International workshop of the Women and Science Chair

Journée scientifique de la Chaire Femmes et Science
The Women and Science Chair at Paris Dauphine-PSL University, aims to mobilize and develop multidisciplinary approaches to analyze the determinants and the impact of the low presence of women in scientific studies and careers (mathematics, computer science, natural sciences and technology). The Women and Science Chair is member of the UNESCO chairs network. It was created with the support of the L'Oréal Foundation, Generali France, La Poste, Talan, and Amundi, in partnership with the Institute of Public Policies and l'Institut Louis Bachelier.

The goal of the Chair is to build an interdisciplinary research center, to contribute to the production of knowledge, and to participate to public debate about its areas of interest. To this end, the Chair associates research centers and researchers both in Dauphine University and outside Dauphine. It mobilizes methods and tools from several disciplines, in particular economics (risk economics, microeconomics, applied economics, experimental economics), decision theory and mathematical modeling, sociology, management and social psychology.

The Women and Science Chair's mission is to create and disseminate national and international research on women and girls in the hard and natural sciences (from scientific subjects to scientific research and scientific careers), with the aim of interrogating and better understanding:

General themes of the Women and Science Chair
- Impact of not taking gender into account in the design of scientific studies,
- Impact of the absence or under-representation of women in scientific sectors (STEM) on the quality of research and strategic decisions,
- Career trajectories, career and wage gaps intra-company or cross-companies by sector (for example, in medicine, data analysis, artificial intelligence, industry, etc.)
- Supply and demand in scientific tracks (STEM),
- Evaluation of public policies or experiments and international benchmarks,
- Determinants of the lower representation of women in scientific tracks and careers (STEM).

Partenaires de la chaire

Chair partners
Women in scientific careers: facts and levers

International workshop of the Women and Science Chair
January 24, 2024 Université Paris Dauphine-PSL

The Women and Science Chair at Université Paris Dauphine-PSL is organising its 2024 scientific day which marks the 5th year of the chair’s existence. The purpose of the conference is to present an overview of the research projects supported by the Chair studying the determinants of the lower presence of women in scientific fields and careers, while highlighting the issues addressed (stereotypes, gender inequalities, gender bias).

The Chair supports 30 projects all over the world in more than 15 countries. The program is packed with contributions from 10 leading researchers from academic institutions, focusing on the determinants, obstacles and challenges involved in getting more women into scientific studies and careers.

Organising committee

Marie-Pierre Dargnies,
Assistant Professor at DRM Finance, Université Paris Dauphine-PSL, PSL Research University

Aïda Hamdi,
General delegate, Women and Science Chair, Secretary general, House of Finance, Université Paris Dauphine-PSL

Elyès Jouini,
Professor, Université Paris Dauphine-PSL, Director, Institut Universitaire de France, Head of the Women and Science Chair
## Determinants of the lower presence of girls in the scientific studies

**Morning session - Room A709**

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<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>09:00</td>
<td>Girls do the maths: a sociological survey on high school girls</td>
<td>Clémence Perronnet, Associate professor of sociology, (LIRFE, UCO), Université Catholique de l'ouest, France</td>
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<tr>
<td>09:30</td>
<td>Career aspirations of male and female students studying Science Technology Engineering and Mathematics (STEM) subjects in a Ghanaian University</td>
<td>Charlotte Wrigley-Asante, professor, geography and resource development, University of Ghana</td>
</tr>
<tr>
<td>10:00</td>
<td>Do women overprepare? An experimental analysis</td>
<td>Christiane Schwieren, professor of organizational behavior, Alfred Weber Institute of Economics (AWI), University of Heidelberg (UHD), Germany</td>
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<td>10:30</td>
<td>Welcome speech</td>
<td>Elyès Jouini, Professor, Université Paris Dauphine-PSL, Director, Institut Universitaire de France, Head of the Women and Science Chair</td>
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<td>11:10</td>
<td>Between the humanities and sciences - about different understandings of gender inequality</td>
<td>Grażyna Gajewska, Professor, the educational studies department, Adam Mickiewicz University, Poland</td>
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<td>11:40</td>
<td>Investigating gender’s effects in medical residency selection in the United State</td>
<td>Charlotte S. Alexander, Professor of law and ethics, Scheller College of Business, Georgia Institute of Technology, USA</td>
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## Women in scientific careers

