

### **Workshop3: Women and Men in Science, Where is the Problem and How Can We Solve It?**

**Chair:** *Marisa Alonso-Núñez*, Eudoroc

**Speakers:**

**Curt Rice**, Tromsø, Norway and GenSet project

**Živilė Rutkūnienė**, Kaunas University of Technology, Lithuania, BASNET Forumas

**Aistė Dromantaitė-Stancikienė**, Mykolas Romeris University, Lithuania

If it is easy to think that gender discrimination is a problem from the past, the fact that you are a woman or a man is still an important factor regarding how far you will get in your scientific career. Much fewer women than men get to the highest positions, even if they stay in the academic career (full professor position). This is both a problem for the individual, but also for the research as a whole since diversity in research teams has been shown to correlate positively with the quality of research. How can we, as early stage researchers, work to make the European Research Area attractive for women to pursue a scientific career all the way from PhD to the full professor position? What formal and informal discriminating structures exist on national and European levels? What are good practices and what are bad practices? We will have three speakers to give an overview about the starting point: the current situation of the gender imbalance in research from different points of view and experiences. After that, a debate will be held about the role of the early stage researchers and young researchers in general in fostering good practises about gender in research.