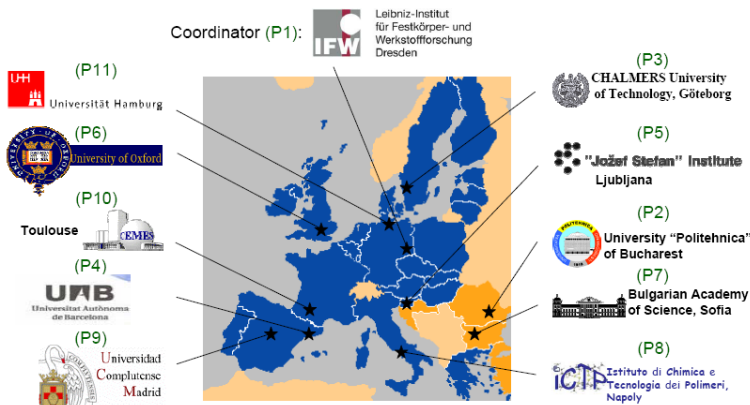
- Encouraging the young women to follow a scientific career
- Attracting young generations to 'Nano'
- Networking women scientists working in Nano-Science
- Strengthening the role of women scientists working in Nano-Science
- Increasing the visibility of female scientists in international scientific community
- Mobilizing women scientists in Nano-Science to participate at EU programmes
- Mobilizing stakeholders in favour of gender equality in scientific research
- Stimulating and facilitating a science-society dialog.



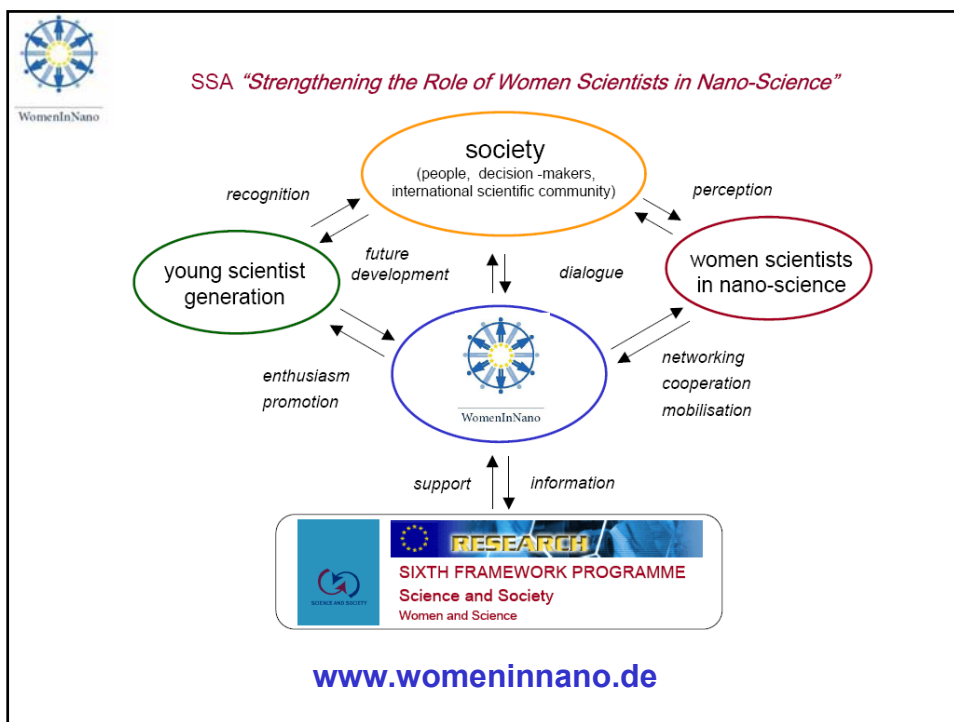
WomenInNano project is funded through the 6th Framework Programme of the European Community and is coordinated by the IFW Dresden – Germany.

