

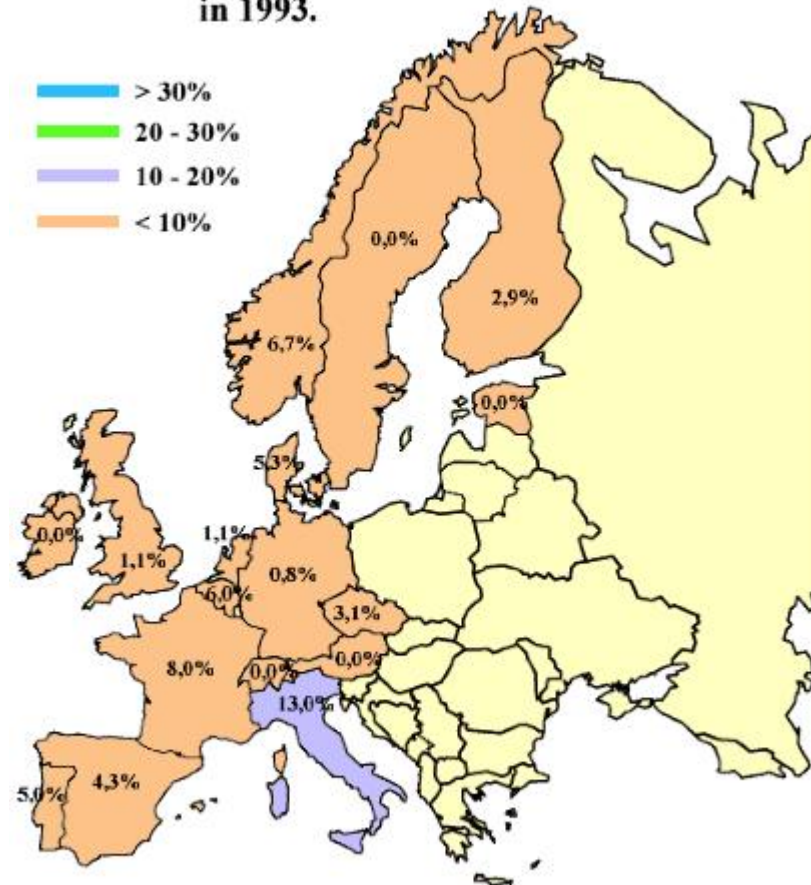
Women in Mathematics : France and Germany in the last 25 years

Marie-Françoise Roy
IRMAR Université de Rennes 1
EWM convenor

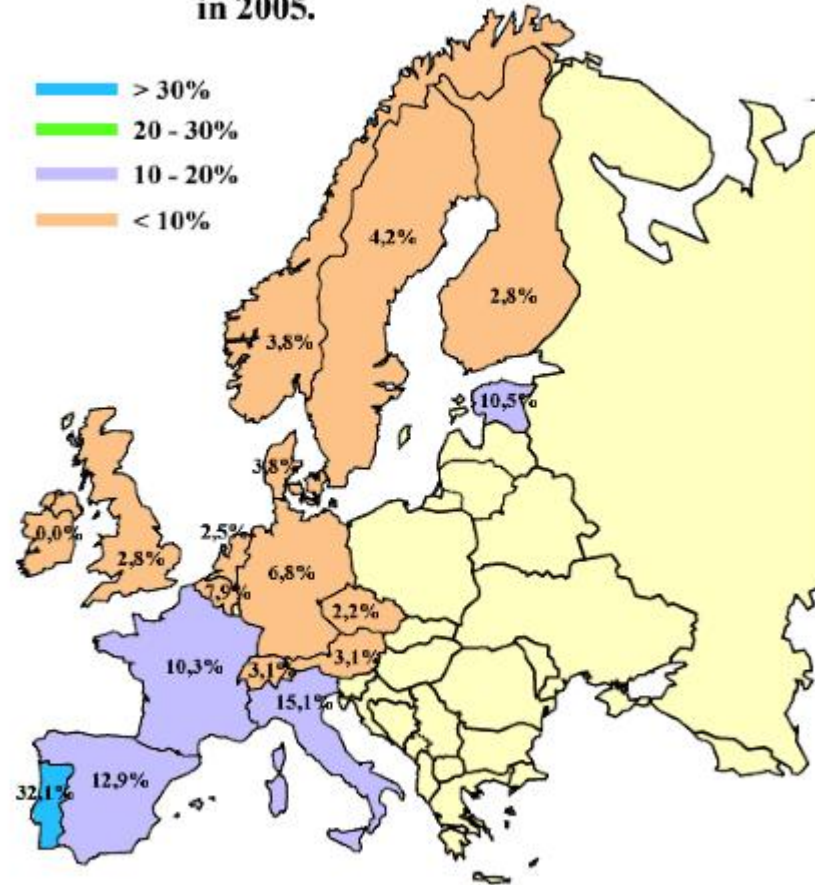


Map of Europe

Percentage of women full professors
in 1993.



