EURO-MEDITERRANEAN RESEARCH COOPERATION ON GENDER AND SCIENCE

NATIONAL SEMINARS ON GENDER AND SCIENCE

PROCEEDINGS

SHEMERA partners
EURO-MEDITERRANEAN RESEARCH COOPERATION ON GENDER AND SCIENCE

NATIONAL SEMINARS ON GENDER AND SCIENCE

PROCEEDINGS

SHEMERA CONSORTIUM

Coordinator
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Manuscript completed in June 2014
INTRODUCTION

Mine G. Tan
Gulsun Saglamer

In the framework of the SHEMERA project, national workshops on gender and science were organised within the tasks of WP6 – Networking: activities to enhance awareness and policy debate. The aim of these workshops was to present the main findings of the project at the national level and debate the policy recommendations.

BAY-KKI and ITU were in charge of the preparation of the Guidelines (Annex I) on how to organize a SHEMERA workshop and distributing it among the MPCs (01.01.2012). In the 2nd Project Meeting (Barcelona, 16-19 November 2011) it was agreed that each partner would have to see which is the best duration of the seminar for their country (1 or 2 days). In line with the decisions taken in the 3rd Project Meeting it was also decided that BAY-KKI and ITU prepare a list of international policies on women in science and send it to the partners (17.12.2013). The proceedings and the reports of national seminars were compiled (17.03.2014 – 24.05.2014) and the common conclusions from these workshops were elaborated and discussed at the 4th project meeting and Euro-Mediterranean Workshop in Naples on May 29-30, 2014.

In total, eight national workshops were organised, one in each MPC: Algeria, Egypt, Jordan, Lebanon, Morocco, Palestine, Syrian Arab Republic and Tunisia. In each MPC, the SHEMERA partner was in charge of the organisation of the workshop with the support of the national task force, as well as the collaboration of two European partners: BAY-KKI (partner 3) and ITU (partner 5). BAY-KKI and ITU representatives participated in Morocco (BAY-KKI+ITU), Jordan (ITU) and Tunisia (ITU) workshops.

National workshops were held between March 13, 2013 (Palestine) and May 24, 2014 (Tunisia). They were addressed to institutional policy/decision makers in the field of RTD policies and representatives of the scientific community and RTD organisations and students. Speakers included gender experts, ministry and university delegates.

The workshops focused on the presentation of the results of WP3, WP4 and WP5 and the debate of the policy recommendations for enhancing progress towards gender equality in science at the national level.

The discussions and the ensuing policy recommendations of the national workshops were important in showing that despite the great cultural and structural differences between the MPCs and the European countries there are also serious similarities in the participation of women in science. International efforts towards gender equity in research institutions still constitute an unfinished process in the evolving contexts of both sides and individual countries are in a position to learn from the experiences of one another.

The main problems stressed in the national workshops concerned the statistics, institutional mechanisms, employment policies and practices, and cultural bias.
The policy recommendations\footnote{According to the suggestion made in the 4th Project Meeting the above outline regarding policy recommendations follows the EC report on structural change: European Commission 2012, \textit{Structural Change in Research Institutions: Enhancing Excellence, Gender Equality and Efficiency in Research and Innovation}, Office for Official Publications of the European Communities, Luxembourg.} concerning the problem areas were addressed to a multiplicity of actors at several levels:

At the state level:

- Legislation i.e. reinforcing statistics pertaining to scientific research to be gender-sensitive and preparing a scientific research database that considers gender; prioritising efforts to achieve gender mainstreaming and gender budgeting in education, science and industry; setting up ‘surveillance system’s with specific indicators; developing effective communication/media strategies to improve the image of women in education and society
- Organizational structures on gender and science at the highest possible governmental level, i.e. national observatories, gender units at regional academies of the ministry of education
- Strengthening women’s economic enablement as well as their participation in the labor market through reviewing economic legislation, especially the social security law and the labor law

At the level of gatekeepers of scientific excellence:

- Gender in research, i.e. funding of specific programmes on women and gender
- Transparency and gender sensitive evaluation in recruitment, promotions and recognition
- Mentoring programs to motivate and encourage women to stand for positions of responsibility
- Networks of women scientists as well as mix

At the level of universities and scientific institutions:

- Integration of gender dimension into the university curricula
- Equality plans, i.e. gender action plans, road maps, institutional regulations,
- Gender balance in all decision making bodies, committees, etc
- Gender fair distribution of research funding, encouragement of gender research
- Work-life balance schemes, women friendly work and study environment, gender sensitive academic bodies and research centers
1. ALGERIA
Place of women in research and technological development in Algeria
National workshop
CIDDEF
Algiers: 15 May 2014
**1. Agenda**

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<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Presenter/Note</th>
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<tbody>
<tr>
<td>9:00 - 9:30</td>
<td>Welcome and registration of the participants</td>
<td>Ciddef</td>
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<tr>
<td>9h30 - 9h45</td>
<td>Presentation of the project</td>
<td>Responsible for the project</td>
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<tr>
<td>9h45 - 10h00</td>
<td>Statistical data on the presence of women in scientific and technical research: present situation</td>
<td>Marie France Grangaud Consultant</td>
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<tr>
<td>10h00 - 10h20</td>
<td>Public Policies presence of women in scientific research</td>
<td>Zahia Cherfi Consultant</td>
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<td>Literature and research on gender and science</td>
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<tr>
<td>10h20 - 10h40</td>
<td><strong>Discussion</strong></td>
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<tr>
<td>10h40 - 11h00</td>
<td>Ministry of Higher Education and Scientific Research: General Division for Scientific Research and Technological Development</td>
<td>DR. Touzi Abdelkader Head of Studies</td>
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<tr>
<td>11h00 - 11h20</td>
<td><strong>Coffee break</strong></td>
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<tr>
<td>11h20 - 11h40</td>
<td>Ministry of National Solidarity, Family and the Status of Women: presentation of the national policy on gender</td>
<td>Nawel Benghafour Deputy Head</td>
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<tr>
<td>11h40 - 12h30</td>
<td><strong>Discussion</strong></td>
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<tr>
<td>12h30 - 14h00</td>
<td><strong>Lunch</strong></td>
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<tr>
<td>14h00 - 14h15</td>
<td>Involvement of women in scientific and technological research: the example of research centers</td>
<td>Yamina Rahou : chercheur au CRASC Oran</td>
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<tr>
<td>14h15 - 14h30</td>
<td>Would the difference between the brain of men and women be sociological?</td>
<td>Hammache El kaina : researcher at CREAD</td>
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<tr>
<td>14h30 - 15h30</td>
<td><strong>Discussion</strong></td>
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<tr>
<td>15h30 - 16h15</td>
<td><strong>Wrap up and recommendations</strong></td>
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<tr>
<td>16h15</td>
<td><strong>End of the workshop</strong></td>
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## 2. Attendance list

<table>
<thead>
<tr>
<th>Last name and first name</th>
<th>Institution</th>
<th>Occupation</th>
<th>Tel/Fax</th>
<th>Email</th>
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<tr>
<td><strong>Ministry Representatives</strong></td>
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<tr>
<td>1 Benghafour Nawel</td>
<td>Ministry of Solidarity</td>
<td>Director for women's social and economic integration</td>
<td><a href="mailto:nawel.benga4fou4@yahoo.fr">nawel.benga4fou4@yahoo.fr</a></td>
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<tr>
<td>2 Boulaiache Wassila</td>
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<tr>
<td>3 Brahim Samira</td>
<td>People’s National Assembly</td>
<td>Member of Parliament (MP)</td>
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<tr>
<td>4 Dr Touzi Abdelkader</td>
<td>National Agency for the Promotion of Research Results</td>
<td>Head of Studies</td>
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<tr>
<td>5 Houmel Kenza</td>
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<td></td>
</tr>
<tr>
<td>6 Mrs Haddadi Samia</td>
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<tr>
<td><strong>Lecturers and Researchers</strong></td>
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<tr>
<td>7 Khammar Farida</td>
<td>University of sciences and technologies Houari Boumediene</td>
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</tr>
<tr>
<td>8 Halouane Fatma</td>
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</tr>
<tr>
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<td>021247905 / 0771566483</td>
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<tr>
<td><strong>Lecturers and Researchers</strong></td>
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<tr>
<td>10 Amrouche Lynda</td>
<td>National College of Marine Sciences and Coastal Development</td>
<td>Lecturer Researcher</td>
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<tr>
<td>11 Arous Zoubir</td>
<td>Research Centre for Applied Economics for Development.</td>
<td>Researcher</td>
<td>540285047</td>
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</tr>
<tr>
<td>12 Bali F</td>
<td>University of Sciences and Technologies Houari Boumediene</td>
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</tr>
<tr>
<td>13 Boumghar Linda</td>
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<td>Head of laboratory</td>
<td>077175434/0560465614</td>
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<tr>
<td>No.</td>
<td>Name</td>
<td>Affiliation</td>
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<tr>
<td>16</td>
<td>Guedjali Assia</td>
<td>Research Centre in Applied Economics for Development</td>
<td>Researcher</td>
<td>661701255</td>
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<tr>
<td>17</td>
<td>Guedri Nawel</td>
<td>Research Centre in Applied Economics for Development</td>
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<tr>
<td>18</td>
<td>Hammache El Kaina</td>
<td>Research Centre in Applied Economics for Development</td>
<td>Researcher</td>
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<td>19</td>
<td>Hechini Mouna</td>
<td>Centre for Research in Technology for Semi Conductors</td>
<td>Researcher</td>
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<tr>
<td>20</td>
<td>Maouel Djamila</td>
<td>National College of Marine Sciences and Coastal</td>
<td>Lecturer and Researcher</td>
<td>556965867</td>
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<td>21</td>
<td>Rahou Yamina</td>
<td>National Centre for Research in Social and Cultural</td>
<td>Researcher</td>
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<td>22</td>
<td>Sali Samira</td>
<td>Centre for Research in Technology for Semi Conductors</td>
<td>Researcher</td>
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<tr>
<td>23</td>
<td>Smati Anissa</td>
<td>Faculty of law</td>
<td>Lecturer</td>
<td>770201230</td>
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<tr>
<td>24</td>
<td>Zermane Nadja</td>
<td>National Institute of Agronomy</td>
<td>Researcher</td>
<td>697241130</td>
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<td><strong>Others</strong></td>
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<td>25</td>
<td>Ait Said Rabah</td>
<td>CIDDEF</td>
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<td>26</td>
<td>Ait-Zai Nadia</td>
<td>CIDDEF</td>
<td>Chairwoman of CIDDEF and lecturer</td>
<td>661523044</td>
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<tr>
<td>27</td>
<td>Ammar Mouhoub Djemla</td>
<td>CIDDEF</td>
<td>Consultant</td>
<td>663328980</td>
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<tr>
<td>28</td>
<td>Boukalfa Mounia</td>
<td>Radio UFC</td>
<td>journalist</td>
<td>5580305255</td>
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<tr>
<td>29</td>
<td>Cherfi Zahia</td>
<td></td>
<td>Consultant and doctor</td>
<td>661411111</td>
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<tr>
<td>30</td>
<td>Grangaud Marie France</td>
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<td>Consultant</td>
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<td>31</td>
<td>Ladouani Meriem</td>
<td>Radio UFC</td>
<td>journalist</td>
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<tr>
<td>32</td>
<td>Ouibrahim Faiza</td>
<td>CIDDEF</td>
<td>Project Manager</td>
<td>667814155</td>
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</tbody>
</table>
3 - Synthesis

