

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

Claudine Hermann

President of the European Platform of Women Scientists EPWS

www.epws.org

President of honor of the French association Femmes & Sciences

www.femmesetsciences.fr

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FEMMES & SCIENCES
a s s o c i a t i o n

The logo for the European Platform of Women Scientists (EPWS) 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

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:

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

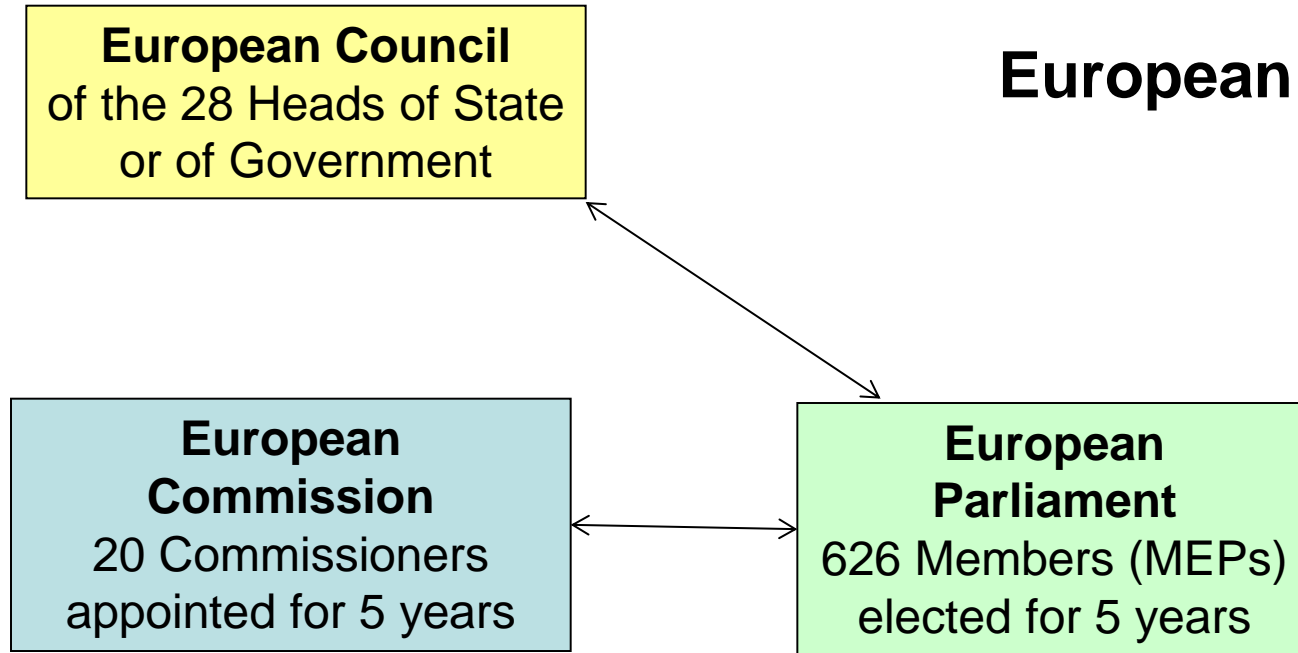
- 43. Acknowledges that *parity lists at all levels play a key role in enabling the participation of women in politics and reshaping power structures that discriminate against women; calls on the **Member States** to introduce such lists for elections to the European Parliament;*
- 61. Instructs its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

