

Women in Science and Engineering

In France, the overall percentage of women scientists (19.5% in the private sector, 34.5% in the public sector in 2010) is only slowly changing due to the lack of specific measures for women and the general rejection of quotas. Three French associations, **Femmes & Sciences**, *femmes et mathématiques*, and **Femmes Ingénieurs** have as their principal goal the promotion of women scientists.

FEMMES & SCIENCES
association

www.femmesetsciences.fr

*femmes
mathématiques*

www.femmes-et-maths.fr

fi

www.femmes-ingenieurs.org

Common actions of the three associations

- > Creation of a common website (www.elles-en-sciences.net) promoting scientific studies and targeting girls, parents and teachers
- > Role modeling for teenage boys and girls in classes, job fairs, etc. (over 4000 pupils visited yearly throughout France, mainly in the Paris region and in Alsace). The associations produced a document for educators, "Women in science... beyond commonly accepted ideas", in which they analyse and fight stereotypes which prevent girls from choosing scientific and technical studies and jobs
- > Protest against inadequate consideration of women scientists by frequently writing letters to ministries and institutions, in a time when the issue of equality between men and women is merging, and often disappearing, into the more general problem of diversity

Individual actions of the three associations

- > **femmes et mathématiques**: Apart from role modeling in classes to attract girls to science, the association's principal aim is to support young women mathematicians during their Ph.D preparation. For this purpose, a "Forum for young women in mathematics" is organised every year in November and includes maths lectures, mentoring and general talks about women and science.
- > **Femmes & Sciences**: Its 2013 Paris colloquium "New paths, double-degree courses and bridges in the university – Are they favorable to women scientists in enterprises and in academia?", at the Ministry of Higher Education and Research, gathered 200 persons (professors, teachers, researchers, students and managers from enterprises). Several members of Femmes & Sciences are taking part in gender activities in European projects.
- > **Femmes Ingénieurs**: The association heads the WFEO (World Federation of Engineering Organisations) Standing Committee on Women in Engineering. Femmes Ingénieurs contributed to the deployment of the program "Shadowing Days" within the Orange Group company. This program is one of the European initiatives launched by DG Information & Society, which aims at attracting girls into the Information and Communication Technologies (ICT) professions. In November 2010, Femmes Ingénieurs published a new leaflet about women in engineering in France.

