



Gender Equality in Science in Slovenia and in EU

GENDERA – Slovenian national Workshop
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dr. Andreja Umek Venturini
andreja.umek@gov.si

Broader societal environment

Political framework

- 2002: Act on Equal Opportunities for Women and Men
- 2004: Act Implementing the principle of Equal Treatment

Work-Life balance

2005: Maternity leave **105 days**, paternity leave **90 days**, leave for nursing and care **260 days** (together with maternity leave 12 months) used either by mother or father (or sharing), parents can work part-time until child reaches age of 3

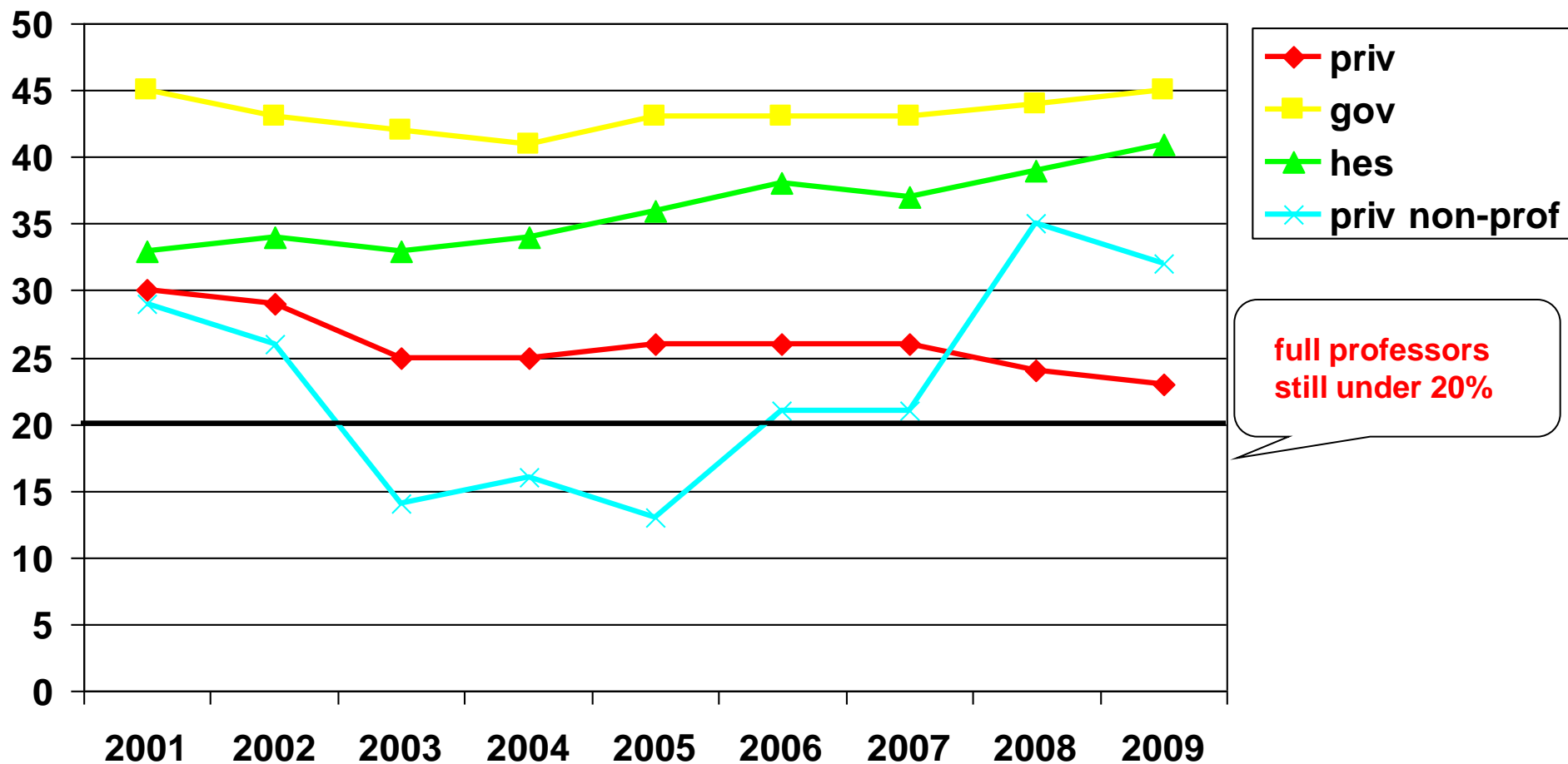
BUT

- Leave for nursing and care **still mainly used by women**
- Child/elderly care infrastructure **rather good**
- Work from home is (usually) **not possible**
- No dedicated support to **mobility**

