

# The Mission for the Place of Women at the French National Center for Scientific Research

## Taking Action on Gender and Science

By creating the Mission pour la place des femmes au CNRS in July 2001, CNRS became the first public research institution in France to set up a dedicated structure aimed at fostering gender equality within the organisation and promoting the full participation of women to scientific research. Reporting directly to the Presidency of CNRS, the Mission has four main areas of action and has developed strong partnerships at national, European and international levels.

The Centre National de la Recherche Scientifique (CNRS) is a French government-funded research institution created in 1939 and the largest basic research organisation in Europe. It covers all fields of knowledge, boasts 18 Nobel Prizes and 11 Fields Medals and is the organisation in Europe with the highest number of participations in FP7 projects, as well as the number one host institution for ERC grantees.

### KEY FIGURES FOR CNRS:

- 33 300 staff, of which 25 300 permanent staff (civil servants)
- 37.3% women among CNRS junior researchers but only 26.7% women among CNRS senior researchers
- 50.4% women among permanent CNRS engineers & support staff
- Disparities among scientific disciplines for researchers: 16.5% women in Mathematics / 45% in Social Science & Humanities
- Several hundred permanent positions are open to competition each year (foreign candidates represented 33% of recruitments in 2013).
- Administrative staff: 11,4% in Engineering & Instrument / 85,9% in Management

## 1 Fostering Gender Equality within CNRS

In implementing the CNRS Pluriannual Gender Action Plan, recent actions have concentrated on:

- Playing an observatory role by publishing and analysing sex-disaggregated data
- Creating an institutional steering committee for professional equality between women and men at CNRS
- Developing a series of awareness-raising and capacity-building trainings on gender equality targeted at decision-makers, peer-reviewers, etc.

## 2 Promoting Gender(ed) Research

- Creating a national on-line index of researchers, domains and approaches to gender and women in France
- Mainstreaming the gender dimension in research contents and programmes beyond social science and humanities, by collaborating with the CNRS Pluridisciplinary Thematic Network on Gender Studies, and co-coordinating the Gender Challenge Program with the CNRS Mission for Interdisciplinarity

## 3 Outreach to Young Women, Female Role Models, Profile Raising

- Developing different pedagogical tools, including a traveling exhibition and DVD «Women in Physics», portraying 15 women physicists, as well as a communication kit for CNRS women researchers in physics intervening in high-school classrooms
- Co-organising an annual mentoring workshop “Pathways to research” for young female mathematicians
- Promoting female CNRS Medal Winners

## 4 Developing Networks and Partnerships

- Collaboration with the French Ministry of Higher Education and Research, and its Equal Opportunities and Anti-Discrimination Office
- Support and collaboration with French Associations of women scientists such as «Femmes et Sciences» and «Femmes et Mathématiques»
- Supporting Organisation to the European Platform of Women Scientists
- Partnering with European Higher Education and Research institutions, research funding agencies and other stakeholders in FP7 projects
- Member of the Management Committee of the genderSTE COST Action
- Partnerships with Quebec, Canada and the USA

## PROJECT INTEGER

- European project funded under the EC FP7 Science in Society 2010 Work Programme (Call SIS-2010-2.1.1-1: Implementing structural change in research organisations/universities)
- Duration: March 2011 – June 2015
- Coordinator: CNRS (France)
- Three implementing organisations: CNRS (France), Trinity College Dublin (Ireland) and Siauliai University, (Lithuania).
- An evaluator: GESIS - Leibniz Institute for the Social Sciences/CEWS, Germany

### Objective

Create sustainable structural change to improve the participation and career paths of women researchers in European higher education and research institutions through the implementation of tailored transformational gender action plans (T-GAPs).



T-GAPs, addressing both the institutional level and targeted local units, were developed on the basis of a detailed baseline data assessment carried out within each of the three implementing organisations, building on best practice examples from such programmes as NSF-ADVANCE (USA) and Athena SWAN (UK) and the experience of local, national and international gender equality experts.

*See dedicated poster for details.*

## GENDER-NET ERA-NET

- Flagship European initiative funded under the EC FP7 Science in Society 2013 Work Programme (Call SiS-2013-2.1.1-2: ERA-NET on the promotion of gender equality in research institutions)
- Duration: October 2013 – October 2016
- Coordinator: CNRS (France)
- Partners: 12 National Programme Owners from 11 countries, including 3 Ministries (France, Spain, Slovenia), 1 State Secretariat (Switzerland), 7 National research organisations, agencies, authorities, councils, foundations (France, Norway, Ireland, Belgium, Cyprus, Canada, USA) and 1 National charity organisation (UK) + 3 Observers (Germany, Canada)

**Objective:** Foster cooperation and coordination of programmes and initiatives carried out at national/regional level in Member States, associated countries and some partner countries, to address the common challenges still present in research institutions in achieving gender equality through structural change, and in integrating the gender dimension in research contents and programmes.

GENDER-NET is a **pilot transnational research policy initiative** which will allow for a global vision of best practices and conditions for success, innovative assessment and knowledge-transfer methods, as well as concrete engagement of partners towards the implementation of joint activities.

*See dedicated poster for details.*



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