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Women in Science and Engineering

The Greek Reality

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women in ancient Greece

although there are considerable differences
(and remarkable exceptions) across the ancient greek world,

women were mostly

- restrained at home
- under the oppression of men (father, then husband)
- not allowed to participate in social and political activities
- solely intended for child bearing

however...

women in ancient Greece

- equal men/women representation in the Greek pantheon
- strong women involvement in philosophy and mathematics



women in ancient greece

philosophers/mathematicians (10th c. BC - 4th c. AC)

- Αίθρα - mathematics & accounting
- Πολυγνώτη - geometry
- Θεμιστόκλεια - geometry (Delphi priestess, Pythagoras' teacher)
- Θεανώ - theory of numbers (Pythagoras' wife)
- Δαμώ, Αριγνώτη, Μυία, Δεινώ, Ελορίς, Φίντυς, Μέλισσα, Τυμίχα, Πτολεμαῖς, Διοτίμα, Βιτάλη, ...
- Περικτιόνη - philosophy, mathematics (Plato's mother)
- Λασθένεια, Αξιοθέα, Νικαρέτη, Αρετή, Πυθαῖς, Πάνδροσος, ...



Greece today

still a patriarchal society, but

- socially

- ↳ continuous improvements due to women's obligatory education and socio-economic development

- legally

- ↳ no specific gender mainstreaming

- ↳ law on equal treatment requires a minimum of 1/3 of each sex to be represented in all decision-making bodies

- on the basis of specific initiatives

- ↳ considerably more than 100 societies dealing with gender equality and related issues

some specific initiatives

- 1924 The Hellenic Association of University Women (SEE).
<http://www.see1924.gr/>
- 1994 Research Center for Gender Equality
<http://www.kethi.gr>
- 1995 EDEM - Greek Women's Engineering Association
<http://www.edem-net.gr/>
*a member of WiTEC - European Association for Women in Science,
Engineering and Technology*
- 2004 Periktioni: A Women Researchers Network in Greece
http://www.gsrt.gr/default.asp?V_ITEM_ID=4665

Greece today - some facts

- women undergraduate university students

 - ↳ 1970: ~30%

 - ↳ 2000: ~59%

- women undergraduates university students

 - Natural Sciences

 - Engineering

 - ↳ 1971: 20%

 - ↳ 1971: 6%

 - ↳ 1997: 43%

 - ↳ 1997: 25%

- women in 'scientific professions'