The WP6 workshop was organized for one day by CIDDEF in Algiers on May 15th, 2014. 32 participants attended the proceedings. The audience was composed of representatives of top institutional, academic and scientific research, of the institution responsible for national solidarity, family and the status of women, of experts in science education, parliamentarians, and media.

The first part of the morning was devoted to the presentation of SHEMERA project, through the results of WP3, WP4 and WP5.

The second part was devoted to interventions by institutional representatives: Director of Studies at the General Division for Scientific Research and Technological Development under the Ministry of Higher Education and Scientific Research, who focused on the role of women in scientific research: a statistical report on the number of women in the field of scientific research and higher education sector has been exposed, along with an overview of statistics on women holding positions of responsibility and international publications and patents by gender.

The deputy director for social and economic integration of women at the Ministry of National Solidarity, Family and the Status of Women has presented the works and programs carried out by the ministry on the issue of employment of women and women's rights.

The third part was open to researchers' presentations, two presentations were made: The first dealt with the involvement of women in scientific and technological research with an example of some centers. To achieve this communication, the researcher from CRASC Oran (Mrs. Rahu) studied some research centers to determine the proportion of women and the positions they occupy. The conclusion of the researcher was the difficulty in obtaining reliable data on the presence of women in the field of scientific research.

The second paper focused on the difference in skills in science between M / F; is it biological / sociological? Through this presentation, the CREAD researcher (Mrs. Hammache) tried to show that women are not that present in the field of scientific research because of the education and the role assigned by society and not because of its cerebral disability.

4 - Highlights of the day

- The presence of main officials from ministries, representatives of institutions of scientific and technological research, researchers, academics and experts.
- Representation of the pulpit recently created dedicated and to "Women in Science and Technology" headed and represented by a teacher-researcher of masterful rank.
- The quality of participants by the structures they represent and their qualifications.
- The participation of a large number of women researchers and teachers-researchers
- The interest in the subject developed
- Active and friendly participation
- Sensitivity to organize the availability and consistency of statistical data.
- The realistic visualization of the position of women in science, through statistical data.
- The awareness of the magnitude of the issue, its complexity and the multitude of projects to be undertaken.

5. Weaknesses / Obstacles raised during discussions

- Termination of the Ministry of Statistics and Prospective reducing collection capabilities and integration of sector statistic data
- Insufficient and irregular publication, and non-updated statistical data on the sites of research institutions.
- Large number of women in different sectors including the Ministry of Higher Education and Scientific Research, not consistent with the reduced number of women in decision-making positions.
- Refusal by women of decision-making positions
- Place of the "mindsets" in the evolution of the issue of "gender and science"

6. Proposals / Recommendations

In terms of statistic data
- Develop a framework to standardize statistical data.
- Make available data collections periodically.
- Refresh data and organize databases, and identify strategies
- Capitalize data seminar, prioritize them

On the promotion of the "Gender and Science" theme in the research sector
- Create an observatory of "Women in Science" (transversal action)
- Promote the theme "Science and Gender" by creating a larger number of chairs
- Create chairs on gender (in the generic sense)
- Initiate a National Research Program (NRP) for gender
- Expand research on "Gender and Science" for scientific and technological branch researchers (concentrated within social sciences).
- Become more involved in the field.
- Disseminate and popularize the concept of gender
- Raise awareness among younger generations.

On networking and cross-cutting work
- Establish and build a link between the disciplines of social / human sciences and science and technology disciplines on "gender and science".
- Create a network of researchers dedicated to "gender and science"
- Initiate the network by creating it from the participants at the workshop, to launch it.
- Get it animated by CIDDEF as a provider to boost it until it is appropriated by the researchers.
- The representative of the General Division for Research proposes to make CIDDEF as a center for scientific and technical research and propose to support through funding.
- Establish a forum for exchange

On behavioural change
- Operate ruptures to decrease the weight of the "mindsets".
- Involve media and family
- Improve the image of women and girls in textbooks.
Others:
- Create a Ministry of Statistics
- Involve the parliament
- Involve the CNES
2. EGYPT
Alexandria University (AU), Egypt, successfully held the SHEMERA national workshop on 22nd January, 2014. The objective of the workshop was to present the main results of the project and to discuss the recommendations at national level by involving key participants actively in policy debate and enhancing their commitment to gender equality in science.

The workshop was well attended, and participation in planery sessions was very interactive. The participants involved high-level representatives from different academic and non-academic organizations and institutions, NGOs, Ministries, gender activists with academics and students as well as top representatives of gender-sensitive scientific associations and reflect as far as possible social plurality and a balanced gender composition. Members of the national task force also attended the workshop.

Speakers included; gender experts, ministry and university delegates. Presentations were delivered related to results of the SHEMERA project, case studies and good examples presented by keynote speakers and discussion. Paper documents about SHEMERA project were given to the attendees.

At the beginning, Prof. Dr. Ibrahim Kharboush, Dean of the High Institute of Public Health, Alexandria University welcomed the attendees and discussed the importance of gender research and activities in the university.

This was followed by a welcome note by Prof. Dr. Bahia Shaheen, Professor at Alexandria University & Principle Investigator of the AU SHEMERA project who shed light on the objectives and importance of SHEMERA project. Prof. Shaheen correlated the university's goals together with SHEMERA project's goals concerning the advancement of Women in Science which was marked by the disseminating and networking activities. She emphasized the fact that SHEMAERA project considered the first initiative for gender-based research conducted by the university aiming to promote the Gender Equality in Science.

Prof. Dr. Seddik Abdel Salam, the keynote speaker, Prof. Dr. Seddik Abdel Salam, Vice-president for Graduate Studies and Research, Alexandria University addressed the potential role of the university to fill the gap between the academia and the civil society.
Prof. Abdel Salam highlighted the gender equality dimensions in the higher education system influencing both students and academic staff members. Men and women are equally recruited and paid in all levels in Alexandria University. He shared lessons and good examples on preventing discrimination regarding recruitment of female academic staff for example in the faculty of medicine.

The keynote speech was followed by a presentation delivered by Prof. Dr. Bahia Shaheen who summarized SHEMEERA project's activities and main outcomes. Based on the statistics in the fact sheet of Egypt resulted in SHEMEERA work package WP3, Prof. Shaheen addressed the findings of horizontal segregation in scientific fields in relation to the gender-based statistics related to staff members, researchers and students in higher education. In addition, she discussed the laws, polices and rules concerning women status in higher education in Egypt. This key talk led to important discussions about the nature of barriers to women in higher education and science.

This presentation was preceded with a bilateral talk by Dr. Sara Hanafy and Ms. Marwa Amin, Research team of AU SHEMEERA project, who introduced main reflections from SHEMEERA project regarding challenges and opportunities on the issue of women and science. Lessons on gender and science in Egypt were shared from work done in SHEMEERA work packages WP4 and WP5 as well.

The presentations and discussions were very interesting and broaden the dimensions of the status of women in scientific working environment. Prof. Dr. Soraya Sharaf, Professor, National Liver Institute- Menufia University gave presentation on women status in Higher Education. Dr. Huda El- Manawy, Head of women clubs in the Ministry of Youth and Sports, Alexandria zone addressed the role of Ministry of Youth in raising awareness about women and science. Delegates from Central Agency for Organization and Administration examined the provisions supporting working women in Egyptian Labor and Social Insurance Laws.

The diversity of the conference's participants would enrich the discussions and give constructive feedback. Participants discussed ideas for the encouragement of young women in scientific researches. They also mentioned that there are programs for gender equity in all ministries, particularly in Ministry of Education. This session shed light on the root cause of the gendered nature of the educational outcome. Delegates from lawyers discussed the limitations in women’s rights in Egypt and different aspects of gender equality in Egyptian legislations. The SHEMEERA project's Task force members gave feedback on the task force meetings conducted throughout the project.
The last wrap-up session contextualized much of the findings made in the previous sessions. There was an overall agreement that the goal here is not only to encourage women to do scientific research & design new technology but also to shift science & technology to be more people–centered. There is a need to priorities efforts in order to achieve the greatest women's dialogues concerning the policies to be drawn for gender mainstreaming. The workshop met its main goal of providing a thorough intellectual understanding of the issue of science and education in their articulation with gender, social, economic, and political structures.

