

**IRSN**

INSTITUT  
DE RADIOPROTECTION  
ET DE SÛRETÉ NUCLÉAIRE

EC's GENDER POLICY in RESEARCH  
APPLICATION TO THE SARNET PROGRAM  
WOMEN in IRSN

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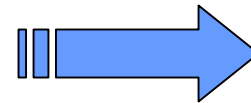
**IRSN**

## The integration of women in research: EC policy's

**Lisbon European Council (March 2000)/ Barcelona target**  
investment in European R&D must be increased from 1.9% to 3%  
of EU GDP by 2010 (extra 1.2 million research related personnel)

**Helsinki group:** (Nov 1999): gender  
balance long term monitoring and expert  
advice

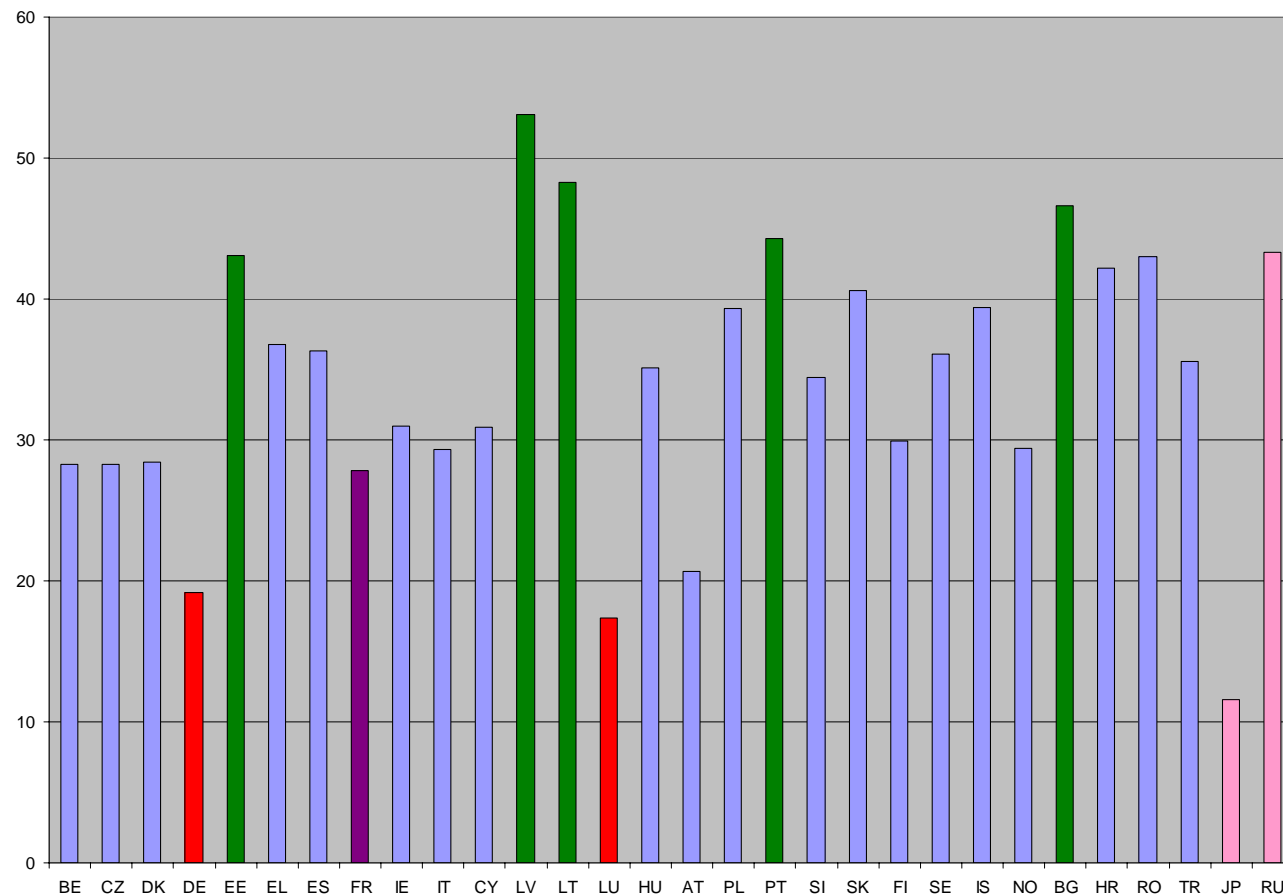
**Treaty of Amsterdam:** setting out gender  
legislation



