

French associations members of EPWS: CPED¹, ECEPIE², *femmes et mathématiques*³, Femmes & Sciences⁴, Femmes Ingénieurs⁵, Mnemosyne⁶, Parité Science⁷, REFH⁸, WIN France⁹

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Title of the presentation: The situation of women scientists associations in France

Abstract (405 words). A few statistics of women and men in academia and public research in France will show that, even in fields where women are many at Grade B level, there is a small proportion of them, below the EU 28 average, who reaches Grade A.

EU research and gender equality policies have had a great impact in France like in other countries: the association Femmes & Sciences was created in 2000, inspired by other European associations. In 2001, missions for parity were created at the French ministry for Higher Education and Research, and in the public research institution CNRS (National Centre for Scientific Research). Missions for parity in a few universities were also made possible in the period 2002-2005 with the help of European Social Funds grants. ECEPIE, Femmes & Sciences and Femmes Ingénieurs benefited of EU funded projects for conferences on women engineers or scientists.

These actions or decisions paved the way towards legislation to help improve equality between men and women in higher education and research - specific measures have been taken for a better representation of women and men in recruitment and promotion committees, or in university councils - and against stereotypes in the curricula: more and more master's courses, specialized in gender studies, have been created in universities, which irrigate the social fabric of well-documented and well-trained women. The 2013 Act for Higher Education and Research has made the creation of missions for gender equality compulsory in universities.

Several EU funded projects have helped discussing gender equality in universities, creating networks of researchers on gender and taking measures for equality between women and men in universities and in innovation (INTEGER, GenderTime, TRIGGER, Gendered Innovations).

EPWS has favoured new contacts between the French associations of women scientists or associations for equality as well as with associations from other EU countries in organising conferences or workshops; or mentoring programs.

Our associations would like to suggest for EU research and gender equality policies in the future: a more demanding « HR Excellence in Research » award in terms of professional equality; a measure of the impact and a help to disseminate the results of Gender Equality EU subsidised Projects; the use of EU grants to force institutions to respect European charters for improving women researchers' recruitment and career, especially in STEM where they are very few; a help for

¹ (Standing Conference of Officers for Equality and Diversity in Higher Education and Research Institutions)

<https://www.cped-egalite.fr/>

² (Equal Opportunities in Studies and in the Profession of Engineer in Europe) <http://ecepie.fr/>

³ (Women and Mathematics) <http://www.femmes-et-maths.fr/>

⁴ (Women and Science) <https://www.femmesetsciences.fr/>

⁵ (Women Engineers) <https://www.femmes-ingenieurs.org/>

⁶ (Association for the Development of Women and Gender History) <http://www.mnemosyne.asso.fr/mnemosyne/>

⁷ (Science Parity) <http://parite-science.grenoble.cnrs.fr/>

⁸ (Achieving Women-Men Equality) <http://reussirlegalitefh.fr/>

⁹ Women In Nuclear France <http://www.win-france.org/>

training, in gender equality, teachers of primary, secondary and higher schools, which is still very limited.