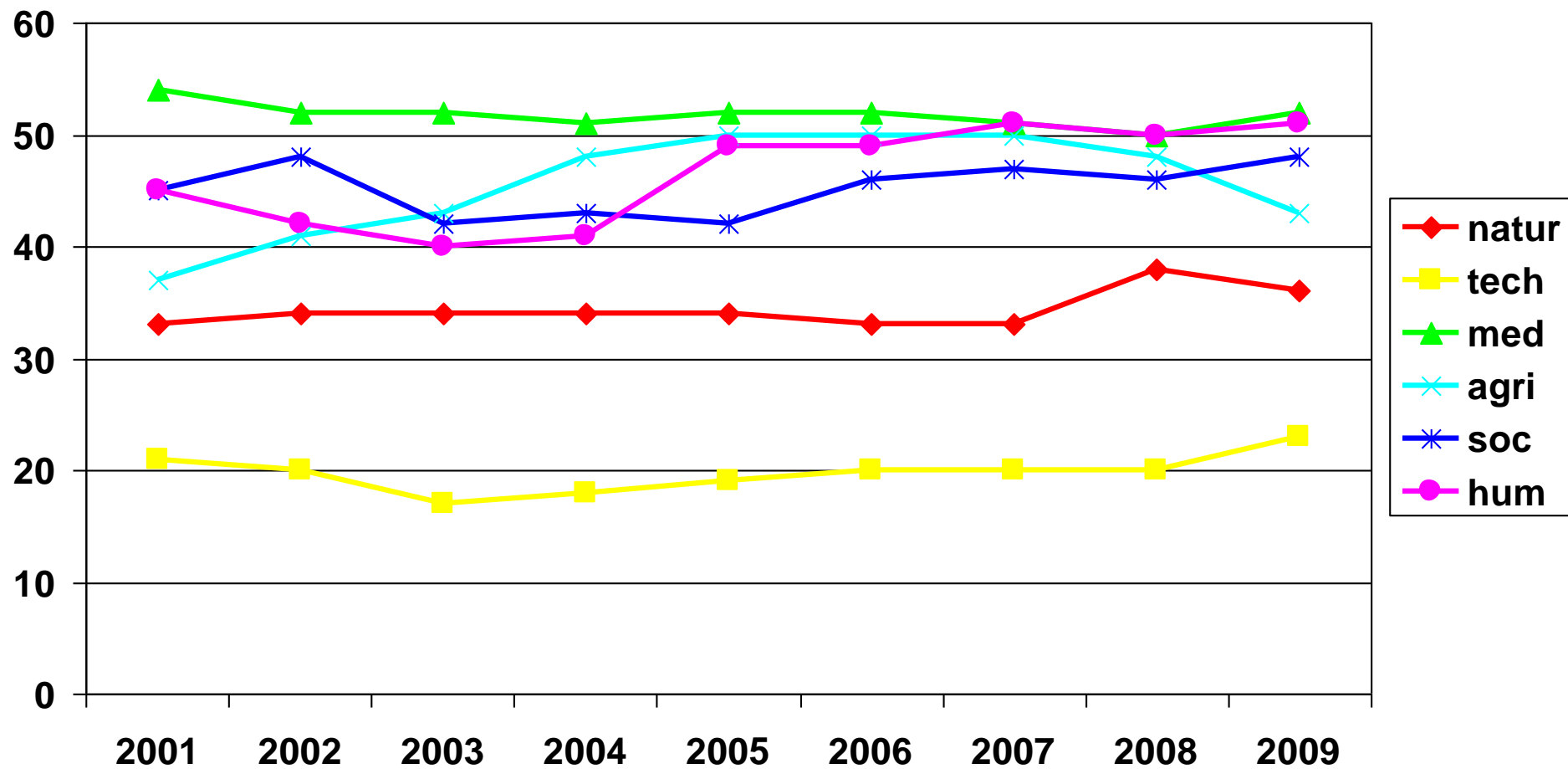
Research

- Maternity leave is **excluded** for elections and evaluation system
- **Young Researchers instrument** – “side effect”: **more women in science!**

Share of female researchers by sector of employment



Share of female researchers by science disciplines



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Young researchers – MSc and PhD students.

- ➡ In Slovenia, there was a unique instrument, introduced in 1985, called
- ➡ **“Young Researchers”**, which still continued till present. Funds are directly allocated from SRA to the research institutions, where the post-graduate students are employed (fixed term), including the private sector (industry). It is therefore more than a fellowship, as the students are included into the research group within the institutions.
- ➡ **Transparent selection process**