### Sixth Framework Programme

- Promote equal opportunities Men/Women
- Gender Action plan

# The “She” figures



% of women on researchers (in HC) – 2003

Source: Eurostat and OECD

- 28% in the EU 25 in 2005
  - 35% higher education sectors
  - 18% industrial sector (growth rate higher for women than men)

- Big national differences

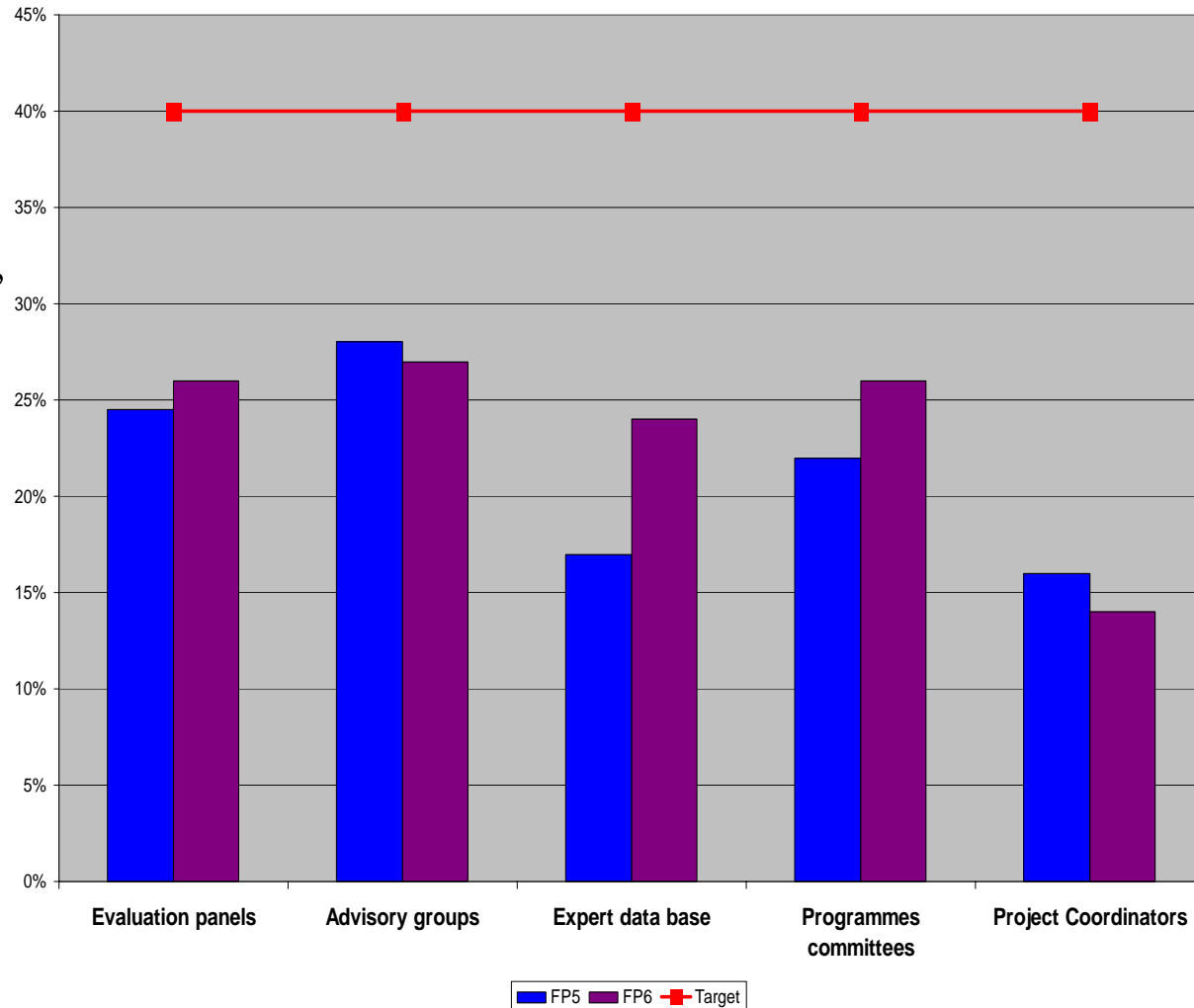
- high female % in : Portugal, Bulgaria and Baltic countries
- Low representation in Germany and Luxembourg

