

# EUROBIC Gender in Science

## 6 Questions

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1. As a researcher have you ever encountered obstacles because of your gender?

37/127  A Yes

83/127  B No

7/127  C Prefer not to say

2. A gender quota for hiring, in committees etc. is a good thing

47/123  A Yes

18/123  B No

2/123  C Prefer not to say

63/123  D It's complicated

3. Which do you think is the main obstacle for following an academic career

23/124  A environment

35/124  B having a family

31/124  C competition

38/124  D short term contracts

61/124  E uncertainty

6/124  F other

4. Do you have a mentor

75/124  A Yes

50/124  B No

5. Which one do you think is the biggest challenge in a successful academic career

81/123  A gaining research grants

24/123  B academic salary

27/123  C combined teaching and research

15/123  D other

6. Do you have something to share with this panel, a question, or comment?

34/34

**Anon anon9c8b7764cc984904**

The inclusion of nonbinary people was really nice, this is a topic that should be discussed more in the context of gender in science. In term of ameliorations, I am aware of a lot of ressources/associations for women in science but not for nonbinary people in science, maybe it would be nice to start some

**Anon anon48ee910c53ed4584**

Great talk. thank you

**Anon anon05abe7f877854a64**

Gender issues are insidious and not something easy to identify. The quota system for ungratifying tasks (member of jury for instance) is paradoxically weight a lot on the women career. This should be balanced by a more equal recruitment. Quota could be a transient solution although complicated...

**Anon anon133902b7cd4246a2**

great to talk about that! thanks for that!

**Anon anon0bcf5c464130445d**

What's about sustain equity between M and F in taking care of family? Maybe more M would be willing to do that.

**Anon anon8f487acf8d78464c**

provide concrete actions for eurobic and sbic to follow towards the next eurobic. lets have an equality action plan and attempt to do something concrete.

**Anon anon145965ab437e40ac**

it's good we discuss. it's better we understand there is a problem

**Anon anon246551f9fdf84b9c**

do you think the publish or perish culture of academia negatively impacts on gender balance?

**Anon anone92af606f09f4365**

Gender is a huge issue - I fully agree. However, I think at least and equally big problem ethnic etc. diversity!

**Anon anon691d351faba04e2b**

especially the family environment is the biggest obstacle in career researcher

**Anon anon5afb64e9a53d4e01**

Well, at this point of view at my home university I do not have any female woman because... women are usually lectures or teachers and do not persue research so I had to be my own model from time to time... but change of the enviroment help me during my exchange to understand while having a female mentor that having academic career and family is not impossible... but it strongly depends on the enviroment...

**Anon anon51cb4387b63e4252**

I appreciate the inclusion of nonbinary gender and the explanation of sex versus gender. I am nonbinary and it is great to see things improving. Thank you for this event. I have one comment for the first speaker: 'men and women' refers to gender, while 'male and female' refers to sex.

**Anon anon3856a85a0084c29**

How do you think a woman could combine a university career and having a family and still be young?

**Anon anon72a176ac35f14ee3**

equality at lower levels/ranks in science really takes a long time to propagate vertically. Getting a 50/50 ratio among junior faculty will mean that maybe in 30 years we will have a 50/50 ratio in senior and high-level positions. This is important to recognize when analyzing current data across fields and countries

**Anon anonef9d06a274074be1**

Changes of academic life in a way to communicate with your mentor/professor/boss

**Anon anon9c76052ebcfc4d8a**

How would you address the structural issues that keep women out of science? Can individual actions really combat an entrenched system?

**Anon anon09b7bbc4245747d5**

science should be treated bases on its quality, not based on who is doing that

**Anon anon9157714654d2471a**

The fact that there are more female in higher position makes me wonder if it really reflects gender equality or is it for statistic? Does that mean in future, people will start fighting for men's right when there are too many women in higher position?

**Anon anon370f70b8ca664e5a**

The partner should not be a "support" for the family life, he should be an active parent as well!!

**Anon anon0d8c903f8b644044**

In the end the problem is stereotypes but how to combat stereotypes since they are a basics of Human psychology?

**Anon anon43208627091f47d6**

for job adverts, diversity should mean much more than achieving gender parity and promotion of women. diversity and people and of diverse backgrounds includes not only gender, but nationality, socioeconomics, education, etc

**Anon anonf3d72374b4444a70**

the obstacle question: It's all if them together

**Anon anon52b9cac5f89e4803**

- great to see examples of women at different stages in their career!
- in the future please broaden the view of gender to a spectrum, not only a men/women binary...
- what concrete measures can be taken at an institute/institution level to improve career opportunities and environment for women and non-binary people?

**Anon anon4977b4a2e1a2425e / Anon anon49cccfb028df4bfd / Anon anon602041c8132a4b2a**

no

**Anon anon912eb0a2db43452a**

great advises from the panel, but none of the advises is specific for women or men. It seems to me that these advises hold for everyone the same.

**Anon anonf33016a061d14d23**

Women still have to give 200 % to succeed compared to men, at least in Germany.

**Anon anon8195f9a67a794172**

N/A

**Anon anondf505e7694ed4337**

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**Anon anon19b35bdf7aea491f**

great presentation !

**Anon anon3ddf2788b72d4155**

nop

**Anon anon8b9c558acc2d4a65**

Do you think that males have less troubles with imposter syndrome?

**Anon anonade1c786e7a64030**

On the topic of conferences, child care is something that should be offered more frequently to make conferences more accessible for parents.