

Sexual harassment in universities and in research: can Europe help?

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The logo for the European Platform of Women Scientists (EPWS). It features a green curved line above the lowercase text "epws".

Sexual harassment in universities and in research: can Europe help?

- Introduction
- The European Parliament Report (18/7/2018)
- The European Platform of Women Scientists
EPWS
- The Pisa Statement (9/2018)
- French initiatives

Introduction

« Up to 55% of women have been sexually harassed in the EU and one in ten women have been subjected to sexual harassment or stalking using new technologies. »

Sexual harassment is defined in EU law as ‘where any form of unwanted verbal, non-verbal or physical conduct of a sexual nature occurs, with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment. »

European Parliament report, Explanatory statement

THE EUROPEAN PARLIAMENT REPORT

Committee on Women's Rights and Gender Equality

The European Parliament Report

18/7/2018

« *Report on measures to **prevent and combat mobbing and sexual harassment at workplace, in public spaces, and political life in the EU*** »

Refers to the most general situation

In this conference framework:

Workplace = universities and research institutions

Political life linked to power, here science decision-making positions

The European Parliament Report - 1

Preamble: based on

-**Charter of fundamental rights of the EU**, 2009

Articles on Human dignity, Equality before law, Non discrimination, Equality between women and men, Fair and just working conditions

-**Gender Equality Index of the European Institute for Gender Equality (EIGE)**

-**United Nations** Convention on the Elimination of All forms of Discrimination Against Women (CEDAW)

-**Istanbul Convention on preventing and combating violence against women and domestic violence, Council of Europe**, 2011 (signed and/or ratified, not enforced in 8/28 Member States...)

-...

The European Parliament (EP) report -2

- S. Whereas *EU law requires* the Member States and EU institutions and agencies to ensure that an *equality body* is in place *to provide independent* assistance to victims of harassment, conduct independent surveys, collect relevant, disaggregated and comparable data...
- T. Whereas *women in the EU* are not equally protected against gender-based violence and sexual and psychological harassment owing to *different policies and legislation across the Member States*...

The EP Report Recommendations - 1

- 5. Calls on **the Commission** to monitor the correct implementation of the EU directives prohibiting sexual harassment
- 6. Calls on the **Member States** to develop comprehensive national action plans on **Violence Against Women**, paying due attention to providing adequate resources... for equality bodies
- 15. Calls on the **Commission** and the **Member States**, in cooperation with **Eurostat** and the **ELGE**, to improve, promote and ensure ...data collection

