



International Board of Scientific Advisors

The first meeting of the International Board of Scientific Advisors was held in Rome on June 24, 2009, at the Presidency of the Council of Ministers, with the participation of the three academics members of the IBSA. Below are some bibliographical notes.

- Professor Lotte Bailyn of MIT's Sloan School of Management in Boston, professor emerita of Management, has dedicated her studies to the relationship between managerial practice and employees' lives. She is considered one of the leading experts in this field. She has analyzed also the roles of women and men and managerial practices by studying innovations in the workplace, (flexible scheduling, telecommuting family benefits, and work redesign) and issues concerning the reconciliation of work and private life;

- Professor Judith Glover of Roehampton University School of Business and Social Sciences in London, professor of Employment Studies, has research interests in women's employment, with particular reference to women and scientific employment. She is author of numerous publications on the issue of women and science and she has also worked with the Research Directorate General as a member of the ETAN/STRATA Expert Group on the situation of women scientists in Central & Eastern Europe and the Baltic States;

- Professor Maria Stratigaki, Director of the Centre of Gender Studies at the Department of Social Policy at the Pantheon University of Athens. She teaches gender and social policy, gender equality policies and European social policy. She is author of articles and books on gender and technology, gender and social policy, women's work and the European social policy. Her latest book "The Gender of Social Policy" was published in 2007 in Greek..She is member of the Greek delegation to the European Women's Lobby since 2004.

About IBSA

The establishment of the International Board of Scientific Advisors, an independent body in charge of evaluating the scientific results of the Project, was contemplated in the context of PRAGES. The International Board of Scientific Advisors, appointed during the first meeting of the Consortium, will meet twice in Rome during the Project's duration.



The Department of Equal Opportunities, as coordinator of the project, has reported on the state of advancement of the activities, while ASDO presented the database on best practices, both in its first descriptive version, and in the version that also contains elements of analysis and evaluation resulting from the benchmarking activities contemplated by the project. The members of the International Board commented on the work that was done and gave suggestions on the activities' continuation.

The Università Statale of Milan also took part in the meeting.

FIRST RESULTS OF THE ANALYSIS OF GOOD PRACTICES'DATABASE

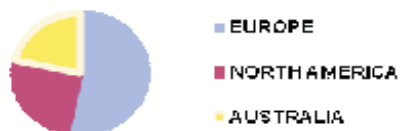
To promote a more widespread use of good practices to support women in their access to decision-making positions in the domain of research and technology, PRAGES has created a database of best practices, which, in its final version, will be made available on the Internet.

PRAGES has based its work on three main theoretical and methodological elements: a) focusing on specific experiences supporting the rise of women to positions of leadership in S&T areas.

b) benchmarking - To this aim, three types of information have been considered structurally necessary to determine whether a project, a measure or initiative constitutes a "good practice", namely: (1) Information on the elements of excellence to be found in the programme (benchmarks); (2) Information on the factors that enabled the programme to acquire the quality of excellence (enablers); (3) Information on the programme's potential transferability to other settings (social, institutional, national).

c) link between these programmes and the social processes most relevant to the advancement of women, namely: the direct promotion of women's leadership in key roles in the field of research and innovation; the genderisation of science and technology contents, methods, and representations; the creation of an enabling environment for the advancement of women in S&T.

The database contains information on 107 programmes for the promotion of women in decision-making positions in science and technology sectors in Europe, in Northern America and Australia.



