

# **Activities related to gender issues for the railway research domain**

**Marina Fracchia**

**Railway research scientific responsible**

**NITEL – Italian Interuniversity  
Consortium for Transport & Logistics**

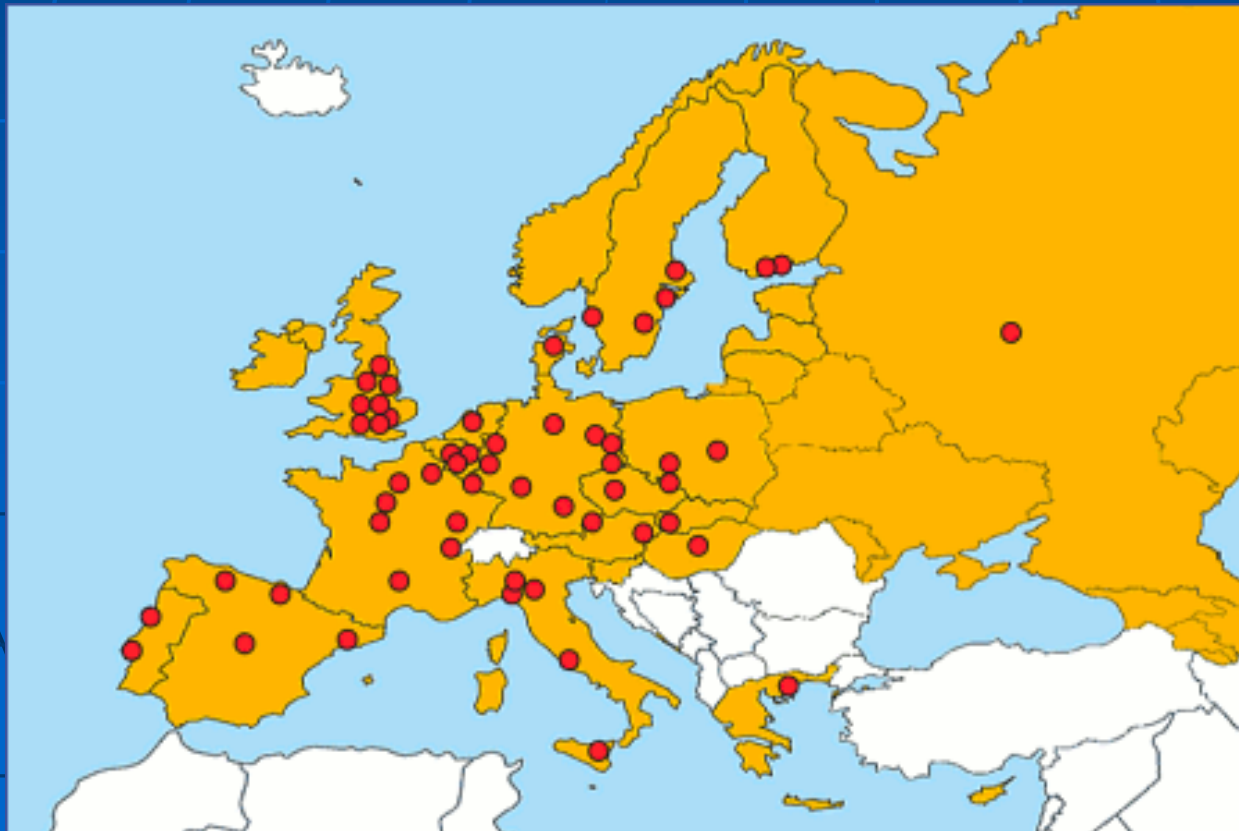
# European Railway Research

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**EURNEX involves the Rail Research Excellencies in Europe**

**63 universities and research centers from 18 EU member states and Russia**

**More than 600 researchers**



**EURNEX**



# EURNEX Objectives

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- ❑ To integrate the Excellences of the fragmented European rail research landscape
- ❑ To provide coherent and integrated knowledge and innovation services from universities and research centres to operators and supply industry
- ❑ To contribute to improved competitiveness and economic stability of the railway sector & industry
- ❑ To promote the presence of female researchers inside the network