The EP report Recommendations - 2

Workplace

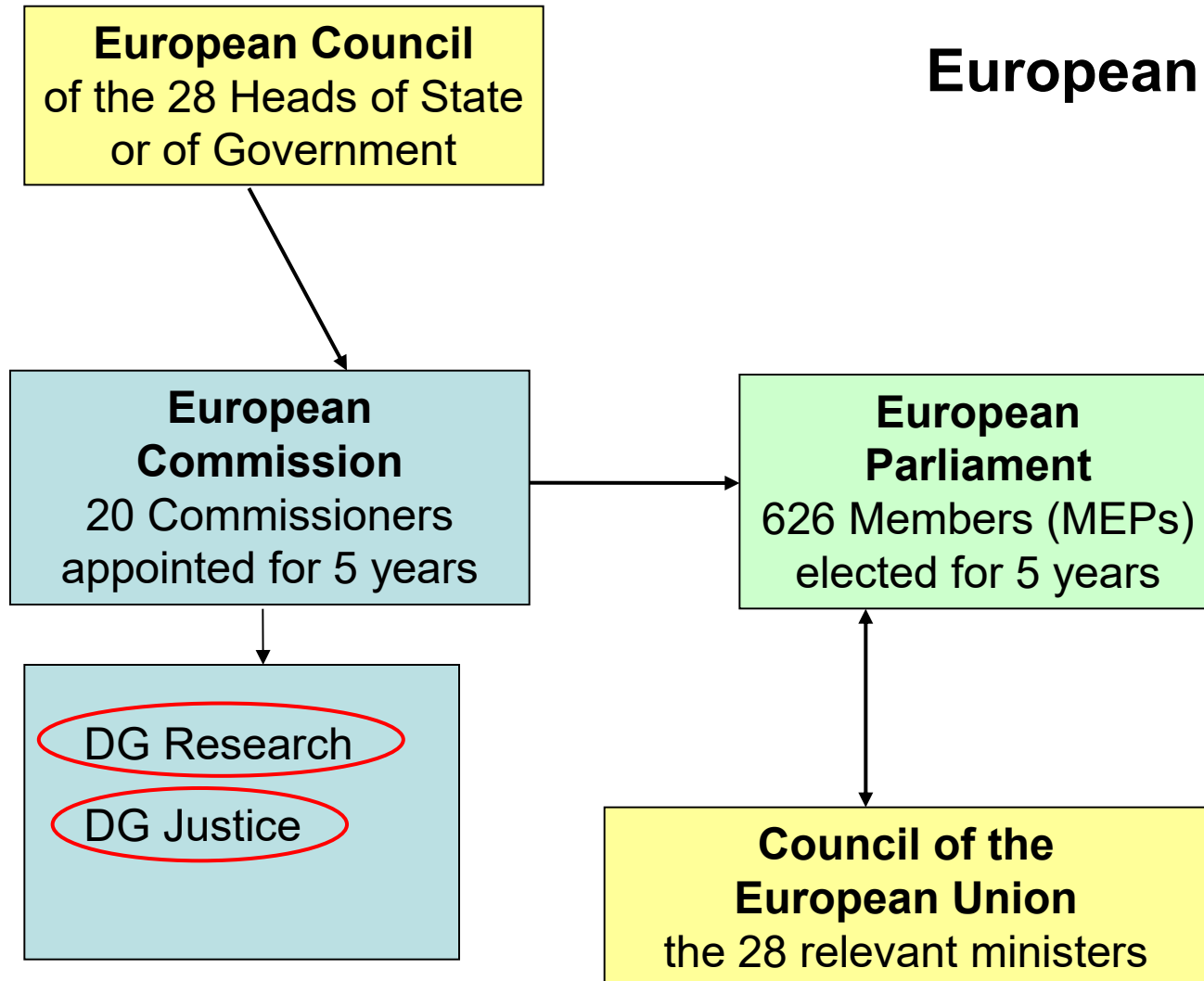
- 25. *Emphasizes the urgent **need for standards** on violence and harassment at work, which should provide a **legislative framework** for governments, employers, companies and trade union action at all levels*
- 26. *Note that some sectors and occupations have a **higher exposure to violence**, particularly healthcare... politics, **education**, transport...*

The EP Report Recommendations -3

Violence in Political Life

- 43. Acknowledges that *parity lists at all levels play a key role in enabling the participation of women in politics and reshaping power structures that discriminate against women; calls on the **Member States** to introduce such lists for elections to the European Parliament;*
- 61. Instructs its **President** to forward this resolution to the **Council** and the **Commission**.

European structures



My comments on the EP report

- Very complete
- Trying to set a common legislative frame over Europe
- Just apply it at EU and Member States levels...

THE EUROPEAN PLATFORM OF WOMEN SCIENTISTS EPWS

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- *A Belgian non-profit international association (AISBL)*
- *Members: networks (+ individuals), from public and private sectors, all disciplines, over Europe*
- *Mission and Goals*

Main Goals

- *Provide genuine EU added value by ensuring that women scientists' concerns, needs, interest and aspirations are taken into consideration when setting the European research agenda*
- *Promote the understanding and the inclusion of the gender issue in science and research policy*

Main Areas of Activity

- *Networking*
- *Research Policy Making*
- *Public Relations and Information*
- *Electronic Platform*

Now an *ordinary association* operating on its
members' voluntary work with

- a website, the *EPWS Updates*, *position papers*...,
- a yearly *General Assembly + Conference*
Pisa 2018; Brussels 2017, 2012; Paris 2016, 2014;
Berlin 2015 ; Essen 2013; Budapest 2011...
- *participation to EU events*
 - events linked to *EU projects*
 - *European Innovation, Gender Summits...*

Research-policy activities



European Platform of Women Scientists

Courageous Revolution speeds up Evolution

First Memorandum
on the European Commission's Proposal for the next
EU Research & Innovation Programme (2021-2027)
*Horizon Europe*¹

14 October 2018

"Gender equality is not just about fairness and justice in Europe – it is also a necessity to achieve sustainable peace, security, development, economic prosperity and growth around the world."
(Joint statement of the European Commission on the occasion of International Women's Day 2018, Brussels, 6 March 2018)

