

Policies Favouring Gender Equality

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Association Femmes & Sciences

Association *femmes et mathématiques*

Transfer Agent for



The logo for the "femmes & mathématiques" association. The word "femmes" is in a black serif font, and "mathématiques" is in a black serif font. A large, stylized red ampersand (&) is placed between the two words, overlapping them.

2nd Workshop on String Theory and Gender

Institut Henri Poincaré, Paris

The logo for the "FEMMES & SCIENCES" association. It consists of a dark blue rectangular box. Inside the box, the words "FEMMES & SCIENCES" are written in white, uppercase, sans-serif font. Below this, the word "association" is written in a smaller, white, lowercase, sans-serif font, with wide letter spacing.

The logo for Université Paris-Est Créteil (UPEC). It features a red diagonal bar above the word "UPEC" in a bold, black, sans-serif font. To the right of "UPEC", the text "UNIVERSITÉ PARIS-EST CRÉTEIL VAL DE MARNE" is written in a smaller, black, sans-serif font. Below "UPEC", the tagline "Connaissance - Action" is written in a very small, black, sans-serif font.

10 juin 2016



Vers la Parité dans les instances de décision ?

LA PLACE DES FILLES DANS UNE FILIERE

DE FORMATION DES CADRES,

DU LYCEE AUX GRANDES ECOLES

SCIENTIFIQUES

Palais du Luxembourg, Paris, 11/1/1997

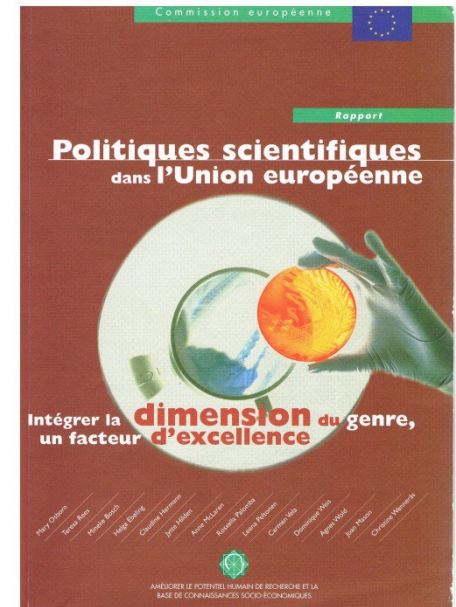
Association Française des Femmes
Diplômées des Universités
4 rue de Chevreuse, 75006 PARIS

Demain la Parité
36 rue de la Pompe
75116 PARIS

Directed by Huguette Delavault, 1997
(**mathematician**).

- Fact: women are under-represented in **STEM**.
- Ex: 23% of women in **engineering** high schools.
- These reports are **advertised** very often.

- **Starting in 1998**, very dynamical politics of the **European Union Commission** towards gender equality.
- It is now possible to compare situations between European countries...
- European Reports « **She Figures** » since 2003.



In France, from 1998 to 2002, **parity** has been discussed very often...

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

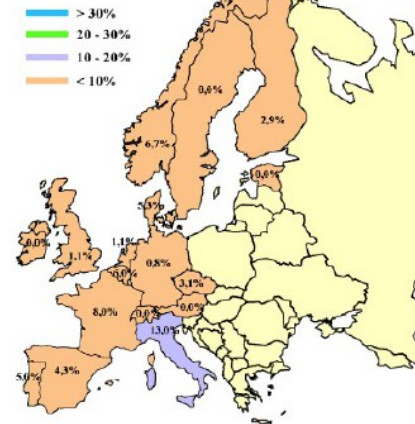


**Networks of Women in STEM:
a path towards more
gender equality?**

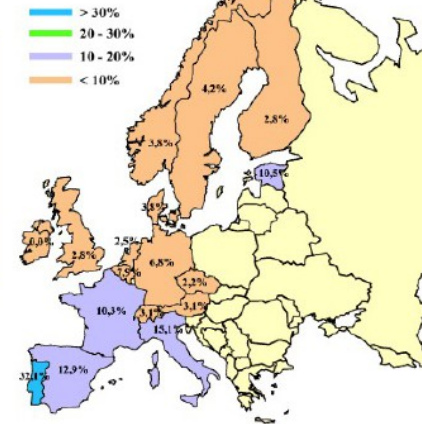
Statistics

In 1991 Eva Bayer suggested that the EMS set up a Women in Maths committee. With EWM's help, they collected statistics about women mathematicians across Europe.

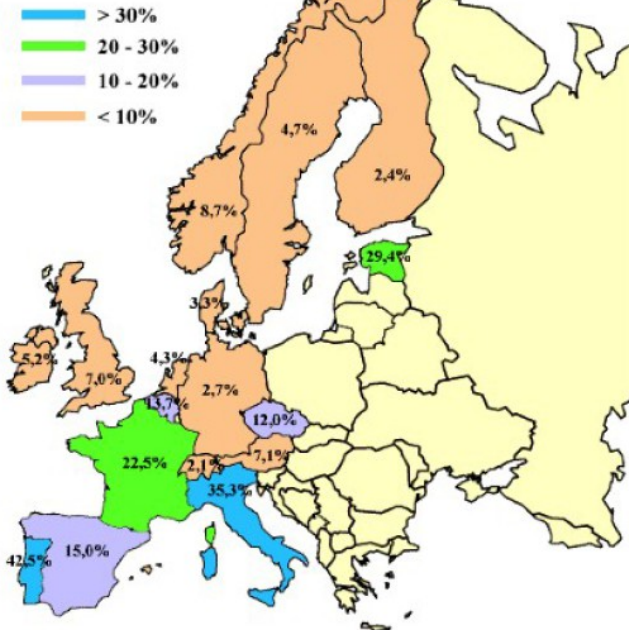
Percentage of women full professors in 1993.