The main recommendations taken were; (1) the necessity of a roadmap which supports the objectives of the gender equality in different science fields agenda. It builds on the Framework Strategy for equality between women and men, (2) the provision of guidelines to improve gender equality mainstreaming in education and science and to reinforce the role of women in the science, both on the academic or non-academic levels, and (3) Understanding the context in which women pursue their careers in higher education is also vital for sound recommendations. This will actually call for a more organized action taken for data to be collected from women in higher education positions. In my discipline when we like to monitor the health in a population we set up a ‘surveillance system’ with specific indicators. This concept can be used to watch how organizations are progressing to become what I call ‘women friendly organizations’ that take into consideration the dual role of women as mothers and scientists.
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<th>Time</th>
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<tr>
<td>1.00 – 2:00</td>
<td>Registration and welcome</td>
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<tr>
<td>2:00 – 2:15</td>
<td>Welcome note</td>
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<tr>
<td></td>
<td><strong>Prof. Dr. Ibrahim Kharboush</strong>&lt;br&gt;Dean, High Institute of Public Health, Alexandria University</td>
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<tr>
<td></td>
<td><strong>Prof. Dr. Bahia Shaheen</strong>&lt;br&gt;Professor, Alexandria University &amp; Principle Investigator, AU SHEMERA project</td>
</tr>
<tr>
<td>2:15 – 3:00</td>
<td>Keynote speaker</td>
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<td></td>
<td><strong>Prof. Dr. Seddik Abdel Salam</strong>&lt;br&gt;Vice-president for Graduate Studies and Research, Alexandria University</td>
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<tr>
<td>3:00 – 3:15</td>
<td>Presenting SHEMERA project and main outcomes</td>
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<td><strong>Prof. Dr. Bahia Shaheen</strong>&lt;br&gt;Professor, Alexandria University &amp; Principle Investigator, AU SHEMERA project</td>
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<td>3:15 – 3:30</td>
<td>Challenges and opportunities regarding women and science: Reflections from SHEMERA project</td>
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<td><strong>Dr. Sara Hanafy &amp; Ms. Marwa Amin</strong>&lt;br&gt;Research team, AU SHEMERA project</td>
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<td>3:30 – 4:00</td>
<td>Commentary: <strong>Prof. Dr. Ibrahim Kharboush</strong></td>
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<td>4:00 – 4:15</td>
<td>Women in Higher Education</td>
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<td><strong>Prof. Dr. Soraya Sharaf</strong>&lt;br&gt;Professor, National Liver Institute- Menufia University</td>
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<tr>
<td>4:15 – 4:45</td>
<td>Coffee break</td>
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<td>4:45 – 5:00</td>
<td>Role of Ministry of Youth in raising awareness about women and science</td>
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<td><strong>Dr. Huda El-Manawy</strong>&lt;br&gt;Head of women clubs in the Ministry of Youth and Sports, Alexandria zone</td>
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<td>5:00 – 5:15</td>
<td>Delegates from Central Agency for Organization and Administration – Present their work related to the issue</td>
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<td>5:15 – 5:45</td>
<td>Discussion</td>
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<td>5:45 – 6:00</td>
<td>Wrap up and recommendations</td>
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3. JORDAN
The Jordanian National Workshop

For the “Euro-Mediterranean research Cooperation on Gender and Science”

Wednesday May 7th, 2014

In cooperation with the Royal Scientific Society, the Center for Women’s Studies in the University of Jordan held the national workshop for the Euro-Mediterranean research Cooperation on Gender and Science from 9:30 AM till 2:00 PM on Wednesday May, 7th 2014 under the patronage of her Excellency professor Rowaida Al-Ma’aitah and with the presence and participation of elite academics and specialists in the field of scientific research, activists in the field of women’s rights and gender integration, and students from different universities and academic centers in Jordan.
This workshop is considered one crucial activity among the activities of the Euro-Mediterranean research Cooperation on Gender and Science (SHEMERA) project, which Jordan, represented by the Center for Women’s Studies in the University of Jordan and the Royal Scientific Society, executes. Working on this project started in 2009, whereas the project execution took place in 2011. The project team constituted of Dr. Mahasen Al-Jaghoub, the former Director of the Center of Women’s Studies, professor Amal Al-Kharouf from the Center of Women’s Studies and Engineer Fida’a Jibril, a researcher from the Royal Scientific Society.

The workshop sessions were launched by the Director of the Center for Women’s Studies, Dr. Abeer Dababneh, who welcomed the audience and invited them to always represent females in fields pertaining to scientific research due to the importance of women’s participation in both the humane and scientific research fields.

Following that, Engineer Fida’a Jibril, introduced the project, its vision, and its objectives, which include strengthening women, reinforcing their participation in science, revealing the reasons of inequality between genders in researches pertaining to science in the Mediterranean area, and illustrating methods of dealing with this inequality to reinforce women’s participation in scientific research. Eng. Jibril also manifested the importance of collaboration between the European Union and the Middle East in terms of scientific research, and the significance of benefiting from the experience of the different countries participating in the project. Moreover, she presented the steps of working on the project, starting with its administration, then the data collection and analysis, communication with the related parties, and ending up with presenting what has so far been achieved in the project.

Engineer Jibril ended her presentation by summarizing the main obstacles which the project’s regional working team faced in previous workshops held in European capitals, such as the insufficient knowledge of European researches, the language difference, the participation of 17 parties in the project (which makes it a hard task to control the whole work in the project), and the fact that not much attention is given to scientific research that considers gender.

Following that, professor Amal Al-Kharouf presented the indicators pertaining to women and science through introducing statistics related to women’s participation in the labor market and the percentage of women’s enrollment in the field of education and work compared to men’s enrollment in the period between 2004 and 2009, in addition to information about women’s enrollment in higher education and the academic status of women compared to that of men in terms of degrees and scientific research. In her presentation, professor Al-Kharouf also came across the insufficiency of
information related to scientific research as well as detailed information regarding the status quo of women in the labor market and education.

The presentation of doctor Mahasen Al-Jaghoub included the policies and researches pertaining to women and education which are followed to achieve equality between sexes in the field of science in general, through revealing the work plan that aims at collecting and analyzing previous policies pertaining to women in addition to related programs, legislations, and laws, a step that is followed by the preparation of a national report for each of the countries participating in the project to finally prepare a comparative report between these countries. Afterwards, Dr. Al-Jaghoub presented the types of policies that have been followed, indicating that the data collection process required communicating with all the institutions and specialized ministries, such as the High Education.

Dr. Al-Jaghoub stressed the importance of Euro-Mediterranean collaboration in the fields of women and science as well as the importance of providing a database about issues of gender and science in the participating Mediterranean countries, which would allow more collaboration in the field of Euro-Mediterranean researches in the future to achieve a continuous comprehensive development. She also stressed the importance of strengthening cooperation among academics and researchers locally and internationally.

Doctor Rowaida Al-Ma’aithah ended the first session by concluding that although women in Jordan have been distinguished in their education and have achieved first ranks in many specializations, yet the percentage of their participation in scientific research is still low. Hence, there should be a certain representation percentage “quota” for women to participate in scientific research and benefit from the scientific research fund, and women should get a funding for their researches and scientific studies. Dr. Al-Ma’aithah also presented the national priorities in submitting research projects to get support from the scientific research support fund during the first research cycle for the year 2014.

Doctor Al-Ma’aithah suggested that the national statistics should be gender-sensitive and more specialized, and should also analyzed in a number-retrieving method in order to lead to national policies that respond to reality and achieve the needed
development. Al-Ma’aitah also stressed the importance of activating qualitative centers for research and studies all over the Kingdom.

In the second session, focus groups were formed, including the participants in this workshop, who switched ideas and debated on the methods of reinforcing the production of researches pertaining to women and science, and on how to find policies that are based on research results to increase the number of women working on research and the quality of their research as well. Following the discussion that took place between the members of each group consisting of elite specialists in scientific research, the following recommendations were approved by all the participants:

1. Permanently presenting females in all fields pertaining to scientific research.
2. Reinforcing statistics pertaining to scientific research to be gender-sensitive, and preparing a scientific research database that considers gender.
3. Motivating and supporting distinguished females on different educational levels.
4. Reinforcing the obligation of teaching methods of scientific research in all academic fields.
5. Representing females when granting funds to projects of scientific research.
6. Reviewing and modifying legislations pertaining to scientific research to achieve justice from a gender perspective.
7. Realizing the importance of qualification when appointing people in high leading positions and linking qualification to research achievements, not to years of experience only.
8. Strengthening women’s economic enablement as well as their enrollment to the labor market through reviewing economic legislations, especially the social security law and the labor law to legally frame the definition of partial work, in addition to providing services that would support women’s work.
9. Finding gender-sensitive budgets in all fields and institutions.
10. Modifying the university admission policies by raising the admission percentage of outstanding female students in the fields of social and human sciences.
11. Raising the percentage allocated for supporting scientific research pertaining to women.
12. Allocating academic scholarships for outstanding females in all fields.
13. Working on allocating departments for gender integration in all institutions in addition to following up and evaluating their work.
14. Encouraging the issue of academic journals in the field of gender and women’s studies.
15. Working on supporting and developing a knowledge base for men before women and involving men in the development process.
16. Organizing an annual event to honor distinguished women in all fields.

Annex:

I) Invitation:

II) Workshop Agenda:

III) List of participants:
تحت رعاية معالي الأساتذة الدكتور رويدا المشاعر

بسر الأساتذ الدكتور إخليفة الطراونة
رئيس الجامعة الأردنية

دعوتكم للمشاركة في أعمال ورشة العمل الوطنية لمشروع التعاون الأوروبي "Euro-Mediterranean research Cooperation on Gender and Science" حول النوع الاجتماعي والعلوم، والذي يقيمه مركز دراسات المرأة في الجامعة الأردنية بالتعاون مع الجمعية العلمية الملكية. وذلك من الساعة العاشرة ونصف صباحاً وغاية الثانية ظهراً يوم الأربعاء الموافق 5/7/2014 في مكتبة الجامعة الأردنية (كاوة عمان).