Considering the perspectives of both men and women in research and innovation means its outcomes are relevant to the whole population — not just half of it! Teams and decision-making bodies should thus have balanced gender representations. Additionally, gender needs to be considered as part of the R&I process and content itself to provide results that are useful for all citizens.
(A Practical Guide to responsible Research and Innovation, Key Lessons from RRI Tools, 01.12.2016, p.11)

Introduction

The European Platform of Women Scientists EPWS welcomes the European Commission's proposal for *Horizon Europe*, the 9th EU Framework Programme for Research and Innovation (2021-2027).² EPWS appreciates that, as in the years since 2000, also the new Framework Programme includes measures on gender equality and the gender dimension in research and innovation, which had a strong impact in EU Member states in the past. Indeed Article 6 „Implementation and forms of EU funding“, paragraph 9 of the proposal specifies: „The Programme shall ensure the effective promotion of gender equality and the gender dimension in research and innovation content. Particular attention shall be paid to ensuring gender balance, subject to the situation in the field of research and innovation concerned, in evaluation panels and in bodies such as expert groups.“

The present Memorandum is an initial reaction from EPWS to the proposal as well as a call for action for an even more consequent integration of gender equality and the gender dimension in *Horizon Europe*. It is the vision of the European Platform of Women Scientists EPWS that the new

¹ „Over the past few years, the name „Horizon 2020“ has sent a clear message across the globe: excellence. We have built a global reputation as a world leader in research and innovation programming, and it is for this reason that we believe the successor to Horizon 2020 should capitalise on this strong brand name. With *Horizon Europe*, we are enacting an evolution not a revolution. Building on the success of the past is putting our best foot forward for the future.“ Commissioner Moudas, Blog entry 2 May 2018
https://ec.europa.eu/commission/commissioners/2014-2019/moudas/blog/horizon-2020-horizon-europe_en [14.10.2018].

² Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL establishing *Horizon Europe* – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination. Brussels, 7.6.2018, COM(2018) 435 final 2018/0224 (COD) and ANNEXES to the Proposal for a REGULATION OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL establishing *Horizon Europe* – the Framework Programme for Research and Innovation, laying down its rules for participation and dissemination. Brussels, 7.6.2018, COM(2018) 435 final, ANNEXES 1 to 5.



Lunchtime debate at the European Parliament, Brussels, 6/9/2017

Networking



The background of the slide features a teal color scheme. At the top, there is a large graphic of a globe with a network of lines and nodes, surrounded by smaller icons of people and arrows. The EPWS logo is prominently displayed in the center-left. Below it, the text 'European Platform of Women Scientists' is written in a smaller font. On the right side, there is a silhouette of a woman with her arms raised. At the bottom, there is a map of Europe with a magnifying glass icon over it.

epws
European Platform of Women Scientists

INTERVIEWS OF THE MONTH
2015-2017



The slide is titled 'Interview of the month: Europe' and features a portrait of Giovanna Avellis. The text discusses the MCAA/GEMS, Marie Curie Alumni Association/Gender Equality for Mobile Researchers in Science Working Group. It includes a quote from EPWS about the association's purpose and objectives, and a response from Giovanna Avellis about the association's history and organization.

epws Interview of the month: Europe

MCAA/GEMS, Marie Curie Alumni Association/Gender Equality for Mobile Researchers in Science Working Group

 **Giovanna Avellis** – senior researcher at InnovaPuglia SpA, Valenzano, Bari, Italy.

EPWS: If you wanted to describe your association in one sentence, what would you say?

The MCAA is an Association providing high-quality services to enhance research and professional collaboration among researchers, including women scientists.

EPWS: What are the objectives of your association?

The non-profit purpose of the MCAA is to promote and exploit the full potential of the community of researchers who have benefited from the mobility in the personnel programme of the "People" 7th Framework Programme (FP) of the European Community, together with the future and preceding FPs. This aim was directed at research, technological development, the fostering of greater public awareness of European research and the demonstration of activities between 2007 and 2013. For achieving this purpose, the MCAA may engage, alone or in collaboration with third parties, directly or indirectly, in all activities related to this purpose.

The MCAA is active in Europe and other parts of the world, seeking (but not limited) to:

- encourage networking, cooperation and mutual understanding among members from different countries, sectors of the economy and across scientific disciplines;
- foster global relationships as 'ambassadors' within the world-wide research and innovation community, with particular emphasis on the Marie Curie experience of international and inter-sector mobility;
- serve as a forum of debate, enabling members to promote the values of the Association and to enhance their own careers and the careers of other members;
- support the dissemination of the outputs of the members' work across disciplines and internationally.

