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“Family-Friendly Scientific Careers: Towards an Integrated Model”

**Workshop for CREST and WP on Research/Atomic questions members
Brdo, February 8th, 2008**

Conclusions and Recommendations

1. We need the empowerment through funding, equal representation in decision-making bodies and high-level appointments:

Gender balance needs to be integrated in the decision-making mechanisms decisive for research funding. Similarly, the efficient systems need to be established and developed to ensure a better representation of women in high-level appointments. Certainly there is no uniform model to do so, yet targets, quotas and hiring incentives are examples that have proved to be successful in some countries.

2. A professional work – private life balance should be promoted as a best practice:

Practical measures as well as the adequate social policies to foster this balance must be provided to researchers both by governments and enterprises. Parental leave and its effect on vertical mobility in scientific career, flexible working arrangements and day-care facilities are only few examples of such measures.

3. More transparency:

Transparency would ensure that the selection processes on funding and on career development are based on excellence and capacity and not on any biases including gender. Measures to ensure transparency should benefit from the guidelines in the “European Charter for Researchers and the Code of Conduct for their Recruitment”.

4. Address demand policies:

There is a need to develop demand-based policies and to support the necessary gender studies and monitoring. Business leaders and policy makers must be convinced on the cost of gender bias and to start perceiving diversity as a competitive advantage.

5. More and better data and statistics:

It is clear that more data and statistics are needed, be it for policy making, awareness-raising or monitoring. More resources should be dedicated to

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obtain sex-disaggregated statistics, comparable data, the documentation of the cost of gender bias and on the overall evaluation of gender policies effectiveness.

6. Awareness, information and monitoring:

Member States and the EU need to support concrete measures to raise the gender issue among the scientific leadership, stakeholders and the public at large.

7. Create an integrated model and streamline the gender issue within the broader context of the researchers' career in Europe:

None of the above measure can be dealt with in isolation. The overall policy mix needs to be an integral part of the growth strategies of Europe. In that context, the European Researchers' Passport Partnership as introduced to us this morning is highly relevant.