- Proportion of women shrinks the higher the career hierarchy
- The “leaky pipeline effect”

# Gender mainstreaming across the European Framework Programmes

## Main targets

40% for women's representation in committees, groups and panels

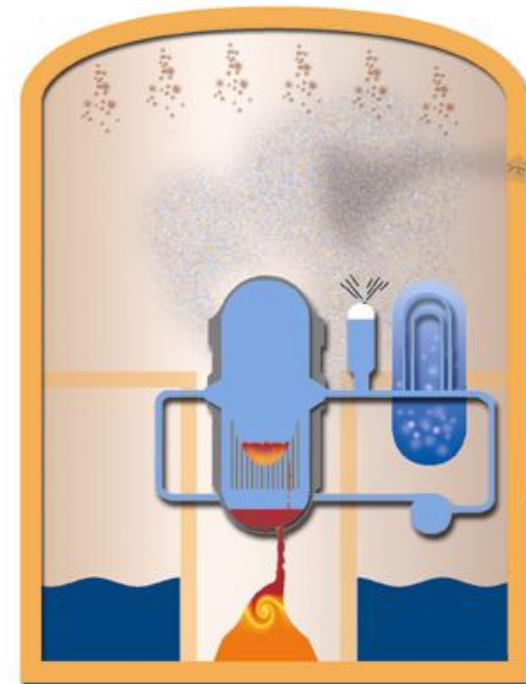


Percentage of women in expert data base, FP5 and FP6

*Source DG RTD, 2004*

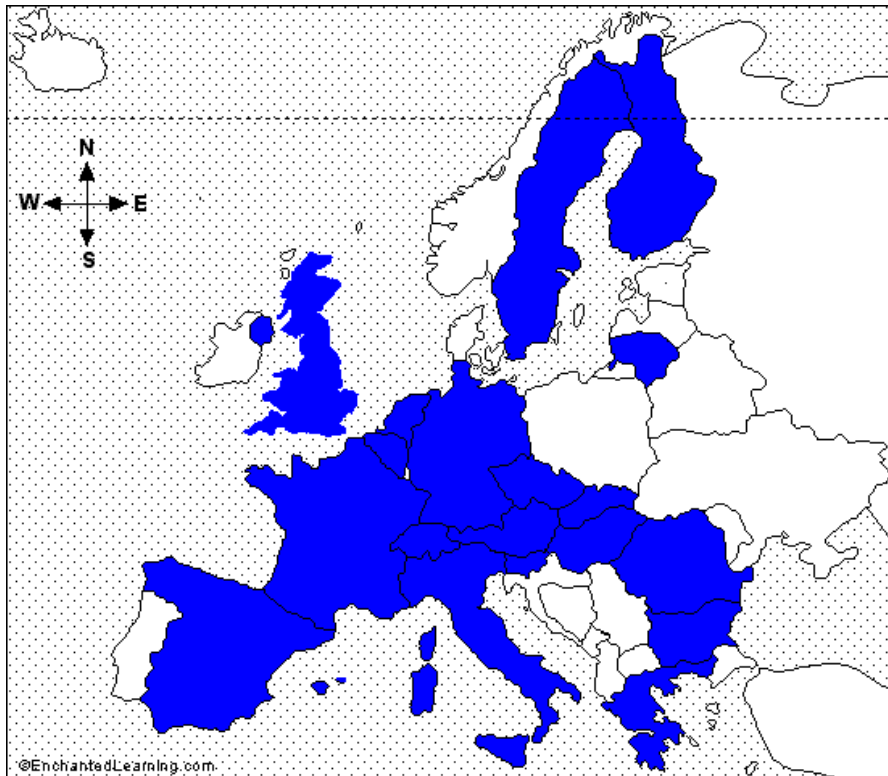
# SARNET: Network of Excellence for a Sustainable Integration of European Research on Severe Accident Phenomenology

