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**Women in science:
From exclusion to (complete)
inclusion**

WomenInNano Winter School

Kranjska Gora, Slovenia, February 7-9, 2008

The lecture on Friday, 8 February 2008 (9.00-9.30)

1 Sexism and (male-biased) science:

- (Re)construction of W. civilization \neq gender neutral;
- scientific knowledge = deeply gendered
- “objective = male” (1911, G. Simmel)
- exclusion of W from the production of knowledge
- women as creators of scientific knowledge:
- 1200 b.C E – 1800 a.C E = 3000 = 77 W (Ogilvie 1988)

Women's entering universities

- Country Establishment of 1st Women allowed

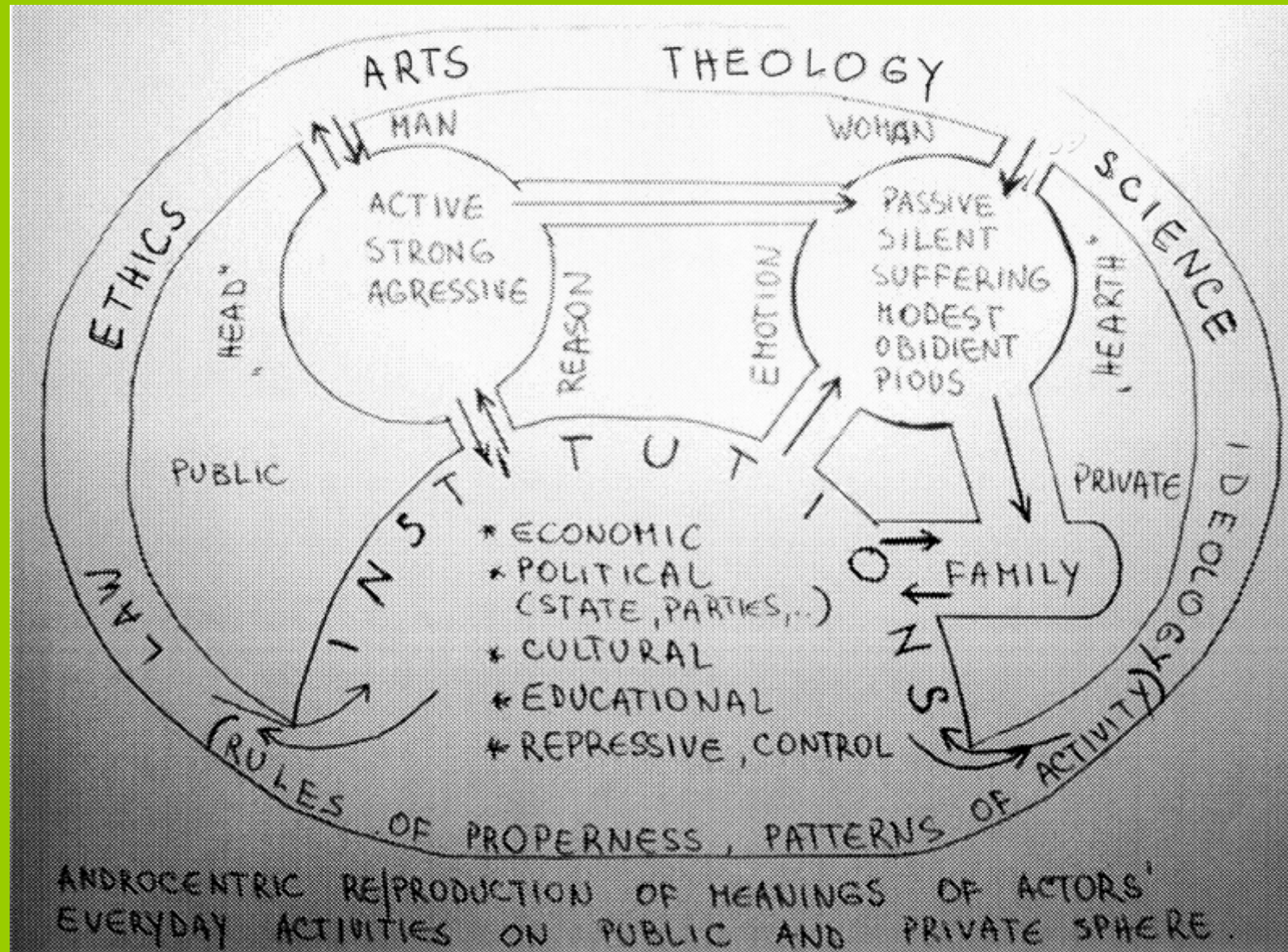
• GB	12th century	1876
• France	1257	1862
• Germany	1338	1908
• Poland	1364	1897
• USA	1636	1833
• Russia	1755	1917
• Norway	1813	1882

