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# **Gender equality in research and multiplicity of structural hindrances**

GENDERA Final Conference  
Maximizing Innovation Potential through Diversity  
in Research Organization

Session 1 /Module 1: Career paths in research – structural change

Stuttgart, March 19.-20.2012

# Gender inequality in career paths



# Social structure – latent source of gender inequality

Cultural legacy - androcentric social order:

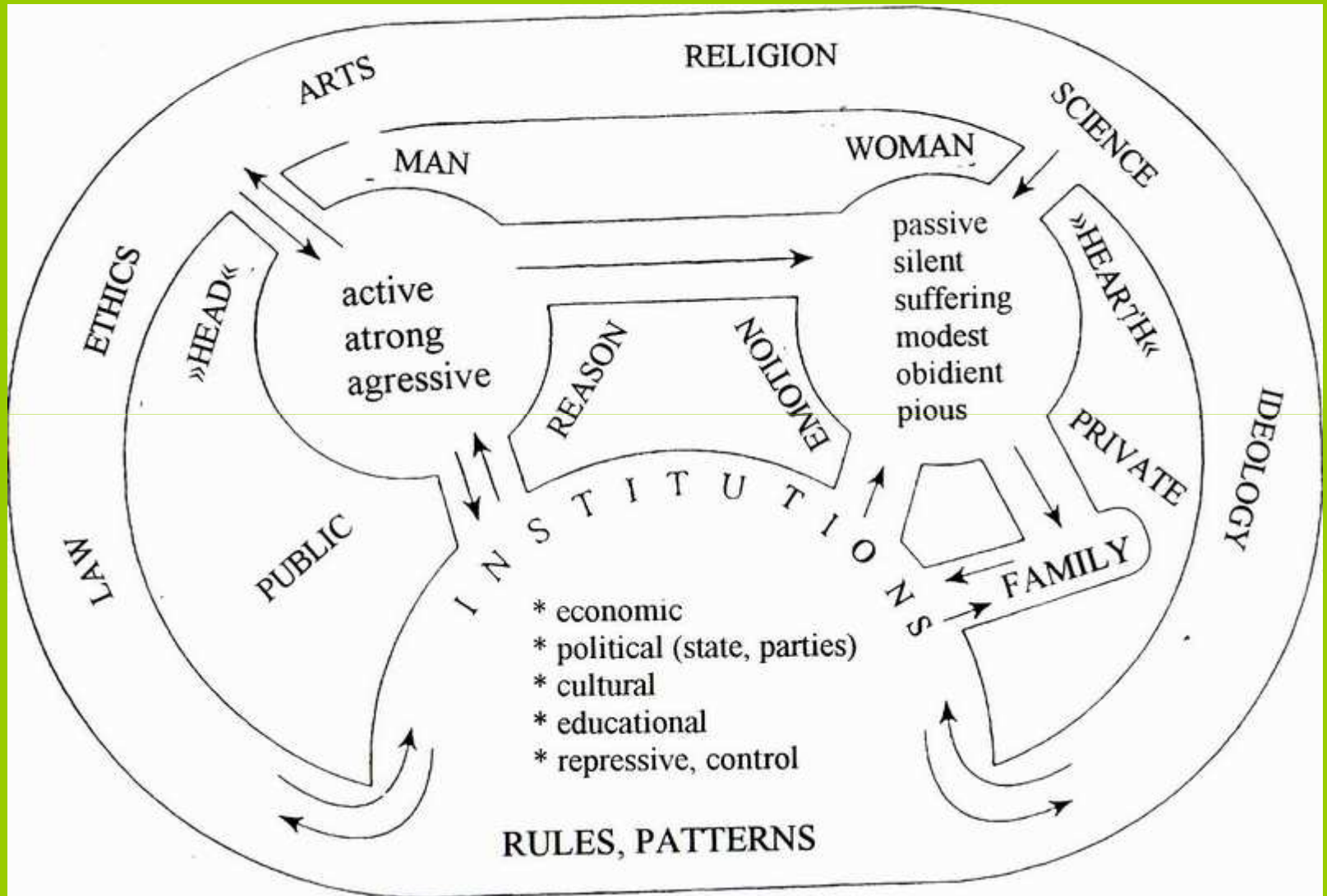
G. Simmel (1911): “objective=male”

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

Cultural legacy = “his story” (S. Benhabib, 1994)

Generic scientist (normative pattern) = “he” (Moir, 2006)

# Scheme no.1 Reproduction of androcentric social order



# 20th, 21st century: partial decomposition of androcentrism

Woman's "natural" role and scientific career:

