



# Women under High Pressure



# Take home message



## ACTIVE AND POSITIVE FIGHT



## Women under high pressure



<http://www.lct.jussieu.fr/pagesperso/contrera/index-hp.html>

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# Survey Women under high pressure



1. Do you feel you have ever been treated professionally different because of your gender?(yes/no)
2. If yes, in which sense?
3. What are the biggest challenges women face in science?
4. What is the biggest bottleneck for careers of women in science?
5. Women arriving to latter stages in the research career are in a noticeably smaller ratio with respect to those who start it than their male peers, what do you think are the main reasons
6. How would you encourage female undergraduates in the audience to continue their path in becoming a scientist?





# Survey Women under high pressure



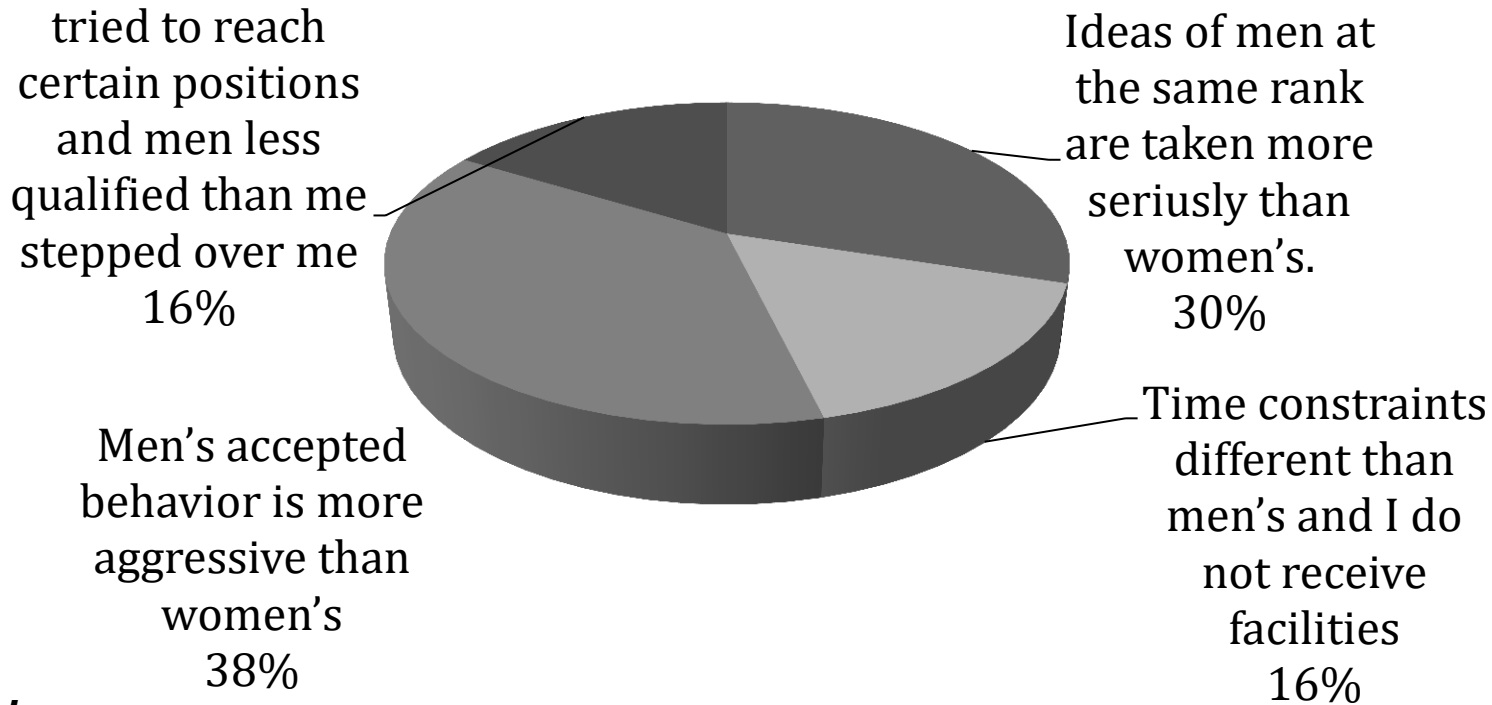
7. How many female PhD students do you know?
8. How many senior female are in your workplace?
9. Is there a balance between the number of female PhD students and the senior females in your working area? If yes, why?
10. How important you find/ever found presence of other more senior female scientists in your workplace?