It has a duration of 30 months (Oct.2005 - March 2008) and represents a pilot initiative of networking female scientists experienced in Nano-Science who will act as 'Ambassadors for Women and Science'

## Partners



South region : Spain, Italy and France  
North region : Germany, Sweden, UK  
East region : Romania, Bulgaria, Slovenia



**Analyzing the current situation of women in nano-science in Europe !**

**"Institutes survey"**  
Prof. U. Klement (Göteborg)

**WomenInNano Questionnaire**

- Name of your organization (contact address)
- Type of organization (university, private or gov. research institute, industry)
- Name and email address of contact person (for example gender equality or public relation officer)
- Total amount of employees
- Percentage of female employees
- R&D fields which are related to NANO-science
- Name the type of NANO-application/type of NANO-material you are working with (if possible)
- Amount of employees working with NANO-science
- Total amount of female employees working with NANO-science
- Percentage of females (on different levels) engaged in NANO-science
  - Administrative personnel
  - Technicians
  - PhD students
  - Senior researchers and post docs
  - Group leaders and professors

**"Individual situation"**  
Prof. Pfau-Effinger, Dr. Schüttpeitz (Hamburg)

- What is your current position?
- What type of employment contract do you have?
- Have you been promoted to pursue a career in Nano-Science?
- If you think about the next higher position in Nano-Science you could reach – what would be criteria to get the job?
- How do you assess your professional opportunities?
- When, where did you obtain your first academic degree?
- Which academic degree(s) do you hold?
- What is your family status?
- How do you assess the conditions your current job provides for a career in Nano-Science?
- How is your current employment related to Nano-Science?
- What do you think about the reconciliation of scientific career and family?
- How satisfied are you with your professional situation?

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**Your participation !** in WomenInNano activities

is requested in particular in....

- mapping and analysis of the situation of women in nanoscience  
→ institute and individual surveys:  
your institute, your partners, you, your colleagues, your friends !
- summer school for young scientists in 2007  
(UAB Barcelona, Prof. Baro)
- regional workshops in 2007:  
(UAB Barcelona; Chalmers Univ. Göteborg; J.Stefan Inst. Ljubljana)
- final European workshop in 2008  
(IFW Dresden, Dr. A. Gebert)



**WomenInNano – Summer school**  
**Career Development and Research Trends**  
Coma-ruga, Tarragona, Spain  
June 1st to 6th, 2007

[http://www.lmt.uab.es/WinN\\_SummerSchool/](http://www.lmt.uab.es/WinN_SummerSchool/)

**CMA-NoE: Complex Metallic Alloys**

- 19 partners from 12 countries (313 staff; 60 PhD students)  
co-ordinator: J.M Dubois, CNRS Nancy
- launched in July 2005 with the view of building up a permanent  
Integrated Research Center (IDEA) after 4 years
- CMA structure: 7 VILs, 4 VIUs, EUROSCHOOL



**Virtual Integrated Unit on Gender Mainstreaming (VIU-GM)**



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Marseille, March 29-30th, 2007

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## **Virtual Integrated Unit on Gender Mainstreaming**

- **Office:**
  - Director: AGH-UST, Krakow
  - Deputy Director: CNRS, Marseille
  - Gender Officer: AGH-UST, Krakow
- **Contact persons:** VIU-GM representatives in each of the 19 CMA institutions
- **Steering Committee:** 11 members from 6 countries to coordinate/monitor the work within VIU-GM



### **Integration**

- Create a structure inside the Network to promote excellence through mainstreaming gender equality, establishing CMA as an example institution in this field
- Provide a basis for learning from good examples
- Design a joint programme for the promotion of gender equality as a prominent part of corporate identity of the Network

### **Gender Equality**

- Improve gender balance of scientific and organisational teams in CMA and make this a principle inside Network
- Promote the attraction and retention of women in science in general and in materials science in particular
- Create an equal-opportunity basis for female scientists, work against discrimination, facilitate the continuation of a professional career for women with family



## 1<sup>st</sup> Workshop of Gender Equality officers

Université Pierre et Marie Curie, 1-2.12.2005, Paris

- The Workshop focused on:
  - discussion of the GE activities in different institutions of the CMA and other NoEs
  - refining and implement the GE Action Plan
  - actions to be taken within the VIU-GM
- 16 participants
- prominent speakers in the field
- printed proceedings
- organizers: E. Belin-Ferré (LCPMR-UMR), A.Czyrska-Filemonowicz (AGH-UST), D.Szyf (CNRS-N)