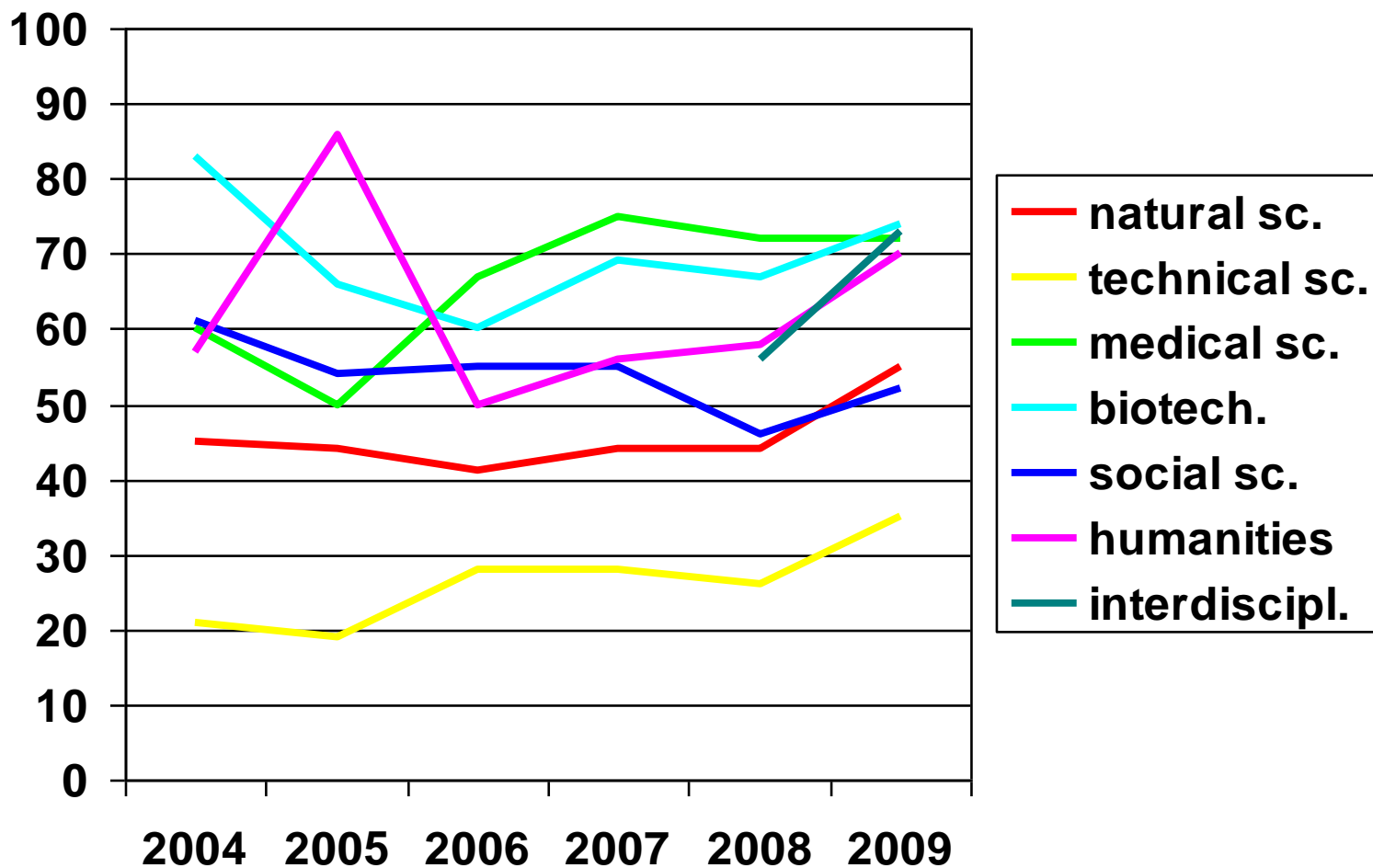
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- The study (Anuška Ferligoj et al., unpublished) revealed, that students are more successful when they work in a larger and as diverse as possible research group.
 - **The social / health security, associated with this status, not only increased the number of PhDs in Slovenia over past years, but also significantly encouraged women to enroll.**