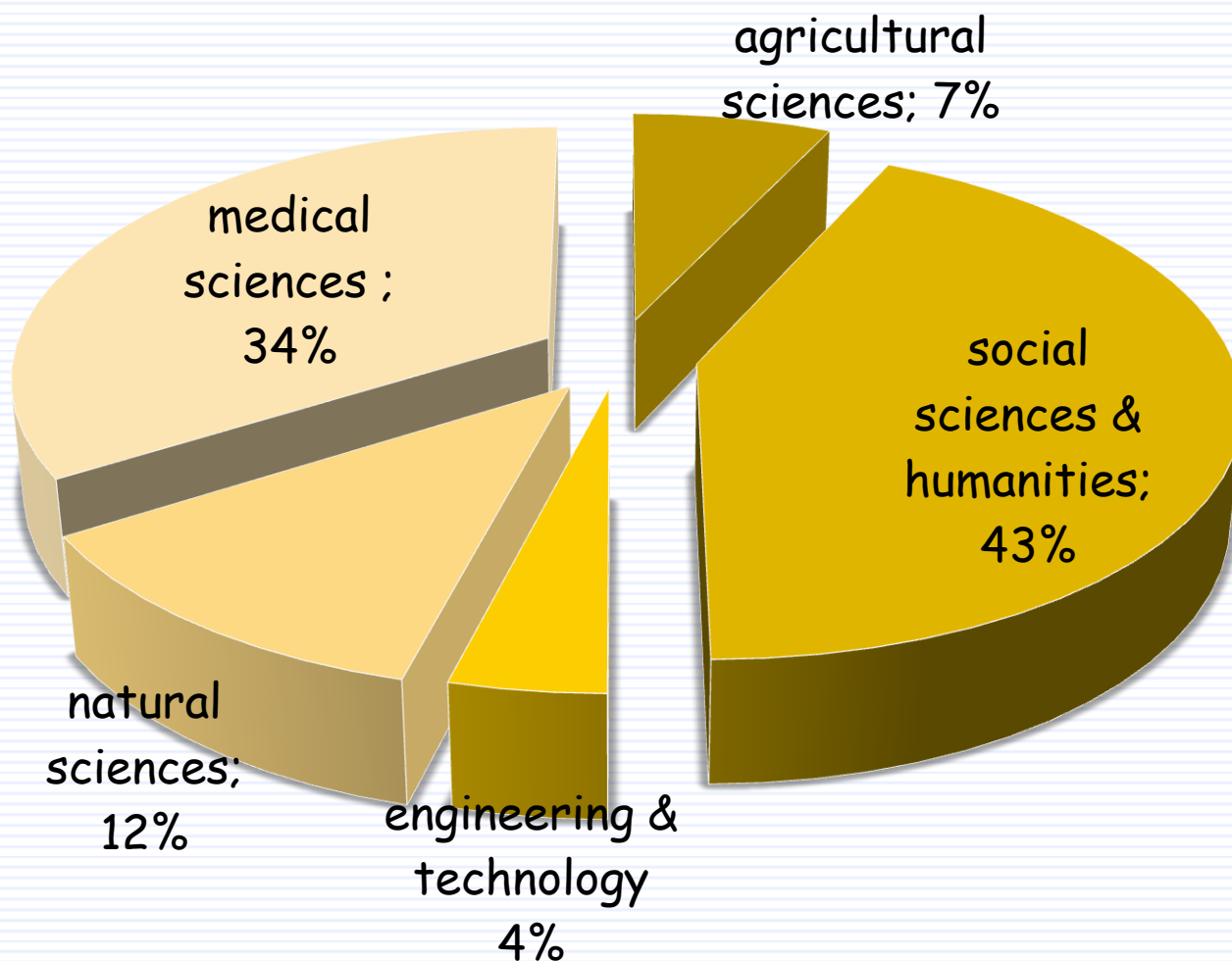
 - ↳ 1960: ~4%

 - ↳ 1990: ~20%

statistical survey in Greece (2006)

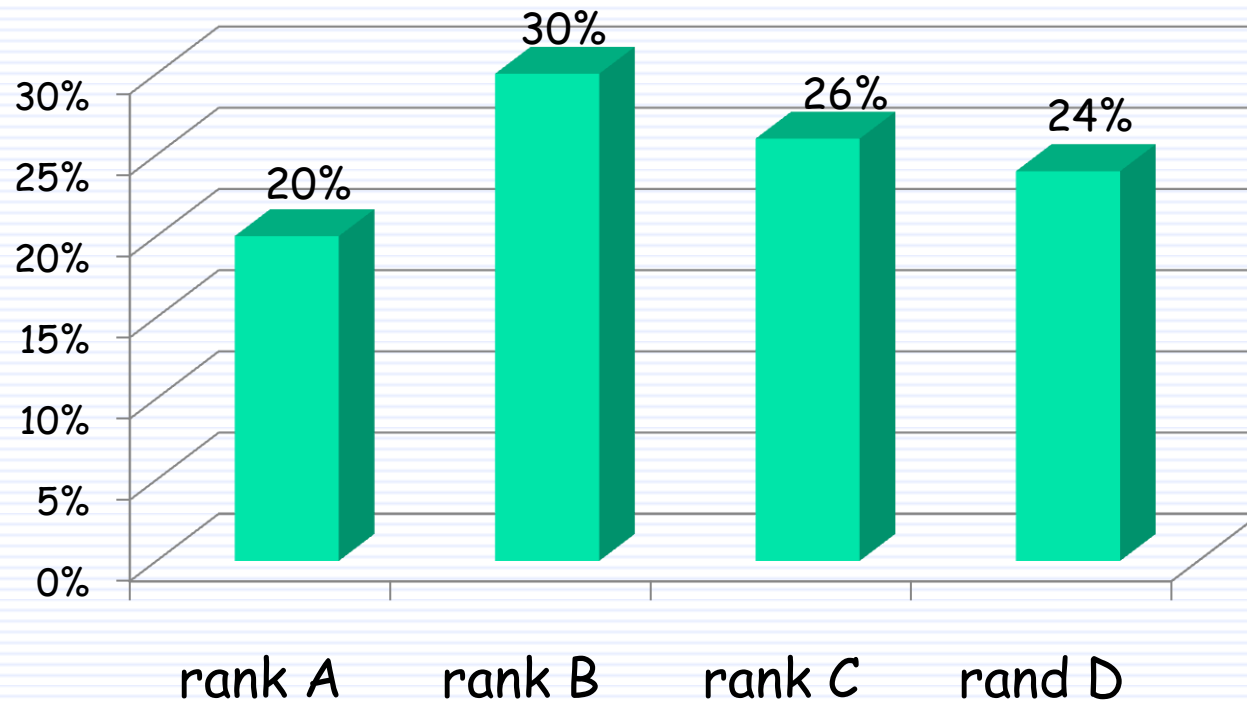
- by the Periktioni Network
General Secretariat for Research & Technology
Ministry of Development
- 2.239 women researchers in 50 research institutions
- 34% replies (757 replies)
- quantitative survey
- success stories (qualitative survey)

