



HPSE-CT-2005-017660

PROMETEA

Empowering Women Engineers in Industrial and Academic Research

STREP

Science & society - Area: Women and science

Executive Summary

Period:
From November 1 2005 to October 31 2006.

Date of preparation: November 17 2006

Start date of the project: November 1 2005

Duration: 26 months

Name of coordinator: Dr. Yvonne Pourrat
Coordinator organization: CDEFI

Version 1

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A. Summary of the project objectives:

- ❖ To better understand the gender issues in engineering and technology research
- ❖ To propose effective measures and recommendations to empower women engineers' careers in research
- ❖ To promote a diverse and creative research sector

- ❖ **To explore the gender dynamics of male and female careers in different engineering organisations:**
 - To compare different fields of engineering
 - To compare academic and industrial settings; private and public organisations
 - To compare innovative and traditional companies and organisations

- ❖ **To explore the effect of organisational cultures on male and female careers in different engineering organisations:**
 - Differential effects of supportive cultures
 - Differential effects of negative cultures
 - Identification of different barriers to developing a successful career for men and women

- ❖ **To explore the assessment and measures of excellence in engineering and technology research and the impact on male and female careers:**
 - To compare different arenas where excellence is defined and how actors assess and evaluate excellence
 - To compare success rates in research funding and awards
 - To compare salaries, bonuses and research budgets

- ❖ **To identify and evaluate good practice in different organisations:**
 - To explore the factors that influence and motivate engineering organisations, in order to design and implement measures of equality
 - To explore the factors likely to influence the sustainability of effective equality actions over time

- ❖ **To draw recommendations aimed at promoting gender equality, for male and female careers in national and European engineering organisations.**

B. Members of the consortium

Core partners

FRANCE

- ❖ **Conference of the Heads of French Engineering Schools - *Project Coordinator***
Dr. Yvonne Pourrat: yvonne.pourrat@cdefi.fr
- ❖ **Ecole Normale Supérieure de Cachan**
Dr. Anne-Sophie Godfroy-Genin: anne-sophie.genin@ens-cachan.fr
- ❖ **National Institute for Applied Sciences in Lyon**
Dr. Jean Soubrier: jean.soubrier@insa-lyon.fr

AUSTRIA ❖ **Klagenfurt University**

Dr. Christine Wächter: waechter@ifz.tu-graz.ac.at

FINLAND ❖ **University of Helsinki**

Dr. Liisa Husu: liisa.husu@helsinki.fi

GERMANY ❖ **University of Wuppertal**

Dr. Felizitas Sagebiel: sagebiel@uni-wuppertal.de

SLOVAKIA ❖ **Technical University of Kosice**

Dr. Nataša Urbančíková: natasa.urbancikova@tuke.sk

SPAIN ❖ **Centre for Studies on Women and Society**

Dr. Carme Alemany: estudis@retemail.es

UNITED KINGDOM ❖ **The University of Edinburgh**

Dr. Wendy Faulkner: w.faulkner@ed.ac.uk

Associate partners

CHILE ❖ **Women's Studies Centre**

Dr. Sonia Yañez: syanez@cem.cl

FRANCE ❖ **Equality of opportunity in engineering studies and careers in Europe**

Dr. André Béraud: andre.beraud@ecepie.fr

GERMANY ❖ **Consulting Engineers Hoeborn**

Dr. Gabriele Hoeborn: gaby.hoeborn@t-online.de

GREECE ❖ **University of the Aegean**

Dr. Nikitas Nikitakos: nnik@aegean.gr

LITHUANIA ❖ Siauliai University Institute for Gender Studies

Dr. Virginija Sidlauskiene: svirginija@cr.su.lt

RUSSIA ❖ Orel State Technical University

Dr. Vera Uvarova: lst@ostu.ru

SERBIA AND MONTENEGRO ❖ The Mihailo Pupin Institute

Prof. Dr. Sanja Vranes: Sanja.Vranes@institutepupin.com

SWEDEN ❖ Uppsala University

Dr. Minna Salminen-Karlsson: minna.salminen@soc.uu.se

Corporate partner

FRANCE ❖ Schlumberger Limited

Mrs. Sylvie Rançon: SRancon@clamart.oilfield.slb.com

C. Coordination contact

Dr Yvonne Pourrat

CDEFI

151, boulevard de l'Hopital

75013 Paris - France

Tel: 33 1 44 24 64 48

Fax: 33 1 44 24 64 51

yvonne.pourrat@cdefi.fr

D. Work performed and results achieved

At the end of the first period the work performed is what had been planned:

- The methodology has been defined, tested and is being successfully used
- A web site is open: **<http://www.prometea.info>**

It is divided into two parts :

- A public part for the presentation of the project to the general public
 - A private part which contains all the instruments (methodology, guidelines, Quality manual. . .), results, reports, preliminary results.
- The state of the art has been done, country by country. A collective work has been produced and is now available on the web site but its use is restricted to members.

- Instruments (guidelines) for the field work and the analysis of results are available; they have been designed collectively and are now in use. They are available on the web site but restricted to members.
- Today, 80% of the field work has been done
- All the meetings planned have been held according to the planning. All the proceedings are available
- A quality manual has been written and is used by all partners. It is available on the web site.

E. Intention for use and impact, dissemination plan

A great attention has been given to the dissemination of the project and networking activities:

- During the first period of the project, 46 presentations of the project were done in 14 different countries,
- 26 articles were accepted in reviews published in 8 different countries.
- Other dissemination efforts have been made: 33 different kinds of contacts were successfully conducted

A networking manager was chosen by the Coordinator; ECEPIE, one of the French partners, is now in charge of that task. So far, lots of contacts have taken place. Among others, collaboration with Women-Core (a European-funded project) can be mentioned, a participation in ICWES 2008 is discussed . . . Prometea, as such, became a member of EPWS, as well as ECEPIE, with the intention of being present at the European level in order to promote research on women and science and to take part in coming developments and actions in this area.

Concerning future dissemination projects we can mention, apart from the final reports due according to the contract:

- a book and/or several articles about methodology,
- proceedings for the Final Conference which will take place in Paris, in September 2007,
- numerous articles and presentations in different reviews, seminars and conferences around the world,
- publication of leaflets at the end of the research work in order to disseminate the good practices and to promote the idea of solutions for the presence of women in the research area, public and private.

The intention of the consortium is not to disseminate its results only in the academic world but to get in touch with decision makers at all levels (local, regional, national and international) and to influence the policy of companies and institutions of various kinds in such a way that they could not pretend not to be aware of the problem. We want our work to contribute to giving evidence that solutions exist for the success of women in the research sector.

F. Project logo