European structures

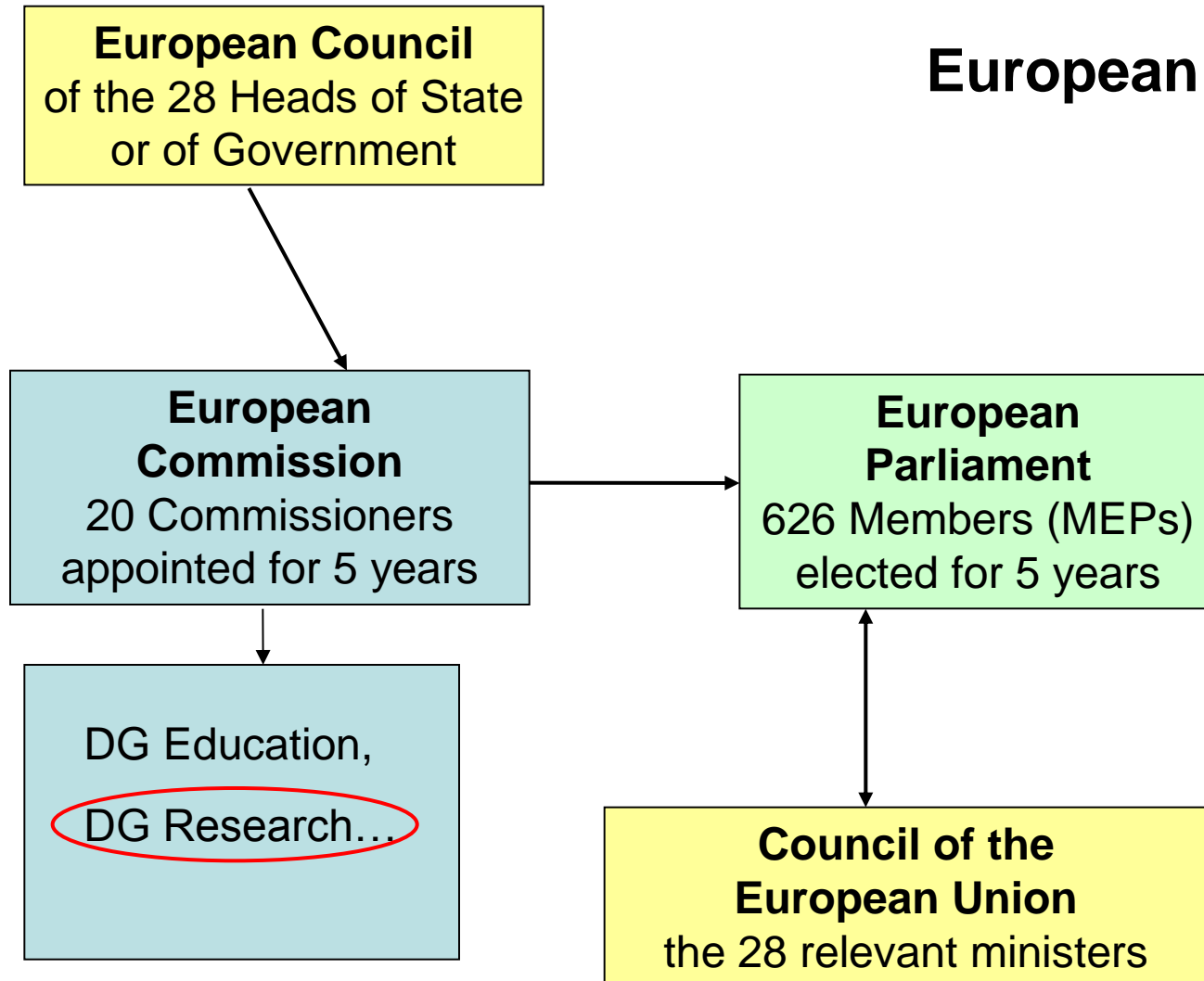
European Parliament

626 Members (MEPs)
elected for 5 years

European structures



European structures



My comments on the EP report

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

THE EUROPEAN PLATFORM OF WOMEN SCIENTISTS EPWS

FEMMES & SCIENCES
a s s o c i a t i o n





- *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 | Rue d'Arlon 38/B-1000 Bruxelles

Mr Jean-Claude Juncker
President of the European Commission
European Commission
Rue de la Loi 200
1049 Brussels
Belgique

European Platform of
Women Scientists AISBL

The President

Rue d'Arlon 38
B-1000 Bruxelles

Tel.: +33 1 69 20 49 22

claudine.hermann@epws.org

13/10/2017

Role of science and of women scientists in the State of the Union Address 2017

Dear Mr President,

The European Platform of Women Scientists EPWS is an international umbrella organisation bringing together networks of women scientists and organisations committed to gender equality in research in all disciplines in Europe 28 and the countries associated to the European Union's Framework Programmes for Research and Technological Development.