statistical survey in Greece (2006)



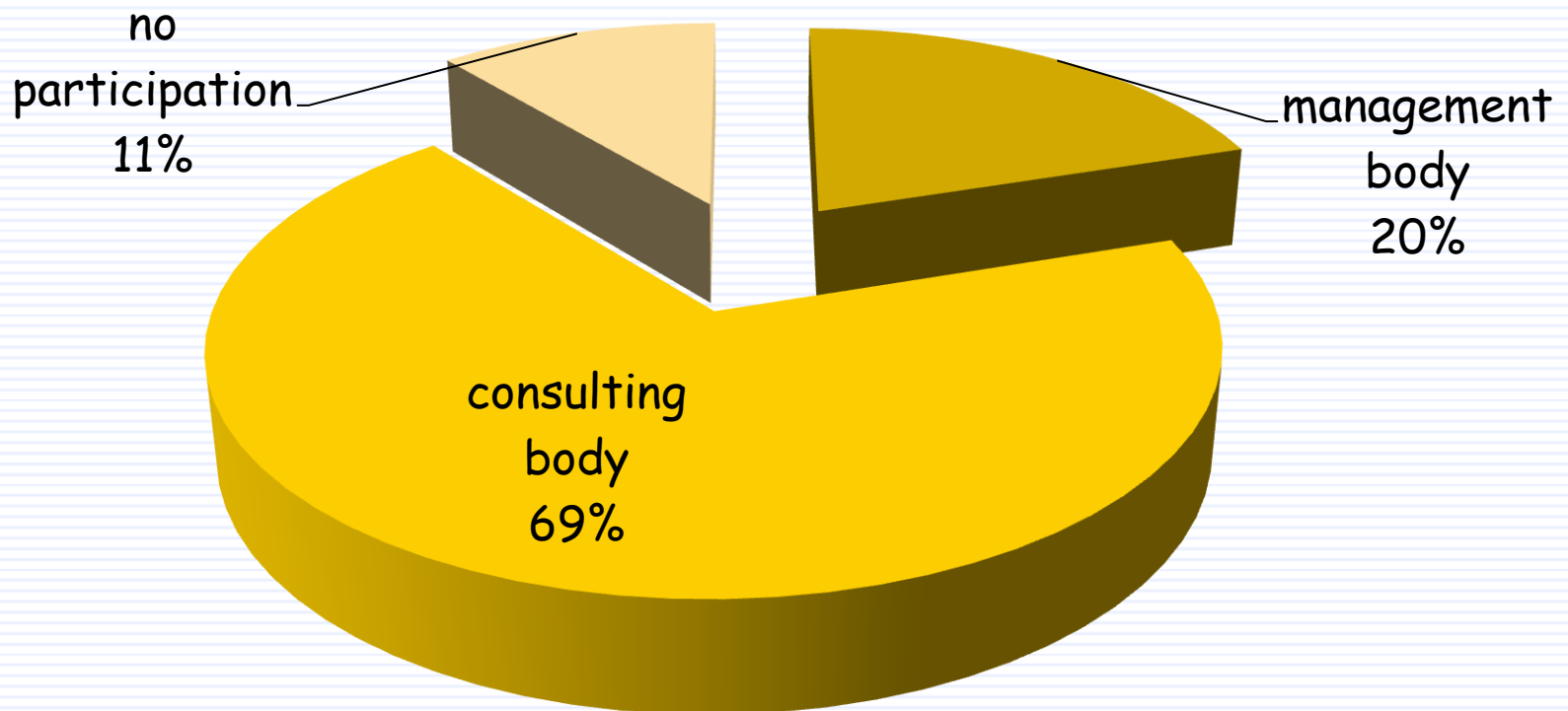
statistical survey in Greece (2006)