2 Cultural legacy and misogyny

2.1 Androcentric social order:

- gender division of labour and of personal identities
- reason/emotion split: public/private
- hierarchic connection of male/female activities
- unexchangeability and constraint of gender roles

Scheme no.1 Reproduction



2.2 20th, 21st century: partial decomposition of androc.:

- prevalence of woman's proper role= »natural«
- addition principle for women (»natural« + public role)
- →discrimination: »glass-ceilings/walls«, »chilly climate«
- women's activity= helper-activity
→undervaluated.

Picture of mother with children



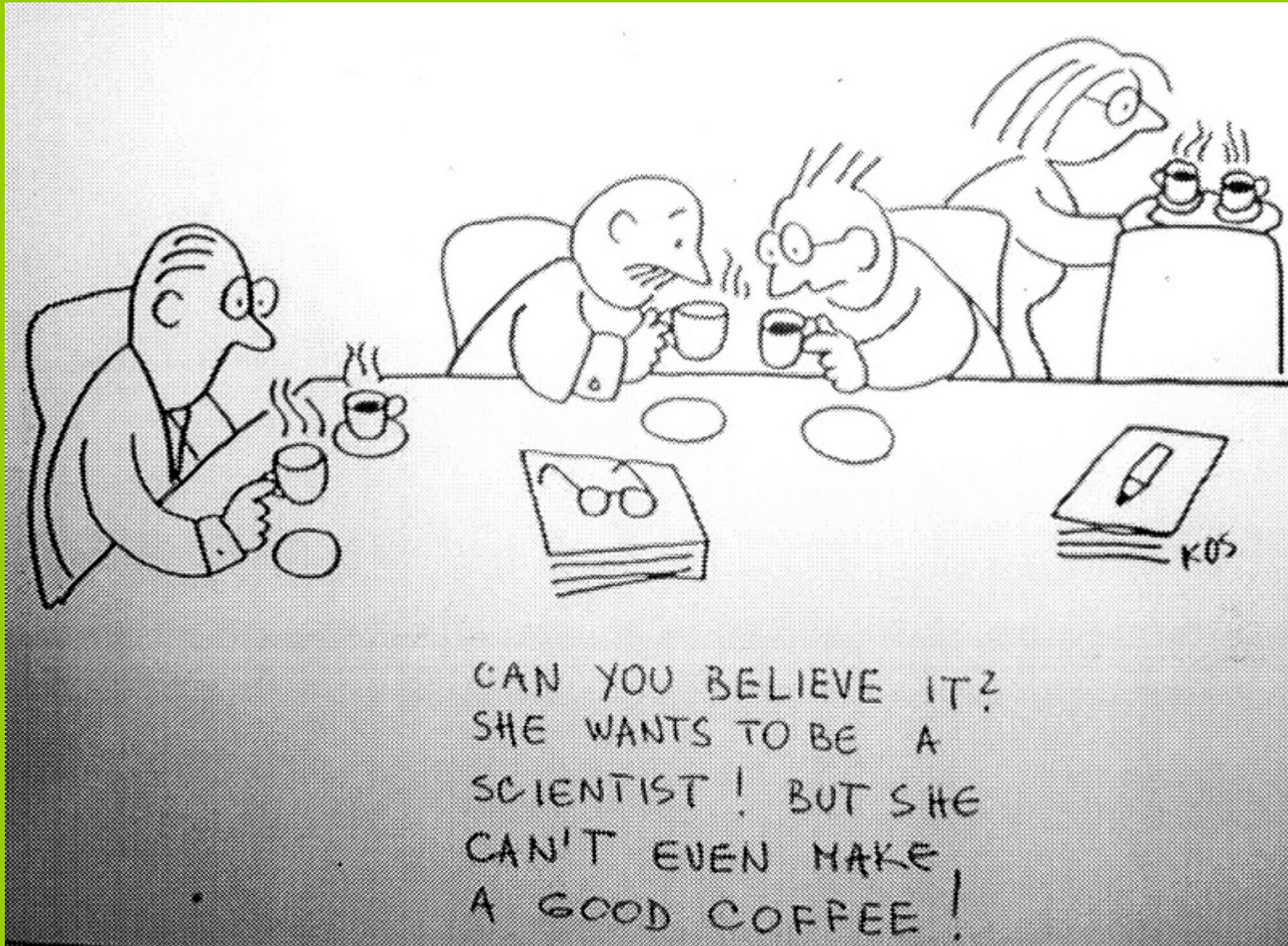
3 Women in science: contemporary situation

