Discussions by continent: Europe

A one-hour discussion concerning Europe took place on November 8th, as a session in parallel with sessions regarding the other continents divided in three groups (Africa, America, Asia and Oceania).

The panel was chaired by Colette Guillopé (LAMA - UMR CNRS, France). About 30 representatives from 12 countries (Albania, Belgium, France, Germany, Italy, Moldova, Montenegro, Netherlands, Romania, Spain, Turkey, United Kingdom) and all disciplines (Computer Science, Data Science, Mathematics, Biology, Astronomy, Physics, Theoretical Physics, History of Sciences, Gender) participated at the *Conference on Global Approach to the Gender Gap in Mathematics, Computing and Natural Sciences*. C. Guillopé presented an abstract of the European data for each tasks of the project given in the preliminary report.

It was mentioned that in Astronomy and Mathematics, the countries which have the highest relative proportions of women authors are located in Europe. Germany and France have a significant scientific weight in both disciplines, in particular in Astronomy and Astrophysics. Countries in East and South-Eastern Europe are also relatively strong in terms of women's presence. Particularly notable are Italy, Turkey, Romania, as well as Balkan countries like Bulgaria, Serbia and Croatia. It was noted by the representative from Netherlands that her country has the smallest number of women professors in the world. It was also noted that in the Gender Gap project, Turkey is counted in Asia (not in Europe).

Women in Europe were less likely than men to indicate that their doctoral program treated everyone fairly. Largest differences were reported in Eastern Europe.

Only around 25% of women consider that their employer treats everyone fairly. A discussion about the salary differences between men and women occurred. It was mentioned that even when as in the Netherlands the salary is gender-neutral, you have to negotiate. The principal cause of wage-gap might be the fact that men's careers go faster and, as consequence, men have higher salaries. The representatives from Italy confirmed that it is the situation in their country.

More respondents in Northern Europe agreed that their co-workers were respectful of everyone than in other regions. In Eastern and Southern Europe, men were significantly more likely than women to agree that their co-workers were respectful of everyone.

Women were less likely than men to serve on important committees in Eastern Europe.

More than 20% of female respondents in Europe indicated that they personally encountered sexual harassment at school or work, the highest percentage of 36% being met in Northern Europe. A discussion occurred on this subject. Some people do not even recognize that they might have been sexually harassed or having experienced sexist behaviors from teachers or from students. Moreover the definitions of these behaviors could depend a lot on the culture of each country.

The publication patterns about single-authored research by women in Mathematics and Astrophysics compared to the mean-value of 10 % were presented on a map normalized with respect to the global population of each country. Largest normalized proportion in Mathematics was observed in Slovenia, Luxembourg and Austria. Largest positive deviations from the mean were observed in Romania, Bulgaria, Italy and Finland (where there are 20 to 25% women).

Numbers of European contributions to the Good Practices database were given: five in the Eastern European group (Czech Republic, Poland, Ukraine, Hungary, Bulgaria); 21 in the Western European group (France, Spain, United Kingdom, Germany, Netherlands, Italy, Serbia, Switzerland, Denmark, Ireland, Belgium, Austria, Sweden, Estonia, Finland, Norway, Portugal, Macedonia). Plus one concerning the whole Europe, three worldwide, and 10 from scientific

bodies. A discussion between evaluation and impact of good practice occurred. It was explained that the evaluation is the process of measuring the impact. All participants were encouraged to contribute to develop the database.

(Notes taken by Galina Rusu)