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## 47% feel treated professionally different because of their gender



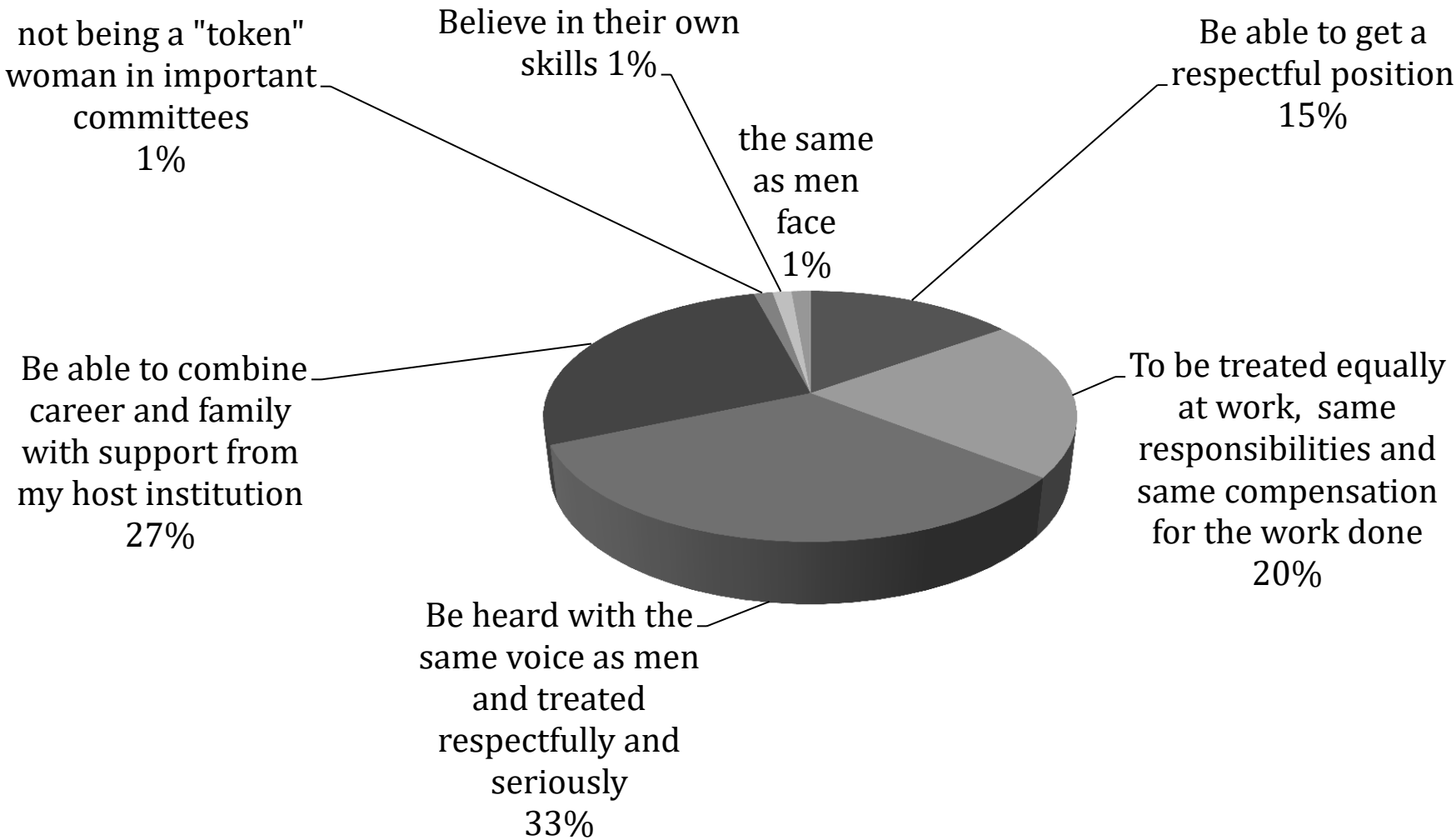
- *pay inquiry*
- *sexist remarks*
- *I have been told I have advantages over men due to affirmative action*
- *Do not receive the same opportunities*
- *historically space given preferentially to more aggressive men*
- *my achievement is qualified as "luck" instead of "work"*