- mass W entering the HE and science (»male fortress«)
- horizontal segregation (»female«/ »male« disciplines)
- vertical segregation (w – »academic proletariat«)
- social isolation, marginalization
- »chilly climate« of organization (Harding, 1996)

- covert discrimination (latent androcentric order)
 - rejection of motherhood
 - postponing of motherhood
 - acceptance of motherhood & career break
 - acceptance of m. & continuous career

- family overburdened women scientists:
- special measures for women → reproduction of traditional order
- special measures for parents (=women and men)
- →decomposition of androc. order and reconstruction of the organization of society

Caricature by Božo Kos



4 Gender discrimination – worldwide problem

- UNO - Decade of Women (1976-1985)
- UNESCO – European Conference (Bled 1998)
- *“Women in Science: Quality and Equality”*
- Council of Europe – gender equality in science
- EU – programme for implementation of GEO policy:
- *Women and Science – Mobilisation of Women...1999,*
- Helsinki Group for Women and Science (1999),
- ENWISE Expert Group (2002)

5 Slovenia: Women in science

5.1 After WW II –socialist system (SFRJ till 1991):

- gender equality = objective + basis for practice
- harmonization between work and family, legal acts:
- 1974: Constitution - women are free to decide
- on giving birth;
- 1974: prolongation of mat. leave (135days - 6 months);
- 1976: possibility of sharing of mat./parental leave
- (mother + father);
- 1986: the mater./parental leave - prolonged to 1 year;

- the 1970s + 1980s: a lot of kindergartens,
- elderly homes, health centers have been built
- (*“socially responsible parenthood”*).
- Since 1990 till now: multiparty democracy:
- transition + »modernization« = repatriarchalization;
- prevalent: rejection of one-bread-winnner ideology;
- value priority at wom. and men : family+employment

5.2 Women in S&R:

- increase of women undergraduate students
- (1950/51–32,3% ; 1980/81–53,9%, 2000/01–57,2);
- portion of women postgraduates increased
- master's degree 1975–18,2%, 1990–35,6%, 2003–52,7;
- PhD 1975–17,7%, 1990–26,4%, 2003–41,4%);
- increase of women researchers 1992–28,3%, 2003–34%.
- portion of women FT university teachers
- 1980–15%; 1990–17,5%, 2004–31,4%.