 - The data show that the number of successful PhD female students grew from 36.2% in 1996 to **49% in 2007.**

➡ This is particularly the case, **after the introduction of the paid (and excluded) absence for a child, including maternity, paternity and leave for nursing and care**

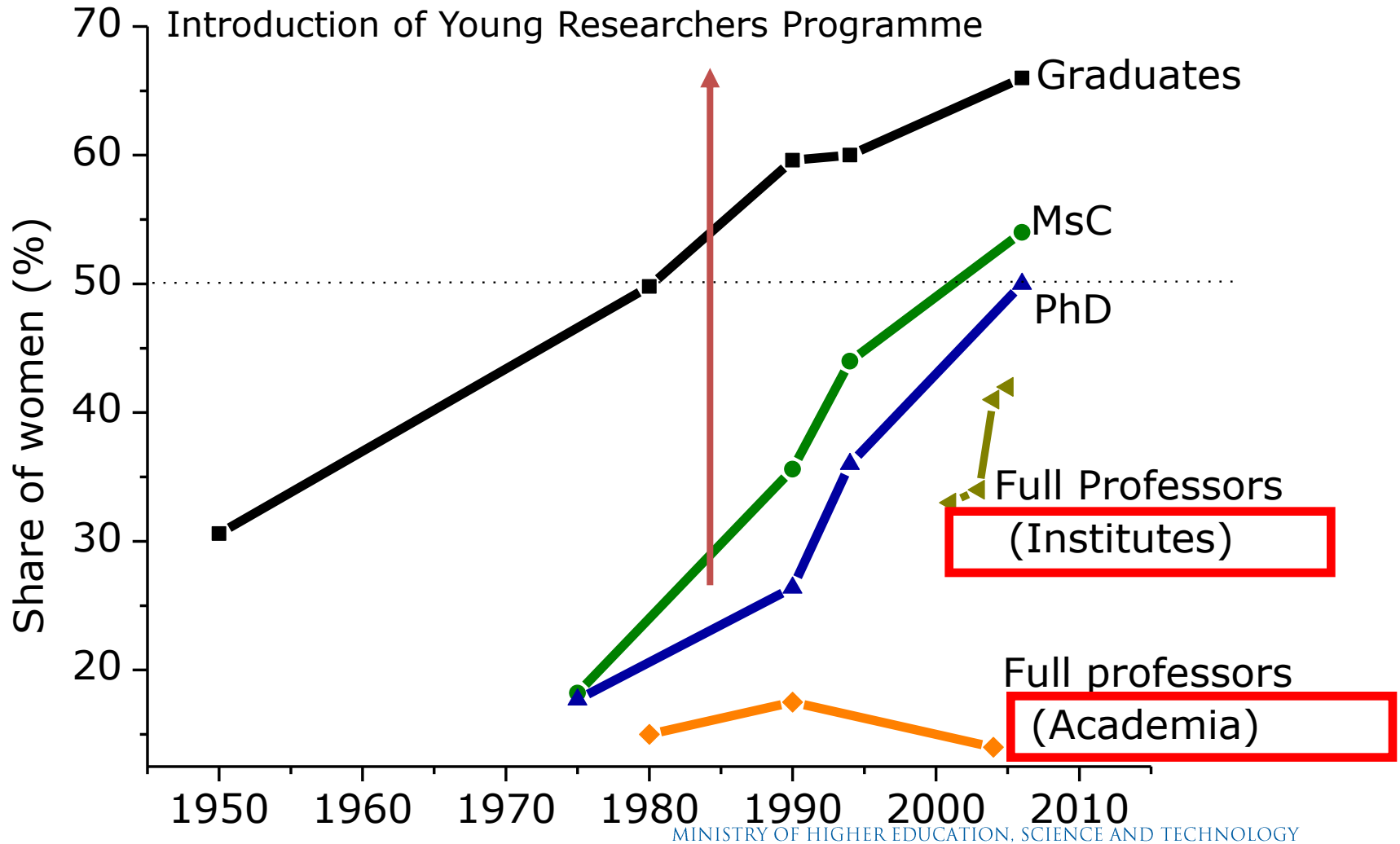
The model, that Slovenia can offer to the EU and worldwide to improve the family – friendly research area.