**Afternoon session - Room A709**

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<th>Time</th>
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<th>Author</th>
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<tr>
<td>1:30</td>
<td>Has distance learning during lockdown allowed for more gender equality in digital education? (COVIQUITY)</td>
<td>Giorgia Magni, PhD candidate in education and gender studies, department of education, University of Geneva, Switzerland</td>
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<td>2:00</td>
<td>Stars have no gender: female inventors and teams</td>
<td>Federico Caviggioli, Associate professor, industrial and management engineering, Politecnico di Torino, Italy</td>
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<tr>
<td>2:30</td>
<td>Unraveling the roots of gender inequality in STEM</td>
<td>Elvira Sojli, Associate professor, banking and finance, University of New South Wales, Australia</td>
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<tr>
<td>3:30</td>
<td>Women inventors</td>
<td>Agata Maida, Professor, department of economics, management and quantitative method, University of Milan, Italy</td>
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<tr>
<td>4:00</td>
<td>Networks and power: gender effects of random selection into an administrative elite</td>
<td>Alessandra Alloca, Assistant professor of economics, Ludwig-Maximilians-University, in Munich (LMU), Germany</td>
</tr>
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</table>
Clémence Perronnet is a researcher in sociology and a lecturer in educational sciences at the Université Catholique de l'Ouest. Her research focuses on the genesis of relationships to science, i.e., on the social processes and the material and symbolic conditions of (dis)liking and commitment (or disengagement) to scientific practices, courses of study and careers. Her work considers science not only as a corpus of knowledge, but also as a material culture that unfolds in museums, games, activities or written and audiovisual productions, i.e. the «scientific culture».

Prof. Charlotte Wrigley-Asante is a human geographer and a gender and development expert. She has skills in gender analysis in addition to collecting and analyzing both qualitative and quantitative. She undertaken several researches in gender, poverty and empowerment issues in Ghana. She is currently the Director of the Center for Gender Studies and Advocacy (CEGENSA) and Head of Department, Geography and Resource Development at the University of Ghana.

Christiane Schwieren's current research focuses on two broad areas: decision making and self-regulation under stress and/or change and diversity and individual differences in labor market settings. Methodologically, She mainly uses (lab and field) experiments, but recently also did some survey research and she has one purely theoretical paper.

Grażyna Gajewska is AMU professor of literature at Adam Mickiewicz University, Poland. For 18 years she worked at the Institute of European Culture. Currently, she conducts research and lectures at the Institute of Film, Media and Audiovisual Arts. Her research centers on the methodology of post-humanistic anthropology, interdisciplinary methods for analyzing contemporary culture, multi- and metaculturalism, gender studies, transhumanist studies, and post-humanist approaches.

Charlotte S. Alexander is professor of law and analytics. She joined Georgia State University in 2011. She holds a J.D. from Harvard Law School and a B.A. from Columbia University. A highly regarded scholar, she received the Distinguished Early Career Faculty Award from the Academy of Legal Studies in Business in 2016.

Giorgia Magni is a PhD candidate and graduate assistant in the research group G-RIRE (Genre - Rapports intersectionnels, Relation éducative, in French) at the Faculty of Education of the University of Geneva. Her research interests includes, among others, gender-based violence in educational settings and critical pedagogies.

Federico Caviggioli specializes in quantitative analysis to study the economics of innovation and, in particular, patent data intelligence, markets for technologies, and quality of patent systems. He published in international journals such as Research Policy, Industry and Innovation, and Technological Forecasting & Social Change. He worked on several national and EU funded projects.

Elvira Sojli is an associate professor of finance and Scientia Fellow Alumni in the School of Banking and Finance, the University of New South Wales. Her work focuses on empirical industrial organisation at the firm and market level. She is particularly interested in understanding the role of and determinants of women participation in innovation and in the international aspect of differences across countries and disciplines.

