

Gender Watch, studies and mentoring by French women scientists networks

*Women and Mathematics (*femmes et mathématiques*)

*Women & Sciences (Femmes & Sciences)

*French Women Engineers Association (Femmes Ingénieurs)

Women and Physics Group of the French Physical Society (Femmes et Physique)

*full members of the European Platform of Women Scientists EPWS

French laws passed in 2013 and 2014 and Charters in higher education and research have provided a good legal basis for gender equality in these areas. In addition a law was passed in 2011 which requires a 40 % minimum of each gender on boards of administration in private companies. How are these various laws and conventions enforced

In France, four associations are working to attract young people, in particular girls, in STEM subjects and for the equality between women and men in science

Women and Physics commission of SFP



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www.sfpnet.fr/commission/femmes-et-physique

The **F&P** commission of the French Physical Society works to improve the visibility of women in physics (within the scientist community as well as in schools and society) and to better the professional situation of female physicists (careers but also well-being).

Women and mathematics association



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Femmes & Mathématiques has as its main objectives to encourage girls to study mathematics, to promote participation of women in the mathematics community and to be a meeting place for women mathematicians. It also collaborates with international organisations, in particular with European Women in Mathematics (EWM).

Women and Sciences association

FEMMES & SCIENCES
association

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Femmes & Sciences aims at: improving the position of women in science and technology, both in the public and private sectors, promoting a positive image of science and of women in science, encouraging more young people, and particularly women, studying science or technology and pursue careers in these disciplines.

Women Engineers association



femmes ingénieurs


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www.femmes-ingenieurs.org


Femmes Ingénieurs is promoting the engineer profession among girls and the place of women engineers and scientists in the working environment, incl. in boards. It represents all Women Engineers within IESF (French federation of Engineers associations).


Their common activities in favor of women scientists and engineers concern

- **Gender watch:** - the language feminisation in all higher education documents,
- the visibility of women scientists in the media, in schoolbooks, in street or building names, etc.
- the place of women in committees, in hiring and promotions in higher education and research;
- **Leveraging our expertise, in conferences:** historical evolutions of women work in research, statistics on women in the workplace and promotion, women work-life balance issues, analyzing girls' job choices & underlying stereotypes, making propositions on root causes & what can be done to increase the number of women in STEM fields and to improve their careers;
- **Providing role models** in primary and secondary schools/organizing visits in laboratories, to show girls that sciences are "cool", to show them living examples of female scientists, and to demonstrate that science is useful in everyday life;
- **Improving visibility of women:** creating a data base of speakers for different audiences (including general public, scholars, and media); recommending a female/male ratio equivalent to the ratio in the scientific field among organizing committees, invited and contributed speakers for conferences (with financial impacts if not fulfilled); recommending women for awards and honorific positions; encouraging female scientists to write their own web pages and publishing web pages on past female scientists; promoting international women networks;
- **Training on gender equality:** through a MOOC : <http://flot.sillages.info/?portfolio=se-former-a-legalite-femmes-hommes>
- **Setting up a mentoring scheme:** to help women make the best choices/to take part in networks;
- **Lobbying at institution & governmental levels** in order to initiate changes: to propose new rules or selection criteria, to motivate women for participating to hiring/promoting committees, to make these committees aware of the existing bias and their consequences.

Some specific activities of each association

 Our colloquia are good opportunities for women to express themselves and form a network as they are only 10-20% in the laboratories. We are encouraging women to be candidates for elected positions in evaluation committees and to participate to international conferences on the subject. We created a Facebook group 'Femmes et Physique' especially dedicated to Master, PhD students and post-doc.

 Various events are organised every year:
- the Young Women Mathematicians Forum;
- one-day conferences called « Girls and Mathematics: an Enlightening Equation » for female students, from middle schools through university levels (together with the association Animath);
- one-day conferences about women mathematicians for specialized audiences or general public.

 F&S is having a yearly colloquium, on issues related to girls' scientific education and women's careers, to raise the public awareness. It produces movies for young people, teachers and parents on successful young women education and careers; it is comparing boys and girls selection criteria for the access to "classes préparatoires", the elite classes just at the beginning of Higher Education.

 It is committed in promoting technical and scientific careers in secondary and high schools and improving women engineers' careers. Together with IFA (French Federation of Administrators) and ESSEC Business School, it is encouraging women engineers to become members of Boards of Administration or of Directors in companies where technical, business and human competences are required.