

SABRE and EADGENE Gender Action Plans  
 Simona Palermo (PTP)



Conference on Genomics for Animal Health  
 Utrecht, NL 4th-8th June 2007



**SABRE and EADGENE  
 Gender Action Plans**

Parco Tecnologico Padano


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Food Quality and Safety



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WP Gender Action Plan



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**SABRE GENDER DIMENSION**



- Preliminary census (at the beginning of the Project)

% Male Early* Stage Scientists	% Female Early* Stage Scientists	% Male Experienced** Scientists	% Female Experienced** Scientists
24%	76%	61%	39%

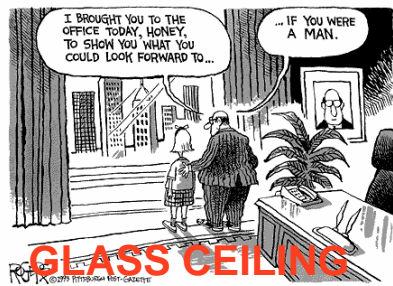
\* An early stage scientist has less than 4 yrs experience after graduation  
 \*\*An experienced scientist has a minimum of 4 yrs experience after graduation or a PhD



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**SABRE GENDER DIMENSION**





I BROUGHT YOU TO THE OFFICE TODAY, HONEY, TO SHOW YOU WHAT YOU COULD LOOK FORWARD TO...

... IF YOU WERE A MAN.


**GLASS CEILING**



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**GAP: ACTIONS AND TOOLS**





**AIM: tend to an equal gender proportion**

- Monitoring ⇒ questionnaires
- Mentoring ⇒ e-mentoring (virtual space)
- Public events ⇒ meetings and workshops; school events



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**MONITORING**


⇒ new structured questionnaires

designed in collaboration with *Observa - Science in Society*

Italian non profit cultural association which aims at promoting the study and the discussion of the interaction between science and society, stimulating dialogue among researchers, policy makers and citizens.



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**EADGENE** CUTTING EDGE GENOMICS FOR SUSTAINABLE ANIMAL BREEDING **SABRE**

## MONITORING




www.observa.it

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**EADGENE** CUTTING EDGE GENOMICS FOR SUSTAINABLE ANIMAL BREEDING **SABRE**

## MONITORING: questionnaire design

- based on well-established criteria of sociological research
- structured (with closed format questions)
- self-administrated by ITC (on-line)




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**EADGENE** CUTTING EDGE GENOMICS FOR SUSTAINABLE ANIMAL BREEDING **SABRE**

## MONITORING: questionnaire design

- objectives: issues to be explored
- structural data (participants features) vs perception data (satisfaction and expectations)
- general context vs specific context (Institute, etc)



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**EADGENE** CUTTING EDGE GENOMICS FOR SUSTAINABLE ANIMAL BREEDING **SABRE**

## MONITORING: questionnaire administration

On-line self-administration through SABRE website

- SABRE: ⇒ 199 participants
- EADGENE: ⇒ *in progress*



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**EADGENE** CUTTING EDGE GENOMICS FOR SUSTAINABLE ANIMAL BREEDING **SABRE**

## MONITORING: questionnaire results

**44,7% respondents (89/199)**

Gender:	%
Male	56,2
Female	42,7
Doesn't answer	1,1
Total	100,0 (n=89)

small sample ⇒ starting point for further analyses

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**EADGENE** CUTTING EDGE GENOMICS FOR SUSTAINABLE ANIMAL BREEDING **SABRE**

## MONITORING: questionnaire results

### STRUCTURAL DATA

Age	M	F	total
20-29	6,0	26,3	14,8
30-39	24,0	36,8	29,5
40-49	42,0	23,7	34,1
50 and more	28,0	13,2	21,6

(values in percentage, total n=89; male n=50; female n= 38, one missing)

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**MONITORING: questionnaire results**

