



# ***SCIENCE AND GENDER***

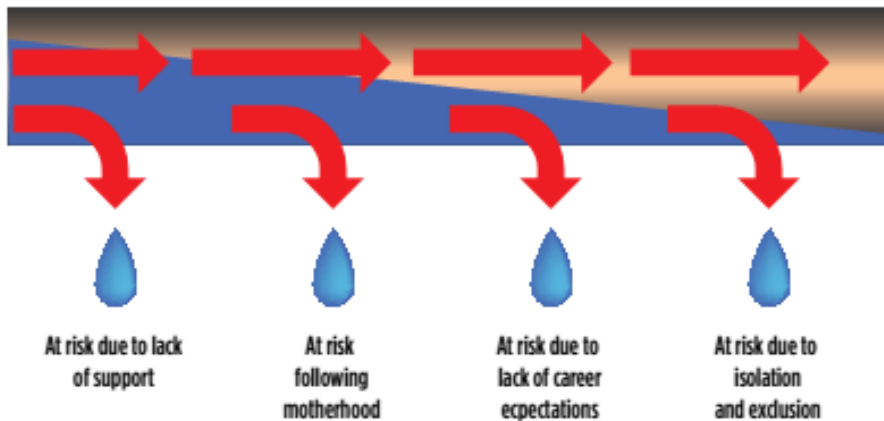
**Dr Nataša Gospić, Full Professor,**

**Transport and Traffic Engineering Faculty, University of  
Belgrade**

**President of CSO Equal Opportunities and  
Member of the Women's Government, Serbia**

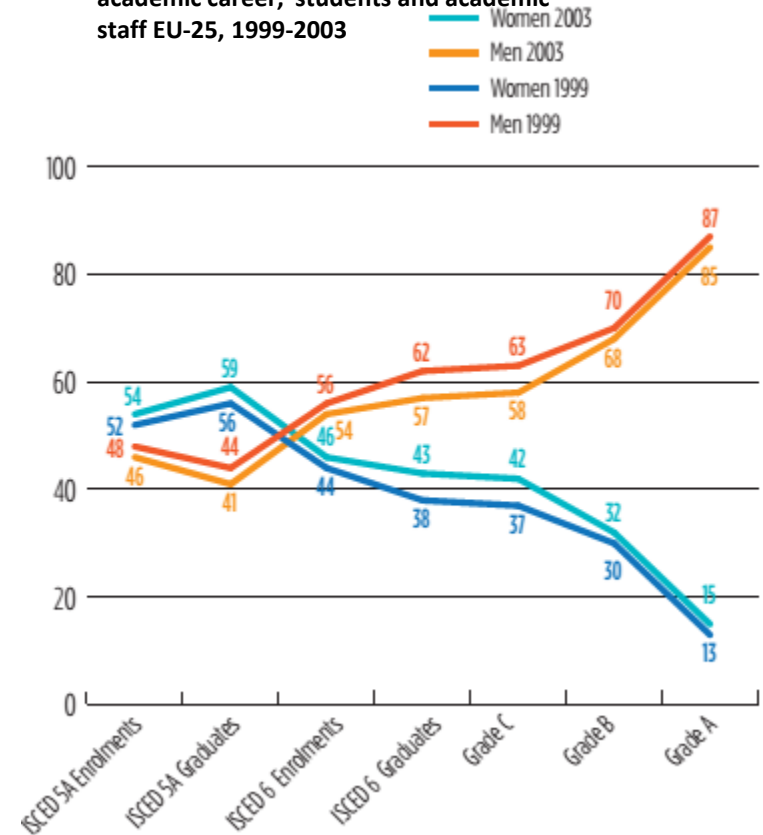


# IS ANYTHING CHANGED?



Source: EU Commission Report 2009:  
 “Women in science and technology -  
 Creating sustainable careers”

Proportions of men and women in a typical academic career, students and academic staff EU-25, 1999-2003



# ESELVIER FONDATION

- DURING 2010
- STUDY ["Women in Global Science & Technology \(WIGSAT\)"](#)
- Findings:
  - **Contributions to decision making.** Women have low rates (about 12 percent) of participation in decision-making in science, in universities and in the corporate sector.
  - **Role of education.** The results show that access to education is not a solution in and of itself. It's only one part of what should be a multi-dimensional policymaking approach. There is no simple solution, and special attention must be given to encouraging women and girls in all the STEM fields
- [Dr. Sophia Huyer](#) author's comment "Women are not having access to professional and income opportunities. In addition, we are missing out on the enormous potential that women represent because they are not participating in how the science and technology sectors are being designed and how they will affect the life of a country."

# QUESTIONS AND ANSWERS

About Women's Adventures in Science

- What can be done by universities and companies to reduce the leaky pipeline?
- Which policies and practices are effective in promoting gender diversity in science disciplines and in technical careers?
- Which policies and practices are effective in promoting women scientists
- How do work-life balance policies and practices affect the attraction and retention of talented women employees?
- What are the role models for girls to choose their careers in technical sciences
- The role of media?

# ROLE OF THE SESSION

- Highlighting the relevance of gender equality in science, academia and technology;
- Identify the ways to increase the visibility and participation of women in this area
- Strengthen the link between positive economic effects and better integration of female talents in all spheres of the society.
- Gendered Innovations - how to strengthen the gender dimension in research and innovation program contents, supporting innovations that improve the lives of women as well as men

# PANELISTS

- [Tatjana Parac Vogt](#), President, Belgium Women in Science, Member of EC COST genderSTE and Professor at the KU Leuven, Belgium
- [Clarisse Behar Molad](#), Fulbright Scholar, Educational Director, Impara, Italy / USA,
- [Jasminka Lažnjak](#), Full Professor, University of Zagreb, Croatia
- [Svenka Savic](#), Professor Emeritus, University of Novi Sad, Serbia
- [Ivana Gadjanski](#), Fulbright Scholar, Centre for Bioengineering, Pubsonic and TEDxBelgradeWomen
- [Divna Vuckovic](#), Member of EC COST genderSTE, Co-founder of Equal Opportunities and CFPOS ICT and Innovation Coordinator, Serbia

FIRST SEE REGIONAL SCIENCE PROMOTION CONFERENCE

Belgrade, October 2-3, 2013



# FROM BASIC ISSUES...

- In Academia environment, we have no rules about gender sensitive language.
- Still main documents are in masculin and only few professionals insist to emphasize this issue
- Usually reports on scientific promotion of women use masculine form

Rosalind Franklin



# BEST PRACTICE EXAMPLES



- “Women’s Government” Project supported by Daily newspaper Blic, OEBS, CSO European Movement
- GOALS:
  - Exposing for each ministerial position eighth women experts e.g. 161 women were in pool for voting
  - Promoting women’s expert potential
  - Showing that pool of women experts is present, but neglected
  - <http://www.zenskavlada.org.rs/>



## BEST PRACTICE EXAMPLE

- **DATA BASE OF WOMEN'S EXPERTS**
- PROJECT SUPPORTED BY NATIONAL INVESTMENTS PROGRAMME
- GOALS:
  - 1500 WOMEN EXPERTS IN DATABASE VISIBLE FOR COMPANIES, PROJECTS AND PUBLIC
- FOR THE MOMENT 406 WOMEN EXPERTS ARE IN THIS DATABASE,
- 171 HAVE PhD,
- IN SCIENTIFIC INSTITUTES WORK 60 WOMEN WITH PhD AND 20 EXPERTS
- <http://www.zenskavlada.org.rs/database.do>