Percentage of women full professors
in 2005.



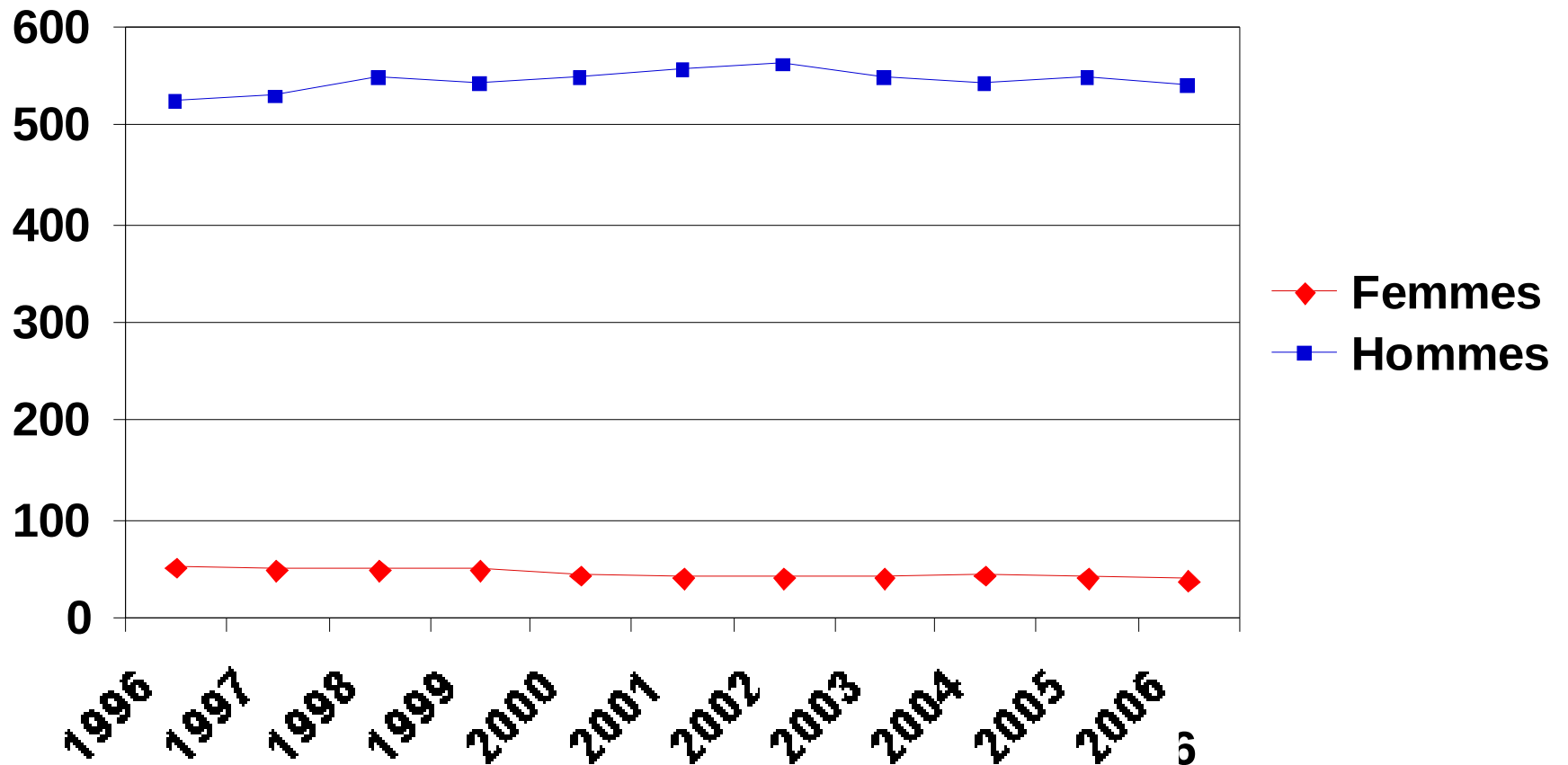
*femmes
&
mathématiques*



France, 25 years later

Extracted from a lecture
by Laurence Broze

University full professeurs section 25 : mathematics (« pure »)



University full professeurs

section 25 : mathematics (« pure »)

An endangered species
36 women professors
against 515 men professors
Many close to retirement

An endangered species is a population of organisms which is facing a high risk of becoming extinct because it is either few in numbers, or threatened by changing environmental or predation parameters.