EPWS: In a few words, what is the history of MCAA?

The Marie Curie Alumni Association, established in 2012 as a restricted access web portal, is now a thriving organisation of over 8,500 members spread across five continents.

EPWS: Could you explain the organisation of your association?

The MCAA is governed by an 11-member Board, directly elected by the MCAA membership. The Association currently comprises 22 geographical Chapters (see below) and 10 Working Groups. The MCAA members engage with each other primarily through networking, meetings and training events organised by these Chapters and Working Groups. In addition, the MCAA organises an annual Conference and General Assembly with upwards of 500 participants. Membership of the MCAA is free of charge and open to any past or present

EPWS and the issue of this session

Fragile situation of **young** women researchers,
geographical mobility, cultural differences

The Donne e Scienza-EPWS Conference and its Statement



Annual Conference Associazione Donne e Scienza
20–21 September 2018

#wetooinscience

Sexual Harassment in Higher Education Institutions
and Research Performing Organizations



No means no!
I was just joking, he said
I'm fed up of being silent
I can't believe it happens in my lab!



UNIVERSITÀ DI PISA - Cittadella Galileiana
Vecchi Macelli Sala Convegni A1
Via Nicola Pisano 27- Pisa, Italy

The meeting will host the general assemblies of the *Italian Association Donne e Scienza*, and of the *European Platform of Women Scientists EPWS*

www.donnescienza.it
www.epws.org

 @Donnescienza

 @ScienzaDonne
@epws
#wetooinscience



STATEMENT from the participants to the international conference #WeTooInScience - Sexual Harassment in Higher Education Institutions and Research Performing Organizations
<http://www.donnescienza.it/2018-wetooinscience/>

Pisa Declaration on Sexual Harassment in Higher Education and Research

The international conference #WeTooInScience took place in Pisa on 20 and 21 September 2018, organized by the Italian Association Donne e Scienza and the European Platform of Women Scientists EPWS, and it saw the participation of representatives from 11 countries. After two intense days of talks and exchanges, the assembly agreed on the present document.

The discrimination of women and minorities in science has many facets, from bias, conscious or not, to explicit discouragement and exclusion from informal situations in which decisions are made. Sexual harassment and violence are two of the many factors that contribute to the difficulties that women researchers face during their career, possibly the most hidden, but certainly not the least important ones.

The problem of sexual harassment in the academic and research environment is present in every country, and at every level, from students to full professors, as demonstrated by the studies that have investigated this issue [1-3]. This situation is not acceptable, and we consider it necessary and urgent to take action, at the European Union (EU) level and in a coordinated way, in order to address the issue and make this behaviour stop once for all.

In many Member States, some activities have been developed, also in the framework of EU projects (EGERA, TRIGGER, GENERA, GenderTIME, GenisLab, Garcia and others), mostly aimed at gathering data on the situation of women scientists and experimenting local solutions that could lead to structural changes. Most of the research activities of the projects were dedicated to issues related to the careers of women in science and in STEM (Science, Technology, Engineering, Mathematics). However, the issue of well-being, safety and protection of personnel directly linked to gendered harassment, although a crucial part most of the action plans of the institutions involved, has been addressed directly only by some of them (for example by GenderTIME and GENOVATE). While the available data point to a worrying situation and reveal the urgent need for action, a complete assessment is still lacking, making it necessary to gather better, wider and more homogeneous data across all EU.

This data collection effort must be developed in a coordinated fashion, as in different countries the relevance, perception and even definition of harassment might be different. In this respect, the existing studies can serve as a useful guideline, and also as a basis on which to build historical trends and to monitor and assess progress in the future.

The gathering of data, while extremely important, is not by itself sufficient to solve the problem, and we do have already enough information to start developing solutions and actions. In this

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EUROPEAN COMMISSION
DIRECTORATE-GENERAL JUSTICE AND CONSUMERS
Directorate D: Equality and Union Citizenship
Unit D.2: Gender equality

Ref. Ares(2019)100473 - 09/01/2019

Brussels,
JUST D.2/KV/MT

Professor C. Hermann
claudine.hermann@cegetel.net

Ares (2018)5938375

In the area of research and innovation (R&I), the European Commission is committed to addressing the various forms of gender-based violence, including sexual harassment, in European higher education systems and research institutions, through policy measures in support of institutional change in research organisations, including universities, and funding under Horizon 2020. R&I institutions are encouraged to address gender-based violence as part of the implementation of Gender Equality Plans, and a specific call topic is included in the Horizon 2020 work programme for 2020 (SwafS.25.2020: Gender-based violence including sexual harassment in research organisations and universities).