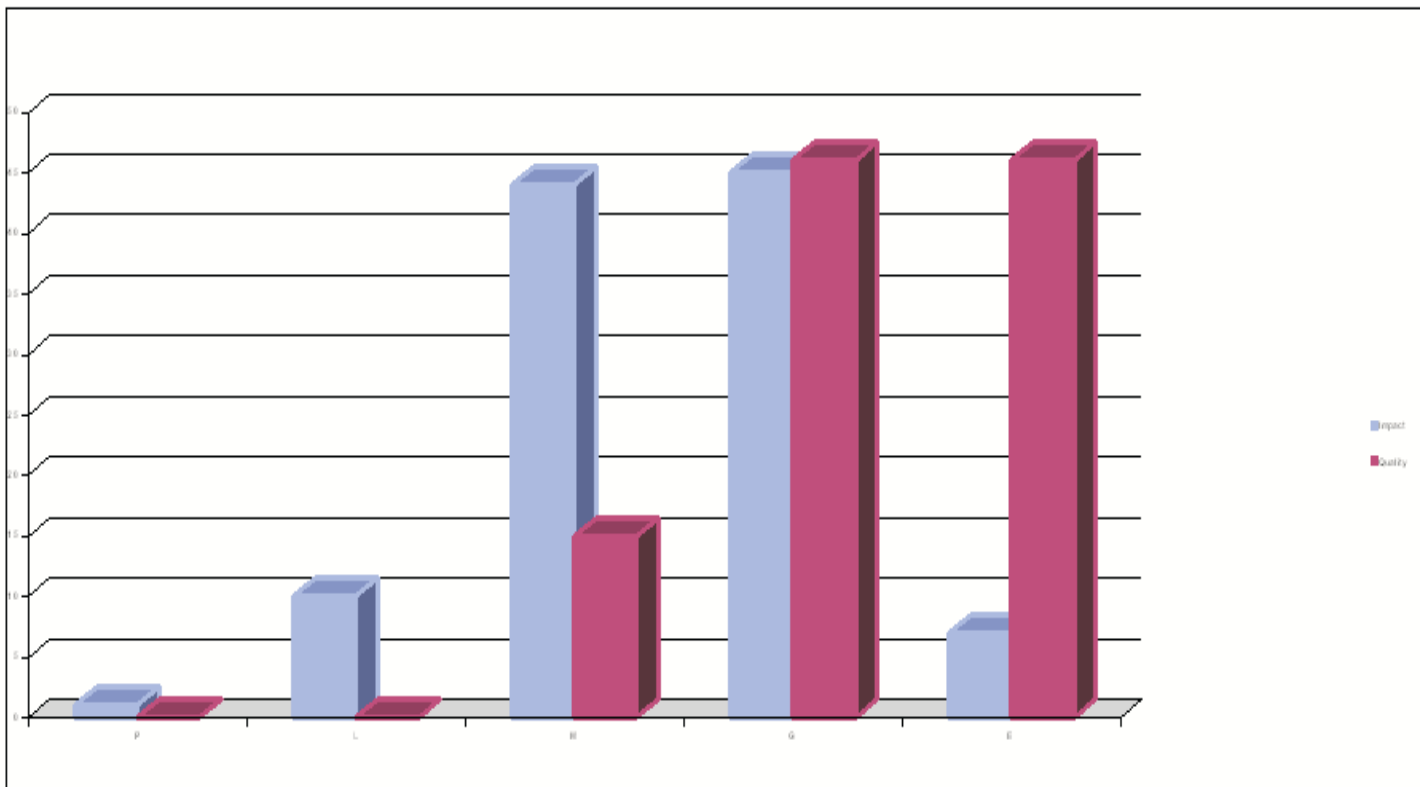
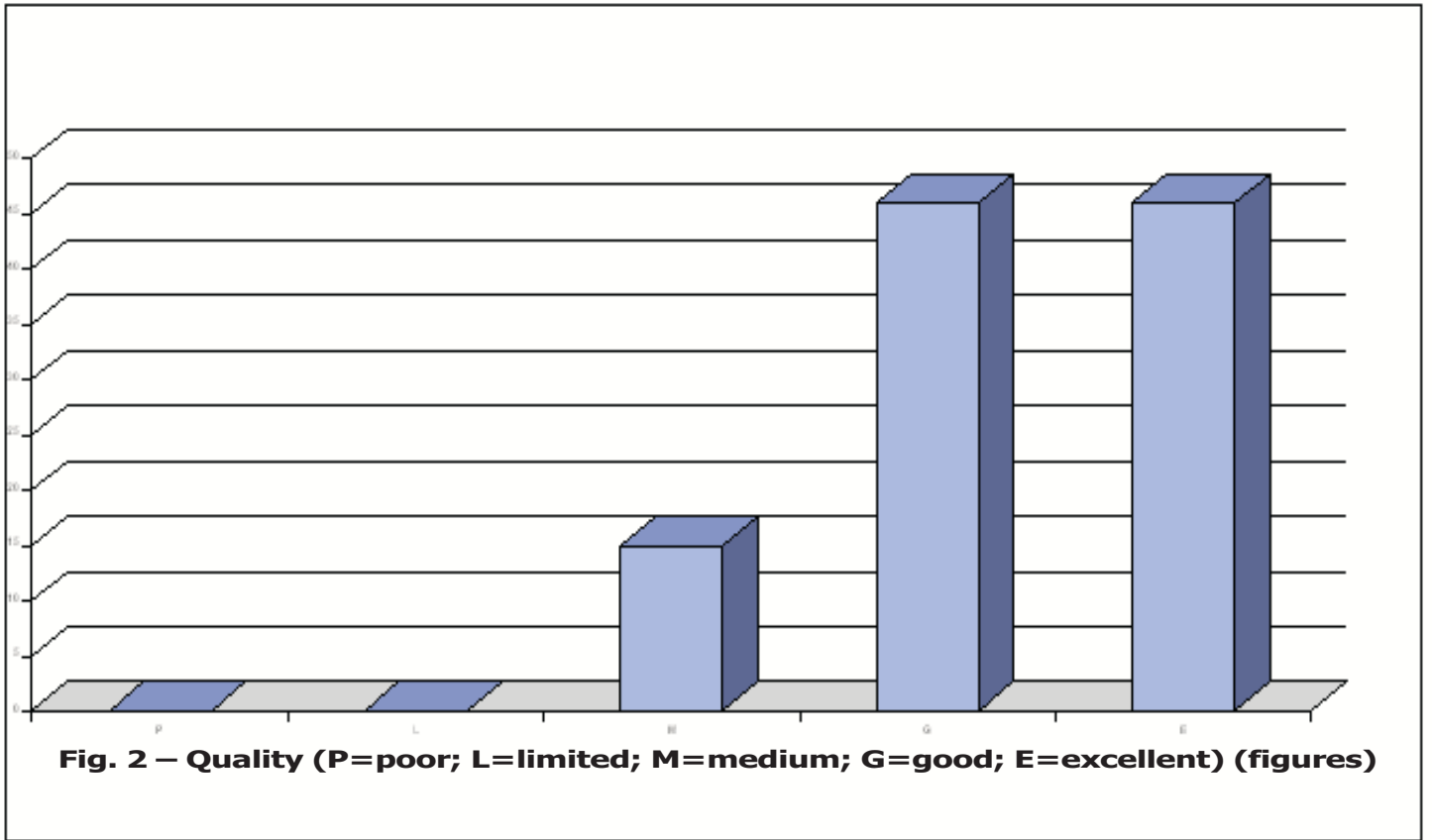
The majority of programmes (94) in the database were implemented in science and technology sectors and a minority (13) in other sectors, which, however, contain elements that can be used to benchmark initiatives directed at the world of scientific and technological research.