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## What are the biggest challenges women face in science?

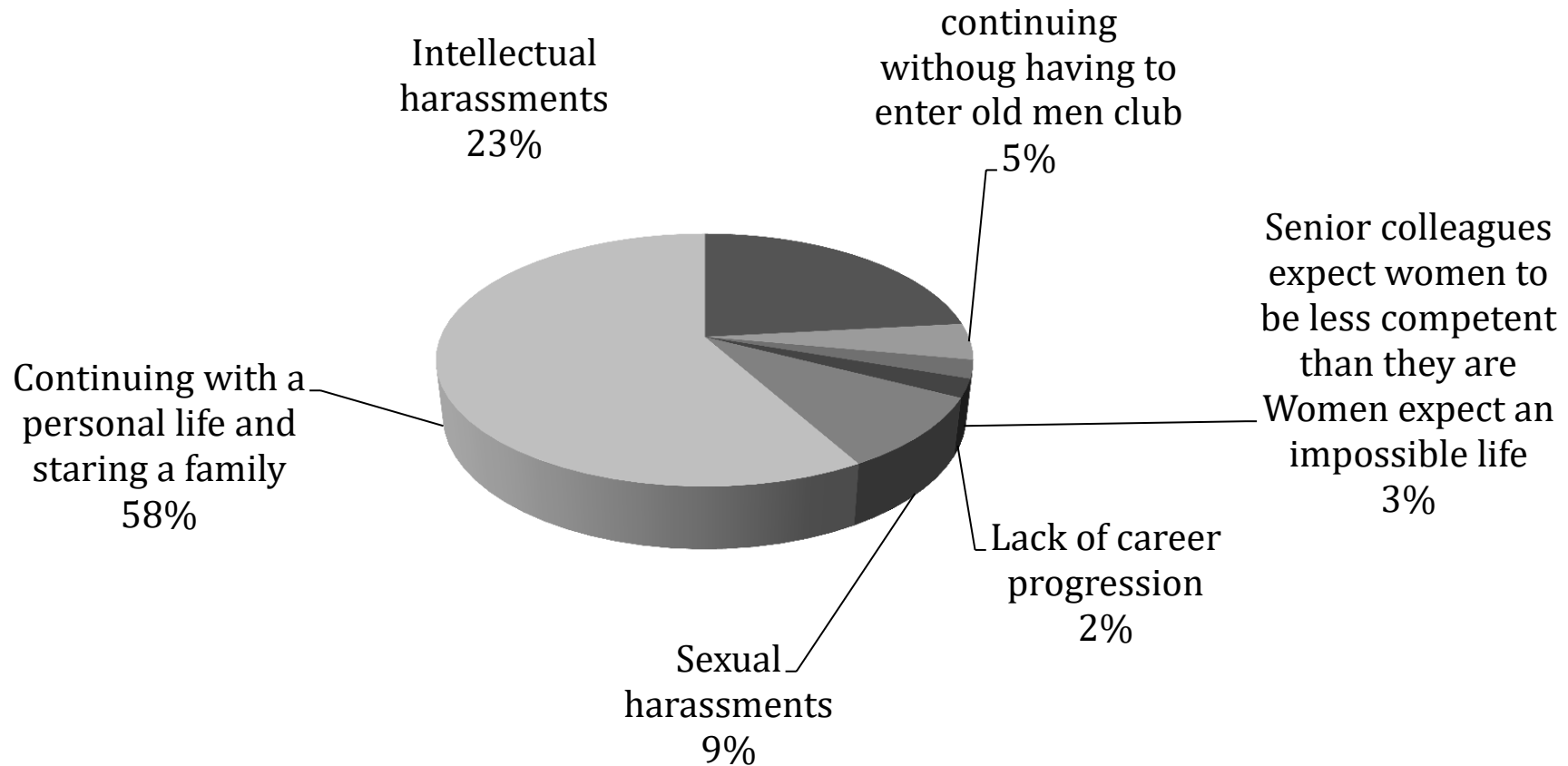




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## What is the biggest bottleneck for careers of women in science?