NON.NO.NEIN: EU Campaign since 2017

DG Justice's answer to Pisa Statement

Stickers for November 25th,
International Day for the Elimination of
Violence Against Women

FEMMES & SCIENCES
association



French initiatives

Actions of feminist and equal opportunities officers associations (ANEF, CLASCHES, CPED) (2014)

=> guide produced by the French ministry of Higher Education, Research and Innovation (MESRI)

=> conference on Sexist and Sexual Violence in Higher Education and Research (HER) (4/12/2017)

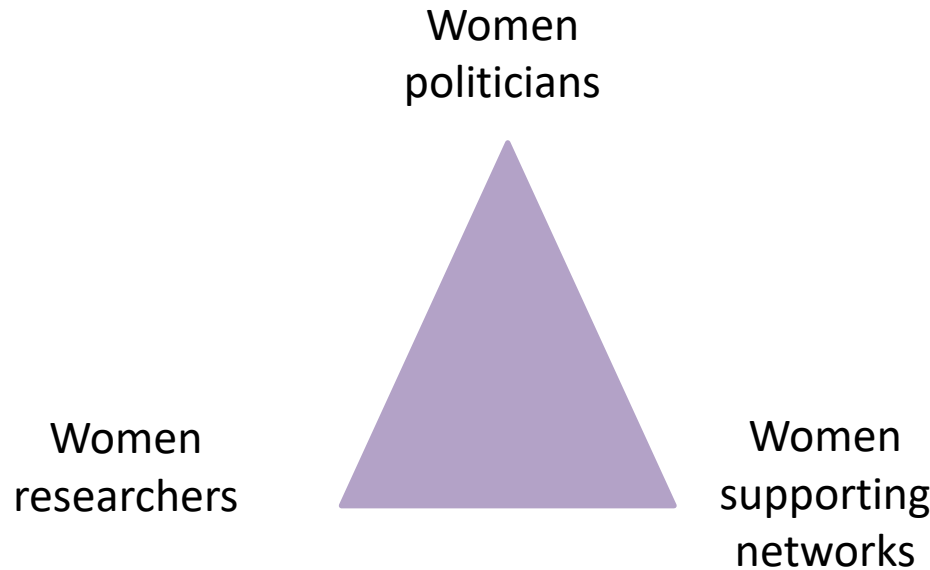
=> Minister's message to all HER heads (25/11/2018)

French ministerial message 25/11/2018


- Creation of **dedicated Support Services in universities**, with an on-line cartography of their location and their resources;
- In spring 2018, launching of a **ministerial communication campaign**, on sexist and sexual violence in HER, in partnership with **representative student organisations**;
- **Training of staff in charge of campuses** to prevent and treat sexist and sexual violence;
- Production of a **guide** for the setting and good operation of a **plan for preventing and treating** sexist and sexual violence inside universities ;
- Production of a set of 7 sensitisation **posters** by cartoonists, in partnership with the ministry of Culture;
- Creation of a **training network** specialised in sexist and sexual violence in HER.

Conclusion

The « velvet triangle », between women politicians, women supporting networks and women researchers, to help solving the problem



EPWS: a European network of women researchers and engineers



The illustration depicts a female scientist with long brown hair, wearing a white lab coat, sitting at a desk and writing on a notepad. To her left is a laptop displaying a molecular structure. To her right is a blue microscope. The background is a light green field filled with various scientific icons: a parabolic graph, an atomic model, a pie chart with a square root symbol, a magnifying glass over a cell diagram, a DNA helix, a flask with green liquid, a chemical structure of a benzene ring with hydroxyl and methyl groups, a lightning bolt, a molecular structure, a graph with a zigzag line, and a small microscope. The text 'Join the debate!' and 'European Platform of Women Scientists' is written in a black serif font. The 'epws' logo is in the bottom right corner, and the website 'www.epws.org' is in the bottom left corner.

Join the debate!

European Platform
of Women Scientists

epws

www.epws.org

@ <https://www.facebook.com/groups/1252871578188573/>

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