women distribution in academic/research ranks



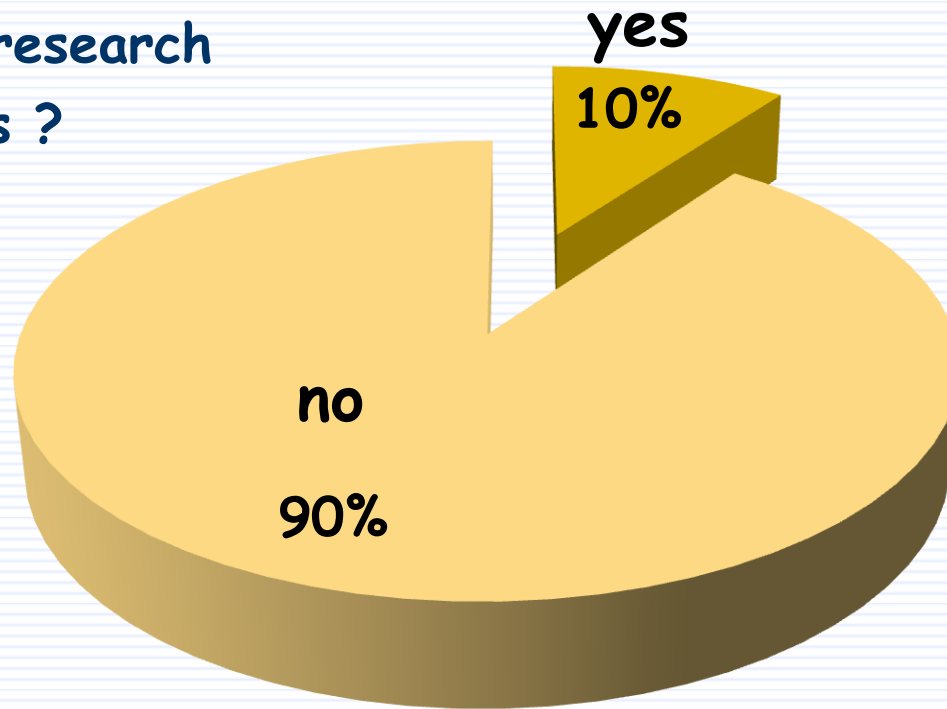
statistical survey in Greece (2006)