Alessandra Allocca received her Ph.D. in economics from the Center for Doctoral Studies in Economics (CDSE), University of Mannheim, in August 2020. Her research interests are in Empirical Industrial Organization, Innovation and Organizational Economics.

Agata Maida is assistant professor in economic policy within the Department of Economics, at the University of Milan (Italy) and senior research fellow at LABORatorio Revelli, Collegio Carlo Alberto. She has an established research record in the area of labor economics. Her articles have appeared, among the others, in The Review of Economic Studies, The Economic Journal, and Economics Letters, Indutrial and Labor Relation Review.
Femmes, Sciences et Technologies: comprendre et agir

En France, les filles réussissent mieux académiquement que les garçons. Cependant, ces résultats cachent une sous-représentation des filles dans les filières scientifiques menant aux professions les mieux rémunérées. Comprendre en profondeur et de manière étayée les raisons et les conséquences de cette situation est aujourd'hui indispensable. Et c'est tout l'objectif de la Chaire Femmes et Science: soutenir et développer des travaux académiques à même d’apporter des éclairages pertinents et des éléments de réponse aux nombreuses questions qui se posent : est-ce une question de goûts, de compétences, d’environnement, de confiance en soi, de représentations ? Quel est l’impact de cette faible présence des femmes en science, sur la science elle-même, sur la société dans son ensemble et sur la place des femmes dans la société ? Quelles politiques publiques mener pour mettre fin à cette situation ?

En éclairant ces questions, la Chaire vise à identifier des actions publiques efficaces pour lutter contre les freins systémiques et les stéréotypes. Il s’agit là, avant tout, d’un impératif d’équité mais également d’efficacité économique. La sous-représentation des filles dans les filières scientifiques prestigieuses est aussi une question d’opportunités manquées et de perte d’efficacité pour notre société dans son ensemble, puisqu’elle empêche l’allocation optimale des talents. Les entreprises et les laboratoires de recherche sont ainsi privés de compétences précieuses. La quasi-absence des femmes dans le domaine de l’intelligence artificielle a d’ores et déjà des conséquences sociétales lourdes et qui pourraient s’amplifier à court terme.

Au programme de la conférence, deux tables rondes pour comprendre les enjeux et la conséquence de la moindre présence des femmes dans les études et les carrières scientifiques et technologiques et pour faire avancer la question de la parité dans les métiers en STEM.

Les deux tables rondes sont modérées par Caroline Blaes, journaliste à impact.
Programme

18h00 | Les femmes dans les études et les métiers scientifiques et techniques : stéréotypes de genre et freins systémiques

Elyès Jouini, professeur, Université Paris Dauphine-PSL, administrateur de l’Institut Universitaire de France, Directeur de la Chaire Femmes et Science

Thomas Breda, chargé de recherche, CNRS, professeur, école d’économie de Paris

18h15 | Les femmes et la Science : Quels enjeux ? Quelles avancées ?

Laurence Devillers, Professeure d’informatique appliquée aux sciences sociales, Sorbonne Université
Mélanie Guenais, Professeure, l'Université Paris-Saclay, vice-présidente, Société mathématique de France
Gina Gulla-Menez, Responsable de l’executive master SI de l’entreprise étendue, Université Paris Dauphine-PSL, Fondatrice, baromètre SheLeadsTech
Elisabeth Moreno, Ancienne ministre, Présidente de LEIA, Présidente fondation Femmes@numérique
Alexandra Palt, Directrice générale, Fondation L’Oréal, Directrice générale de la responsabilité sociétale et environnementale, L’Oréal

19h00 | Les femmes dans les STEM : Quels leviers d’action ?

Nathalie Collin, Directrice Générale de la Branche Grand Public et Numérique, La Poste Groupe
Jean-L. Granier, CEO, Generali France
Mehdi Houas, Président, Groupe Talan
Aude de Thuin, Fondatrice et président, Sistemic, fondatrice et présidente du conseil d’administration, Women in Africa Ltd
Elisabeth Kohler, Directrice, Mission pour la place des femmes au CNRS