للاستعلام يرجى الاتصال على هاتف: 00962 23942141

wsc.admin@ju.edu.jo
ورشة العمل الوطنية لمشروع التعاون الأورومتوسطي في مجال البحث حول النوع الاجتماعي والعلوم

**Euro-Mediterranean research Cooperation on Gender and Science**

الزمان: الساعة (09:30 - 2) يوم الاثنين الموافق 7 May 2014

المكان: مركز دراسات المرأة/ الجامعة الأردنية

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**Mediterranean research Cooperation on Gender and Science**

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*رغم الملاحظات:*
- هناك نقاط قد تحتاج إلى مراجعة.
- الرجاء التحقق من التفاصيل الحقيقية.
- الدليل على الاهتمام والجهد.”
4. LEBANON
"Women in Science: Path and Challenges"

Based on the firm belief that “the world needs science and science needs women”, the Faculty of Science at Saint Joseph University and L’Oréal Levant held on Thursday, May 8 2014 a workshop on "Women in Science: Path and Challenges» in partnership with the French Institute, the Lebanese National Council for Scientific Research and the Lebanese National Commission for UNESCO.
1. Introduction and definition of the research framework

Science is a key part of strategies to improve individuals' well-being and societies' economic and social development. Women's status in science cannot be examined apart from their status in society or their development in society. Lebanese women face, as all women across the world, various challenges that require hard and long-term efforts.

In order to promote de jure and de facto equality between women and men in all spheres of life, real-life data should be considered as a basis for any improvement project. Sex-disaggregated data related to women in labor force and in particular in scientific fields are of utmost importance, yet inexistent in Lebanon. Shemera project aims at understanding the roots of gender inequality in science in the area taking into account cultural diversities and traditions, and developing recommendations for enhancing gender equality in science in the area. To do so, a methodology focusing on statistics on women in all fields of science, sender equality policies in science, and research on gender inequalities in scientific careers was adopted.

2. Activities realized by the Task Force until the National Workshop

The Lebanese task force members participated in different activities since 2011. Most important events include:

- The first Lebanese taskforce meeting took place on February 1st, 2012 at the Faculty of sciences at Saint Joseph University. It covered a detailed presentation of Shemera project, a detailed review of the taskforce role, the planning of the national workshop.

- Bilateral meetings with the task force members covered different subjects:
  (i) Preparation of the Lebanese national workshop: discussion of the potential invited speakers, choice of the participants to the workshop (policy makers, ministries, NGO's, universities, high schools), dissemination of the invitation to the Lebanese national workshop
  (ii) Interviews in order to collect and classify gender equality policies in science and education
  (iii) Interviews in order to collect and analyze the national literature related to gender issues in science and education

- Participation to the project « Voix de femmes: Mosaïque de paroles »: the event took place on March 11th and 12th, 2014 at Collège Protestant Français in order to celebrate the International day of women. Shemera team members presented the project and the main results to high school students, principals and teachers.
3. Summary of results for each session

Based on the firm belief that “the world needs science and science needs women”, the Faculty of Science at Saint Joseph University and L’Oréal Levant held on May 8th, 2014 a workshop on “Sciences au Féminin: Voies et Défis” in partnership with the French Embassy, the Lebanese National Council for Scientific Research and the Lebanese National Commission for UNESCO.

High profile delegates attending the event ranged from PhD students to high ranking professors and professionals, policy makers and representatives of the Ministry of Higher Education, the Lebanese National Council for Scientific Research CNRS-L, the UNESCO, the AUF, Non-Governmental Organizations, and high schools principals and teachers. The number of participants was an average of 45 persons, excluding speakers and Shemera team members.

Even more than in other fields, women are still largely understated in scientific professions, and this remains true in most countries. Naturally, the situation has improved over the years. Yet a high school girl is three times less likely to earn, one day, a doctorate in science than a high school boy. This was revealed in a report conducted by Boston Consulting Group upon L’Oreal Foundation’s request on the place of women in the scientific field

Bernard Roesch, deputy cooperation advisor in charge of the French Education at the French Embassy in Lebanon, highlighted the importance of encouraging vocations right from early stages in school by presenting few examples of the work achieved at primary and secondary levels to increase gender equality, to create active awareness, and to encourage vocations in sciences especially within the female scholars population.

To better understand the persistence of this imbalance between men and women, and at which levels occur the stall of women scientists, the results of the SHEMERA project related to statistics on women in all fields of science, gender equality policies in science and research on gender inequalities in scientific careers, were presented.

"SHEMERA project results show that women are still drastically under-represented in scientific fields in Lebanon, despite a slight improvement in the past ten years. The progress of women in sciences, compared to men’s, slows down at particular levels in both their educational and career paths" said Dr Marie Abboud Mehanna, Associate Professor, Faculty of Science, Saint Joseph University.

Professor Zahida Darwish Jabbour, Secretary General of the Lebanese National Commission for UNESCO, added: "To address this gender inequality in all areas of science, UNESCO sets a strategy for 2014-2021, where gender equality resides as one of the two priorities that define its actions, devoting 10% of its budget reserved for its second most important program; to take initiatives that empower women in the scientific field and to highlight women researchers, especially in natural sciences".

Professor Mouin Hamze, Secretary General of the National Council for Scientific Research in Lebanon, said: "the participation of women in scientific research is growing; although she has reached the ideal figures she is still not allowed parities nor access to academic
leadership positions". Since its inception, women researchers have been present at the CNRS, especially in medical, environmental, agricultural and biological sciences. But, since 2004, the CNRS has expanded its scope of work to include human and social sciences, added to the natural, medical, environmental, agricultural and engineering sciences. During 2009-2014, the main researchers amounted to 360 men (68%) against 171 main women researchers, a proportion of 32%."

Through the program "For Women in science", L'Oréal-UNESCO supported the cause of scientific women for the past 16 years. Each year, the program sheds light on outstanding scientific achievements, encourages vocations of young women, and supports future talents. For 16 years, the L'Oréal-UNESCO for Women in Science program has identified, rewarded and celebrated more than 2,000 women around the world, two of whom have subsequently received the Nobel Prize.

To encourage women scientific vocations, and acknowledge the young promising scientists of the region, L’Oreal Levant launches this year in partnership with the UNESCO regional office in Egypt and the Lebanese National Council for Scientific Research the new program "For Women In Science, Levant and Egypt."

“The new program "For Women In Science, Levant and Egypt" aims at supporting the Arab Women scientists, celebrate their contributions in sciences and acknowledge the key roles they can play in the development of the region. 5 scholarships of 10, 000 Euros, each will be granted to 5 outstanding scientists coming from one of Levant countries or Egypt", said Mrs. Samira Franjieh, Communication Manager at L'Oreal Levant. "The expertise and aspirations coming from our partnership with UNESCO and the Lebanese National Council for Scientific Research is a unique complementary and efficient partnership" she added.

4. Main findings and conclusions

The participation of women should cease to be perceived as a right for women or as a gift to be awarded to them. It is, in fact, a duty for women to be included in bearing the responsibilities and obligations of citizenship, and a right for the Nation to benefit from all its active components.

Evaluating the situation of gender equity in science in Lebanon showed that when it comes to commitment to mainstreaming, to determining reliable gender indicators, or even to collecting sex-disaggregated statistics, high levels of gender inequality related to pay, recruitment, funding, promotions,... do persist at all levels and in all fields.

A lack of studies related to women scientists in the industrial and technological sectors outside the halls of academia exists. Furthermore, research in sociology and human sciences dealing with all aspects of gender issues are scarce.
5. Recommendations

Many positive action measures in science could be implemented and/or developed at the national and/or institutional level. They can be divided in five main categories:

(i) Better indicators, for example by a regular collection of sex-disaggregated data in the different fields and at all levels

(ii) Positive action and quantitative incentives
   a. Enhancing and empowering the networks of women scientists (role models, mentors, coaches, etc.) and Creating new networks
   b. Organization of workshops and scientific events
   c. Implementation of competitions and scientific contests
      ▪ Rally of mathematics
      ▪ Racing numbers
      ▪ Olympiad of mathematics, physics, chemistry & geosciences

(iii) Promotion of women at university and throughout the educational system
   a. Examination of pedagogy, its methods and instruments, in order to avoid potential gender biases
   b. Orientation in schools
   c. Rejection of censorship, stereotypes, unconscious bias
   d. Encouragement of firms and industries to empower women scientists following the example of the UNESCO-L’Oréal program, within their corporate social responsibility activities
   e. Provide post-doctoral fellowships to Lebanese candidates

(iv) Structural change and creation of administrative structures, for example by creating a national observatory for gender

(v) Gender mainstreaming
   a. Gender budgeting: Allocation of a part of the annual budget of institutions like UNESCO, CNRS-L, AUF, etc. for women scientists in order to increase:
      ▪ The number of female trainees performing internship under their auspices
      ▪ The number of women scientists receiving honors and recognition
      ▪ The number of women scientists as experts in scientific committees and commissions
      ▪ The participation of women scientists to conferences and workshops
   b. Encouragement of Lebanese sociologists to address the issue of gender equality by providing them the funds
5. MOROCCO
Towards a National Strategy for the Advancement of Women in Science and Technology

SHEMERA National Workshop

University Hassan II-Mohammedia

The National Workshop was held on 27 and 28 March 2014 at the University Hassan II-Mohammedia under the theme: Towards a National Strategy for the Advancement of Women in Science and Technology

Participants:

- Director of strategy and information systems at the Ministry of Higher Education, Scientific Research and Training Frameworks (Afifa Hakam)
- Directorate of Strategy, Planning and Statistics at the Ministry of Education (Zakia Amrani)
- Haut Commissariat au Plan (HCP); National agency responsible for statistics and surveys in Morocco (Mme S.Zarrari)
- Ministry of Industry (Mr. Yassine Ouardirhi):
- Service of the Impact of Social Policies at the Ministry of Economy and Finance (M. Houssine Ihnach)
- Pr. Rajaa Naji (Eminent professor at the University Mohamed V)
- Prof. Síle O'Dorchai from ULB
- Katalyn Kurucz
- Representative of Turquie
- Representative of CGEM (Association of Moroccan entrepreneurs)
- Representatives of civil society

In her presentation, Pr. AFIFA HAKAM talked about women evolution in educational system: For access to higher education, the rate of femininity have evolved: From 13% in 1960 to 25% in 1980; 37% in 1990 to 48% in 2012-2013.

While women's access to senior ranks of the profession and leadership positions in higher education is still a problem, since these positions of responsibility require the grade PES whose rate of femininity remains low (6%). Especially, that no action is taken in this direction in the Action Plan 2013-2016 of the Ministry.