# Gender Action Plans in priority 6



EUROPEAN COMMISSION  
RESEARCH DIRECTORATE-GENERAL

Directorate C - Science and society  
Women and science

## GENDER ACTION PLANS A COMPENDIUM OF GOOD PRACTICES

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# Analysis of Gender actions

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<b>Project Title</b>	<b>Acronym</b>	<b>Instrument</b>
<i>Marine biodiversity and ecosystem functioning</i>	<i>MARBEF</i>	<i>Network of Excellence</i>
<i>Implementation of high-throughput genomic approaches to investigate the functioning of marine ecosystems</i>	<i>Marine Genomics Europe</i>	<i>Network of Excellence</i>
<i>Assessment of the European terrestrial carbon balance</i>	<i>CarboEurope</i>	<i>Integrated Project</i>
<i>European rail research network of excellence</i>	<i>Eurnex</i>	<i>Network of Excellence</i>

# Action Summary

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<b>ACTIONS</b>	<b>Projects</b>
<i>Internal Gender Watch System</i>	<i>MARBEF, <b>EURNEX</b></i>
<i>Work/Life Balance Travel Grants</i>	<i>Marine Genomics Europe</i>
<i>Mentoring</i>	<i>Marine Genomics Europe <b>EURNEX</b></i>
<i>Gender Education for Men and Women Scientists</i>	<i>Marine Genomics Europe</i>
<i>Facilitated recruitment of female researchers</i>	<i>CarboEurope, <b>EURNEX</b></i>
<i>Networking</i>	<i>CarboEurope, <b>EURNEX</b></i>

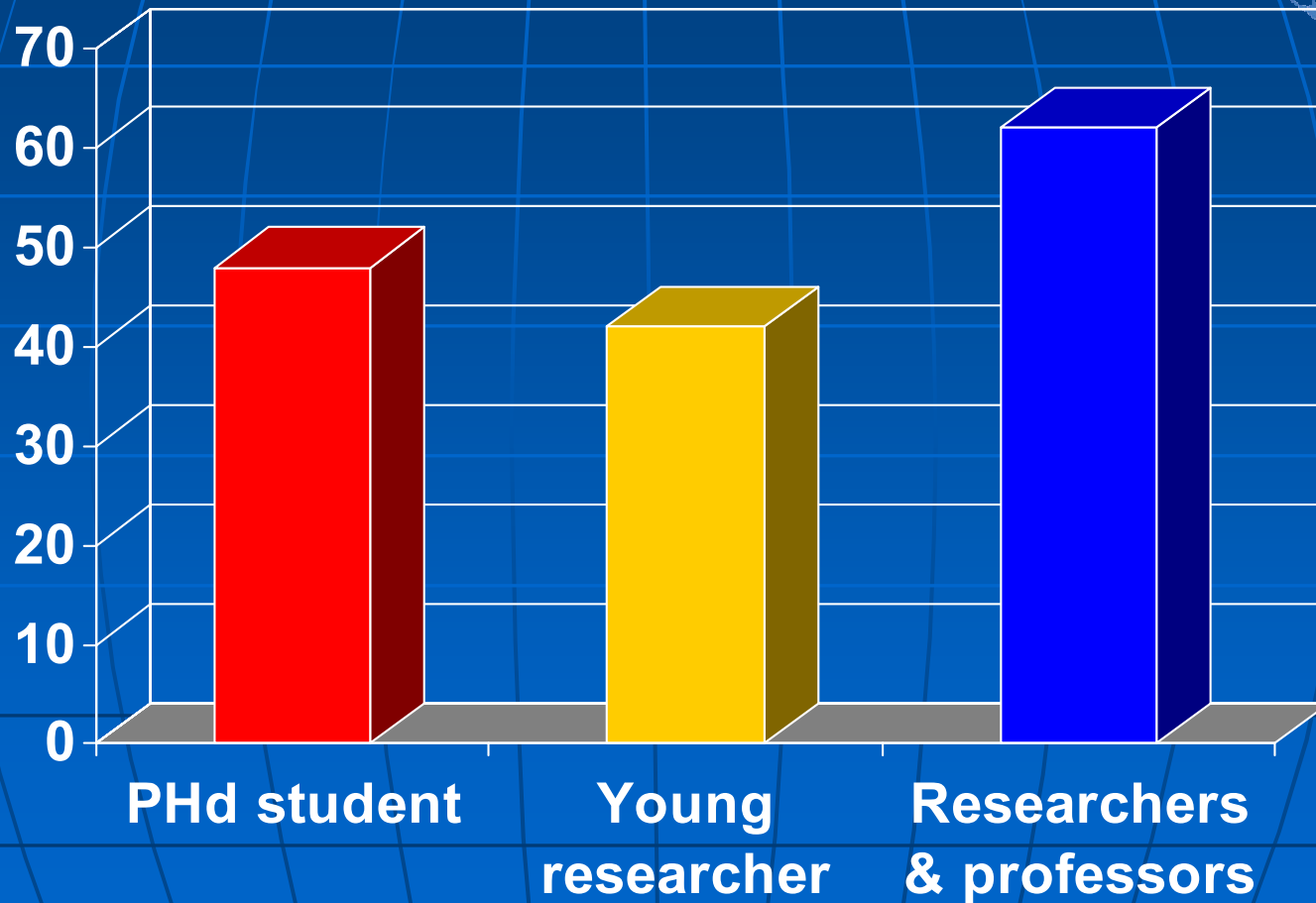
# Mapping the presence of female researchers Inside EURNEX