participation in decision making bodies



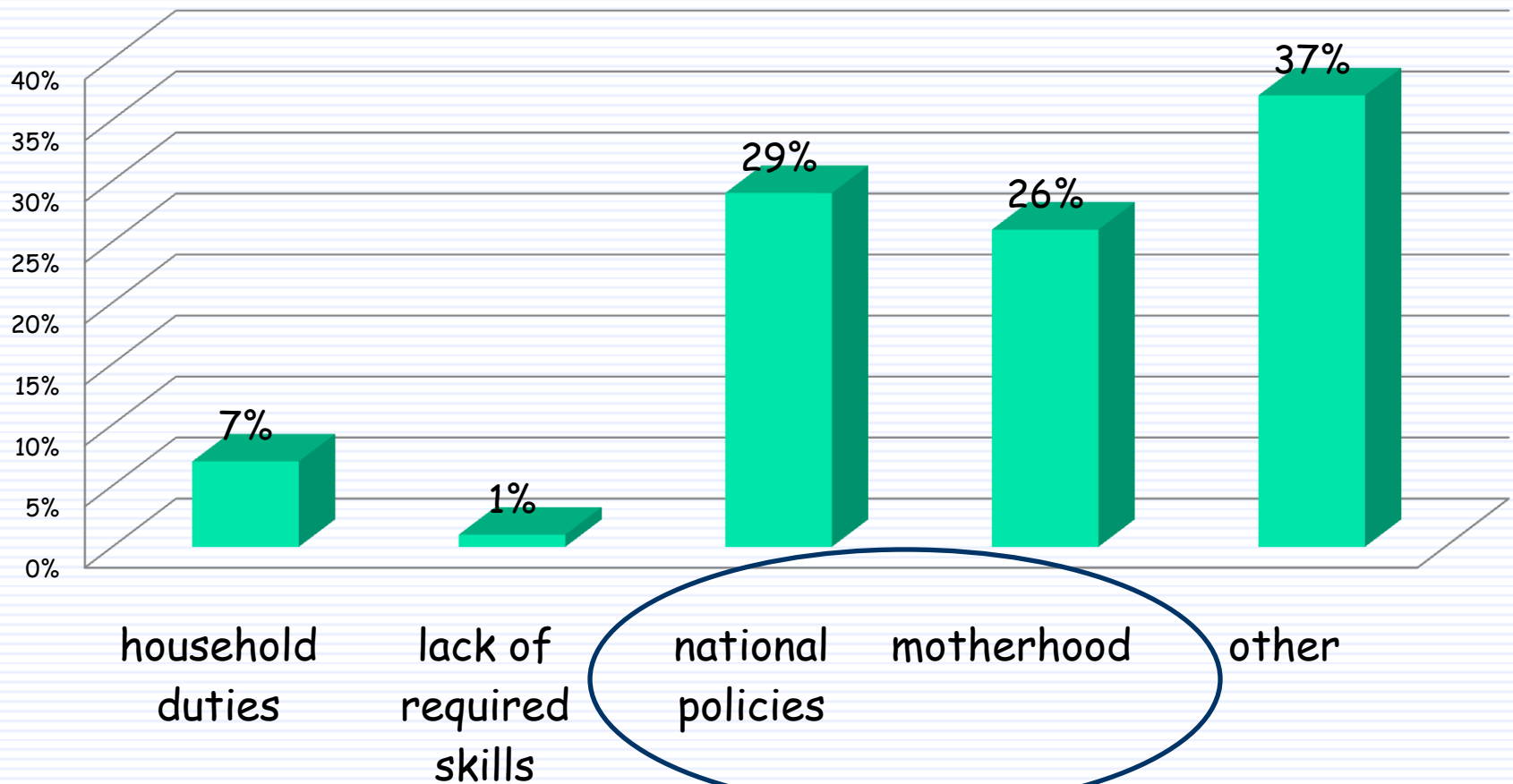
statistical survey in Greece (2006)

have you been appointed as a national representative in EU and/or national research committees ?



statistical survey in Greece (2006)

factors hindering womens' research career



statistical survey in Greece (2006)

summary of qualitative results


- factors that inhibit a research career
 - ↳ lack of adequate infrastructure
 - ↳ lack of meritocracy
- no direct reference to gender discrimination at the workplace - indirect reference only by older women
- the majority reports very good working relationships with male colleagues
- more than 50% face problems related to family commitments

statistical survey in Greece (2006)