Prof. Síle O'Dorchai from ULB: After recalling the outline of the project SHEMERA, Prof. Síle O'Dorchai presented a brief report of the results obtained by the team UH2M (Morocco).

The other presentations were:

THE ORIENTATION TOWARDS SCIENTIFIC AND TECHNICAL FIELDS PARITY STATUS AND ACTION FOR CHANGE.
Zakia Amrani ; Service of Strategy, Planning and Statistics at the Ministry of Education.

STATISTICS BY GENDER TARGETING WOMEN IN SCIENCE AND LABOR MARKET. THE ISSUE OF WAGE GAPS
S.Zarrari; Haut Commissariat au Plan (HCP): National agency responsible for statistics and surveys in Morocco.

"INNOVATION AND GENDERING" Mr. Yassine Ouardirhi representative of Ministry of Industry.

WOMEN IN SCIENTIFIC RESEARCH; Pr. Rajaa Naji (Eminent professor at the University Mohamed V)
MOROCCAN EXPERIENCE in INSTITUTIONALIZATION of BUDGETING by GENDER;
M. Houssine IHNACH; Representative of the Service of the Impact of Social Policies at the Ministry of Economy and Finance

WOMEN IN SCIENCE IN MOROCCO ASSOCIATION; Pr. Amina Bettachy (Chair of the association) talked about:

- The context of creation of the association
- A brief overview of the activities of the association
- The current interest by the association to the issue of under-representation of women scientists in scientific bodies and also to the effective participation of women in scientific research.

A Workshop: Development of the Action Plan for the promotion of women in science and technology, with the participation of all partners in the conference, has been held on the 28 March 2014.

This session was chaired by Ms. Katalyn Kurucz (Hungary); She first gave a summary of the interventions of the day March 27. According to the interventions, there are many initiatives in different sectors to overcome the current situation. Moroccan women have fought for change more than in many other countries. They should take advantage of these important academic and associative initiatives, especially that there is a political tendency to change the situation in comparisons with Hungary and other European countries the problems are similar. Especially for the issue of under-representation of women in decision-making positions and grades of the higher education. The causes are not only due to family responsibility but also for gender issue. There is a participation limit of women in institutions which is not exceeded even in Europe.

The general discussion, led by Prof. Rachida NAFAA, focused on the enumeration and prioritization of problems that hinder equality in science and proposals for action.

The problems are summarized as follows:

- Lack of statistics by gender
- Lack of equality strategy.
- Opacity at the level of access to employment at university and at the access of women at decision making positions.
- Lack of visibility of women researchers and leaders in science and technology
- Self depreciation of women to stand for positions of responsibility.
- Lack of actions for the reconciliation of professional and family life
- Low participation of women in research projects

The measures adopted by the representatives of different sectors for the promotion of women in science are:

- Institutionalization of the gender approach: developing bodies statistics.
- Annual publication reporting on women in science (Ministry of Higher Education, Ministry of Education, CNRST, HCP)
- Establish a quota for women at different instances (Commissions, board of examiners, board of Institutions…)
- Objectification and transparent criteria for selection of candidates for recruitment
- Presence of a delegate that enforces equality
- Take as a model the experience of Ministry of Education, in order to create at the Ministry of Higher Education an Observatory for equality.
- Transitional measures for the achievement of equality by ministerial decision (choosing a woman for equal skills, ).
- Database of female researchers by specialty areas to make available to the media.
- Developing mentoring programs to motivate and encourage women to stand for positions of responsibility.
- Adaptation of meeting hours of departments and institutions councils.
- Establishment of paternity leave.
- Preservation of promotional rights for women on maternity leave
- CNRST should introduce a quota for women in research projects.

**HCP:** Haut Commissariat au Plan; National agency responsible for statistics and surveys in Morocco.

**CNRST:** Centre National de Recherche Scientifique et technologique (National Centre for Scientific and Technical Research).

Rapporteurs: Mina Bettachy
Rachida Nafaa

SHEMERA National Workshop

UH2M- Morocco 27 - 28 March 2014
Comité scientifique

Rachida NAFAA
Ouidad tebbaa
Affifa Hakam
Mina Bettachy
Abdelhak El Hayani
Zakia Amrani
Yassine OUARDIGHI
mohammed Doudich

Colloque International
sous le thème :

Vers une Stratégie
6. PALESTINE

The Institute of Women Studies (IWS) at Birzeit University successfully held its Fifth Annual International Conference 3/13/2013 titled: Education for Liberation and Social Justice. The core idea of the conference was to discuss issues related to education in Palestine as a means of liberation with a special focus on policies in education in Palestine and their dependency on gender. The conference was well attended, and participation in plenary sessions was very interactive. The attendees of the conference represented the entire spectrum of actors on gender from NGOs, Ministries, political and gender activists with academics and students. The presenters were academics at National universities, international universities, researchers at centers for women studies and development, public sector officials and civil society representatives. The presentations and discussions broadened the scope of all participants interested in Palestinian education specifically its liberationist dimensions and their gendered dimension. The SHEMERA national workshop was integrated into the broader conference as the diversity of the conference’s participants would enrich the discussions and give constructive feedback.

Salim Vally, the keynote speaker, the director of the Center of Educational Rights and Transformation (ERT) at the University of Johannesburg inspired the audience with his idea of how education can be a means of liberation by addressing the different profound inequalities that beset the South African educational system. The keynote speech was followed by the first plenary session that addressed the reflections on knowledge, cultural and educational issues. Lessons and real anecdotes on gender and education in Palestine were shared as well as an examination of the education of the oppressed in the Palestinian context. This session shed light on the root cause of the gendered nature of the educational outcome.

The second plenary session represented the “IWS national workshop”, at which Dr. Mirvat Bulbul addressed the SHEMERA findings of Palestinian educational policies in relation to the gender-based statistics of graduates from Palestinian universities. The talk highlighted the root causes for this gender based segregation and examined whether policies to solve such causes exist! This key talk of the session led to important discussions about the continued barriers to women in higher education and science more generally. Interestingly, it had also been argued that the perception of the gender and education policies should be from school to university to labor market in a holistic manner. The final plenary session was related to the particularity of the political situation of Palestine as it analyzed education within the context of colonial technologies. This last session contextualized much of the findings made in the previous sessions.

The main outcome of the conference, held on 13 March, 2013, was reflected in the deep, interdisciplinary interchange between the different panelists and the participants which came from diverse academic disciplines, governmental and nongovernmental organizations as well as independent
researchers and activists. The presentations included theoretical approaches to liberational education as well as extended data and statistics that reflected the status of the Palestinian education and its gender dimensions. The presentations and discussions broadened the scope of all participants interested in Palestinian education specifically its liberational dimensions and many participants had taken extensive notes in order to further discuss the issues raised in the conference within their own institutions. The conference met its main goal of providing a thorough intellectual understanding of the educational issues in their articulation with gender, social, economic, and political structures. Furthermore, many participants expressed a commitment to taking the key issues raised in the conference back to their own institutions for further debate, discussion and action. It is worth noting that the primary data collected for women in education and higher education of the SHEMERA project will be included in the UN report for the status of Palestinian women in education for the year 2014. This report will constitute the basis for the five-year strategic plan of the Palestinian Ministry of Women’s Affairs (WoMA) which is expected to utilize the findings and influence the sectorial strategies thereafter.

**Recommendations:**

- Institutional change in the policies of the academic bodies and research centers are needed, make them more gender sensitive in order to facilitate the advancement of women in their scientific careers and decision making positions. A clear organization and cultural change is required to ensure a greater presence of women in science, technology and engineering top scientific careers, e.g. the requirements for promoting women in their academic careers should consider women’s engagement in her research and family.

- Promoting programs of continuing education and technical training for women, to recognize and protect women’s knowledge and innovations, and to ensure women’s transition from the education to labor market

- There should be effectiveness and firmness in execution of equality legislations as well as incentives for societal and cultural change, this should be done on a national level

- Legislations to force the private sector (labor market) to employ women and limit its bias against women especially in engineering and technology related careers

- Initiatives to improve women scientist networking and promote for role models and mentoring programs. Furthermore, mainstream media should be engaged in promoting gender related matters and improve the public awareness.

It can be seen that the target groups for these recommendations are the academic institutions and research centers, industry and private sector Corporations, and governments. Thus, networking and cooperation between these groups is also required for a better gender mainstreaming.
## Conference Programme
**Wednesday, March 13 2013**

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<th>Session</th>
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<td>8:30 - 9:30</td>
<td>Registration &amp; Coffee</td>
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<td>9:30-9:45</td>
<td>Dr. Khalil Hindi, President, Birzeit University</td>
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<td>Dr. Islah Jad, Director of the Institute of Women’s Studies</td>
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<td>د. إصلاح جاد, مديرة معهد دراسات المرأة</td>
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<td>9:45-10:45</td>
<td>Keynote speaker: Dr. Salim Vally</td>
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<td>10:45-12:15</td>
<td>Panel 1: Reflections on knowledge, culture and education issues</td>
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<td>Chair: Dr. Sunaina Maira</td>
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<td>نوبة المقومين في السياق التربوي الفلسطيني: نظرة تأملية</td>
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<td>&quot;What is the smallest country?&quot;: How Post-Oslo Students Imagine the Map of Palestine</td>
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<td>Dr. Abed Al Rahim Al Shaikh (………………..)</td>
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<td>Gender and Education: Reality-based conclusions</td>
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<td>Intisar Hamdan</td>
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<td>تعقب: د. سنية مaira</td>
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<td>Commentary: Dr. Sunaina Maira</td>
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<td>12:15-12:30</td>
<td>Break</td>
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<td>12:30-14:30</td>
<td>Panel 2: Palestinian Education Politics</td>
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<td>Chair: Dr. Rema Hammami</td>
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<td>Neo-liberalism and Education in the Palestinian Colonial context</td>
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<td>Dr. Nidaa Abu Awwad</td>
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<td>المرأة في/و الرياضيات: تحليل نهجي يسري</td>
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<td>د. جهاد شويخ، حنين الشرفاء، دعاء عواد</td>
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<td>Time</td>
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<td>14:30-15:00</td>
<td>Discussion</td>
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<td>15:00-16:15</td>
<td>Panel 3: Education within the Context of Colonial Technologies</td>
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**Women In/and Mathematics: visual linguistic analysis**  
Dr. Jihad Shweikh, Hanin Shurafa, Doa’ Awwad  

