



## INTERNATIONAL SCIENTIFIC DAY OF THE WOMEN AND SCIENCE CHAIR

February 10th, 2025  
Université Paris Dauphine-PSL

**Dauphine | PSL**  
WOMEN AND SCIENCE CHAIR





The third annual scientific day of the Women and Science Chair of Université Paris Dauphine-PSL takes place on **February 10th, 2026**. This event aims to examine the multifaceted ways in which gender dynamics shape scientific careers, the production and dissemination of knowledge, and the generation of innovation and impact. Structured around three thematic sessions, the day will bring together scholars from various disciplines to foster an interdisciplinary dialogue on gender and science.

The first session of the workshop addresses women's trajectories in scientific and technological fields, with a focus on professional pathways and the structural and collective factors influencing access to these careers. The second session explores how gender dimensions affect the organization and evaluation of scientific work, as well as the processes of knowledge dissemination and recognition within academia and beyond.

The last session opens a broader discussion on the relationship between inclusivity and scientific excellence, interrogating whether diversity in research environments leads to more robust and innovative science. It will also consider the role of women in transforming scientific knowledge into technological and societal impact.

The Chair aims to mobilise and develop **pluridisciplinary approaches** to analyse both the determinants and the impact of low female presence in scientific studies and careers. Presenting this scientific day under the theme "**From Career to Impact: How Gender Shapes Science and Innovation**", the Chair intends to reflect both on individual trajectories and systemic effects, and on how the presence—or absence—of women in science influences not only equity but scientific excellence and societal relevance.

Through this scientific day, the Chaire reaffirms its commitment to :

- Building a **centre of multidisciplinary expertise** that brings together researchers at Dauphine-PSL and beyond, in France and internationally.
- Producing and disseminating robust research, contributing to public debate and policy reflection on gender and science.
- Providing a **forum for exchange** among academics, economic actors, civil society and policy makers – not as representatives but as experts contributing knowledge and experience.
- Informing and raising awareness among enterprises, public authorities and citizens about the mechanisms underlying women's under-representation in scientific domains, and identifying effective modes of action.

We welcome you to join us in this vital endeavour, and to engage with the discussions, the debates and the collaborative reflections that will shape more inclusive, innovative and impactful science for the society.

## PROGRAM

### Trajectories and Access to Scientific Fields

**9:30 - Women in Tech Professions: Career Trajectories and Women's Collective Mobilizations**

**Camille Dupuy**, Professor, Université de Versailles Saint-Quentin-en-Yvelines and Paris-Saclay, CEET-CNAM fellow, France

**Marion Flécher**, Associate professor, Paris Nanterre university, IDHES and CEET-CNAM fellow, France

**François Sarfati**, Professor, the Centre Pierre Naville (CPN - University Paris-Saclay, University d'Évry & CEET), France

**10 :15 - Lottery or Screening? University Admission Systems, Student Gender Composition and Career Outcomes**

**Matthias Parey**, Professor of Economics, School of Social Sciences, University of Surrey, UK

**11:30 - From Implicit Bias Research to Institutional Action: Gender Stereotypes in Scientific Recruitment**

**Isabelle Regner**, Professor of psychology, Aix-Marseille University, France

### Scientific Production and Dissemination

**01:15 - Ideal STEM Academic Worker: Navigating Gender Bias and Unravelling Gender Dimensions**

**Mariya Shcherbyna**, Visiting Researcher, Department of Management and Production Engineering (DIGEP), Politecnico di Torino, Torino, Italy

**Greta Temporin**, PhD student in Management, Department of Management and Production Engineering (DIGEP), Politecnico di Torino, Torino, Italy

**02:00 - Is inclusive science better science?**

**Renée Adams**, Professor of Finance, Said Business School, University of Oxford, UK

### Scientific Innovation and Gender Dimension

**03:15 - Gender Bias in Radar-Driven Vital Signs Monitoring**

**Nour Ghadban**, Cara Fellow Researcher, School of Engineering, University of Glasgow, UK

**04:00 - Generating technological impact from scientific research: the role of women**

**Laura Toschi**, Associate Professor of entrepreneurship and innovation, University of Bologna, Italy

### Camille Dupuy



Camille Dupuy is professor of sociology. Her research focuses on the concrete forms of representation and collective action at work, drawing on empirical investigations across various sectors (the press, scientific activities, the non-profit sector, and the IT sector), within both national and comparative (international) perspectives. These studies shed light on the concrete conditions under which democracy at work can be realized within a capitalist system.

### Marion Flécher



She is an Associate Professor of sociology. Her PhD dissertation, conducted under the supervision of Sophie Bernard and defended in December 2021 at Université Paris-Dauphine, is entitled The World of Start-ups, the New Face of Capitalism? An Investigation into the Modes of Creation and Organization of Start-ups in France and the United States.

### François Sarfati



François Sarfati is professor of sociology. He studied economics and sociology at Université Paris 1 Panthéon-Sorbonne, before continuing his studies at the Conservatoire national des arts et métiers, where he defended his PhD in 2005. His dissertation focuses on the mechanisms through which uncertainty increases in labor markets, from the perspective of those who benefit from it. He refers to them as the “winners of uncertainty,” which also became the title of the book he later published with Presses universitaires du Septentrion.