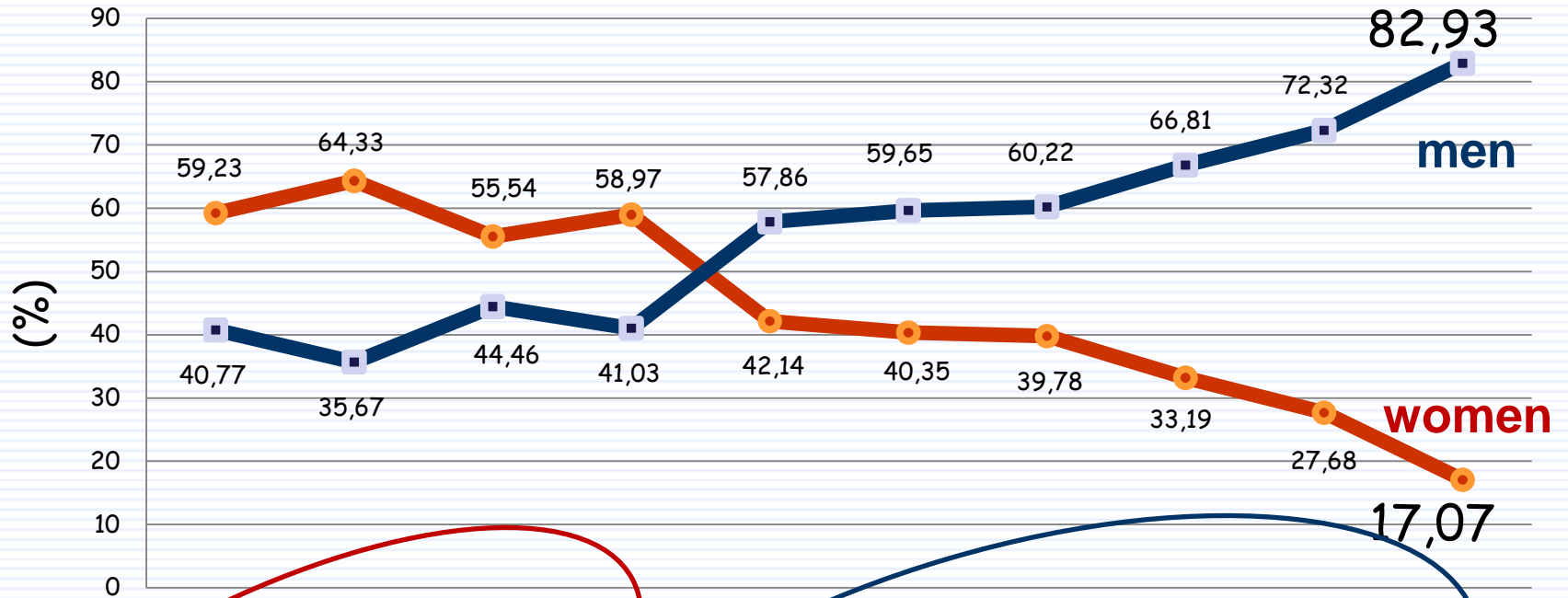
summary of suggested actions

- emphasis on education
- increase support for motherhood and child care
- establishment and activation of related societies & organizations
- clear rules in the workplace
- public dissemination and awareness activities

some figures for year 2004

	Greece	EU-15 mean	EU max	EU min
women graduates in tertiary education	62% 	59%	77% Cyprus	30% <i>Bosnia & H.</i>
women graduates in engineering, manufacturing & construction	45%	26%	45% Greece	13% <i>Netherlands & Switzerland</i>
women Grade A professors	11% <hr/>	13%	29% Romania	8% <i>Ireland</i>