- woman's "proper" role : scientist proper ("natural") role
- addition principle for women («natural» + public role)
- "he" as norm → discrimination against women ("glass architecture", »glass-ceilings/walls«, "maze")
- women's activity= helper-activity → undervaluated

Multiplicity of structurally constructed barriers

# Woman's "natural" role



# Women in S&R: prevalent characteristics of present position

- mass woman's entering the HE, S&R («male fortress«)
- horizontal segregation («female«/ »male« disciplines)
- vertical segregation (women – »academic proletariat«): under-representation on high academic posts and decision making
- social isolation, marginalization, negative prejudices
- »chilly climate« of organization (Harding, 1996)
- work-family conflict; family overburdened women/mothers scientists
- work-family balance – directed on women or on parents (women and men), reconstruction of S&R organization (and social structure)

# “Good practice ...”

Caricature by Božo Kos (1997)





# Slovenia: implementation of gender equality policy

**1945- 1990: Yu-socialist self governmental system (1950)**

**Legal acts contributing to work-family reconciliation:**

- 1974: Constitution grants women the free decision on giving birth;
- 1974: the maternity leave is prolonged from 135days to 6 months;
- **S&R:since middle of the 1970s: maternity/parents leave is excluded for elections and evaluation system**
- 1976: the legal possibility of sharing of maternity (parental) leave; 1986: the paid maternity (parental) leave - prolonged to 1 year;**
- **1985: introduction of Young Researchers Programme (side effect: more women in S&R)**

# Slovenia: implementation of gender equality policy (1991-2012)

**1990:** multiparty democracy

**1991: autonome state**, since **2004** member of **EU**

Characteristics of social context:

- Transition from socialist to capitalist economic system
- »modernization« = **retraditionalization**, rechatolicization
- worsening of social position of majority of people, particularly of women (overeducated)
- prevalent value orientation (1990-2011, POR): gender egalitarian perspective (more women than men)
- parental leave is mainly used by women
- Act on Equal Opportunities of Women and Men (2002)
- National Programme for Equal Opportunities for women and Men, 2005-2013.

# Slovenia: Women in S&R

Features (mainly similar situation as in most EU countries):

- increase and **over-representation** of women undergraduate students (**graduates**): 1950/51–32,3%, 1980/81–53,9% (49,8%), **2008-58% (62,8%)**;
- portion of women **postgraduates** increased:
  - **master's degree** 1975–18,2%, 1990–35,6%, 2003–52,7, **2008 - 57,7%**;
  - **PhD** 1975–17,7%, 1990–26,4%, 2003–41,4%, **2008- 47,6%**
- increase of women researchers 1992–28,3%, 2003–34%.
- portions of **women FT university teachers**: 1980–15%; 1990–17,5%, 2004–31,4%, **2008 – 35%**

# Slovenia: Women in S&R

Typical academic career and **under-representation** of women at highest positions (prevalent is continuous career):

Portions of women by grade in (2004) and 2007:

Grades: A	(12,9%)	17,0%	B	(25,8%)	30,0%	
	C	(39,3%)	46,0%	D	(47,9%)	45,0%

**Under-representation** of women at the post of **rector**: at University of Ljubljana (some years ago) women became rector.

**Under-representation** of women at allocation of national science **awards**, among members of Slovenian **Academy of Science and Arts**, advising bodies and research councils.

# Slovenia: Women in S&R

## **Obstacles for women's career (surveys 1992,1996, 2005)**

- 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

**Women are more sensitive** to gender in/equality, give more suggestions for the improvement of organization culture

# Slovenia: Women in S&R

## Diminishing of obstacles for women in S&R

Social environment (legal acts with binding provisions to promote gender equality and responsible bodies):

- National Programme for Higher Education,
- National Research and Development Programme;
- CEC-WYS recommendations
- gender equality coordinators at Ministry of Science and Technology
- National Committee for Women in Science (since 2001): gender mainstreaming in science (networking of women researchers, stimulating of detection of discriminations, consciousness raising through various workshops, conferences, etc)

# Slovenia: Women in S&R

**Diminishing of obstacles** for women in S&R – diversity of practices (in last years):

**1 Increasing of sensitization** to gender in/equality (inside the wider social context) through dissemination of un-sexist knowledge and woman-friendly practices (e.g.):

- Research grant of L'Oreal For women in science (connected with roundtables e.g. "Family-friendly science – 2010; Women in science and media – 2011)
- Three workshops (2008) Break gender stereotypes, give talent a chance (Chamber of Commerce RS)
- Three workshops in the frame of RECOWOWE project (2009, Faculty of Social Sciences – UL) about work-family balancing