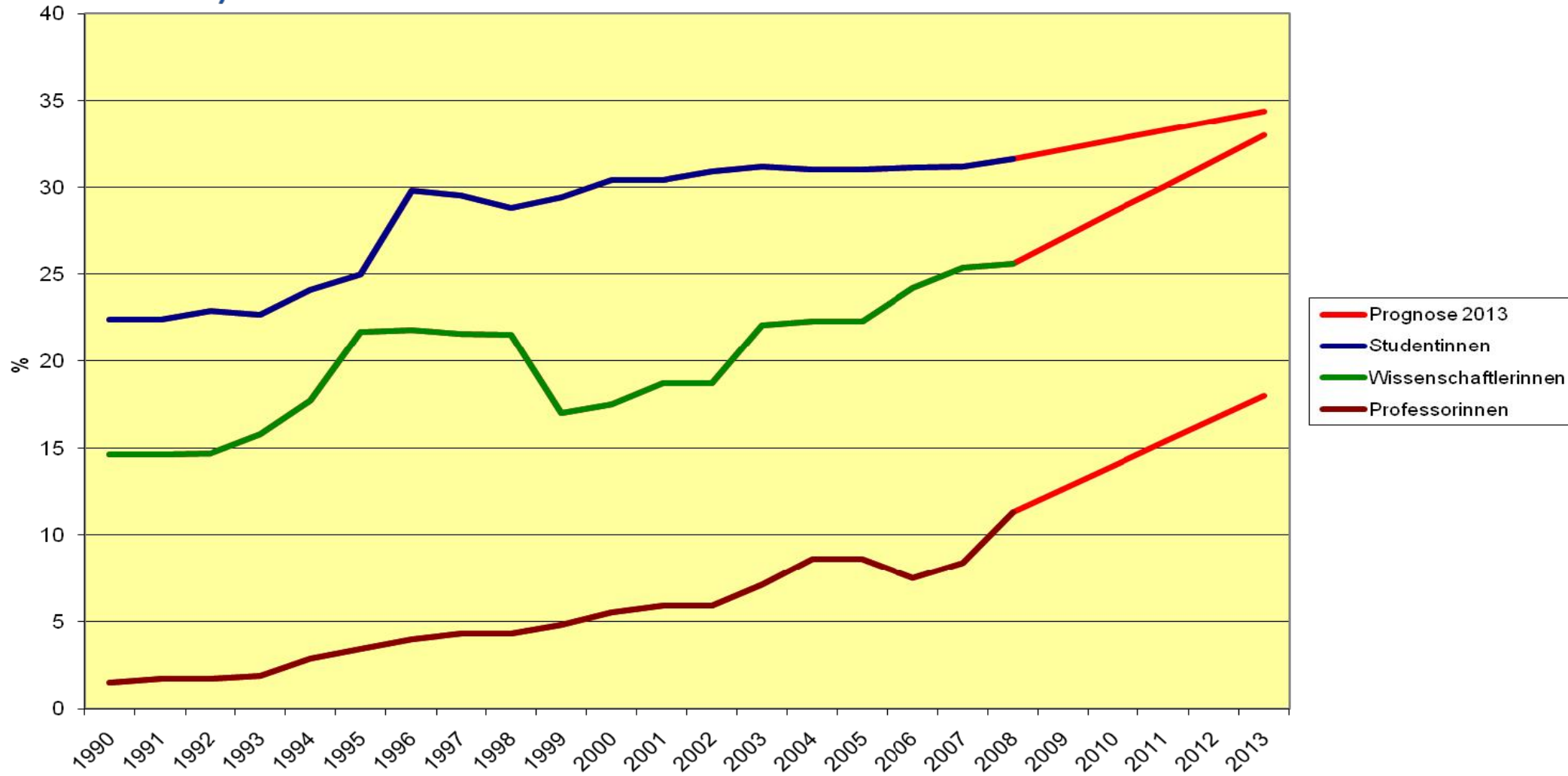
Germany in the last 25 years

From panel at the DMV meeting in Munich 2010
(Thanks to Christine Bessenrodt)



Warning :not only mathematics

Development of growth of women scientists at TUM (with forecast to 2013)



What happened in **France**?

Previous good situation due to
Ecole Normales Supérieures de Jeunes Filles

Then NOTHING !

No affirmative action

No specific effort

BUT French gouvernement 50% women



What happened in **Germany**?

MANY INITIATIVES !

Hiring process

Excellence projects, special funds

Center of Excellence Women and Science



Nuances

In France : numbers better in applied mathematics
and statistics

In Germany : numbers still low in pure math
Progress mainly in applied math and statistics



New **awareness** in France ?

- Index of academic parity (% in labs)
- « Chargées de missions » in each university
- CNRS Institute of Mathematics

Conclusion

- Need to watch
- No spontaneous progress
- Combine with general policies
- Funding useful
- **Learn from each other !**