Share of female Young Researchers by disciplines

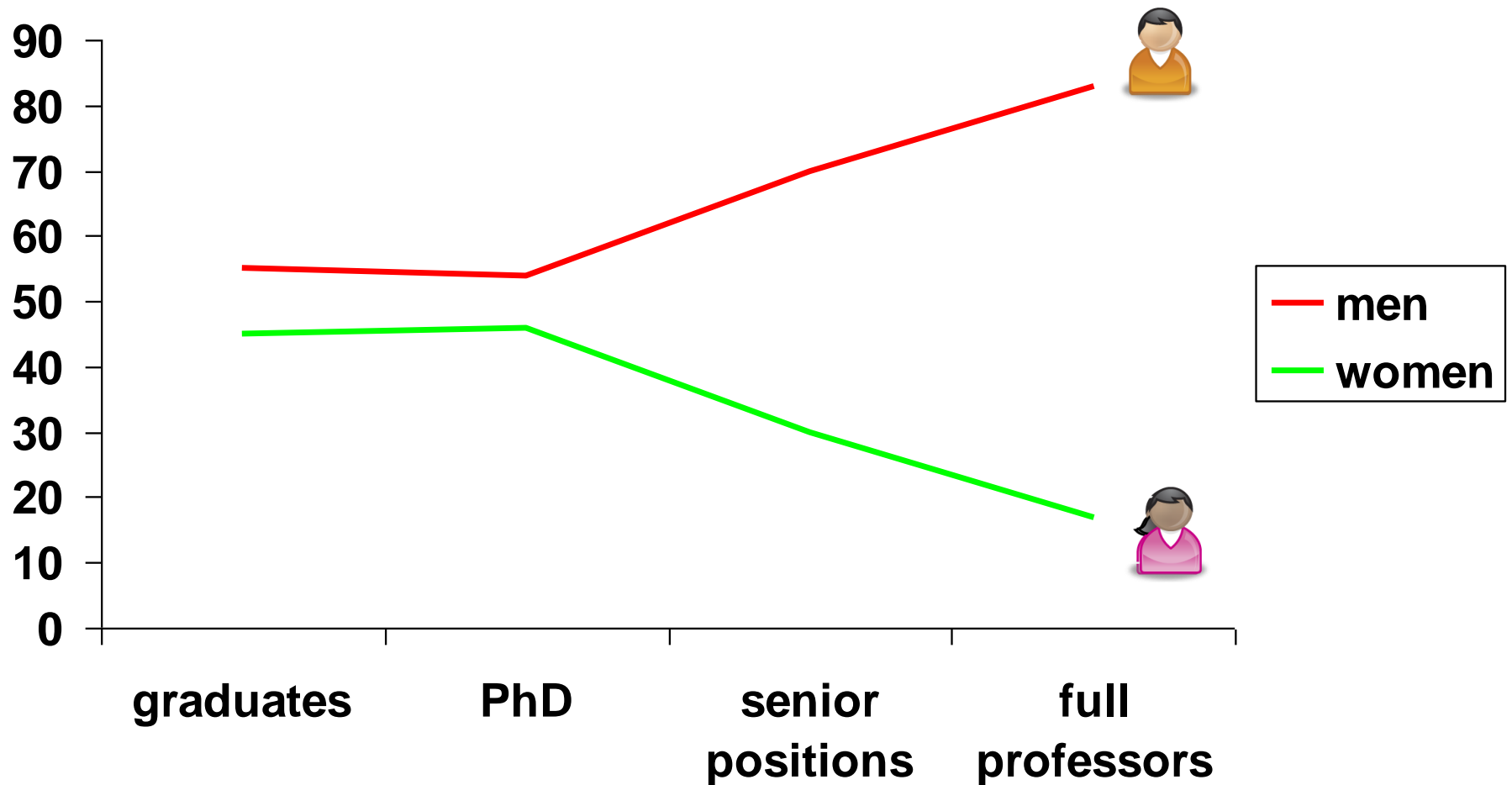


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Share of female researchers

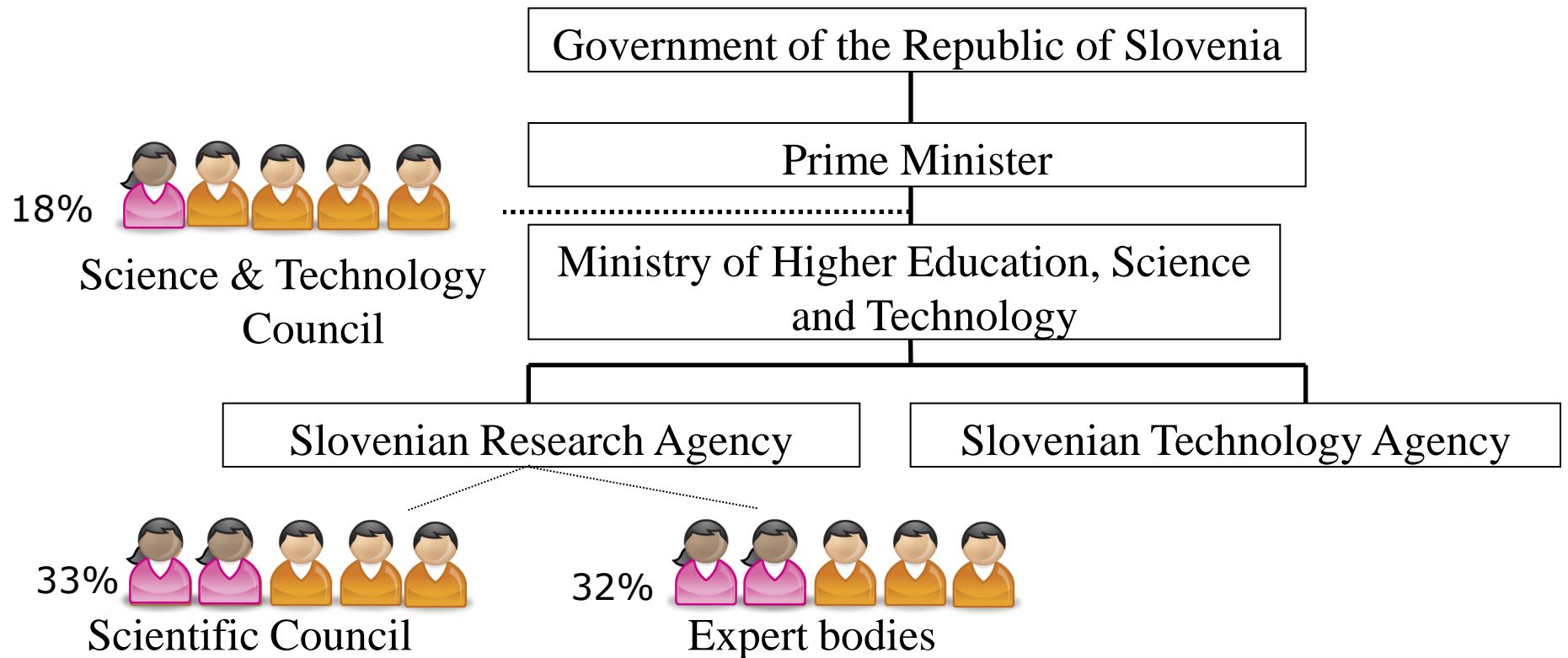


Proportions of men and women in a typical academic career, 2007



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Share of women in advising and expert bodies



Zois award: National award for science, 2003-2010

- For life achievements (0%)



- For research excellence (14%)



- Acknowledgement (18%)