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Type of Position	N° of Women	N° of Men	Total	% Women	% Men
Scientific manager (Executive Committee + Council)	2	8	10	20	80
Scientific team leader / work package manager	3	15	18	16	84
Experienced researcher (> 4 years)	62	572	724	14	86
Early researcher (<= 4 years)	42				
PhD students	48				

# Female researcher status

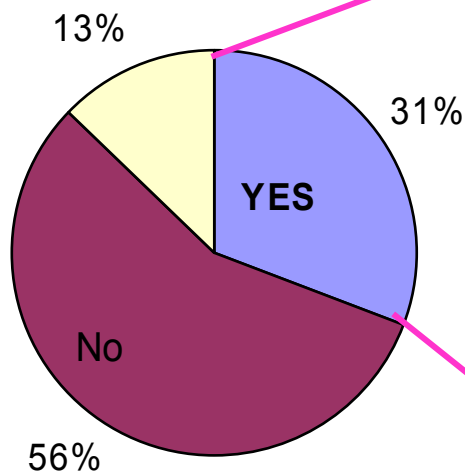
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# Female researcher status

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## PROBLEMS RELATED TO WORK /FAMILY BALANCE



QUESTION	%
HAVE YOU EVER ENCOUNTERED THE FOLLOWING TYPES OF PROBLEMS?	
PART TIME WORKING OPPORTUNITIES DENIED	13
FLEXIBLE TIME DENIED	29
EXCLUSION FROM MEETINGS OR CONFERENCES (START TIME SET TOO EARLY...)	29
EXCLUSION FROM IMPORTANT RESEARCH ACTIVITIES (TIMES AND LOCATION NOT FIT...)	17
OTHERS	12

# Support Request

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	YES %	NO %	Not answ.%
<i>Special Workshops For Female Researchers</i>	40	55	5
<i>Special Newsletters And Info Systems</i>	55	35	10
<i>Support For Research Job Opportunities</i>	75	20	5
<i>Mentor/ Trainee Programme</i>	86	10	4

# Mentor/Trainee Programme

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## Objectives

The MENTOR/TRAINEE programme aims at providing young female researchers within EURNEX an extra opportunity to find their own way in the railway research world, offering the possibility to establish a mentor/trainee relationship with experienced researchers (more than 4 years of research after PhD degree) from the sector.

The Mentor programme specific goal is **to improve the opportunity to build a career in such area, providing an instrument dedicated to young female researchers to:**

- improve the opportunity to meet experienced researchers / professionals on a particular research subject;
- stimulate and support the internationalisation of research activities;
- support enhanced visibility of research results.

# Mentor/Trainee Programme

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## Who can apply?