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## CMA VIU-GM: GE Action Plan

**Gender Equality Action Plan** includes actions to be undertaken and monitored in order to:

- encourage female scientists to participate in all CMA's activities
- ensure equal opportunities for promotion at all levels
- encourage women to participate in management and scientific committees

### Actions:

- identify a representative from each CMA institution to VIU-GM ("contact persons")
- **collecting gender - related statistics** on CMA institutions for better understanding of the role of women within the CMA network and monitoring the progress of gender balance
- organising **Mentoring Programme** for female scientists at the beginning of their careers



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## CMA VIU-GM: GE Action Plan

- **ensuring equal opportunities and promotion of female scientists in the field of research:** financial support for “promotional lectures” for young female scientists, special lectures given by female scientists during CMA meetings and workshops,...

- **organising external activities** to provide better understanding of technically-oriented professions, advertising of materials science in schools (e.g. “Girls’ Days”)

- **organising incentives that fit the needs of female scientists:** short-term missions at the CMA partner institutions, various courses (e.g. on management), arranging child-care facilities for CMA meetings and conferences,...



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## CMA VIU-GM: Actions and Activities

### Gender-related statistics

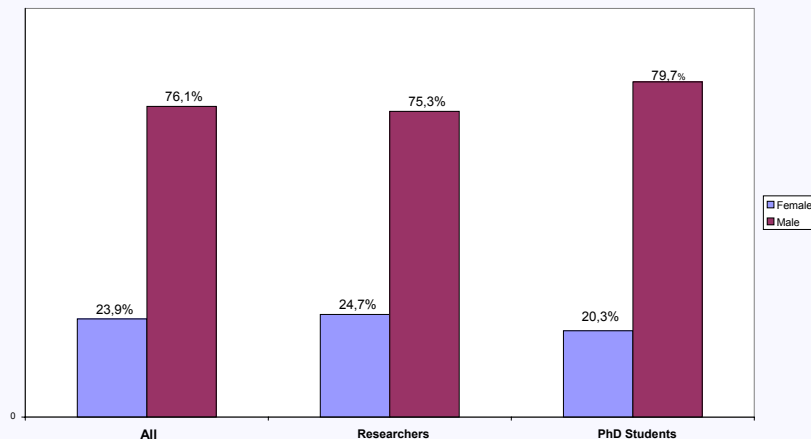
- Collecting gender-related statistics in order to:
  - better understand the role of women within the CMA network and its institutions
  - to monitor the progress of gender balance
- 1<sup>st</sup> Questionnaire – Gender Equality within the CMA-NoE
- 2<sup>nd</sup> Questionnaire – How to Manage Professional and Private Life



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## CMA VIU-GM: Gender Statistics



Gender Statistics within CMA-NoE; December 2006  
(based on CMA member list)

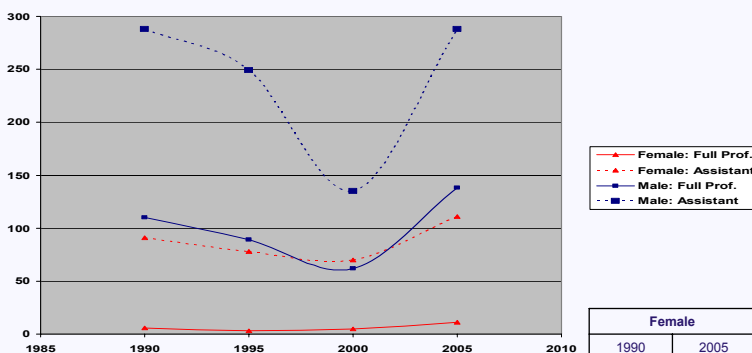


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## Gender Statistics

### Female/male material scientists at the AGH 1990 - 2005



Courtesy of J. Kusinski, AGH-UST Krakow

	Female		Male	
	1990	2005	1990	2005
Full Prof.	6	11	110	138
Ass. Prof.	32	41	246	239
Adjuncts	200	244	710	801
Assistants	91	111	288	288
Total	329	407	1354	1466