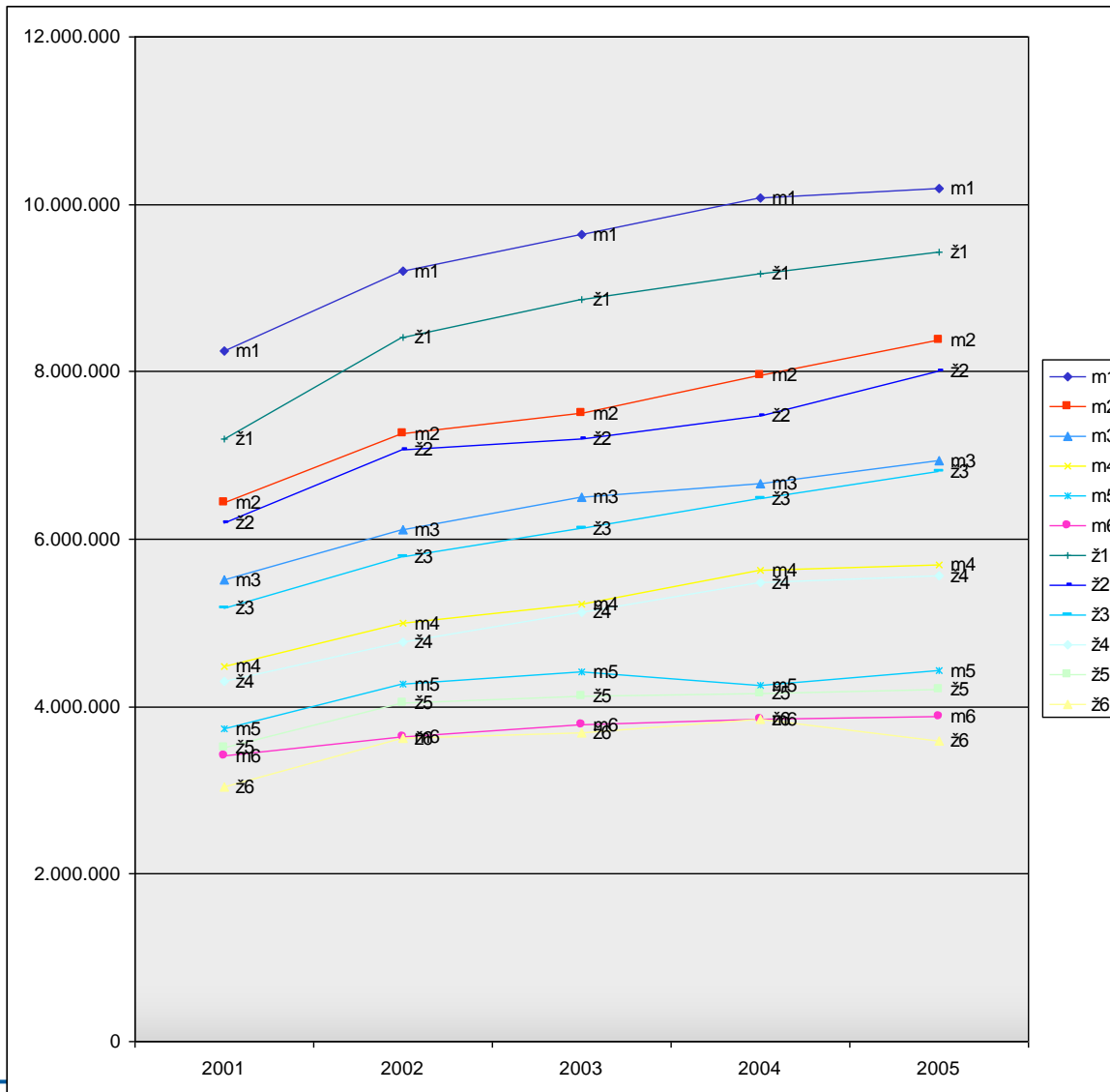


Decreasing importance

Gender pay-gap covering whole economy



Gender pay gap at public research institutes by position, 2001-2005



1 – top research position
6 – starting research position

Committee on Women in Science, MHEST

- An expert body to the MHEST
- Established in January 2010 with 4 year mandate (3rd time)
- Secretariat by MHEST
- Chaired by prof.dr Mirjana Ule, University of Ljubljana
- 14 members from universities, research institutes, private researcher, Statistical office, Research agency
- Different scientific fields, geographical distribution

http://www.mvzt.gov.si/si/delovna_podrocja/znanost/dejavnost/zenske_v_znanosti/

Orientation for work – importance of top-level support for structural change

- Monitoring and contributing to the development of indicators of improvement of position of women in science, including the attitude of top-level
- Monitoring of legal and strategic documents
- Analysis of employment in academic/research sphere
- Organisation of events (Women's day seminar)
- Promotion of women in science (web site)
- Addressing language issues regarding different sex (Slovene)
- Monitoring of share of women in decision-making positions (boards, expert pannels) and awards

Women's day seminar

- Conference “Relations among knowledges: feminisms, science, women scientists”, University of Ljubljana, 7 March 2011
 - Power and discrimination in science
 - Question of science in feminism
- Questionnaire on differences in working conditions in science in Slovenia (2011)
 - More than 90% of respondents have no power regarding funds or decisions
 - 50% of women respondents (avg. age 42) were never chosen for a mentor
 - Women work in smaller and more noisy offices

Slovenia active on EU level

Role of women in science one of the priority of SI Presidency (1st half of 2008)

- Workshop for CREST and WPR members “Family-friendly scientific careers – towards an integrated model”, 8 February
- Council Conclusions, Competitiveness Council – research on Family-friendly scientific careers, 30 May