- Hypothetical scenario (very low probability)
  - Accidental event (Ex: break in the cooling system)
  - And failure of Safety Systems
- Might have serious consequences
  - Release of radioactive elements out of the containment
- Large R&D efforts for more than 20 years (TMI2 : 1979)
- Large progress has been made and (logically) allocated budgets are decreasing
- Risk
  - To leave unsolved some issues still open and important in terms of reactor safety (i.e.: Ruthenium release, corium retention, ...);
  - To lose competence and knowledge





# The Sarnet Program



## OBJECTIVES

- Resolution of still pending questions that are important for reactor safety
- Optimise use of available resources and competences throughout Europe
- Knowledge transfer for safety application
- Perpetuate the competence (capitalize the knowledge)

- 18 Countries
- 49 organizations
  - 18 Research Organizations
  - 10 Universities
  - 11 Industry Organizations
  - 4 Utilities
  - 6 Safety Authorities or Technical Supports

# Sarnet Management board

**where are the women?**



## Women in Sarnet: the GAP

Type/position	Sc. Manager	Sc. Team leader	researcher
% women	0 0/3	20% (1/5)	13,8% (4/29)
% men	100% 3/3	80% (4/5)	86,2% (25/29)

- 13,5% women

### Gender plan action:

- promote the selection of female scientist as topical coordinator
- encourage the presentation of the work performed by female scientists
- Reimburse possible expenses for babysitting linked to participation of women who should attend Sarnet coordination meeting

# FOCUS: French women in Science & Research

- Women employment: 46% in 2000;
- 29,8% partial time (5.4% for men in 2000)
- Under representation of women in Science starts at school

- Research: 25% of women
- Higher increase rate for women than for men (32% vs 7% in private research from 1992 to 1999)

30% in public research  
19% in private research

- Proportion of women depends strongly on fields of science:

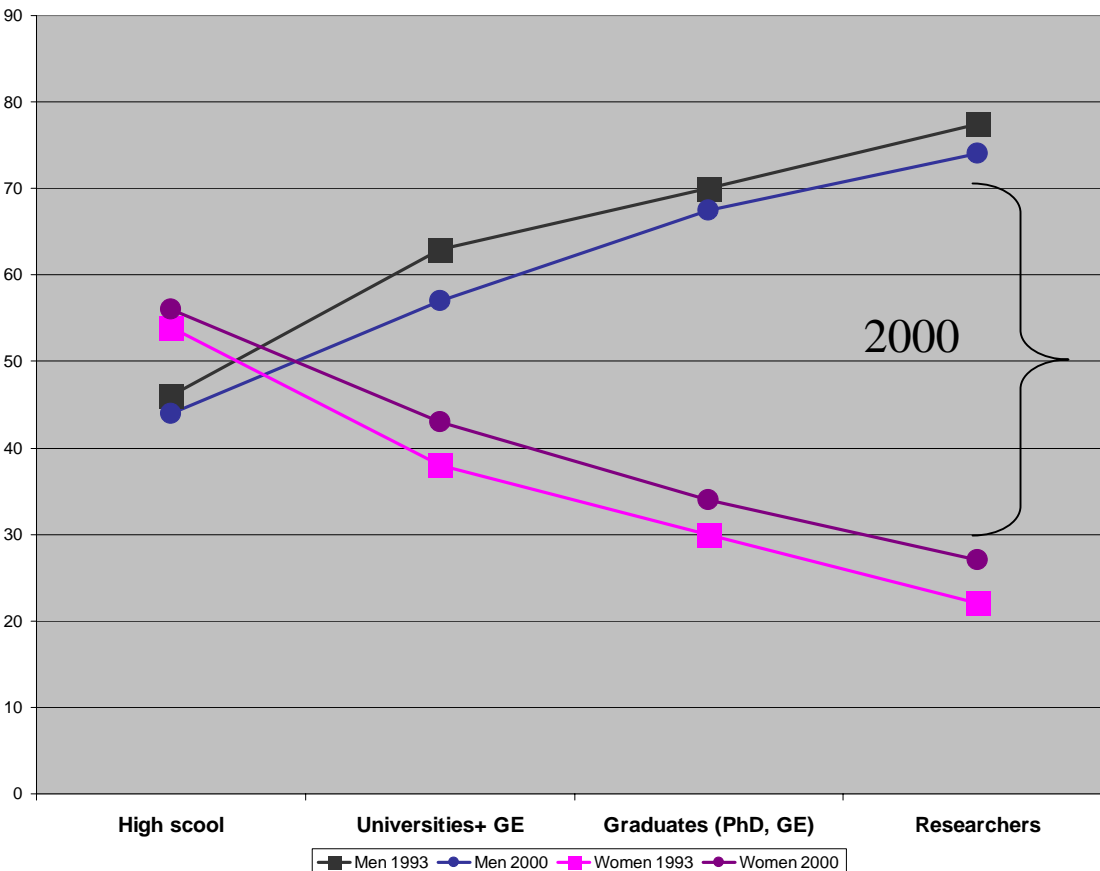
Humanities  
Chemical  
Medical sciences  
Natural sciences  
Social sciences