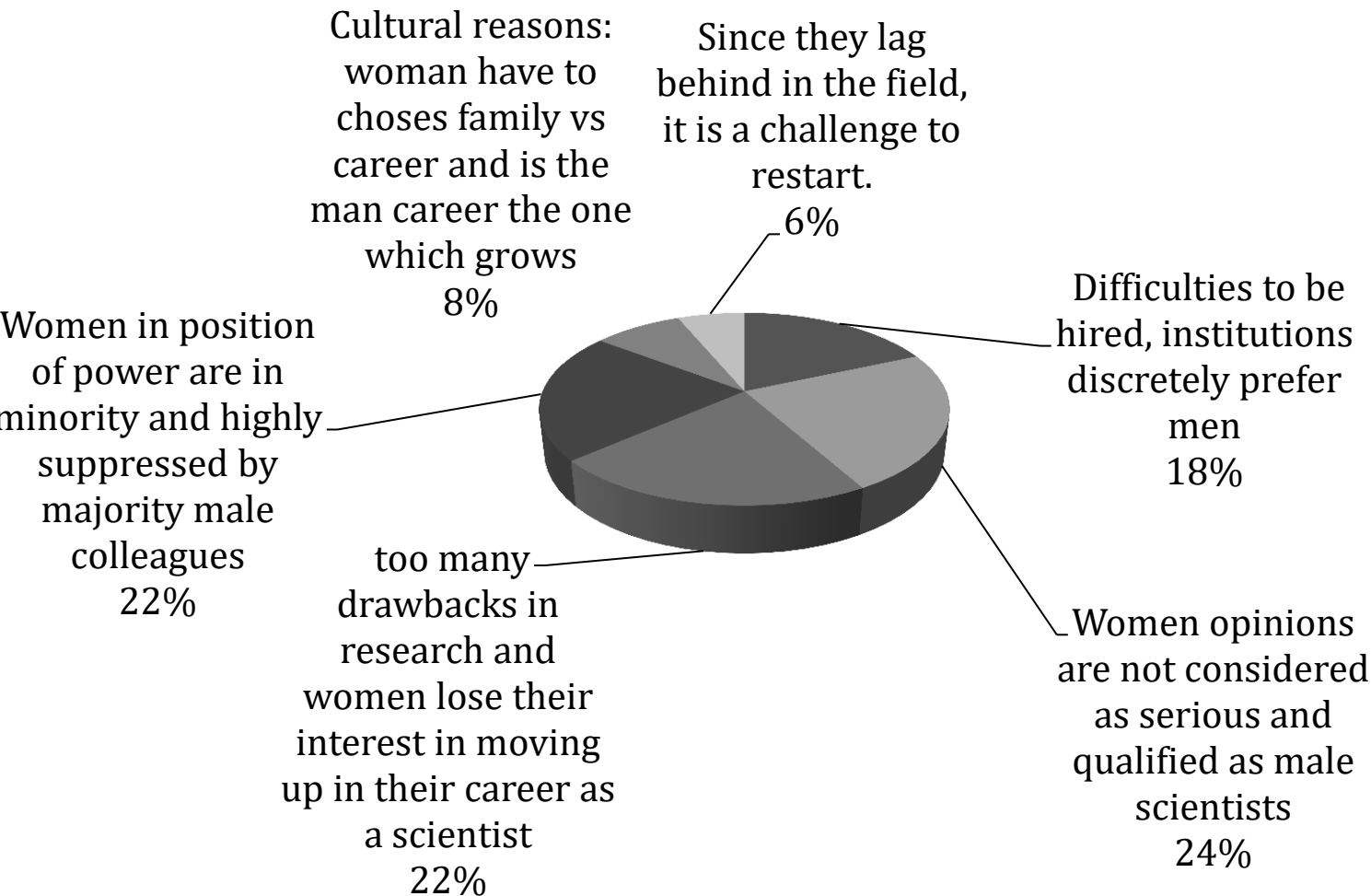




# Survey Women under high pressure



**Women arriving to latter stages in the research career are in a noticeably smaller ratio with respect to those who start it than their male peers, what do you