# Slovenia: Women in S&R

**Diminishing of obstacles** for women in S&R – diversity of practices (in last years):

**2 Increasing of sensitization** to gender in/equality through analysis of existing situation at concrete S&R organization

**2.1 National Institute of Chemistry** (Ljubljana, 2010 – basic certificate “Family- friendly organization), participator of international project Genis-Lab (EC, 7th FP): beginning engendered survey of “human resources” discovered:

- **vertical segregation** ( share of women researcher 46%, in 60 years of existence woman has never been director),
- **family overburdening** of women, deficiency of ambitions at women,
- **gender stereotypes** (contributing to no stimulation of leading capacities at women);
- **unequal possibilities** at the use of specialization occasions,
- **institutionally not assured** gender equality, etc.

Consequence of this recognitions: set of **recommendations**



# Slovenia: Women in S&R

## Diminishing of obstacles for women in S&R

2.2 Survey “**Differences in working conditions in science in Slovenia**” (2010/11, Maja Remškar, Committee for women in science; sample of 179 men and 115 women in natural sciences and 116 men and 40 women in technical sciences) discovered:

- women are working in **smaller and noisier** offices than men
- women have **less possibilities to work at home**
- more women than men met sex discrimination (47%:13%)
- women are more often than men **excluded from evaluation** of national research projects
- **Majority of women and men has no power** in decision making

Among **recommendations** :

- necessary to complete statutes by rule of limited mandates for the stakeholder of authority positions)
- Assure and exactly determine equal opportunities advocacy

# Slovenia: women in S&R

One of key issues of S&R organization is **work-life balancing**

Which **attitudes** are prevalent at holders of high authority positions in S&R organizations? (2006, CEC-WYS)

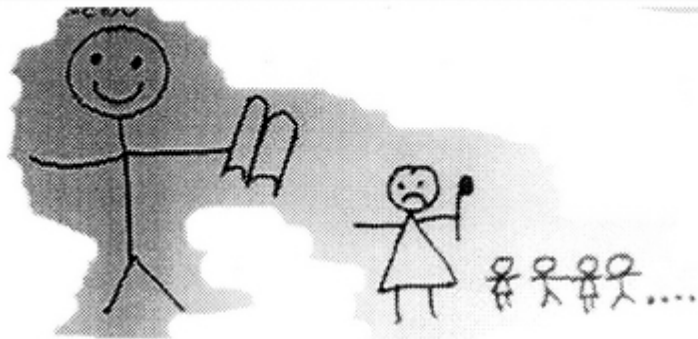
*»How do you estimate the possibility of men and women (a mother and a father) equally sharing parental leave (after the first few months of maternity leave) and dividing all the parental duties and responsibilities?«.*

Answer of half of men (N=23) and 60 % of women (N=15):

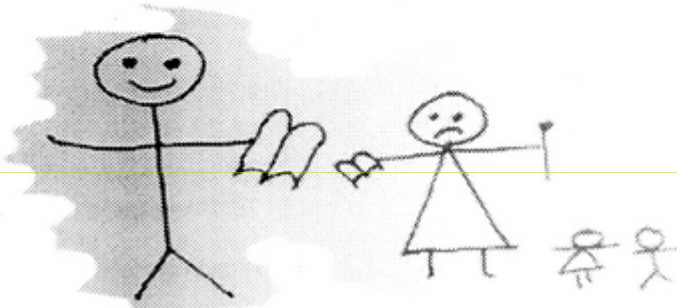
**»it is a fair distribution which is already in realization“;**

- additionally: one third of men and of women answered ” it would be a fair distribution, and it should be implemented as soon as possible“.

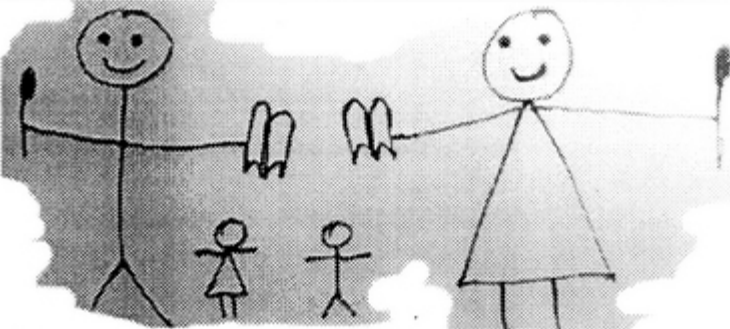
# The evolution



...till the end of 19th  
Century



20th Century



21st Century

Gender equality in S&R is really a long-term process!

Thank you for your attention!



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