سياسات النوع الاجتماعي والتعليم من المدرسة حتى سوق العمل 

Gender and Education Politics from School to Labor Market  
Eng. Randa Hilal  

النساء في التعليم العالي  
د. ميرفت يليل  
**Women in Higher Education**  
Dr. Mirvat Bulbul (Birzeit University)  

تعليم الأشخاص ذوي الإعاقة في فلسطين  
ارتي ماهر ASSAID  
**Special Needs and Education in Palestine**  
Ikhlas Shtayyeh  

نقاش  
Discussion  

15:00-16:15  

**Girls’ Education in Jerusalem between Reality and Ambition**  
Mrs. Sama Aweida  

الكليات العربية في الداخل: ثلاثية المنالية، الإقتصادية والأبوية  
Prof. Dr. Salem Nasser  
**Arab Colleges in the 48 Territories: The Triology of accessibility, exclusion and patriarchy.**  

Discussions
Speakers and chairs Bios:

- Dr. Salim Vally: is the director of the Centre for Education Rights and Transformation, at the Faculty of Education, University of Johannesburg and the coordinator of the Education Rights Project. He continues to publish (5 books, 40 journal articles and 35 chapters in peer reviewed books) while agreeing with the late Howard Zinn that “most academics publish while others perish” and therefore continues with his abiding interest in linking academic scholarship with societal concerns, community participation and global solidarity.

  Vally was a leading member of the South African Students Movement in 1976/1977 and left the country after its banning by the erstwhile apartheid regime and after severe repression. He returned to South Africa in 1982, taught at secondary schools and worked for progressive literacy organisations.


- Dr. Lina Meari: PhD, Anthropology. Researcher and faculty member in the Institute of Women’s Studies, Birzeit University

- Dr. Rabab Tamish: Is from Acre, holds a BA from Hebrew University and the second and third of Britain's Cambridge University and postgraduate studies focused on forms knowledge Alipidaguiguh the teacher and the extent affected by political factors and cultural. I worked for years in teacher training programs before and during the service in addition to the professional training of cadres in the field of community work based on liberal thought. Now director of the Center for differentiation in teaching and learning at the university, which aims to enrich the educational learning atmosphere at the university through the provision of programs to support the professional development of the teaching staff at the university.

- Dr. Abdul-Rahim Al-Shaikh: Al-Shaikh is poet and academic from Jerusalem. Currently, he teaches cultural and Arab studies at Birzeit University. He served as the head of the Department of Philosophy and Cultural Studies and the director of the Graduate Program in Contemporary Arab Studies at Birzeit University until

❖ Intisar Hamdan: Feminist activist and social Social Responsibility Program. Director in Teacher Creativity Center. The regional Coordinator for E-Joussour networking, for women's rights and democratization in the Middle East and North Africa.

❖ Dr. Nidaa Abu Awwad: PhD, Arab and Islamic Studies: thesis on Gender and Informal Economy within settler-colonial context, Exeter University. Researcher. Currently, she is a faculty member in the Institute of Women’s Studies, Birzeit University.

❖ Eng. Randa Hilal: Researcher in women's affairs, education and vocational and technical training and work. I presented many worksheets, reports and have published and unpublished studies in those areas at the local, regional and international level. The first to enter women in non-traditional training areas of education and vocational training, and was the first director of a vocational training center for males, and the first woman to lecture in Electronic Engineering Departments at Birzeit University and Jerusalem. She directs a consulting and training center, and is currently working in the field of research and training in the areas mentioned and in the area of institutional development.

❖ Dr. Mirvat Bulbul: PhD, Engineering Department, Structures Division, Doctor of Philosophy, University of Cambridge, UK. Assistant Professor position in the Civil Engineering Department. Head of the Accreditation and Quality Assurance Commission in the Ministry of Higher Education.
Dr. Jihad Shweikh: Ph.D. in mathematics education from the Institute of Education / University of London. I'm currently teaching in the Department of Curriculum and Education at the Faculty of Education, Birzeit University and I am the director of Ibn Rushd Unit for Educational Development. My main interest in representation and communication in mathematical discourse, focusing on language, images and gestures and the relationship between them. Recently, I worked on a research project that analyzes the relation between mathematical and everyday discourse that was published in Mathematical Thinking and Learning journal (2012). Currently, I’m working on analyzing Palestinian curriculums in Mathematics from the point of view of social semiotics in collaboration with the Institute of Education / University of London (with the support of the British Academy). In addition to the history of teaching and learning of mathematics in Palestine (with the support of the Birzeit University).

Hanin Shurafa, Doa’ Awwad: MA students in Educational at Birzeit University. They are taking a part in 2 research projects on teaching science and mathematics in schools with a crew of faculty in the Department of Curriculum and Education. One of the 2 projects is the teaching and learning of mathematics in Palestine. Doaa is currently working as a mathematics teacher in a local school.

Ikhlas Shtayyeh: She’s from Nablus. Visually impaired, MA student in translation in Al-Najah University and is a trainer in the field of disability in the Centre of Development Studies, Bir Zeit University. A volunteer with the Women's Association of Salem and with the General Union of disabled people - Nablus branch and with Stars of Hope Society to enable women with disabilities

Eng. Mai Shanti: Has got a Bachelor degree in Electrical Engineering and Master Degree in Education in Birzeit University. She has worked in Birzeit University in computer center since more than 6 years. Mai Shanti has been a member in “Special needs Comittee” that is delegated by the vice president for Academic Affairs since about 4 years. She manages directly the process of transferring Academic text books into Braille for undergraduate and graduate students with visual disability in the university.
Dr. Suhad Daher Nashef: Coordinator of Gender Studies Program-Mada Al-Carmel. Lecturer and researcher in Social and Educational Sciences.

Sama Aweida: from Jerusalem. Director of Women’s Studies Center in Jerusalem. Feminist activist and writer. President of the Palestinian National Team scrutiny from a gender perspective. Member of the Policy Board in the Ministry of Local Government.

Wissam Rafidi: Researcher, Editor and academic lecturer.
7. SYRIAN ARAB REPUBLIC
Syrian national workshop

March 18-19 2014

In the framework of the activities of project Euro-Mediterranean research cooperation on gender and science: SHE Euro-Mediterranean Research Area (SHEMERA), the University of Aleppo held "The Syrian Woman Symposium- Reality and Ambition" on the 18th -19th of March, 2014, in the presence of Aleppo University Rector (Patron of the Symposium) and the Project Team Representatives (Dr Hayat Toushan- via the Internet, Dr. Amal Kaboos and Miss Muzna Ajan). The Symposium was also attended by General Woman Union; Directorate of Labour; Syrian International Association for Women, war victims; the Committee of Business Women in the Chamber of Commerce; the Chamber of Industry; Judges and Lawyers; Faculty Members of Public and Private Universities; Post-graduate Students; and Representatives of Local Newspapers and Syrian Arab Television and a set of interested people.
1. **Introduction and definition of the research framework**

Science is the necessities of life, which is the basic foundation for any social and economic development, and is the only bridge can crossing the future prosperous. If you want to destroy a country, start with the woman. She is half of the society and she raises the other half. Deprive her from education and keep her away from studying and learning and you will get an ignorant society, for that we cannot be examine women’s status in science apart from the status in science society development. Women in Syria as all Arab countries face various challenges that require long term effort.

A lot of disaggregated data related to women in labor force and in particular in scientific fields are very important yet inexistent in Syria. Shemera project aims to understanding the roots of gender inequality in science in the area taking into account cultural diversities and tradition of ach country. To do so, a methodology focusing on statistics on women in all fields of science, equality policies in science, and research on gender inequality in science careers was adopted.

2. **Activities realized by the Task Force until the National Workshop**

The Syrian task force members participated in different activities during 2011-2012. The most important event includes:

-The first Syrian taskforce meeting was on Mars 1\textsuperscript{st}, 2012 at Aleppo University. It covered a detailed presentation of Shemera project, a detailed review of the taskforce role, the objectives and planning of the national workshop. But due to the current situations that Syria in general and Aleppo in particular are undergoing; due to the difficulty in communication with the TASK FORCE members in the other cities, we oblige to discuss with the other members of taskforce we live in different Syrian cities by phone and we could not do bilateral meetings but we discuss with them a different subjects:

(i) Preparation of the Syrian national workshop: discussion of the invited speakers, choice of the participants to the workshop (policy makers, ministers, NGO’s, universities.....)

(ii) Interviews in order to collect and classify gender equality policies and analysis the national literature related to gender issues in science and education.

-Encourage women to participation to the seminar on “Arab Women in Science and Technology for Sustainable Development” which hold it on 5-7-May 2014. This conference aims to:

-Emphasize the leading role of Arab women in science and technology;

-Highlight the success of Arab women scientists;
- Launch an infrastructure for communication between women in science and technology;

- Initiate working groups to develop projects that can be implemented for the second phase of the initiative.

Syrian task force members participate in workshops held by “Levantina” (Syrian International Association for Women Victims of War) which take place on June 20, 2014 at Aleppo Al Chahba in order to discuss the situation of women victim of the war in Syria our taskforces participate in this event and the teachers and NGO’s.

3. **Summary of results for each session**

The national seminar of at Aleppo University was an opportunity to benefit from the attendance and/or participation of most of TASK FORCE members. Under the title “The Syrian Woman Symposium - Reality and Ambition” Aleppo university held on 18th-19th, March 2014 at the Faculty of Medicine Amphitheatre a workshop in participation with the ministry of high education; General Woman Union; Directorate of Labour; Syrian International Association for Women, war victims; the Committee of Business Women in the Chamber of Commerce; the Chamber of Industry; Judges and Lawyers; Faculty Members of Public and Private Universities; Post-graduate Students; and Representatives of Local Newspapers and Syrian Arab Television and a set of interested people.

