



Sustainable Transport & Mobility Research and Climate Change Challenge

8-12 December 2008, Bron, France

Gender Equality in FEHRL member

December 10th, TT 2 Gender Equality

Anne Beeldens, Belgian Road Research Centre – FEHRL member



Find the woman!

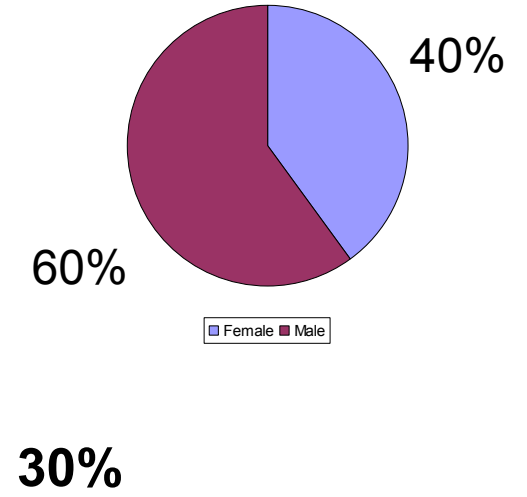
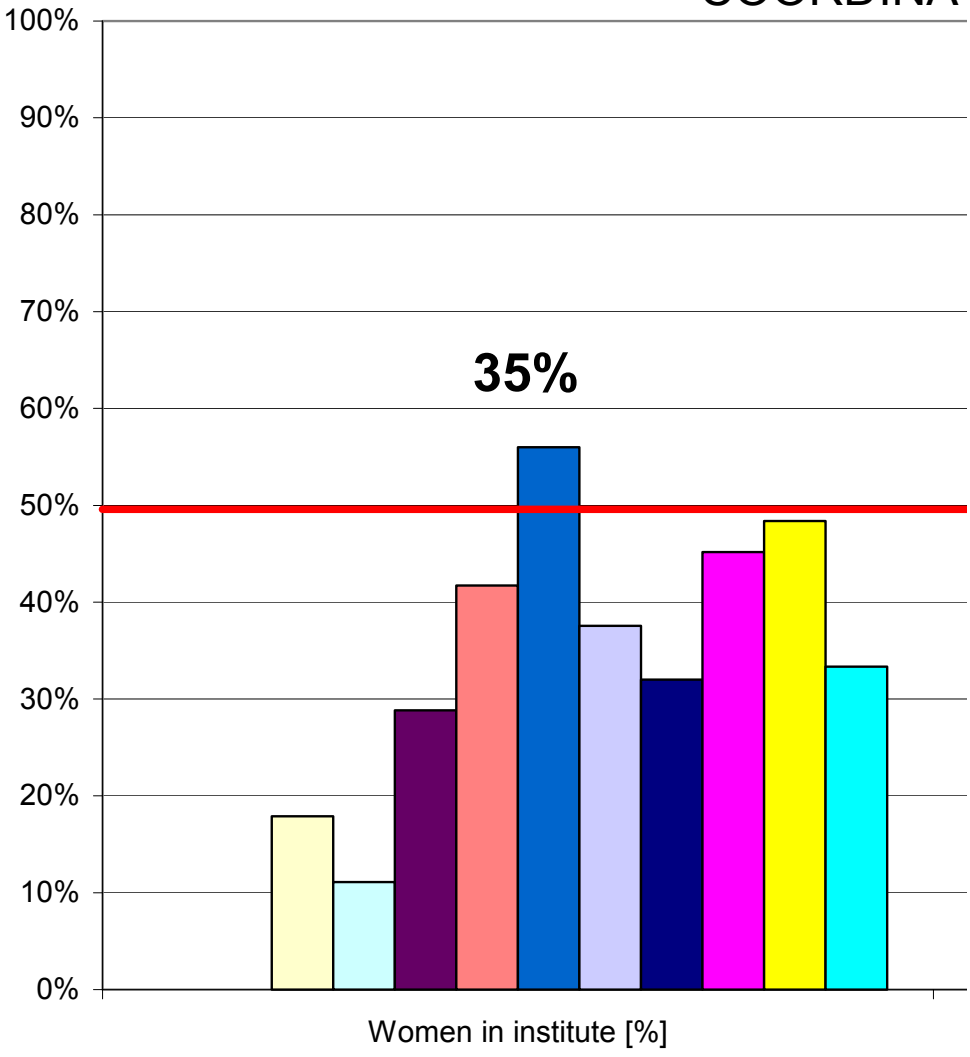
BUT it was the woman in charge...