- prevalent is continuous career
- since the middle of the 1970s: the extension of the time taken up by maternity/parental leave at re/elections for women and men.
- gradual inclusion of gender perspective into academic teaching (since the 1970s) by prevalent integration model;

- 1985 till now - programme »Young Researchers«:
- contributed to the increase of women young researchers;
- young researchers are employed for a specified period;
- along with the post-graduate studies, they work on basic
- and applied projects;
- within the period of training and education at home,
- they can also study abroad (from 1 month to 12 months);

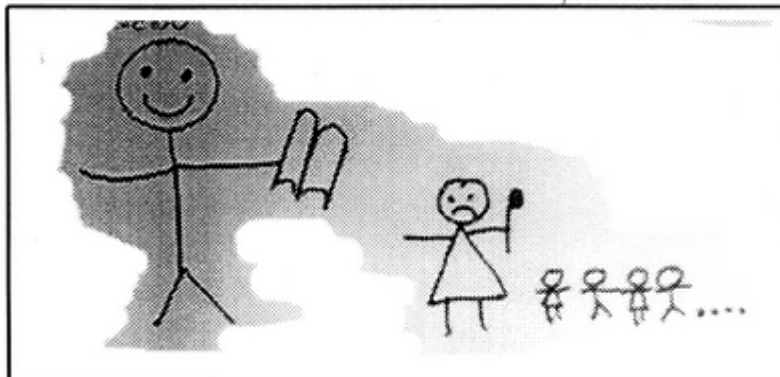
5.3 Obstacles for women's career (investigation in 1996):

- at beginning - majority had no troubles
- hidden discrimination + stricter control of women
- lack of support in organization - »chilly« climate
- negative prejudices
- load of pedagogic and unpleasant work imposed upon women, worse conditions for their research
- majority of women equally efficient (on behalf of “Spartan style of life”)
- overburdening of women by family work
- low women's awareness of possible changes

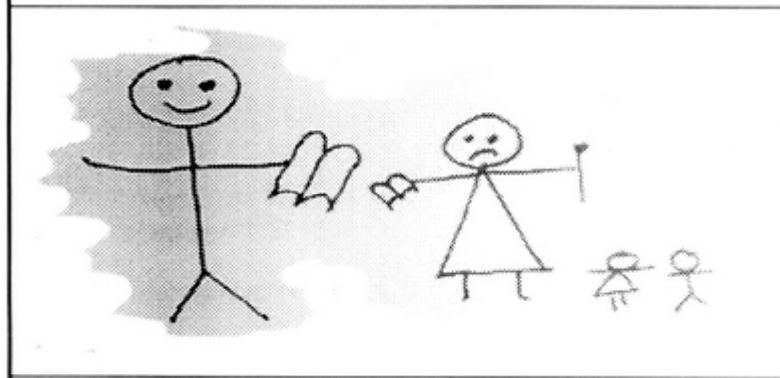
5.4 What to do for the gender equality in science?

- Nothing to do = status quo.
- Necessary activities on key levels:
 - a) social environment
 - b) work environment
 - c) individual value orientation (consciousness-raising)

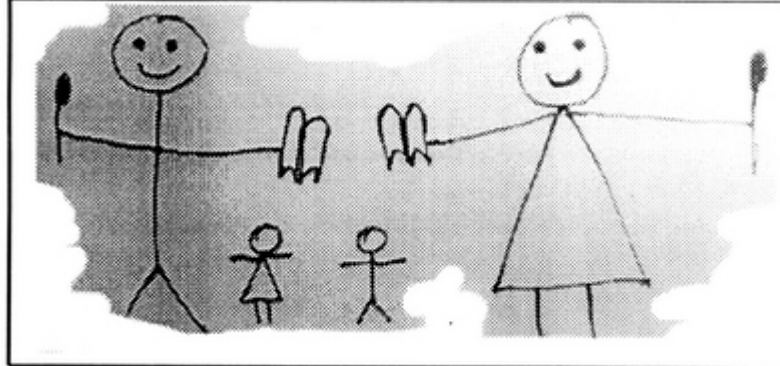
- National Committee for Gender Equality in Science (2001):
- gender mainstreaming in strategic policy documents
- informing researchers and academic leading staff
- stimulating of the networking of researchers dealing in various fields with gender research
- ongoing detection of cases of discrimination
- cooperation with Helsinki Group
- CEC-WYS (2006) – segmented recommendations



...till the end of 19th
Century



20th Century



21st Century

- Thank you!