



JOIN THE DEBATE ON GENDER
EQUALITY IN RESEARCH!



This project is supported
by the European Commission
under the FP7 Capacities programme

GENDERA - *Gender Debate in the European Research Area*

Dunja Mladenić
Jožef Stefan Institute, Slovenia

GENDERA - Objectives

- Facilitate the **implementation of gender balance** in science.
- **Create an enabling environment** to integrate gender dimension into science policy throughout Europe.

GENDERA – Specific objectives

- **Collect, systemise and analyse experiences** in gender equality policies and activities on gender balance in different research organisations
- **Identify good practices** for the empowerment of women
- **Discuss these issues** with top policy and decision makers and other stakeholders at national and European level.

The Consortium

	Hungary
	Spain
	Greece
	Slovenia
	Slovakia

	Austria
	Germany
	Italy
	Israel

Partners

The GENDERA consortium consists of 9 partners from 9 European countries: Austria, Germany, Greece, Hungary, Israel, Italy, Slovakia, Slovenia and Spain. It is coordinated by Tudományos és Technológiai Alapítvány from Hungary. GENDERA is a pilot initiative with an interdisciplinary cross section of partners from policy makers in science and research, human resources experts, sociologists, experienced scientists (men and women) and business consultants committed to boosting gender equality in scientific research.

Collaborating EU network:

- [DIVERSITY](#)
- [genSET](#)



[APRE - Agency for the Promotion of European Research](#)



[CIREM - Fundació Centre d'Iniciatives i Recerques Europees a la Mediterrània](#) Spain



[EKT/NHRF - National Documentation Centre / National Hellenic Research Foundation](#) Greece



[JOANNEUM RESEARCH Forschungsgesellschaft mbH Institute of Technology and Regional Policy](#) Austria



[Jožef Stefan Institute - JSI](#) Slovenia



[Ort Braude College](#) Israel



[Steinbeis-Europa-Zentrum - SEZ](#) Germany



[TETALAP - Hungarian Science and Technology Foundation](#) Hungary



[UMB - Univerzita Mateja Bela v Banskej Bystrici](#) Slovakia

The Cor



Good practice on gender equality in R&D organizations

Scope are approaches that are

- working well (success),
- show sustainable results,
- are embedded in a wider perspective on gender equality or gender mainstreaming,
- can be duplicated in other relevant contexts
- have an innovative character or elements

- Ga. Urška Arsenjuk, **Statistični urad Republike Slovenije**, Komisija za ženske v znanosti
- Mag. Maruša Gortnar, **Urad Vlade Republike Slovenije za enake možnosti**
- Ga. Marjutka Hafner, **Urad Slovenske nacionalne komisije za UNESCO**
- Prof. dr. Maca Jogan, Fakulteta za družbene vede, **Univerza v Ljubljani**
- Ga. Zofija Klemen Krek, V skupini **60 žensk, ki so prispevale k 60 let UNESCO**
- Dr. Edvard Kobal, **Slovenska znanstvena fundacija**
- Prof. dr. Dunja Mladenić, Institut Jožef Stefan, predstavnica **ENWISE** za Slovenijo
- Ga. Polona Novak, **Javna agencija za raziskovalno dejavnost Republike Slovenije**, Komisija za ženske v znanosti
- Dr. Mateja Sedmak, **Univerza na Primorskem**, Znanstveno-raziskovalno središče Koper, Komisija za ženske v znanosti
- Prof. dr. Alenka Šelih, Pravna fakulteta, Univerza v Ljubljani, **Slovenska akademija znanosti in umetnosti**
- Prof. dr. Mirjana Ule, Fakulteta za družbene vede, Univerza v Ljubljani, **Komisija za ženske v znanosti, delegatka Helsinške skupine**
- Dr. Andreja Umek Venturini, **Ministrstvo za visoko šolstvo, znanost in tehnologijo**, **Komisija za ženske v znanosti, delegatka Helsinške skupine**

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Women In Science Issues

WS Issues - EU Project - GENDERA

The project Gender Debate in the European Research Area (GENDERA) (2009-2012) aims to facilitate the implementation of gender balance in science and create an enabling environment to integrate gender dimension into science policy throughout Europe. The project is supported by the European Commission under FP7 Capacities programme.

The project partners have collected and analysed good practices from each of the participating countries. All the good practices have contributed or are contributing to raising the number of women researchers achieving higher and decision-making positions in research organisations and higher education institutions. The collected good practices are presented in [GENDERA Good Practices Database](#).

Synthesis Report prepared by GENDERA partners sets out the methodology used in finding and selecting the good practices, offers an overview of the selected good practices and summarises motives and benefits for change and the barriers faced by the organisation prior to the introduction or during the implementation of the programmes.

The GENDERA consortium has created a set of **practical recommendations** for research organisations that want to change or improve their gender equality.