To better understand the persistence of this imbalance between men and women, and at which levels occur the stall of women scientists, the results of the SHEMEERA project related to statistics on women in all fields of science, gender equality policies in science and research on gender inequalities in scientific careers were presented.

According to George Jabbour, (Syrian Women and Human Rights) Syrian expert and member of Syrian Parliament said that “women in Syria enjoy their rights more than in most Arab and Islamic countries. This has been the result of a large scale of opening-up to contemporary civilization at an early stage in which only Egypte and Lebanon have preceded Syria”

Hubha Singh said that “Syrian women have won several rights not available to women in other Arab countries.

According to Nada Hudiwy and his colleagues At Teshreen University “ In Syrian Arab Republic, the concept of empowerment or strengthening is considered an essential goal for her progress and ability to adopt resolutions and gain her rights, bridging the gap with men in respect to their practical and strategic needs”.

“SHEMERA” project results show that women are still drastically under-represented in scientific field in Syria, despite a slight improvement in the past ten years. The
comparison between both men and women showed the progress of women in science, slows down.

To encourage women scientific vocations, and acknowledge the young promising scientists of the region, L’Oreal with the support of CNRS, L’Oreal-UNESCO For Women in Science Levant and Egypt regional fellowships program aims to promote the participation of young women in science coming from Egypt, Iraq, Jordan, Lebanon, State of Palestine, and the Syrian Republic. This program identifies and rewards talented young female scientists in the field of Life Sciences (such as biology, biochemistry, biophysics, genetics, physiology, neurosciences, biotechnologies, ecology and ethology) as well as Physical Sciences (such as physics, chemistry, petroleum engineering, mathematics, engineering sciences, information sciences, Earth and Universe sciences). The Program honors 5 talented young Arab women researchers for the quality of their research works and encourages them to pursue a brilliant career in science in the Levant Countries and Egypt. Thus, 5 fellowships amounting to € 10,000 (Ten thousand Euros, or equivalent in current currency) each will be granted to Arab postdoctoral researchers working in a laboratory or research institute hosted in one of the following countries: Egypt, Iraq, Jordan, Lebanon, State of Palestine, and the Syrian Republic.

4. Main findings and conclusions

-Evaluation the situation of gender equality in science in Syria showed that when it comes to commitment to mainstreaming, to determining reliable gender indicators, or even to collecting sex-disaggregated statistics, high levels of gender inequality related to pay, recruitment, funding, promotions,... do persist at all levels and in all fields.

-Analysis of gender mainstreaming efforts on the on–going education reforms mentions of some the key challenges to gender equality in science in Syria:

-The lack of : financial and human resources that make up the system, funding directly impacts on the quality of research equipment and research infrastructure to finally affect the quality of the research produced, human resources leading to scientific work being inadequately supervised.
5. **Recommendations**

We can divide the main positive action measures in science at the national and international level to these two categories:

**National level:**

a. Enhancing and empowering the networks for women scientists; organization of workshops and scientific events; implementation of competitions and scientific contests (Syria now participates of Olympiad of mathematics, physics, and chemistry and to all sciences Olympiad).

b. Promotion of women at university and throughout the educational system: examination of pedagogy, orientation in schools, rejection of censorship, stereotypes, unconscious bias, encouragement of firms and industries to empower women scientists following the example of the UNESCO-L’Oréal program, within their corporate social responsibility activities.

c. Raise the number of grants and reduced amount of scholarships force candidates to take up work simply in order to subsidies their studies. They only devote part of their time to research; and Increase the number of young women to join scientific specializations via increasing the awareness of the parents in appreciating the importance of the woman in this field.

d. Launching awareness campaign in order to help the woman hold the position of decision maker and not to exclude her.

e. Reach critical mass: in line with the scarce resources available and the nature of scientific work (exchanging and sharing ideas to build new ones), the challenge is to develop scientific policies programmes through gathering existing resources, infrastructures and knowledge from different actors that are not necessarily involved enough in doctoral research.

f. Change structural system by creating a national gender observatory;

g. Persuade the ministry of higher education with the results of the SHEMERA Project and Following-up the results that have been reached through the project.

**International level:**

a. Allocation of a part of the annual budget of UNESCO, AUF ... for women scientists.

b. Increasing the number of women scientists receiving honors, in scientific committees, commissions, conferences, and workshops.

c. Increase women's studies, especially in the Arab world especially after the Arab Spring and establishing centers to take care of women as war victims and spreading the culture of International Humanitarian Law.
d. Increase the number of conferences that address to the obstacles and develop solutions necessary to raise the participation of women in all areas of life

Many of the countries in this study have taken considerable steps to develop quality assurance mechanisms, but still have a long way to go when it comes to implementing them. Even more importantly, there is a lot of work still to be done in initiating existing teaching staff and HEI authorities into a culture of quality assurance and evaluation. The poor quality of some of the research conducted, the corruption and forgery practices affect the value of diplomas. This phenomenon affects the international recognition of curricula as well as society as a whole. Additional efforts still need to be made by policy makers involved in the development and enhancement research and higher education policy.
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<tr>
<td>10:00-10:30</td>
<td>Woman's rights in Syrian Criminal law</td>
<td>Dr. Hala Nami PhD in International Law</td>
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<td>10:30-1100</td>
<td>Woman's rights in Personal Statutes Law</td>
<td>Dr. Gheda Bawadikgi (law College)</td>
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<td>11:30-12:00</td>
<td>International protection for woman during military conflicts</td>
<td>Dr. Radwan Al-Haff Chairman of International Law Dept., Faculty of Law</td>
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<td>12:00-12:30</td>
<td>The woman is a war victim: reasons, effects, and solutions</td>
<td>Verjen Lahdo Syrian International Association for women, war victims</td>
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**3RD SESSION: WOMAN AND JOB MARKET**

**CHAIRMAN:** DUNIA AL-ARJAA (HEAD OF WOMEN UNION, ALEPPO BRANCH)  
**MODERATOR:** DR. RADWAN AL-HAFF (CHAIRMAN OF INTERNATIONAL LAW DEPT., FACULTY OF LAW)

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<tr>
<td>12:30-1:00</td>
<td>Woman and Job laws</td>
<td>Salah Al-Raii (Aleppo Work Director)</td>
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**WEDNESDAY, 19/3/2014 1ST SESSION: THE WOMAN AND SCIENTIFIC RESEARCH**

**CHAIRMAN:** DR. RIYADH AL-MUSTAFA (VICE RECTOR FOR SCIENTIFIC AFFAIRS)  
**MODERATOR:** DR. HASAN QALANDER (VICE-DEAN FOR SCIENTIFIC AFFAIRS, FACULTY OF ECONOMICS)

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<tr>
<td>9:30-10:00</td>
<td>Scientific Research at Aleppo University</td>
<td>Dr. Najah Tanous Vice Rector for Academic Research and Higher Studies</td>
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<td>10:00-11:00</td>
<td>Woman in Scientific Research and</td>
<td>Raghda Lahdo,</td>
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<td>11:00-11:30</td>
<td>Break</td>
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<td><strong>2ND SESSION: GENERAL DISCUSSION 11:30-12:30 CHAIRMAN: DR. NAJAH TANOUS MODERATOR: DR. AMAL KABOUS</strong></td>
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<td>11:30-12:00</td>
<td>General discussion</td>
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<td>12:00-1:00</td>
<td>Break</td>
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<td>1:00-1:30</td>
<td>Recommendations</td>
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**RECOMMENDATIONS**
8. TUNISIA
The National Workshop “Gender and Science” was organised by the Faculty of Sciences at the University of Chartage on May 24 2014. The contents of the workshop are presented in this report.

1. Presentation of results - statistics (Sihem Jaziri)

I. Background concepts
   a. Science
   b. Gender
   c. Gender equality

II. Findings and diagnosis
   a. Horizontal and vertical segregation and scientific data
   b. In higher education
   c. In research
   d. Woman in Science in Tunisia according to statistics provided by INS ONEQ, MHESR, BPA, ANETI, ONST ...
   e. Diagnosis from grades A to D in higher education (teacher - researchers)
   f. Missing data :
      i. Data on R & D for companies
      ii. The data on the wage share
      iii. Data on the representativeness of the woman in the councils of decisions
      iv. Data on Women beneficiaries of international projects
      v. Data on the rate of recruitment of women scientists in the contest, record equal (the disparity in access to job recruitment )
      vi. Data on the unemployment rate of women graduates and causes
      vii. Data and surveys on employment by sex
      viii. Data on other salary scales as official
      ix. Data on the number of women's participation in scientific events (there he was discriminated against?)
   
g. Other data on the participation of Women in development and access to work
      i. Report on the participation of Women in Development
      ii. Conference on knowledge sharing in Tunisia
      iii. Study of the FST funded by UNESCO and published by CREDIF

2. Evolution of the situation of women in science and research and policy discussion (Samira Friaa)
   (academic and political ) Scientific situation -point of view of politicians

   a. Particular situation considered with a marked improvement in enrollment of girls (68 % of graduates) and a clear preference for girls non-technical courses and a majority in the sectors of SHS (68% of students in SHS against 30% in Technical Sciences)
   b. Among the unemployed graduates, all fields, 38% of girls and 18% boys (south rate is above 38%)
   c. In terms of gender inequality, it is important to emphasize the role of policies in the mainstreaming
d. Today Tunisian women are not sufficiently involved in policy dialogue and reforms (health taskforces and R & D)

e. Tunisian women must counteract stereotypes

f. Women must develop some scientific specialties oriented study / Male Female issues.

These publications will better educate teachers and girls to new orientations and abilities (inspiration)

g. To achieve equality and overcome obstacles, take policies and require parity in steering committees measures; establish systems of care and custody of children, support the girls in their policy choices

3. What is the role of women in research?

- Rachida Tili Sellaouti & Abdelhamid ABIDI (CREDIF): Place of Gender in H2020 projects:

a. From 1992 to 2014, CREDIF 112 studies published

b. A bitter conclusion when the lack of thorough investigations on Women and Science since 2000 apart from those conducted at the request of policies (reports on Women and Economic Activities (45%) and Women and achievements legal (17%)) and this because a double ideological context and macro-system of heritage culture and system overall (Liberal).