The EURNEX Mentor programme for female researchers is open to any female applicant, though the profile of the applicant best fitting with the programme purposes is summarised by the following features:

*she owns a master degree,*

and,

- *she has started or is going to start a PhD course, or,*
- *she's having a research stage or temporary employment, or,*
- *she's got a PhD in the past 2 years*
- *she's willing to submit a paper on her studies for publication on international scientific magazines or congresses,*
- *she's willing to build her career in research,*

## Who are the Mentors?

Mentors are volunteers recruited among the experienced researchers belonging to EURNEX members.

# Mentor Trainee Programme

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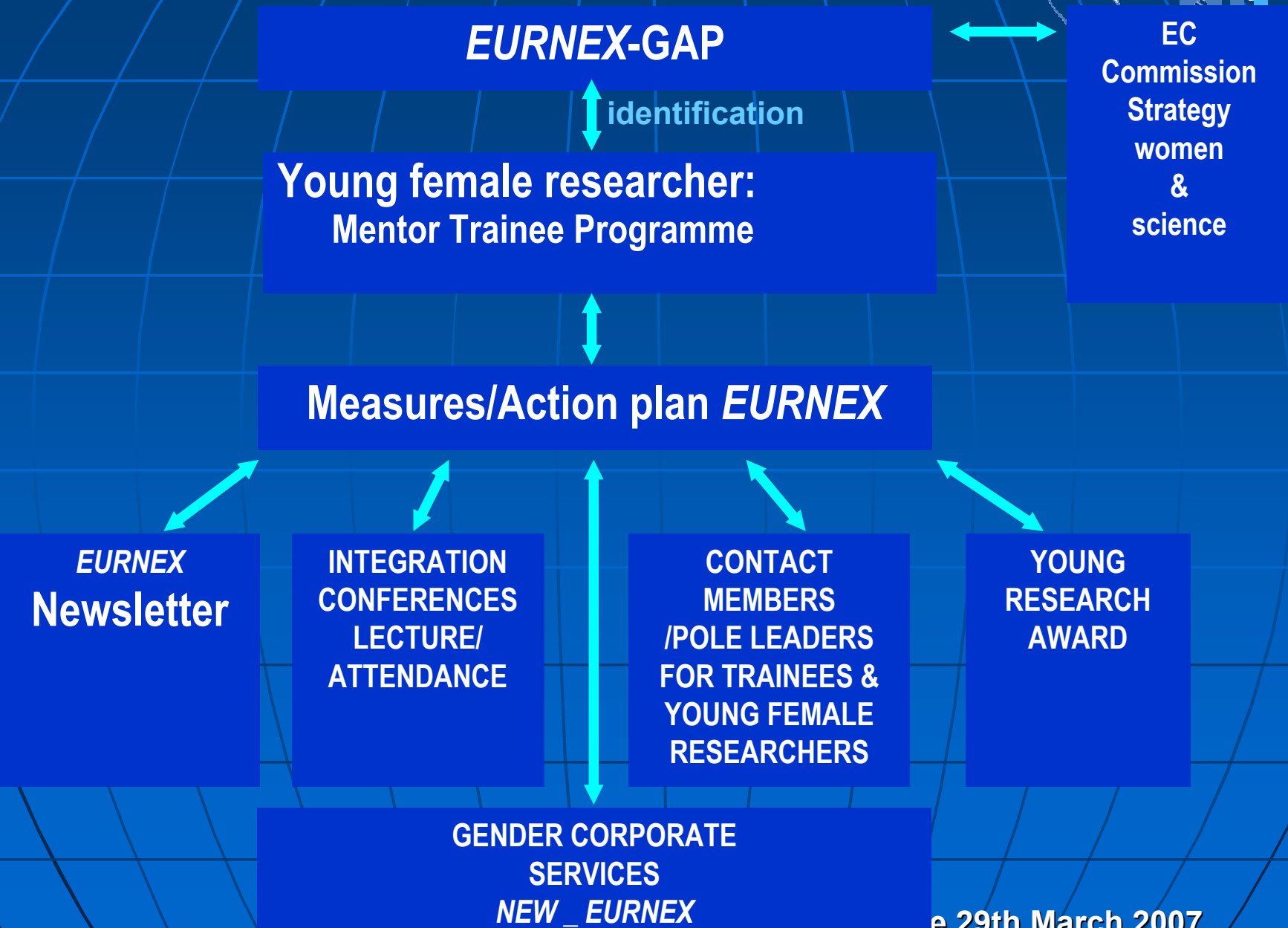
## CONTENT