Physics  
Math's  
Engineering & technology



Source: Mission pour la Parité en sciences et technologies ; livre blanc des femmes dans la recherche française (2002)



## WOMEN IN NUCLEAR (FRANCE)

Company	Women (%)	Senior executive	Junior executive/ engineers	Support staff (Technicians/ administration)	Comments
IRSN	45%	14	36	65	Annual report on gender Promotion of equal opportunities M/W No positive discrimination Partial time : Women:8, 6%// Men:0.28% Wages: only 1 women in the TOP TEN wages % executive recruitment: 43%
CEA	29,2	11,6	24,4	34,8	Annual report on gender Promotion of equal opportunities M/W 30% women recruited in 2004
EDF	22,9	20,7			Gender agreement signed in 2004 (women wages: 4-5% inferior than men's (France average 25%)) Executive % recruitment: 30% (22% graduate)
AREVA	21%	15%			-Target: 50% women recruitment in all domains - Wages study and gap limitation within 4 years - crèche system

## Internal SURVEY 1/3

### Survey: among Prevention of major Accidents Division

#### ❖ Professional Interests:

1<sup>st</sup> criteria of professional choice: is not nuclear

- geographical reasons
- research

Other domains of interest: Natural sciences, environment

Rejected domains: Military, armament

#### ❖ Family life:

- number of children rather low (1.23), (national average: 1.9)
- Age for their first born: 31 years old (national average :29.7)
- women take care of sick children , more often then men (6 days allowed)
- Women tend to limit their professional traveling
- feelings of guilt towards family/towards their work

## Internal SURVEY 2/3

### ❖ Professional life

- Do not feel that research in nuclear is a men's property domain
- But many misogynous jokes
- Some drawbacks being a woman
  - Maternity (incompatibility to work in an irradiation/contamination environment)
  - missing strength (setting up experimental devices)
  - Necessity to prove more than a man
  - lack of credibility
- Some advantages
  - Women get what they want more easily
  - better relationships, better listening
  - The feminine touch (“a little bit of softness in a world of roughness”)

## Internal SURVEY 3/3

### •Improvements:

- Reconciling professional and private life:
  - telecommuting when necessary
  - reimburse of specific baby sitting expenses
  - internal crèche system (as AREVA)
  - partial time improvement
  
- more examples for self identification
- More communication about annual reports on gender gaps
- Promote women's image in Science in schools (talk about our trades)