

Table of contents

FOREWORD	3
----------------	---

GENERAL INTRODUCTION	6
----------------------------	---

PART 1

QUANTITATIVE ANALYSIS.	10
-----------------------------	----

1. TARGETING WOMEN IN INDUSTRIAL RESEARCH: THE METHOD AND ITS LIMITS. 10

1.1 The European R&D Survey.	10
-----------------------------------	----

1.2 The Community Labour Force Survey.	12
---	----

1.3 Complementary Sources of Information	17
--	----

2. WOMEN IN RESEARCH IN THE INDUSTRIAL SECTOR: ANALYSIS RESULTS

2.1 Main Figures and Trends	18
-----------------------------------	----

2.1.1 The significance of the industrial sector for research	18
---	----

2.1.2 Under-representation of women in industrial research ...	20
--	----

2.1.3 Employment growth and gender gaps	22
---	----

2.2 Sectoral, Occupational and Educational Segregation	24
--	----

2.2.1 Sectoral segregation.	24
----------------------------------	----

2.2.2 Occupational segregation	26
--------------------------------------	----

2.2.3 Educational segregation	28
-------------------------------------	----

2.3 Working Conditions and Trends for Industrial Scientists and Engineers	30
--	----

2.3.1 Age and patterns of change	30
--	----

2.3.2 The impact of parenthood	31
--------------------------------------	----

2.3.3 Working conditions	31
--------------------------------	----

2.3.4 Gender pay gap.	32
----------------------------	----

2.4 Comparison with Non-European Countries.	35
--	----

2.4.1 Under-representation of women in scientific and technological employment	35
---	----

2.4.2 Career development and management	39
---	----

2.4.3 Gender pay gap.	39
----------------------------	----

3. IMPROVING STATISTICAL SOURCES AND BUILDING GENDER INDICATORS FOR INDUSTRIAL RESEARCH

3.1 Improving the European R&D Survey.	41
---	----

3.1.1 Reporting sex-disaggregated data for industrial researchers	41
---	----

3.1.2 Harmonising the survey design	42
---	----

3.1.3 Mapping the research population	42
---	----

3.1.4 Collecting data on every Frascati variable	42
--	----

3.2	Further Potential Uses of the CLFS	42
3.2.1	A research activity variable	42
3.2.2	A field of study variable	42
3.2.3	Three-digit NACE sector information	42
3.2.4	Other analytical possibilities	42
3.3	Using the ESES for Collecting Information on Wages	42
3.4	Implementing a specific survey among scientists and engineers	43
3.5	Developing Gender Indicators and Benchmarking Women's Participation in Industrial Research.	43

PART 2

QUALITATIVE ANALYSIS: CASE STUDIES	48
1. INTRODUCTION	48
2. CONCEPTUAL AND THEORETICAL DISCUSSION	49
2.1 Specific characteristics of industrial research in comparison with public sector research	49
2.2 Three key concepts: 'good practices', 'mainstreaming' and 'neutrality'	50
3. GOOD PRACTICES	55
3.1 Global Integrated Programmes Favouring Women	55
3.1.1 Procter & Gamble	55
3.1.2 Pfizer	57
3.1.3 Others examples: OMV Aktiengesellschaft and Thalès ...	57
3.2 Time management practices	58
3.2.1 Flexibility of work organisation	58
3.2.2 Reduction of working time; part-time work	60
3.3 Management of pregnancy and maternity	62
3.4 Recruitment, Promotion, Wages and a Mixed Workforce	65
3.5 Network-Building	67
3.6 Actions in the Field of Continuous Training	71
3.7 Partnerships between companies and schools	73
3.8 Reflections on the 'Feminine Management' Mode	75
GENERAL CONCLUSION	78
REFERENCES	81
LIST OF TABLES	88
LIST OF WEBSITES	88
BIOGRAPHIES OF THE MEMBERS OF THE RESEARCH TEAM	89