- Mongia Said Zina & Oum Kalthoum Ben Hassine (FST): The association "Women and Science".

The context of its creation through the construction of scientific knowledge with women:

a. Reminder difficult history of creation of the association since 1997, through the experience, background and knowledge of Women Scientists (Visa No. 30788 obtained in 1998). 86% of women are not affiliated

b. In 1997 an association and 84% do not participate in activities due to lack of time.

c. Even today the woman is not visible and not well represented in the nominations and elections in decision (0 university presidents are women)

d. The reasons for this finding are allocated beyond the political will to lack of PERSEVERANCE Women in general

e. Enumeration of different activities to increase the visibility of the Tunisian Woman.

4. Women scientists and socio-cultural discrimination (Saloua Charfi IPSI)

The findings that are available show that:

1. Worldwide, 60% of women with a PhD does not have access to decision-making positions; 13% preferred to remain unmarried and therefore, the cause can not be attributed to family responsibilities; only 11% of women reach positions of high academic duties; Women Nobel Prize does not exceed 12%; even if the woman is the author of half of the scientific production, it is less cited than man (a detail of sexism), and only 6% of the country is approaching parity M/W in terms of scientific publications

2. In Tunisia, even if the woman has any chance of being visible we can not see in front-line positions, especially in the hard sciences! it is a cultural phenomenon

3. Bachelor In 2013, 61% of success is worn by girls and at the winners there are 5 girls 1 boy. Excluding the upper level and Doctorate trends are reversed.

4. In Tunis University in 1963 there were only five students in 2012 and 18 girls to 34 boys (now there are 87 girls for 37 boys). For doctors, the majority of women are in Biological Sciences, Chemistry and Computer 46F/20H and minority are in Physics, Geology, Math and Electronics (4W/13M);

5. One of the findings of discrimination. (Glass ceiling) relates to the high levels of contractual women (60 % F) compared to permanent workers rate (42 % F only) and can not be explained the family burden (60% of celibacy aged 25-34 and 50% of marriage beyond 43 years) by the lack of family support or traditional.
5. Discussion and drafting of key recommendations

How to improve the situation of women in research and science?
One of the recommendations is the need to separate the speech of the woman’s speech
militantiste Scientific Woman

6. Recommendations and conclusions by rapporteurs
How to improve the situation of women in research and science

Panel discussion 1: The presence of women in research (past, present and future)
Amel Gaied and Ikram Guizani

4 questions were asked to examine the current situation:
1. Does research in Tunisia meets its objectives?
2. Women is considered to have a role?
3. Plays she a decisive role?
4. What are the obstacles?

It emerges that:
1. Tunisian Female scientist on the labor market which is not so bad and the rate of girls is
honorable engineers compared to even European countries (strong determination of
Tunisian Women)
2. Although the difficulties are still specific to the woman, there is no real desire to benefit
from the presence of women in research
3. Status of Women continues to evolve
4. Parity has no place in the world skills
5. Parity is not a matter of presence (minority or majority)
6. Often we are an example for our students and not an example for our daughters (family
guilt and stereotype)
7. The need to organize resources and a clearer policy research and science
8. The need to create think tanks to initiate change from above (via policy) and bottom (via
partnerships)
9. Will and perseverance are a must
10. Need a REAL Tunisian Academy of Sciences
Panel discussion 2: The causes of gender segregation in the labor market
Riadh Zghal and Aicha Safi

There is an inequity in employment, career and sometimes wages (10.8% of managers, 49.7% of office workers and 74 workers are women).
Example: The textile sector hires fewer engineers and more women workers!
The question raised is: what determines the career of the woman?
1. Three types of spheres determine the career of women: (i) the social sphere (which sometimes socialized to not be ambitious); (ii) the domestic sphere (family obligations) and (iii) the professional sphere (user organization does not always correspond to the mode of socialization of Women).
2. These three spheres determine the emergence of feminine values and enormous resources for the knowledge economy (paradox between wasted resources versus female emergences feminine values).
3. This is the repository of the right of citizenship that is the cause of gender segregation: The status of women has not changed code (values of Islam) and the Woman even campaigned to keep when the regime fell from the beycal republic.
4. Often we speak of competence for the woman and not the man Excluding parity is not representativeness and competence
Recommendations:
- Better focus the world of research on the company and not just training
- Better production towards scientific innovation rather than publications
- Raising the scientific excellence, international benchmarking
- Disintegrate clans researchers
- Answer more calls
- Promote patriarchal values compared to matriarchal values for corporatisation of Women (even if you need one)
- Stimulate debate on the root causes of discrimination in the labor market (religious and legal)
- So that there is equal access to employment must establish the presumption of discrimination and abolish backward speech: "equality the day we will head an incompetent woman"
- It is essential to mobilise civil society; establish an approach to change through the learned societies and through an exploration on land with financing objectives through calls for proposals

C. Panel discussion 3: Policies and measures to promote gender equality in the evolving context of the country
Samia Kaddour and Balkiss Bouhaouala-Zahar

Mayor findings
1. There has never been investigated on ground
2. There are only comparative studies
3. There really is no wage gap but there are private discrimination estimated at 20% in practice (Code of Personal Status)
4. Legally, the wage disparity is made of the husband is entitled to all allowances, bonuses and premium single wage (even if the child care is given to the mother)
5. In practical terms, it is the woman who is required to participate in cleaning fee
6. Decisions in circles, there is a very strong male lobby that makes the woman is often not well represented in the scientific advice etc.
7. The gender approach is a cause hidden in participation in the overall innovation program and societal obstacles
8. Even today the woman is not visible and not well represented in the nominations and elections in decision-making positions (0 women university presidents).
9. 60% of women with a PhD does not have access to decision-making positions; 13% preferred to remain unmarried and therefore, the cause can not be attributed to family responsibilities.
10. Even if the family burden of Women does not weigh much, the image of the woman is stereotyped (code of personal status, inheritance rights, the responsibility of taking care of children, the division of domestic labor costs (5:15 for the F and to 0:40 M).
11. Lack of Leadership concept in Women.
12. Non inclusion of the needs of Tunisian Women.
13. Marginalisation of women in the media and through the commercials, textbooks, emissions of various events, programs for children, where the woman appears as an ordinary citizen.
14. The religious discourse affect the image of the woman and how the woman perceives its role in society.
15. Under-representation of women in decision-making positions (29% of judges, 31% of lawyers, 42% of doctors, 72% of pharmacists, two Ministers, 1 Secretary of State).

E. RECOMMENDATIONS

1. Provide a new action plan for the promotion of women’s conditions.
2. Promote research on women’s conditions and obstacles to greater autonomy.
3. Provide a system for monitoring the societal obstacles.
4. To better align the national research with the international research.
5. Creating jobs post-docs for scientists in Tunisia.
6. Regularly discuss gender developments in Europe.
7. Establish networks of researchers from both sides of the Mediterranean.
8. Consider a program of global innovation that increases women’s opportunities in the private sector.
10. Provide a more important role of NGOs in order to advance gender equality.
11. Encourage women to contribute more actively in the dissemination of scientific knowledge (through advocacy, information, meetings, awards, prizes, etc.).
12. Updating records and database on the activities of Tunisian women in Tunisia and abroad.
13. Strengthening the presence of Tunisian associations and NGOs in similar events (IIWE, SWE...).
14. The political level, to promote women in critical positions.
15. Transpose UN conventions.
16. Engaging women in their own visibility.
17. Regularly report all forms of stereotyping and discrimination.
18. Mainstreaming gender in the education system.
19. Urge for parity in the distribution of prizes, scholarships ...

To reverse gendered stereotypes and prejudices, the following actions are envisaged:

1. Primarily generate sex disaggregated by area and type.
2. Increase the critical mass of girls in universities.
3. Increase the contribution of women in networks around matriarchal values.
4. Encourage women to be exemplars and share knowledge with other researchers.
5. Promote knowledge dissemination to civil society.
6. Promote research aligned to societal needs.
Nous proposons au groupe de travail de se réunir dans un Atelier national le 24 Mai 2014 selon le programme suivant :

i) Introduction et présentation du projet, discussion sur son rôle dans le projet.

ii) Présentation des résultats préliminaires des statistiques.


Programme

9.00 - Bienvenue par l'Université de Carthage et la parole institutionnelle (Secrétaire d’État de la Femme invitée ou Ministre de la Recherche invité)

• 10.00 – Présentation du projet de SHEMERA et les progrès réalisés pour atteindre ses objectifs, par les coordonnatrices de SHEMERA Hulya Caglayan, et FSB

• 10.30 - Évolution de la situation des femmes dans les sciences et la recherche et discussion des politiques (ANC) Samira Friaa, Genre, Science et Politique

• 10.45 – Café

• 11.15 – Quelle place pour les femmes dans la recherche ? ( CREDIF) Rachida Tlili Sellaouti: Le CREDIF et l'approche genre à travers les projets H2020

• Femmes et Sciences (Associations) Mongia Said Zina: L'association "Femmes et Sciences": le contexte de sa création.

Recherche (Sciences exactes sociales) Saloua Charfi; Les femmes scientifiques face aux discriminations socio-culturelles

• Discussion et rédaction des principales recommandations

13.00 – Déjeuner

14.30– 16.30 Comment améliorer la situation des femmes dans la recherche et la science ? 3 thématiques sont proposées, elles seront animées par des animateurs pour orienter la discussion. Trois rapporteurs seront désignés pour la Rédaction des principales recommandations :

1. La présence de femmes dans la recherche (passé, présent et futur)

2. Les causes profondes de la ségrégation des sexes sur le marché du travail

3. Politiques et mesures visant à promouvoir l'égalité des sexes dans le contexte évolutif du pays.

Lecture des recommandations et conclusions par les trois rapporteurs (un pour chaque Thématique )

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Sonia Mallak(sonia.mallek@gmail.com)
Mob:98638652

Oum Kalthoum Ben Hassine: L'édification du savoir scientifique avec les femmes.