Women in FEHRL institutes



FEHRL RESEARCH COORDINATORS

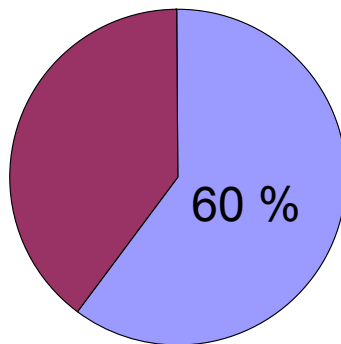


How to attract women to the job?



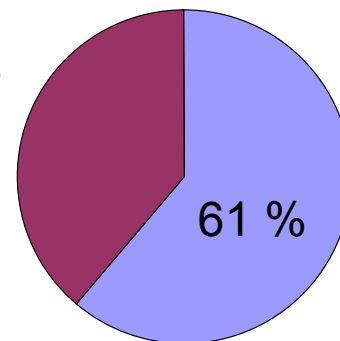
- No special treatment: capacities are main issue
- Make subject interesting – make subject known
 - Year competition
 - CERTAIN
 - ...integration – networking – dissemination
 - More efficient incorporation of partners in the future European research by organizing training courses for research project managers

2007



female male

2008



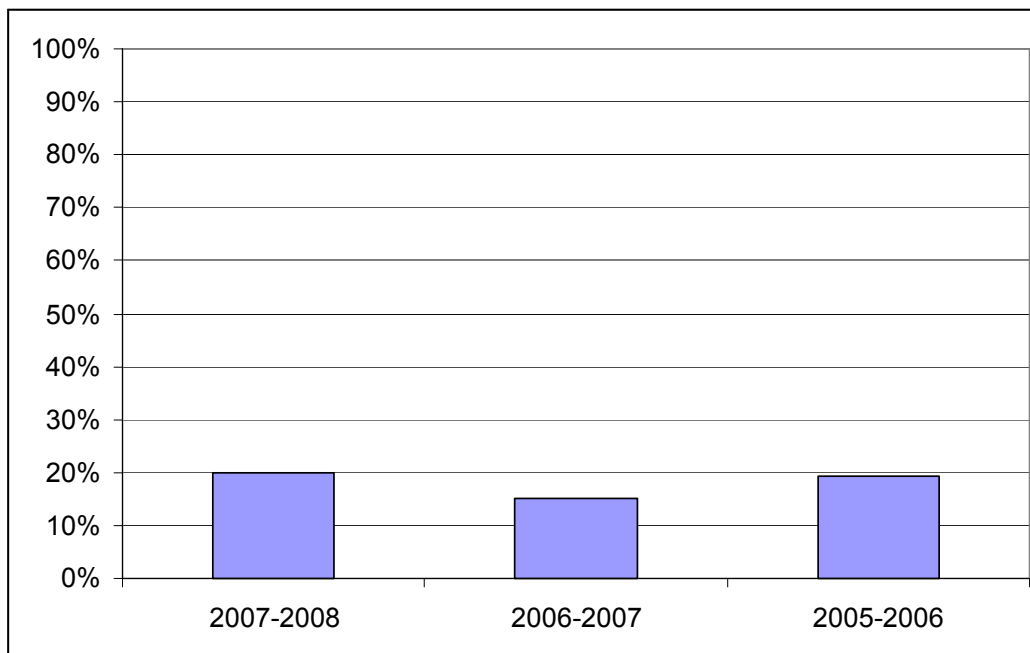
Female Male

How to attract women to the job?



- No special treatment: capacities are main issue
- Make subject interesting
- Make study attractive for female students!

Amount of female students in master year of civil engineer at the
Catholic University of Leuven



How to attract women to the job?



- No special treatment: capacities are main issue
- Make subject interesting
- Make study attractive
- Make job attractive
 - Responsibility
 - Combination with family
 - BUT Social pressure on construction works to avoid congestion
 - More works during weekend
 - More night work
 - More irregular hours
- Without policy – goal will be hard to reach
- Role models – what model do we want?

What satisfaction can be obtained?



On the job

At home