### Matthias Parey



Matthias Parey is Professor of economics, research fellow at the Institute for Fiscal Studies (IFS) and Editor of Fiscal Studies. He is Research Fellow at the Institute for the Study of Labor (IZA), and Researcher at the ESRC Research Centre on Micro-Social Change (MiSoC). He completed his PhD in Economics at University College London (UCL). His research interests include labour economics, economics of education, micro-econometrics, inequality and economics of innovation.

### Isabelle Regner



Isabelle Regner is full professor of experimental social psychology. She heads the Center for Social Sciences for Science within the Faculty of Science and leads the Cognition and Social Neuroscience team at the Laboratory of Cognitive Psychology (CNRS UMR 7290). Her research focuses on the social regulation of human cognitive processes, studied both in laboratory settings and in natural contexts (educational and clinical).

### Mariya Shcherbyna



Mariya Shcherbyna is Visiting Researcher, affiliated to Department of Philosophy, Cultural Studies and Information Activities, GReG, and associate professor at V. Dahl's East Ukrainian National University. Her research focuses on gender studies, antidiscrimination, womantory/HerStory and stereotyping as a part of mythological thinking. She authored and coordinated the international project «Beading the Womantory» for the Gendermuseum (Kharkiv, Ukraine).

### **Greta Temporin**



Greta Temporin is a PhD student in Management, Production and Design at Politecnico di Torino. With a background in law, her research project focuses on Equality, Diversity and Inclusion (EDI) management in public administration and academia, especially in the STEM fields. She is part of the GReG executive committee and coordinates PoliWo - PoliT for Women. Her scholarship was funded by the Italian National Recovery and Resilience Plan.

### **Renée Adams**

Renée Adams is a Professor of Finance at Said Business School. She is an expert on corporate governance, bank governance and gender. Her work has a strong policy orientation and draws on economics, finance, management and psychology. Professor Adams' interest in diversity is not limited to research. She co-founded AFFECT, the American Finance Association's committee for women, in 2015 and chaired it until 2020.



### **Nour Ghadban**



Nour Ghadban is Cara Fellow Researcher at the School of Engineering, University of Glasgow, delving into machine learning, deep learning, pattern recognition, and computer vision in my ongoing research. Her academic journey includes a tenure as a lecturer at Tishreen University in Syria and as a L'Oréal-UNESCO For Women in Science Levant & Egypt fellow in 2017. She also contributed as a researcher at Brno University. Passionate about advancing women in science, she actively champions global initiatives for gender equality in education and engineering.

### **Laura Toschi**



Laura Toschi (PhD) is Associate Professor in Entrepreneurship and Innovation Management at the Department of Management of the University of Bologna (Unibo) and she serves as the Deputy Director of the Executive Master in Technology and Innovation Management at the Bologna Business School. At Unibo, she received her Ph.D. in Management and a Laurea in Management Engineering. She has been visiting scholar at Boston University, SPRU and Queensland University of Technology. Her main research interests are in the fields of technology transfer, innovation management, entrepreneurship, entrepreneurial finance and impact investing, sustainability transitions.

# TABLE RONDE | FEMMES ET SCIENCES : DISCOURS D'ÉGALITÉ MAIS INÉGALITÉS PERSISTANTES?

10 Fevrier 2025

Université Paris Dauphine-PSL

La conférence propose une réflexion critique sur les avancées réelles et perçues de la place des femmes dans la science. À partir de travaux de recherche récents, de données empiriques et de retours d'expérience, les échanges porteront sur les évolutions des carrières scientifiques féminines et de leur orientation vers les STIM dans les études supérieures, en mettant en exergue les mécanismes persistants d'inégalités et les effets des politiques mises en œuvre en faveur de l'égalité.

Au-delà des constats et de l'analyse actualisés, l'objectif de la table-ronde est de proposer des pistes d'actions concrètes avec des acteurs de différents bord. Elle est modérée par **Jean Rognetta**, journaliste, fondateur de Qant et éditeur chez Project Syndicate.

## 17h45 - Introduction



**Elyès Jouini**

Professeur, Université Paris Dauphine-PSL, Administrateur de l'Institut Universitaire de France, Directeur de la Chaire Femmes et Science

## 18h00 - Table ronde



**Laura Chaubard**

Directrice, École Polytechnique



**Laure Darcos**

Sénatrice de l'Essonne, Vice-présidente de la délégation aux droits des femmes et à l'égalité des chances entre les hommes et les femmes



**Isabelle Gallagher**

Présidente, Société mathématique de France



**Mélanie Guénais**

Mathématicienne, Fondatrice du collectif Maths & Sciences



**Charlotte Jacquemot**

Directrice du département d'études cognitives, ENS



**Isabelle Regner**

Professeure de psychologie, Vice-Présidente Egalité Femmes Hommes et Lutte contre les Discriminations, Aix-Marseille Université

## 19h15 - Conclusion



**Elisabeth Moreno**

Présidente, CA de Ring Capital et Ring Africa, Fondation Femmes@numérique, La Puissance du Lien

# Chaire Femmes et Science

## Rapport scientifique

FÉVRIER 2026



Retrouvez les articles publiés par l'équipe de la Chaire et les travaux de recherche finalisés soutenus par la chaire ainsi que toute son activité dans son rapport scientifique de Février 2026.

### Nos partenaires