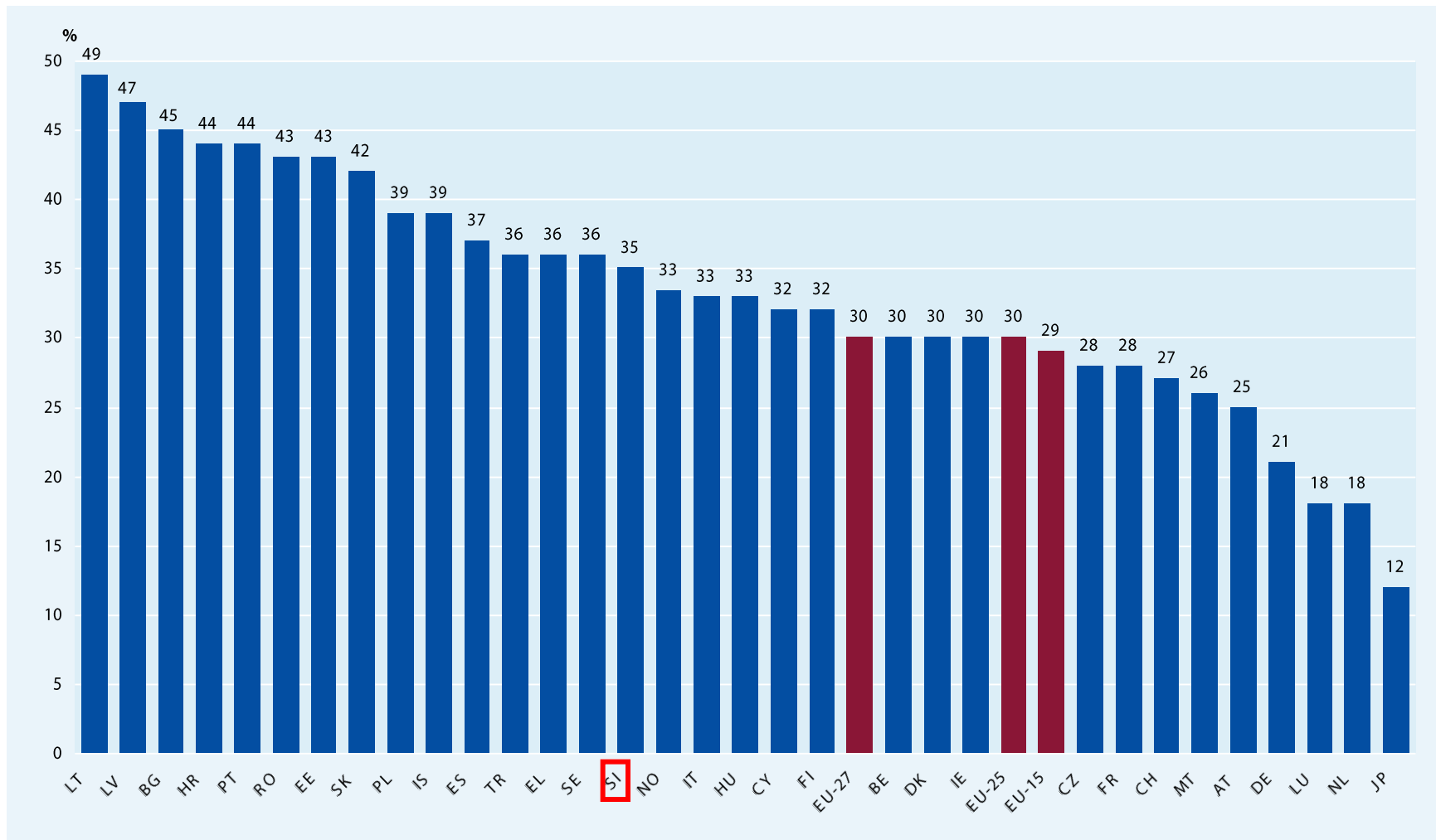
Slovensko predsedstvo EU 2008
Slovenian Presidency of the EU 2008
La Présidence slovène de l'UE 2008

Permanent

- From the beginning SI is one of the members of the Helsinki Group on Women and Science established by DG RTD (EC)

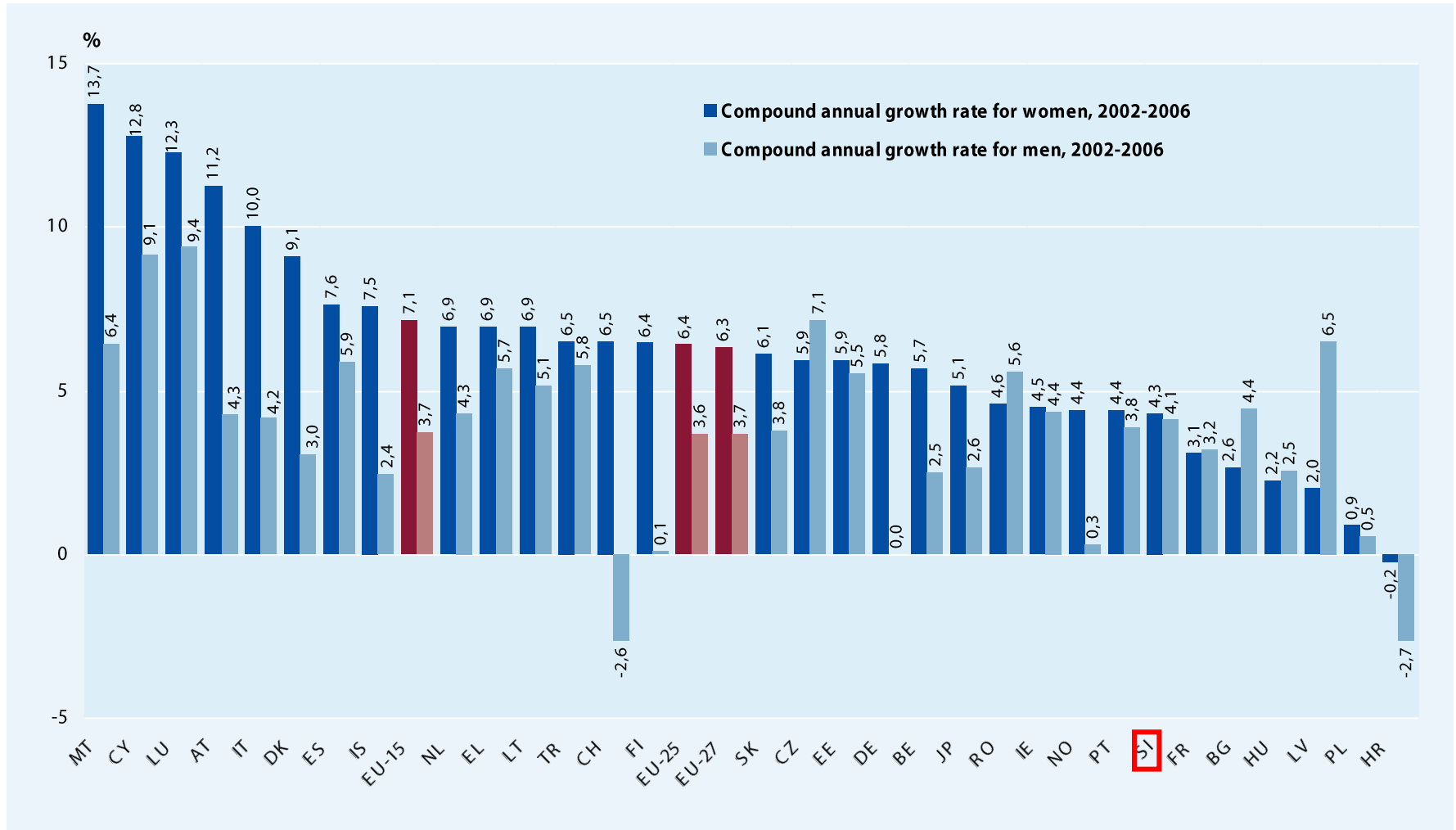
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Proportion of female researchers, 2006