The quality assessment of the programmes involved four dimensions: relevance, effectiveness, efficiency and sustainability. For each of these dimensions analytical quality indices were produced. In general, programme quality was medium to high (Fig. 2).

No programme falls below the medium quality level ("poor" or "limited").

Although the programmes are, on average, of a high level of quality, in terms of impact the overall picture is more problematic, though still positive, as can be seen from the comparative distribution of the 107 programmes for the two criteria (Fig. 3).

Combining the outputs of both quality and impact analyses, a benchmarking procedure was fine tuned to achieve two different goals. The first was to single out the best practices, namely those with a high quality level and a high impact level. A "golden benchmark" was awarded to 39 programmes (36,4% of the total), signifying that they belonged to a group of programmes that could be described as "of excellence". Of these, 21 are European, 13 North American and 5 Australian. At the same time, a second type of benchmark was awarded, the "silver benchmark", to programmes which, regardless of their level of quality, exhibited a high level of impact on one or more of the three processes that were considered important, in the context of PRAGES, for the support provided to women in obtaining leadership positions in the fields of science and technology (see above).



Steering Committee – June 25, 2009

The Steering Committee of the project PRA.G.E.S. was held on June 25, 2009 at the Presidency of the Council of Ministers.

The meeting saw the participation of the representatives of 9 out of 11 partners of the Consortium:

- Department of Equal Opportunities – Presidency of the Council of Ministers, project coordinator
- ASDO – Assemla delle Donne per lo Sviluppo e la Lotta contro l'Esclusione Sociale [Women's Assembly for Development and the Fight against Social Exclusion] – Italy
- TETALAP – Hungarian Science and Technology Foundation – Hungary
- University of Milan - Bicocca – Italy
- Aarhus University –Denmark
- University of Milan "Statale" - Italy
- University of Cambridge – United Kingdom
- Simmons College of Boston - USA
- European University Institute - Florence, Italy.

The meeting was chaired by Dr. Michele Palma, General Director of the Office for Interventions in the Social and Economic Field of the Department for Equal Opportunities, and coordinator of the Project, who, after greeting and thanking the participants, reported the goals achieved up to now in collaboration with the Partners in the implementation of the Project. He also reminded them that the Final Conference will be held in Rome at the Presidency of the Council of Ministers on 3-4 of December. ASDO and the University of Milan - Bicocca presented the information contained in the database on best practices for supporting the role of women in decision-making in sectors related to research and technology created in the context of WP3, which contains information on 107 programs implemented in Europe, the United States, Australia and Canada. The presentation continued with the illustration of the results of the evaluation of these practices, performed mainly by ASDO and by the University of Aarhus with the cooperation of all partners, which represents the object of WP4 (Benchmarking). This evaluation made possible, amongst other things, to identify 39 programs of excellence according to all of the criteria previously chosen by the Consortium (the creation of a favorable environment for women, supporting the presence of women in key positions and the presence of the gender dimension in the contents, methodologies and representations of science and technology). During the proceedings, the ways to publicize the database were discussed.

The activities contemplated in the immediate future for the drafting, revision and presentation of the Guidelines for the promotion of gender equality in science, which will be the object of four national workshops that will be held in Italy, Denmark, the United Kingdom and Hungary (see inset), were also discussed.

TETALAP presented the observatory of significant events on women and science throughout the world (WP2), while the Department was placed in charge of the conclusions, with updates on the Project's institutional communications and dissemination. [Events](#)

2009 national workshops

Presentation of PRA.G.E.S. Guidelines

- 5 November Milan
- 9 November Manchester
- 10 November Aarhus
- 12 November Budapest

The Guidelines will be corrected and supplemented with the contribution of a pool of twenty experts of international fame, to draft a final version of the document.



Final conference and future prospects

The final conference of the PRA.G.E.S Project, organized by the Department, will take place on December 3 and 4, 2009 in Rome at the Presidency of the Council of Ministers, with the participation of all of the Project's Partners, the members of the International Board of Advisors and a Group of experts of international fame.

Other important figures will be called to contribute to the proceedings, including representatives of the European Commission, specially of the DG Research that supported the Project, and representatives of the political and institutional world from Europe and Italy.

The Conference will be an occasion for collecting, disseminating and concluding an activity that lasted 21 months; its basic goal will consist in the diffusion of guidelines in order to promote the presence of women in decision-making positions concerning scientific research in public institutions and, more in general, to assert gender equality in science.

To this end, the Department has already promoted the coordination of another project: WHIST – "Women's careers hitting the target: gender management in scientific and technological research", also in cooperation with the European Commission- DG Research.

WHIST consists in an action lasting 27 months, whose main goal is to increase scientific and technological institutions' capacity of monitoring, managing and analyzing gender diversity within their organizations at all levels and which contemplates the testing of measures aimed at eliminating the obstacles to a full gender equality in scientific careers inside three European research organizations that differ under institutional and operational aspects. The kick-off meeting of the WHIST project was held last June 11 in Rome.

