

5 GENDER EQUALITY



ACHIEVE GENDER EQUALITY AND EMPOWER ALL WOMEN AND GIRLS

The CNRS supporting the 2030 Agenda – a few examples:



cnrs

Gender inequalities are the result of some complex processes, which are often related, and the effects are felt in all human interactions. Research linked to this goal involves the humanities and social sciences but also other disciplines and interdisciplinary projects. The structural organisation of the CNRS reflects its commitment to this goal, along with the measures applied internally and the content of numerous research projects. In 2001, the Unit for Gender Equality at the CNRS was set up, creating a precedent and establishing a national and international benchmark. The programme has been strengthened since then with the creation of a parity and equality board made up of representatives from CNRS institutes and a network of regional focal points.



REVEALING UNCONSCIOUS BIASES

In every professional field, unconscious biases can have a negative impact for women even within the CNRS.

The commissions that recruit and promote researchers in every discipline agreed to undergo tests put forward by a team of scientists from the Social and Cognitive Psychology laboratory, the Laboratory of Cognitive Psychology and the University of British Columbia (Canada) with support from the Women at the CNRS task force. The results of this study were published in *Nature Human Behaviour* on 26 August 2019. They show that in certain circumstances, there is an automatic bias that associates science more strongly with masculinity than with femininity, which affects the recruitment of women. Better knowledge of these unconscious processes will help establish more effective measures for gender equality in all sectors.

Find out more: www.cnrs.fr/fr/meme-les-scientifiques-ont-des-stereotypes-de-genre-qui-peuvent-freiner-la-carriere-des-chercheuses

HIGHLIGHTING WAGE GAPS AND DIFFERENCES IN CAREER PATHS

Measuring wage gaps and their residual or ‘unexplained’ portion (the portion that is attributed to unintentional or systemic discrimination) requires complex models. CNRS researchers have shown that in a large company, the dynamics of wage trends and career development over time are not the same in all sectors. Research presented in the book *Le plafond de verre et l'état* (= *The Glass Ceiling and the State*, 2017 Armand Colin) highlights the specific issues encountered by women having reached senior positions and the important role played by family and professional circles when applying for competitive recruitment processes.



GENDER ISSUES IN THE FIELDS OF ENGINEERING AND NANOTECHNOLOGIES

Gender issues are often overlooked in human/machine interactions in all kinds of private situations (domestic voice control applications) or professional contexts (machine tools), which can have considerable consequences (female voices not always recognised, ill-adapted workstations leading to occupational diseases, etc.). Work launched as part of the CNRS 'gender challenge' has even shown that robots are seen as gendered by the researchers who create them, even when the machines do not take a humanoid form.

Research is ongoing into voice recognition, consideration of gender when producing translations and the impact of gender in human/robot interactions that require contact. There are also numerous applications in the field of nanotechnologies, especially in nano-health where it is crucial to consider sex and gender.

STRUCTURING AND FACILITATING THE DEVELOPMENT OF RESEARCH INVOLVING 'GENDER' ISSUES

After the teams founded in the 1980s (GEDISST and GTM), the MAGE (Labour Market and Gender) research network created in 1995 continues to focus on economic and professional inequalities and publishes in the journal, Travail, Genre et Sociétés. The first CNRS research unit specifically focusing on gender studies, the LEGS, was founded in 2014. In 2012, on the CNRS's initiative, the Gender Institute was founded, assembling the forces of approximately 30 establishments across France. It supports young researchers working on gender, while organising events and helping structure research across the country.

Find out more: institut-du-genre.fr

Over the last decade, the CNRS has spearheaded a number of initiatives to develop gender studies and increase their visibility. In 2011, it coordinated a national inventory of gender studies. A multidisciplinary thematic network (RTP) on Gender Studies was set up from 2010 to 2012. From 2012 to 2016, the 'Gender Challenge' introduced by the interdisciplinary task force resulted in exploratory work focusing on the gender issue in relation to themes as diverse as agro-ecology, autism, odour perception and road accidents.

In April 2017, the CNRS submitted the government a report on incestuous sexual violence involving minors, the results of an interdisciplinary working group. The report helped further understanding of the phenomenon and highlighted areas for action to tackle this social and public health issue.

lejournal.cnrs.fr/articles/ce-que-lon-sait-de-linceste-en-france

FUNDING AND PROMOTING RESEARCH INVOLVING SEX AND GENDER

Working alongside the French Ministry for Research, the Agence National de la Recherche and partners in 12 other countries, the CNRS coordinates and co-funds GENDER-NET Plus (2017–2022), which encompasses 13 cross-border innovative research projects linking SDG 5 with Goals 3, 9 and 13. This is the fourth European project for gender equality in which the CNRS has been involved since 2011, including three that it coordinated.



Find out more: gender-net-plus.eu

WOMEN AT THE CNRS

Women play an increasingly important role at the CNRS but there is still a long way to go in achieving parity and equality. The CNRS's goals include attracting more young women to scientific careers and achieving parity in all scientific disciplines at a faster rate. A new parity and equality board was thus introduced in 2018 and endeavours to make new proposals for ways of fulfilling this ambition. It complements and strengthens the existing CNRS measures for parity and professional equality, which include the Women at the CNRS task force (MPDF), whose role is to draft and oversee the gender equality plan and to coordinate its implementation, and the network correspondents of equal opportunities in the regional delegations.

Find out more: www.cnrs.fr/fr/cnrsinfo/creation-dun-comite-parite-egalite



In partnership with the CNRS-Lebanon, the CNRS co-organised the 'Les Elles de la Recherche' event, the first conference set up to highlight the role of women in research through success stories and scientific contributions.

CNRS

3, rue Michel-Ange 75016 Paris - France
+33 1 44 96 40 00
www.cnrs.fr

Contact : agenda2030@cnrs.fr