think are the main reasons**



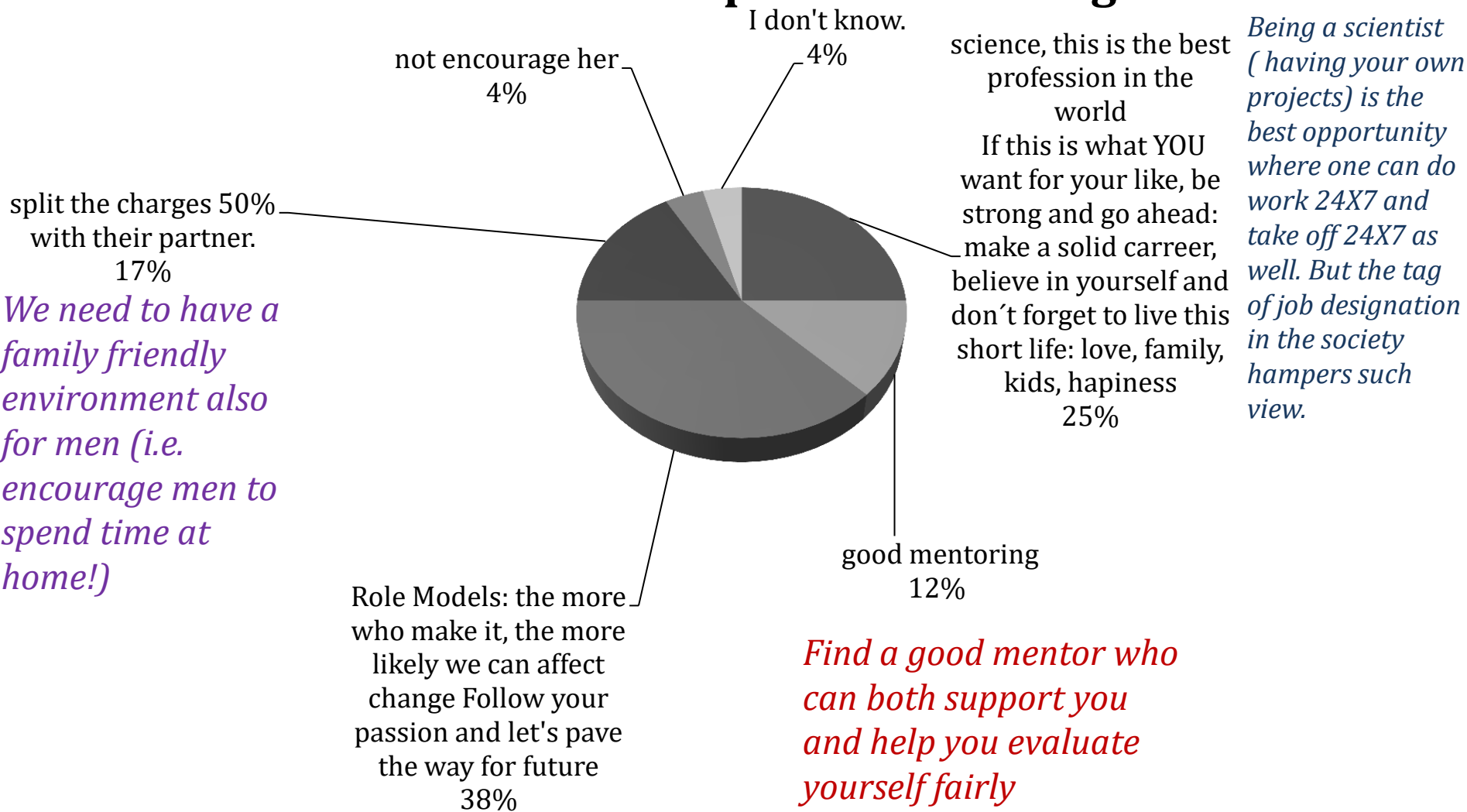




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## How would you encourage female undergraduates in the audience to continue their path in becoming a scientist?