Each GENDERA partner has formed **National Task Force**, which will propose the national action plan for facilitating the role of women in science, and will organize **national workshop** on the role of women in science.

GENDERA leaflet
GENDERA poster

Organiser



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Inspiring Mind – Inspiring Women Who Love Their Careers in Science

Women In Science Issues

WS Issues - EU Project - Sis Catalyst

SIS Catalyst: Children as Change Agents is a four year Framework 7 project funded by the European Commission. This ambitious project is about mainstreaming 'Science in Society' activities through the dual approach of practical and easy delivery guidelines and support, linked directly to a Pan-European Benchmarking and Mutual Agreement Process. The project builds on the EUCU.NET (The European Children's Universities Network) with a specific focus on raising the learning aspirations for young people, particularly those currently unlikely to progress to higher education. In this project, 'science' refers to the full range of academic disciplines.

In the Kick off Meeting of the SIS Catalyst project (Liverpool 23rd to 25th of February, 2011) the consortium partners together built an icon, which is a physical representation of their shared idea and vision of the project.

Video SIS Catalyst: Building the Icon

Video SIS Catalyst: Hopes & Dreams of the Sis Catalyst consortium

A group of young people from Hillside High School come up with the statement – their vision of the future, which SIS Catalyst project partners will have in mind when forming their statement for the project: "It's our life and it's our choice to go to university. We want to understand the REAL things, not what we are being told. We want to appreciate what we have got, because it might not be there in the future. We will teach OUR children to teach THEIR children to keep the history going, so we don't forget when we grow up." We Are The Future

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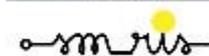
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Inspiring Mind - Science with Support of Art Sculpture - The Art of Science

Women In Science Issues

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WS Issues - National Project - "SM-RIS"

Project Network of research values development in youth ("SM-RIS") aims to promote science among youth and to motivate students for active research work. The project will introduce new methods of work, which will attract students with curious, at ease and partly funny way to get to know science and research.

Project was chosen in the public tender of the Ministry of Education and Sport, supported by the European Social Fund. The duration of the project is from 2009 to 2012. The leading partner of the project is European Cultural and Technological Center Maribor.

3rd June, 2010, Slovenian day of Young Researchers

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Sis Catalyst - Children as Change Agents for Science and Society

- Identify how children can be change agents in the science and society relationship
- Question the fundamental relationships between ourselves and our future
- Transformation, finding new ways of listening to children – within the policy making of our institutions, in particular, universities
- Think Big, Start Small, Scale Fast, Keep Going



Inspiring Mind – Inspiring Women Who Love Their Careers in Science

Welcome to the "Women in Science with Art" Website !

We are proud to present you with the results of Jozef Stefan Institute's activities on promoting women in science especially in the field of Information and Communication Technology (ICT). The website also features a series of web profiles that celebrates the achievements of some of the leading female scientists in Slovenia, who contributed to the exhibition on Women in Science in Slovenia.

The women come from various fields of science mainly covering topics where women are underrepresented. Their significance lays in their contribution and impact on society especially on young women and girls considering a study or career in science. You will also be able to get the taste of the art of a talented academic sculptor from Slovenia, Dalia Segar, who has designed a unique symbol specially for the Women in Science.

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Women in Science with Art | Jozef Stefan Institute



Science with Support of Art Sculpture

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Science with Support of Art Sculpture

Women In Science Issues

"Jozef Stefan" Institute
Central European Centre
for Women and Youth In Science

Women with PhDs In Computer Science, Electrical Engineering, Mechanical Engineering and Mathematics In Slovenia

At the Jozef Stefan Institute we have prepared an exhibition entitled Women holding PhD In Computer and Information Science in Slovenia. With this exhibition which was organized in co-operation with the Central European Centre for Women and Youth In Science we want to:

- say that scientific work may indeed require constant studying and research, but it is also fun and fulfilling;
- show that women also can achieve the highest degree of expertise in the addressed area and through this also the decision-making positions;
- break the stereotype that in the addressed study programmes only men can be successful;
- show that despite the fact that scientific work is very demanding, there is also time for family, friends and hobbies;
- point out some problems with which women in Slovenia are faced with in science.

The project was prepared by:

- Dunja Mladenec - project outline and co-ordination
- Darja Brodnik - content realization and editing of materials
- Dalija Segar - artistic concept and design

We would like to thank to:

- Participating women
- Department of Knowledge Technologies at the Jozef Stefan Institute
- European Commission
- Slovenian Commission for Strengthening the Role of Women in Science at the Ministry of Higher Education, Science and Technology
- ABM Design

Project Participants

Women with PhDs In Computer Science In Slovenia

By the middle of the year 2006 there were 87 graduates with a PhD in Computer Science at the University of Ljubljana, 17 of them were women. At the University of Maribor there were 47 graduates with a PhD in Computer Science, 6 of them were women.