EPWS is acknowledging the positive agenda that you are proposing in your "State of the Union Address 2017" and the important proposals that you are pointing out – in particular the European Commission wants

- to make our industry stronger and more competitive;
- Europe to become the leader when it comes to the fight against climate change;
- to better protect Europeans in the digital age.

Your proposals, however, imply that science, through basic and applied research, should find innovating solutions to such major challenges. Although we know the strong support that the European Commission has been giving to science and research for years, a reference to these circumstances is not mentioned in your Address.

We also know that more investment in science and research is strongly requested to ensure well equipped universities, a booming exchange of researchers and students, and a better integration of the civil society in scientific adventures. Social and industrial innovation requires more investment in education and research to generate a competent generation of young researchers, men and women.

European Platform of Women Scientists AISBL • Siège social: Rue d'Arlon 38, B-1000 Bruxelles • Website: <http://www.epws.org>
Numéro de TVA: BE 0877 239 987 • Fortis Banque: 0014756256-34 • IBAN: BE 68 0014756256-34 • BIC: GEBABEBB



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

Networking



Interview of the month: Italy

Donne e Scienza, Italian Women and Science

Lucia Martinelli, Senior researcher at MUSE - Science Museum of Trento - and **Giuliana Rubbia**, Senior technologist at Istituto Nazionale di Geofisica e Vulcanologia of Roma

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

Associazione Donne e Scienza (ADS) is an inclusive and democratic women scientist's association, receptive to fresh visions to foster a knowledge society where women (scientists) are recognised as important actors.

EPWS: What are the objectives of your association?

ADS promotes women's participation in scientific research to contribute to generate debate on contemporary science with a gender perspective. Relevant initiatives are:

- networking to share documents and information on regulation and policies concerning women in science;
- participation in projects and actions, in particular at European Community level;
- dissemination of knowledge generated by women research;
- organization of meetings, congresses and debates on gender studies and women research.

EPWS: What is the history of the association Donne e Scienza, in a few words?

ADS was founded in December 2003 by a group of women scientists and scholars from various disciplines. Since the eighties, they met at the Documentation Centre for Women in Bologna, with the aim of analysing contemporary science. Some came from feminism,

others had different political backgrounds, all believed that increasing women participation in science would improve science and the whole society.

Currently, the Advisory Board of ADS meets in Rome, via della Lungara 19, at "Casa Internazionale delle Donne" ("International Women's House"), where important activities take place, making this organisation a cultural engine for women's actions.

EPWS: Could you explain the organisation of your association?

ADS is a non-profit cultural organisation, with, at present, about 50 active members and 200 sympathisers. They are mainly women scientists working in Italian institutions for higher education and public research organisations. Their fields vary from physics and engineering to biology and chemistry, and also include

EPWS and this conference topic

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

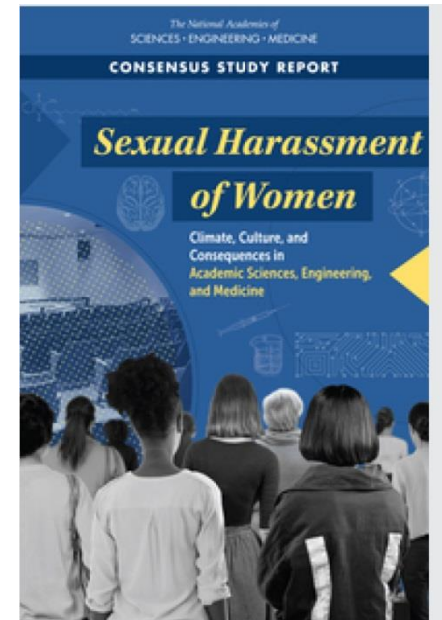
Cultural differences in expressing this conference topic



FRANCE



ITALY



USA





Unison, the public service union, UK

Conclusion

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