- ❑ *The participation to the EURNEX Conferences and Innotrans fairs for the Trainees*
- ❑ *The visit of the Trainee to the institute where the Mentor works (one day visit and/or one “collaborative” visit one week long).*
- ❑ *The participation of the Trainee to a meeting of the pole of Excellence associated to the Research Programme defined by the Mentor and Trainee.*
- ❑ *The publication of a paper in a scientific journal or for an international conference, Eurnex acting as affiliate.*

# 2007 Gender actions in EURNEX

- ❑ To map the presence of women in Europe in the railway industry and railway research field
- ❑ To support the mentor/trainee programme through existing instruments and through EURAIL
- ❑ To define the EURNEX Internal Gender Policy for participation of members to new projects as a benchmark in the view of further extension
- ❑ To participate in the European Platform of Women Scientists in order to contribute to the gender policy at the EU level
- ❑ To support the inclusion of female researchers in the Lists of Evaluators for European research projects

# Gender Issues in Business plan



# Railway Research Gender Corporate Service

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Gender Corporate Service

Coordinating  
Action

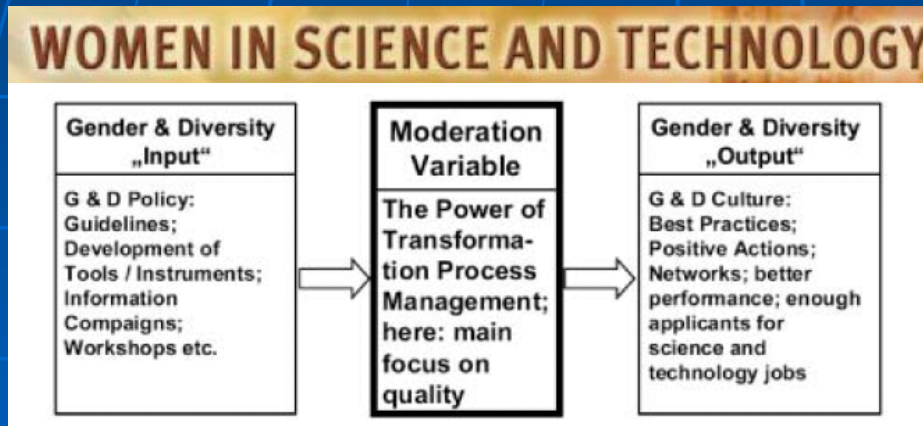
Job  
opportunities /  
Mobility

Mentor /  
Trainee  
Programme

Gender Policy  
implementation  
for EU Project

# Job opportunity

- To speed up the process of gender balance in the railway research field the starting points are:



- To promote the presence of female researchers in new and transversal research fields
- To remove obstacles related to the work/ family and career opportunities

# Research items

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**New  
research  
topics  
particularly  
interesting  
for female  
researchers**

# Intelligent Mobility

## Gender equality & transport policy

The SWEDEN Public Transportation report notes gender equality in the section on goal formulations.

It sees the goal of gender equality as part of a basic societal goal.

As a shared good, public transport should fulfill the needs of as many members of the population as possible

In relation to this, women are under-represented in the planning and decision-making processes within public transport.

Since women are a majority of users, women need equal representation in order to incorporate 'women's values' into public transport facilities

The vision for the future notes that more women should work within public transport, and public transport should contribute to more growth, equality, gender equality, and justice.

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***Thank you  
for your attention!***

**Marina Fracchia**

**NITEL scientific responsible**

**Mail: [fracchia@nitel.it](mailto:fracchia@nitel.it)**

**Phone: +39010 3532741**



**[www.nitel.it](http://www.nitel.it)**

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