- dr. Mojca Ciglaric
- dr. Marjeta Frey Pucko
- dr. Monika Kapus Kolar
- dr. Simona Korenjak Cerne
- dr. Barbara Koroušic Seljak
- dr. Nada Lavrac
- dr. Jasna Maver
- dr. Dunja Mladenec
- dr. Krista Rizman Zalik
- dr. Mirjam Sepešny Maucec
- dr. Barbara Sket Motnikar
- dr. Mira Treber
- dr. Andreja Umek Venturini
- dr. Tanja Urbancic
- dr. Romana Vajde Horvat
- dr. Eviлин Vavovec Krmac
- dr. Tatjana Welzer Druzovec
- dr. Tatjana Zrimec

Women PhDs in Electrical Engineering In Slovenia

By the middle of the year 2006 29 women and 400 men received a PhD in Electrical Engineering at the University of Ljubljana. At the University of Maribor there were 93 graduates with a PhD in Electrical Engineering by this time and 6 of them were women.

Welcome to the

We are proud to present Information and Communication some of the leading female

The women come from their contribution and are able to get the taste of the Women in Science.

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Women in Science with Art | Jozef Stefan Institute



Science

Women In Science

Women with PhD in ICT in Slovenia in cooperation with the Central European Centre for Women and Youth in Science.

At the Jozef Stefan Institute, we have prepared an exhibition entitled Women with PhD in ICT in Slovenia in cooperation with the Central European Centre for Women and Youth in Science. With this exhibition we want to:

- say that scientific work requires constant studying and research, but it is also fun and fulfilling;
- show that women all in the addressed area and through this also the leading decision-making position;
- break a stereotype that in the ICT study programmes only men can be successful;
- show that despite the fact that scientific work is very demanding, there is also time for family, friends and hobbies;
- point out some problems with which women in Slovenia are faced with in science.

The project was prepared

- Dunja Mladenic - pro
- Darja Brodnik - cont
- Delija Segar - artistic

We would like to thank to

- Participating women
- Department of ICT Institute
- European Commission
- Slovenian Commission Science at the M Technology
- ABM Design

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Inspiring Mind – Inspiring Women Who Love Their Careers in Science

Women In Science Issues

"Jozef Stefan" Institute and "Central European Centre for Women and Youth in Science" Women with PhDs in ICT

At the Jozef Stefan Institute, we have prepared an exhibition entitled Women with PhD in ICT in Slovenia in cooperation with the Central European Centre for Women and Youth in Science. With this exhibition we want to:

- show that scientific work requires constant studying and research, but it is also fun and fulfilling;
- show that women in ICT can easily achieve the highest level of expertise in the addressed area and through this also the leading decision-making position;
- break a stereotype that in the ICT study programmes only men can be successful;
- show that despite the fact that scientific work is very demanding, there is also time for family, friends and hobbies;
- point out some problems with which women in Slovenia are faced with in science.

We have invited all women with a doctorate programme in ICT, who completed their degree at the University of Ljubljana and University of Maribor to participate in this exhibition.

By the beginning of the year 2008, 17 out of 87 women were awarded their a PhD degree at University of Ljubljana, and 8 out of 47 at the University of Maribor.

The opening of the Exhibition took place on 15. 4. 2008 at 15.00 in the Hall of Jozef Stefan at Jamova 39 in Ljubljana.

The exhibition is "a traveling exhibition" and it is shown at universities, institutions, government offices, high schools, libraries, etc. We invite you to visit the exhibition and see how some of the women in ICT in Slovenia think about their profession and how it is to be a woman scientist.

The exhibition is currently shown

Previous exhibition showings

For comments, suggestions, photo, or if you would like to host the exhibition, simply write to us at: Darja.Brodnik@ijs.si

The project was prepared by:

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- Darja Brodnik - content realization and editing of materials
- Delija Segar - artistic concept and design

Video: Exhibition Opening



Exhibition Opening
Dunja Mladenic, Nada Lavrac

Project Participants

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- dr. Marjeta Frey Pucko
- dr. Monika Kapus Kolar
- dr. Simona Koronjak Cornc
- dr. Berbera Korunic Soljak
- dr. Nada Lavrac
- dr. Zanna Mavric
- dr. Dunja Mladenic
- dr. Krista Rimzen Zalik
- dr. Mirjam Spacaj Maucec
- dr. Berbera Sirk Mestnikar
- dr. Nina Trebar
- dr. Andreja Umeck Venturini
- dr. Tanja Urbanovic
- dr. Ramona Vajdic Horvat
- dr. Evdlin Valovc Krmec
- dr. Tatjana Violcar Druosvec
- dr. Tatjana Zrimc

Gallery