**STRUCTURAL DATA**

Current position	M	F	Total
Institute director	10,0	0,0	5,9
Head department	16,0	2,9	10,6
Professor	14,0	2,9	9,4
Project manager	10,0	8,6	9,4
Team Leader	22,0	22,9	22,4
Researcher	14,0	37,1	23,5
Technician	4,0	,0	2,4
Professor assistant	8,0	5,7	7,1
PhD student	2,0	14,3	7,1
Graduate student	0,0	5,7	2,4
Doesn't answer	/	/	4,5
Total	100,0	100,0	100,0

Values in percentage, total n=89; male n=35; female n=35; four missing

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**MONITORING: questionnaire results**

**STRUCTURAL DATA**

Type of contract	M	F	Total no missing	total
Scholarship		13,5	5,8	5,6
Temporary contract	12,2	32,4	20,9	20,2
Permanent position/tenure	87,8	54,1	73,3	70,8
Does not answer	/	/	/	3,4
	100,0	100,0	100,0	100,0

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**MONITORING: questionnaire results**

**STRUCTURAL DATA**

Marital status	M	F	Total no missing	total
unmarried	12,2	37,8	23,3	22,5
Married/Living with partner	81,6	56,8	70,9	68,5
Separated/divorced	6,1	5,4	5,8	5,6
Does not answer	/	/	/	3,4
total	100,0	100,0	100,0	100,0

Values in percentage, total n=89; male n=50; female n=36; three missing cases.

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**MONITORING: questionnaire results**

**STRUCTURAL DATA**

children	M	F	Total no missing	total
No children	24,5	48,6	34,9	33,7
Yes, i have children	75,5	51,4	65,1	62,9
Doesn't answer	/	/	/	3,4
total	100,0	100,0	100,0	100,0

Values in percentage, total n=89; male n=50; female n=36; three missing cases.

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**MONITORING: questionnaire results**

**PERCEPTIONS' DATA (general issues)**

- good job satisfaction level
- type of contract
- career opportunities
- participation in important decisions
- daily work schedule

	Rather or very satisfying		Rather or very unsatisfying	
	M	F	M	F
a) Your relationship with male colleagues	84,0	100,0	6,0	0,0
b) Your relationship with female colleagues	100,0	97,4	0,0	2,6
c) Your salary	68,0	71,1	32,0	28,9
d) Your type of contract	88,0	75,7	12,0	24,3
e) Your daily work schedule	78,0	84,7	22,0	15,3
f) The possibility of conciliating family and job duties	62,0	68,4	38,0	31,6
g) The position you cover compared with your actual competences	88,0	84,2	12,0	15,8
h) Training opportunities within your institution	82,0	81,6	18,0	18,4
i) Career opportunities	78,0	51,4	22,0	48,6
j) Opportunity to publish in important journals	82,0	73,7	17,4	26,3
k) Possibility of having a say in important decisions	87,5	73,7	12,5	26,3

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**MONITORING: questionnaire results**

**PERCEPTIONS – general issues:**

- general context vs specific context

	Better for male researchers				Better for female researchers				The same				Don't know			
	Res	area	inst	inst	Res	area	inst	inst	Res	area	inst	inst	Res	area	inst	inst
Quantity and range of available positions	89,0	8,0	12,0	2,0	2,0	4,0	72,0	80,0	80,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Opportunity to cover positions of responsibility	80,0	34,0	34,0	2,0	2,0	4,0	72,0	70,0	70,0	0,0	2,0	2,0	0,0	0,0	0,0	0,0
Career opportunities	80,0	80,0	8,0	2,0	0,0	2,0	2,0	2,0	2,0	2,0	2,0	2,0	2,0	2,0	2,0	2,0
Salary	80,0	8,0	2,0	0	0,0	4,0	74,0	80,0	80,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Request by colleagues	80,0	80,0	8,0	2,0	0,0	2,0	74,0	80,0	80,0	0,0	2,0	2,0	0,0	0,0	0,0	0,0
Investment in important decisions	80,0	80,0	14,0	2,0	2,0	0,0	0,0	80,0	80,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0
Opportunity to appear as a author of published research works	8,0	0,0	2,0	0,0	0,0	0,0	80,0	80,0	80,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0

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