

# Practising Gender Equality in Science



**Date:** Monday, 9<sup>th</sup> November 2009

**Venue:** Business School, University of Manchester

## **Workshop aims**

The workshop will present the Guidelines developed by the project PRAGES, Practising Gender Equality in Science, for the promotion of women to senior and decision-making positions in universities and public research institutes. The Guidelines were the product of a work of collection, evaluation, and identification of good practices amongst the positive action schemes implemented in different countries with regards to gender and science. Our aim is to discuss these Guidelines in the light of the current situation for women in Science, Engineering and Technology in the UK. Our audience will include academics, policy makers, and practitioners who are concerned about the current marginalisation of women in the world of SET.

## **Background**

In the last few years the overall number of women pursuing a scientific career has increased, yet in some disciplines, like physics, women remain very under-represented, and only a small proportion do actually get to achieve top positions in the world of SET. Despite the good educational results they achieve, girls and women drop out from every stage of a scientific career at a much higher rate than men, in a phenomenon known as the 'leaky pipeline'. In economic terms such trends are problematic, since the under-utilisation of women's talents and the absence of diversity in the SET workforce may be severely limiting the advancement of a knowledge-based economy in terms of innovation and quality. In recent years a variety of initiatives have been taken in different countries in order to increase the participation of women in SET.

The project PRAGES, Practising Gender Equality in Science, was funded by the European Commission – DG Research under the 7<sup>th</sup> Framework Programme for Research and Technological Development. It is a Coordination Action involving 11 institutions from 6 different countries (Australia, Denmark, Italy, United Kingdom, United States, and Hungary). The aims of PRAGES were collecting information on the positive action schemes implemented with regards to gender and science in European and non-European countries, evaluating such practices, and then drawing up the Guidelines, as a tool for the support and promotion of women scientists, particularly those in leadership roles.

## **Participants & Audience**

This workshop will bring together academics, policy makers and practitioners who are interested in enhancing women's participation in SET and their role in research decision-making to discuss the findings from the PRAGES project in view of the current UK picture for women in SET. The purpose of the workshop is to help identify the best strategies with which positive action schemes may be designed in order to achieve greater gender equality in science.

## **Programme**

**10.00 – 10.30: Registration and coffee**

**10.30 – 10.45: Welcome and Introduction**

**Prof Lyn Davidson and Dr Sandra Fielden** (Manchester Business School)

**Prof Jackie Scott** (University of Cambridge)

**Serenella Martini** (Italian Equal Opportunities Department)

**10.45 – 11.15: Introductory lecture on the UK and SET**

**Dr Wendy Faulkner** (University of Edinburgh)

*Title: What's the problem? The need for culture change in science and engineering*

**11.15 – 12.00: Presentation of the PRAGES Guidelines**

**Marina Cacace** (ASDO, Assembly of Women for Development and the Struggle against Social Exclusion, Rome)

**12.00 – 12.15: Discussant:**

**Annette Williams** (UKRC, UK Resource Centre for Women in SET)

**12.15 – 13.00: Panel discussion and Questions and Answers session**

**13.00: Lunch and departure**