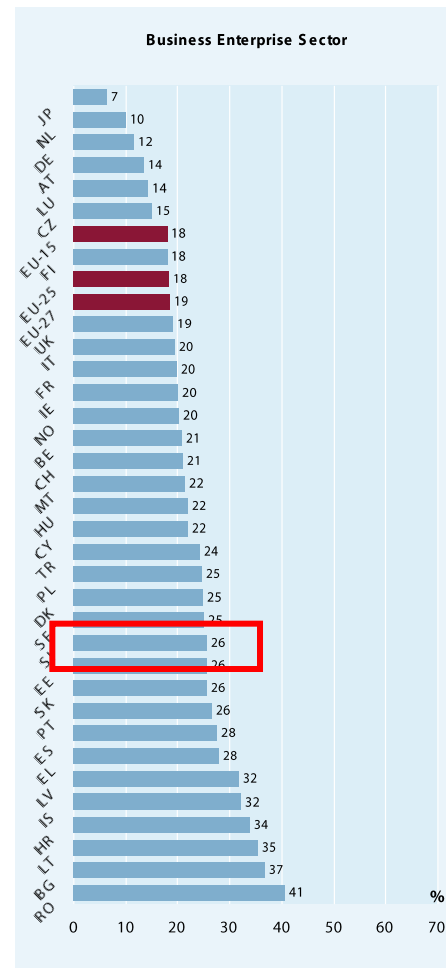
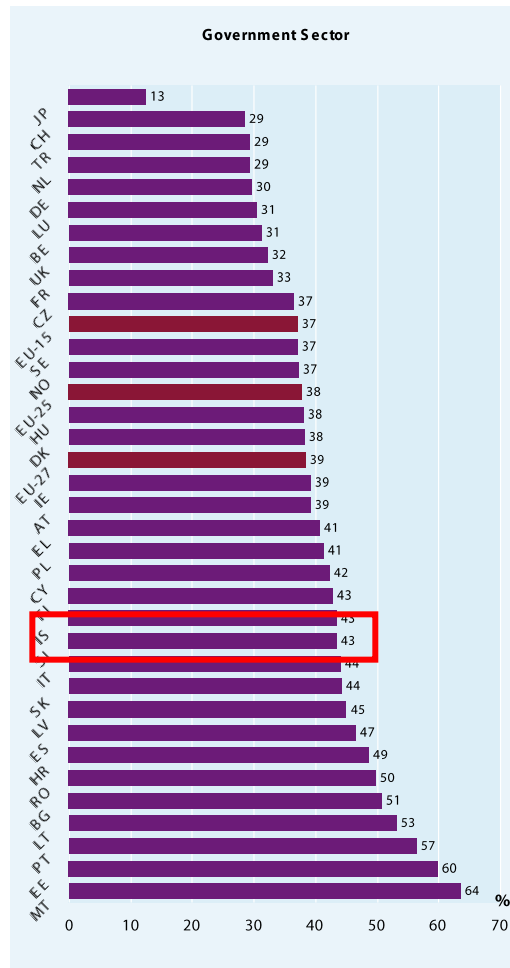
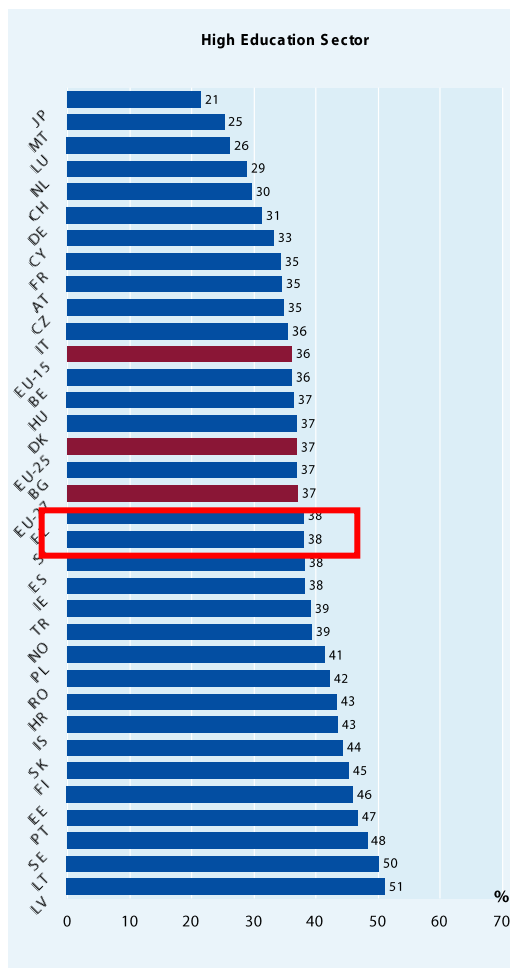
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Compound annual growth rate for researchers by sex, 2002-2006



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Proportion of female researchers by sector, 2006



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