



## Introduction

The UK is leading a new joint European project on Equal Pay, Career Progression and the Socio-legal Valuation of Care. This is funded from the 5<sup>th</sup> Action Programme's Community Framework Strategy on Gender Equality (2001-2005), under the Reconciliation between Work and Family Life theme. Our trans-national partners are Austria, Greece, Italy and Portugal.

## Our Focus

- The project is concerned to examine the impact of care (unpaid work) on the career progression of highly qualified men and women in employment sectors which demand a high level of international mobility.
- It considers the tension present in the development of measures to secure the recruitment and retention of highly skilled women through the promotion of family-friendly policies on the one hand and the increasing relationship between career progression and mobility on the other.
- The study focuses on science careers and on two areas (medical and life-sciences and physical sciences).

## Our Aims

- To develop a better understanding of the factors shaping the career progression and representation of women in highly skilled, science, labour markets through detailed comparative inter-disciplinary research.
- Constituent elements of the project examine:
  - ◆ The European Union legal and policy context
  - ◆ The relationship between EU policy initiatives and national resource frameworks
  - ◆ The policies and practices of key employers in the field (academic and industrial)
  - ◆ The experiences and perceptions of female and male scientists
- To identify evidence-based approaches to policy-making in this area.

## Our Methods

- Legal and policy analysis at European Union and national level (in the partner countries), covering the following areas:
  - ◆ Legal and social barriers to mobility
  - ◆ Labour Market Participation of Women and Men
  - ◆ Representation of men and women in science careers
  - ◆ Family-friendly policies including support with child care and flexible working
- Interviews with employers and human resource managers to identify policy concerns and best practices in this area
- Conduct qualitative interview with women and men scientists working in the selected areas of science

## Project Timetable and Outcomes

- The work commenced in December 2002 and is due for completion in March 2004.
- The final report and a summary of this available in the five project languages will be available in July 2004.
- The progress of the research, reports produced and other relevant information will be posted on the project website.
- The findings will be disseminated at a Conference in Lisbon, Portugal in June 2004.