your turn – your role

"گن كله نا"

Initiative to release the full potential of Research, Innovation, and Development

« for ALL, for LEBANON »
### Female Researchers (UNESCO database)

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arab states (some)</td>
<td>39.8%</td>
</tr>
<tr>
<td>North America &amp; Western Europe</td>
<td>32.3%</td>
</tr>
<tr>
<td>International average</td>
<td>28.8%</td>
</tr>
<tr>
<td>Central &amp; West Asia</td>
<td>18.5%</td>
</tr>
</tbody>
</table>

**Diagram:**
- **Social**
- **Agriculture**
- **Science**
- **Medical**
Searching for indicators: CNRS-L programs

Doctoral fellowships: 72%
Grant research program: 32%
Excellence awards: 26%

Many leaks in the pipeline leading women to a research career or lack of participation or weak contribution?
Equivalent rates: participation vs success (same for the other programs)

Example: Excellence awards

- Awardees: 26%
- Applicants: 27%
Indicators from Lebanese universities

Researchers

5 universities: 60% of the Higher education volume and 90% of the scientific research.

Setting paradigm for more than 116000 students and 7000 researchers (all grades)
Career - General trend

Quantitative approach: Need for analysis (during the panel discussion)

Staggering gaps confirming the «glass ceiling» effect
Dynamic actions

II- Visibility & valorization
- ATLAS
- Popular events
- Achievements
- Café sciences
- Awards
- Sustainability...

Specific schemes of funding (mentorships, fellowships, grants)
- Research projects integrating gender dimensions
- Role model days...

III- Reinforcing capacities
- Networking
- Research skills
- Communication
- Public speaking
- Research proposals
- Research strategy...

Society, Research community & Stakeholders
- Targeted measures for a better gender mainstreaming
- Implementation of inclusive actions/ regulations

IV- Support & inspire

V- Advocacy for inclusive measures

- Café sciences
- Achievements
- Awards
- Sustainability...
Thanks to

Lebanese universities and research centers

Local & international initiatives

+Others to join