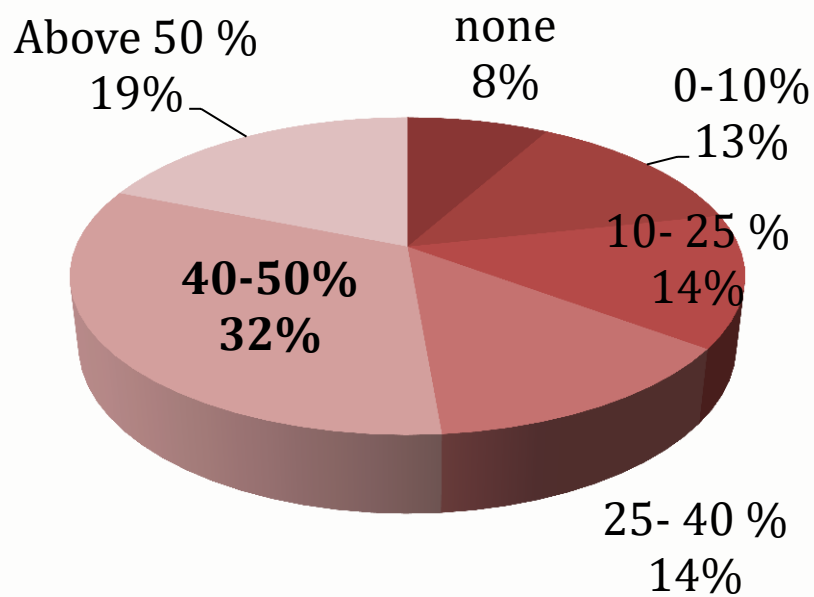




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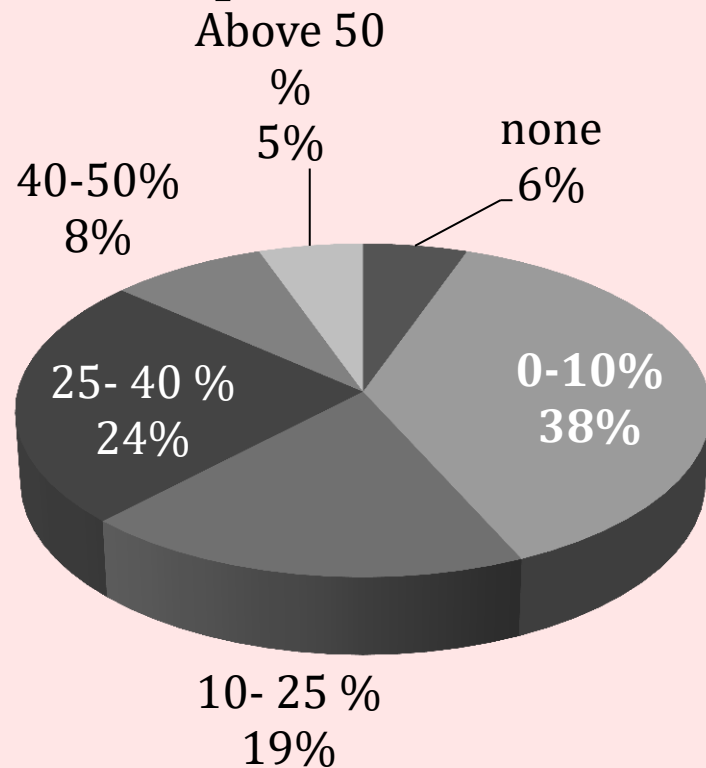


How many female PhD students are in your workplace-



**50-40 %**

How many senior female are in your workplace?