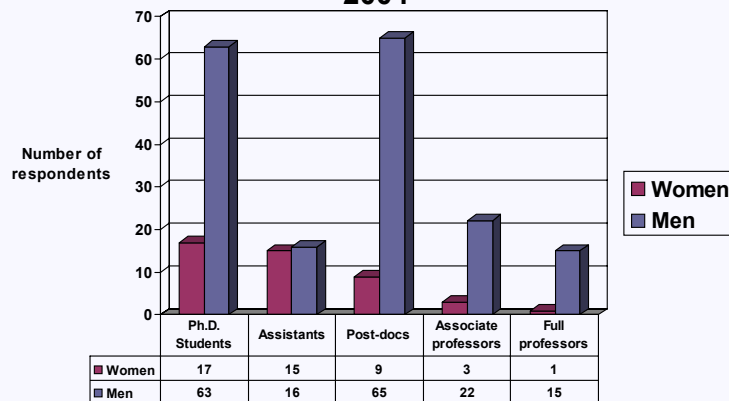


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## Gender Statistics

### Faculty of Physics 2004



Courtesy of Prof. W. Sikora, AGH-UST, Krakow



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## CMA VIU-GM: Actions and Activities - continued

**ACTIONS** to ensure equal opportunities and promotion of female scientists in materials science

### • Promotional Lectures

- Special lectures given by female scientists at the top-level institutions of their choice to spread their names in the scientific world and give them the chance to build their own network and contacts
- Financial support for young PhD female scientists in promoting their lectures
- The 1<sup>st</sup> edition of the Call: opened in July and closed in September 2006 The 2<sup>nd</sup> editions: opened in March 2007, closing in June 2007

### • Promotion by conferences (e.g. EUROMAT2007):

- conference/symposium chairpersons; invited speakers
- members of the scientific committees, advisory boards, ...
- CMA support: Daycare for children



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## CMA VIU-GM: Actions and Activities - continued

- **Short - term missions**

- Organising incentives that fit the needs of female scientists, like short-term missions and laboratory visits at the CMA partner institutions

The 1<sup>st</sup> mission: December 2006

- Presenting role models in the career paths of female professors who successfully reached top-level positions



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## CMA VIU-GM: Actions and Activities - continued

- **Mentoring Programme**

- to help young female scientists clarify their personal goals and develop the means to reach them
- to help young female scientists start and strengthen their professional careers
- Mentoring Programme started in 2007



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## CMA VIU-GM: Actions and Activities - continued

### • Advertising women's careers in Materials Science

- Organising external activities to provide better understanding of technically oriented professions.



- Regular high school events: advertising of materials science in schools. The 1<sup>st</sup> event: Krakow, December 2006
- Printing and distributing a flyer among high school, undergraduate students,.....



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## CMA VIU-GM: Meetings and Discussions

- **1st Workshop of Gender Equality Officers**, Paris (December, 1-2<sup>nd</sup>, 2005); 16 participants, printed proceedings
- VIU-GM Steering Committee meeting (Frankfurt, February, 23<sup>rd</sup>, 2006); Activities in the Year 2: upgrade of GE Action Plan
- **Workshop on „Women in Materials Science”**, Kraków (June, 6-7<sup>th</sup>, 2006), 30 participants, printed proceedings
- VIU-GM Steering Committee meeting (Leuven, Oct.11<sup>th</sup> 2006); Implementation of Mentoring Programme
- **European Workshop on Gender Mainstreaming** on „How to Manage Professional and Private Life” (Marseille, March 29-30<sup>th</sup>, 2007)



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## CMA VIU-GM: Conclusions

- The ultimate goal of the Virtual Integrated Unit on Gender Mainstreaming is increasing the number of women involved in CMA-NoE and in the CMA institutions at all levels
- The CMA creates a structure advancing gender mainstreaming, thereby establishing the CMA as an example institution in this field

Find out more: [www.cma-ecnoe.org](http://www.cma-ecnoe.org)



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