Women/Men in Academia - Greece 2006



undergraduate students

BSc holders

postgraduate students

MSc holders

PhD students

PhD holders

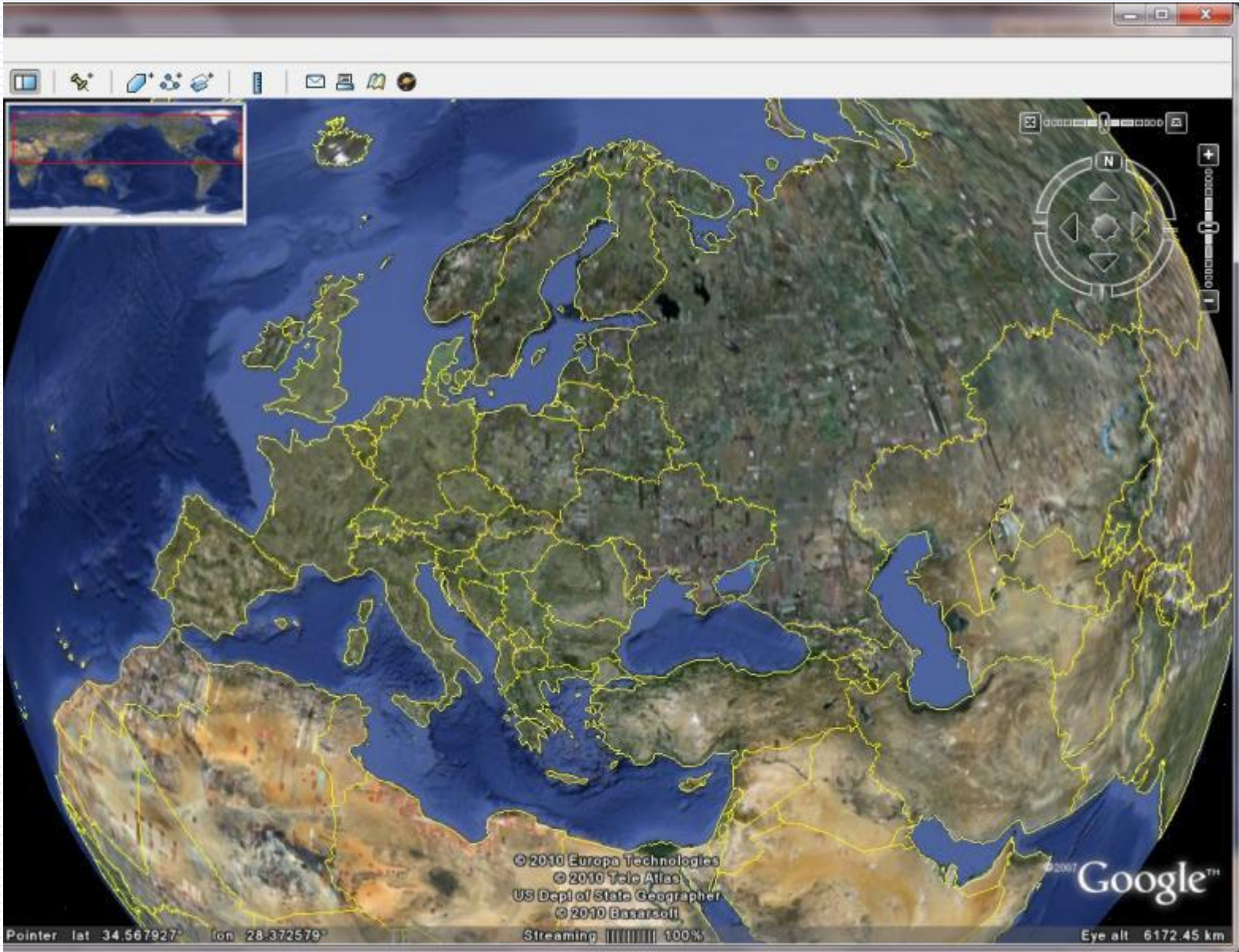
Lecturer

Assistant Professor

Associate Professor

Professor

so, where do we really stand?