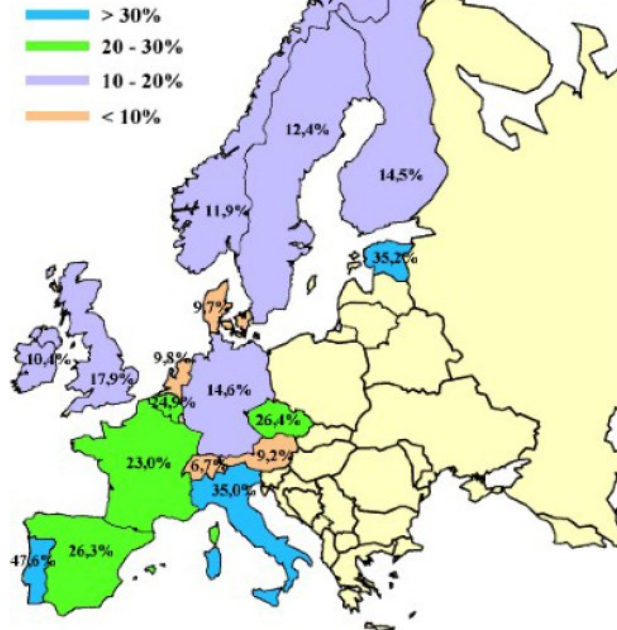
Percentage of women full professors in 2005.



Percentage of women mathematicians in 1993.



Percentage of women mathematicians in 2005.



The WiM committee organised a round table discussion in Paris 1992 at the first European Congress of Mathematics

Networks in France and in Europe (1980-1990)

- **Femmes Ingénieurs** (Women Engineers), EST 1982

World network: International Network of Women Engineers and Scientists (**INWES**).

European Network: **EPWS**.

- **European Women in Mathematics** (EWM), EST 1986

World Network: **Committee for Women in Mathematics**
(International Mathematical Union).

- *femmes et mathématiques* (Women and Mathematics), EST
1987.

European Networks: **EWM** and **EPWS**.

Networks in France, Europe and World (2000-2015)

- **Femmes & Sciences** (Women & Science), EST 2000 (+ APMST in Grenoble).

European Network : **EPWS**.

- **ECEPIE** (Equality of Chances in Studies and Engineering Jobs in Europe), EST 2003.

- **Elles bougent** (Women on the move), EST 2005.

- **European Platform for Women Scientists (EPWS)**, EST 2006.

- **African Women in Mathematics Association (AWMA)**, EST 2013.

- **Committee for Women in Mathematics** (International Mathematical Union), EST 2015

Other networks in France (2000-2014)

- **Femmes et Physique (Women and Physics)**, commission of Société française de physique (French Society of Physics).
- **WIN - France** (Women in Nuclear).
- **Cercle interElles** (Women Leaders in the Private Sector), EST 2000.
- **AFDESRI** (Women Leaders in Higher Education and Research), EST 2014.
- **Femmes du numérique (Women in Numerics)**, commission of Syntec in Numerics, professional union of companies in Numerics.

More French or European networks (2012-2018)

- **CPED** (Permanent Conference of Equality officers in French universities), EST 2012.
- **GenderTime** (Transferring Implementing Monitoring Equality), 2013-2016.
- 14 similar **European FP7** projects :
Genis Lab (2011-2014), **Integer** (2011-2015), **Genera** (2014-2018), **Trigger** (2014-2018)...

Actions towards women in STEM (1)

- Organize forums for **young women** mathematicians.
- Organize specialized conferences « **Sthg and Women** »
- Make known the scientific contributions of **women in STEM in history** (portraits, names of streets, schools, amphitheatres...).

Actions towards women scientists (2)

- Collect data about women in STEM.
- Create networks in countries, institutions, universities.
- Make lists of women experts and diffuse them.
- Promote gender studies and gender viewpoint in each discipline.
- Send letters, tweets about lack of women in scientific conferences, editorial boards...

Actions towards women scientists (3)

- Elaborate the terms of new laws for higher education and research or following them up.

Example 1: At least 40 % of each sex in recruitment committees in France.

Example 2: Sex alternating lists of candidates for university boards in France.

- Elaborate indicators for measuring gender equality.

What about governments ? (1)

- **Quotas?** Very difficult in some countries in the field of education... but exists in politics!
- But **no quotas** for **decision-making positions**...
- **Chairs for women:** Germany (0.8 to 8 % women mathematics professors in 20 years).
- **Laws, conventions, charters:** creation of Equality officers at university... but **without resources!**
- **Guides, recommendations:** Guide for a public communication **without sex stereotype (2015)**.


What about governments ? (2)

- Successive governments pass... Networks stay and continue their job with new people supporting their objectives.
- Associations and individuals have been active for years... until governments and legislators decide to do sthg and have new rules est'd.
- ... and what one government has done or promoted, the next one or the one after might undo it! No warranty!

Videos of women scientists: serve as role models

SELECTION VIDÉO

"Osez et Faites des Sci..."



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ASSOCIATION

«Previous 2/12 Next»

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a s s o c i a t i o n

epws

Thanks to women in networks

Marie-Françoise Roy, Laurence Broze, Annick Boisseau,
Véronique Slovaceck-Chauveau ([mathematics](#))

Claudine Herman, Sylvaine Turck-Chièze, Isabelle Kraus
([physics](#))

Anne-Sophie Godfroy ([philosophy](#))

Yvonne Pourrat, Joëlle Wiels ([biology](#))

Bodo Clavreul, Brigitte Yvon-Deyme, Réjane Vallée
([social sciences](#))...

**A few, among many, women and men,
*in STEM or not in STEM.***