**0-10 %**



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## 73 % no balance between the number of female PhD students and the senior females

it depends  
on the field  
29%

family vs  
career  
43%

*family prevent female researchers  
from pursuing a successful career  
as aggressively as a male  
researcher*

hiring  
discriminat  
ion  
28%

*not the same opportunities as  
their male colleagues, even  
something as small as  
conference speaking  
opportunities*

***The balance  
depends by the  
number of the  
senior females  
and their  
manager position***



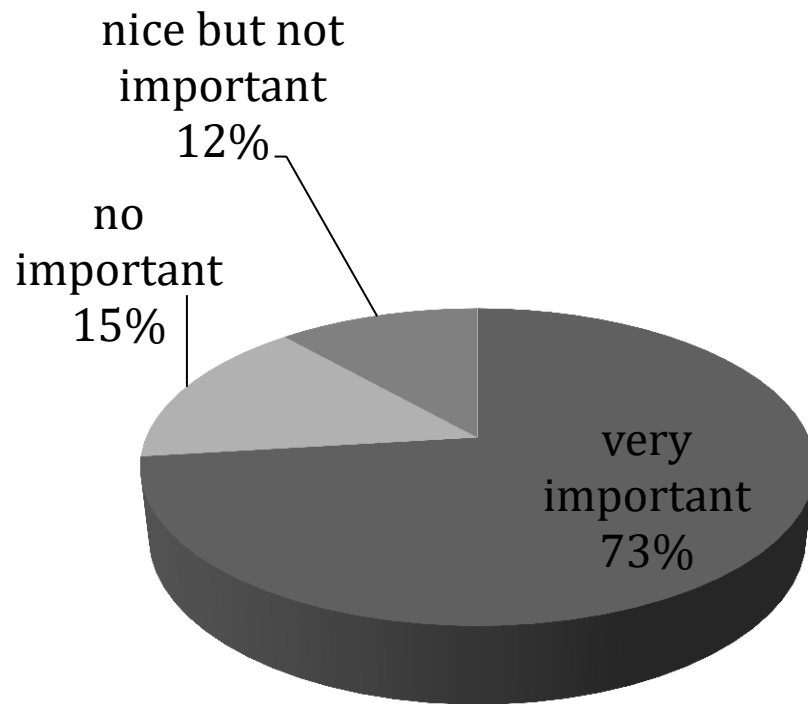
## Suggestions



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## How important you find/ever found presence of other more senior female scientists in your workplace?



- Role models
- Motivations
- Hope
- Protection
- Support



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## Further points suggested to be addressed



It would be nice to know, from the participants,  
***how many are married (and for how long) and how many have children.***

***How they manage to work in science and to have a family?***



Getting to the top with other women in the team:  
cooperation/reciprocal support versus competitiveness/egocentricity.  
**Should women deal differently with women than with men?**



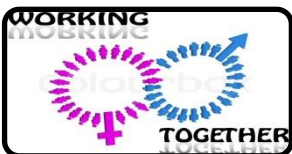
It is not clear to me **how to manage positive discrimination**,  
because sometimes this fact is used to depreciate women position  
compared to men





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## Remarks



Intelligence and passion do not have any preference on gender. It is the thinking in the society which needs to be changed and broadened



It is important to mention that there are many supportive male academics out there, who don't care at all if you are male/female/alien as long as you are doing a good job.



(male) Geologists are not yet ready to face the fact than women are as intelligent and creative as they are. Few of them are, but not all of them



I've benefited much in my career from attending high-pressure conferences, but in the past have found them very aggressive. I would like to **see more respectful behavior of delegates and for a code of conduct to be established**



There are many initiatives to hire female scientists right now, and I think in chemistry people genuinely want to hire more women. I have friends who work in banking and business. They have told me stories of sexism in their workplace which are awful. At least ***in science people tend to be more rational and reasonable typically***, so I think there is less sexism. However, it is really difficult to manage long distance relationships, two body problems, taking care of elderly parents, raising a child without family support as a working woman.