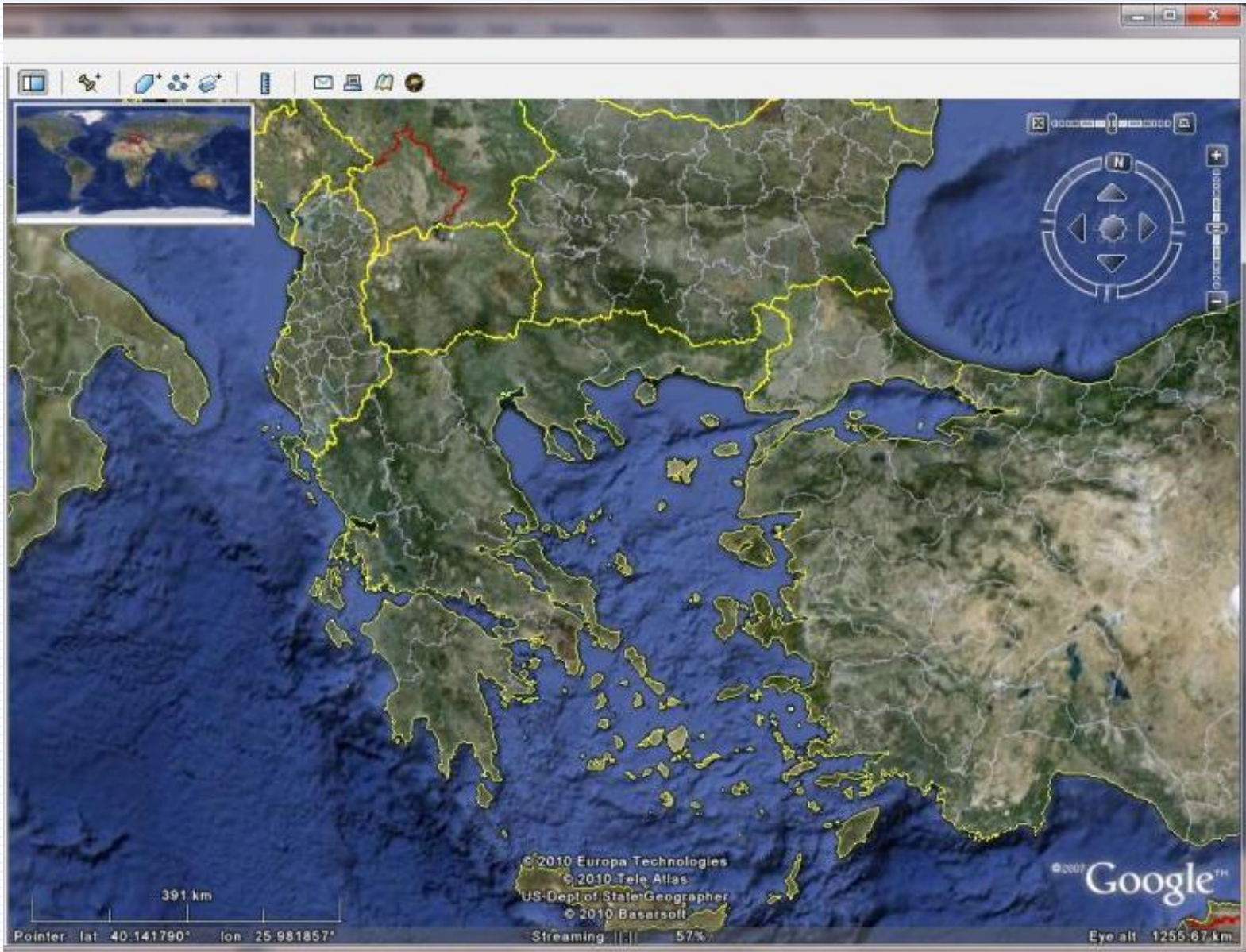
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high rank
academic/research posts
decision making bodies
management
national representative
committees

...

currently in Greece

- women scientists in Greece

- ↳ seem to be rather happy from their work environment
- ↳ although they report facing difficulties mainly due to motherhood and lack of meritocracy

- figures show that

- ↳ women are well represented (even overrepresented) in undergraduate studies, better than the EU mean
- ↳ there is a lower representation in science and engineering, however, Greece is doing better than the EU-15
- ↳ women are poorly represented in higher academic ranks and decision making bodies

need to enhance

- women's participation in
 - ↳ high rank academic/research posts
 - ↳ decision making bodies
 - ↳ management
 - ↳ national representative committees
 - ↳ ...
- legislation and streamlining for clear rules, meritocracy, infrastructure

thank you !!!

issues raised during discussion

- involve men!!!
 - ↳ try to find men who can help
 - ↳ ask men to present the problem
- bring more women in science
 - ↳ study how to approach them
- mentoring - at a personal level
- women should ask for their rights
 - ↳ rights are not given - rights are taken