

Encouraging Gender Equality Policy at the National Level "-the Status Quo"

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Encouragement

Merriam-Webster

1. the act of making something more appealing or more likely to happen
2. something that makes someone more determined, hopeful, or confident ; more likely to do something

WordNet

1. the expression of approval and support [ant: [discouragement](#)]
2. the act of giving hope or support to someone [syn: [boost](#)]
3. the feeling of being encouraged

Wiktionary

1. the act of encouraging; incitement to action or to practice
2. that which serves to incite, support, promote or advance, as favor, countenance, reward etc.; incentive; increase of confidence

Encouragement

Merriam-Webster

1. the act of making

teachers who give their students
a lot of

the encouragement
of plant growth

2. something that makes someone
confident ; more likely to do something

they offered him gifts of money
and other encouragements

WordNet

1. the expression of approval and support [ant: [discouragement](#)]

2. the act of giving hope or support to someone [syn: [boost](#)]

3. the feeling of being encouraged

the encouragement of
youth in generosity

Wiktionary

1. the act of encouraging; incite

the fine arts find little
encouragement among rude

2. that which serves to incite, support, promote or advance, as favor, countenance, reward etc.; incentive; increase of confidence

The Consortium

	Hungary
	Spain
	Greece
	Slovenia
	Slovakia

	Austria
	Germany
	Italy
	Israel

Encouraging Gender Equality Policy

National level - several EU countries

Common:

- Increase the awareness on the importance of gender balance in science and research by involving the main players in debates on the national level

Different:

- whom to involve in the debate,
- what topics to put emphases on,
- who is the target audience and how to reach it

National level - several EU countries

- General topics: Hungary, Italy, Slovenia, Slovakia
 - Situation and possibilities of women researchers in the ERA – Hungary
 - Conference of the Italian Association “Donne e Scienza”
 - Women in the Slovak/European Higher Education and Research
 - Encouraging gender equality policy – Slovenia
- Specific topics discussed:
 - Rethink the challenges and find new forms of interventions towards gender equality in R&D - “Marathon, km 15” - Austria
 - Reconsidering working cultures in research organization - Germany
 - Strengthening collaboration with statistics office for development of statistics and indicators on gender equality in research - Greece
 - Gender balance as a criterion in evaluation of research institutes and academia - Israel
 - Integrating the gender dimension into research content - Spain

Recommendations

- **Germany** - the impression is that everyone is doing a lot for gender equality but the results are limited (eg., 16% professors are women)
 - challenge for a country with many good practices and specifically a need for reconsidering **working culture**, **measuring excellence**, raising **awareness** on reasons for female career cracking,...
- **Austria** - a number of equality measures have been already implemented, still women in leading positions are very rare
 - changing the **organizational culture** in research institutions including a better work-life-balance, non-linear **career pattern** and a **work evaluation** based on transparency and efficiency and not on working time
 - focused governance on equality in R&D, organizational **change** has to happen on the mesolevel **in the different research institutions**, support and stimulation (by funding) is needed to encourage institutions to change their organizational culture, measure impacts of different equality measures

Recommendations

Spain – importance of:

- presence of women
- practices and processes
- **gender dimension in research content** - shaping a manifesto of the strategy to follow for integrating gender dimension into research contents:
 - incorporate **gender dimension** into basic and applied **research**,
 - training of scientists in **contents from a gender perspective** in their academic discipline,
 - **assessments** consider the use and knowledge of gender dimension in research contents,
 - issuing **specific calls and tenders** for gender research in scientific contents for each scientific discipline

Recommendations

- **Slovenia** – some good practices are already established, focus change from basic/general towards spread, different and more specific issues related to institutional, more subtle discrimination
 - continues need for **increasing the sensitivity** to gender inequality at the level of academic institutions
 - **regular trainings for the coordinators** for equal opportunities at ministries
 - **promotion of science and in particular women in science** remains one of the priorities (in 2011 market and media research study has shown that 90% of Slovenian people were not able to name any Slovenian female scientist!)

Recommendations

- **Italy** – recommending activities related to:
 - addressing role of stereotypes,
 - gender balance in management, time management and visibility,
 - support for child care responsibility, support for returns
 - career planning, promotion and progression
- **Greece** - initiation of activity on:
 - women researchers network Periktioni,
 - women in science unit,
 - gender equality plan in universities,
 - mentoring for women in science

Recommendations

- **Hungary** - cultural, structural and the needs changes via taking some concrete actions, for instance:
 - establish **equality plans and committees** to influence women's share in scientific life and research management
 - implementing measures to **increase interest** of high-school girls for the scientific career
 - create a more **women friendly research and scientific sphere**
- **Israel** – monitor, inform, sanction, evaluate
 - **monitor** the implementation of the employment laws regarding gender,
 - **disseminate information** on ways women in science hit glass ceilings
 - **sanctions** to organizations not complying with the requirements of equity,
 - define standards for **measuring** gender mainstreaming in organizations,
 - ensure **gender balance** in low administrative positions

Recommendations

- **Slovakia** – preparing the first **document on gender equality** recommendations in academia and research in Slovakia
 - **policy-makers**: to institutionalize the agenda, to improve regulatory conditions, to implement gender equality into all science strategies,...
 - **funding and evaluation organizations**: monitoring of gender equality in each funding body, monitor statistics of grant applicants and grantees from a gender perspective, insist on gender balanced review panels,...
 - **managements of higher education and research institutions**: collecting and monitoring gender sensitive data, implementation of gender equality in all strategic documents, human resources, work-life balance practices...
 - **academics**: use of gender sensitive language and zero tolerance towards any kind of gender discrimination,...
 - **other stakeholders**: better utilization of human potential in innovation including social innovation, stressing also economic aspect,...

<http://www.gendera.eu/>



GENDERA Slovenian National Workshop, Ljubljana 2011

By raising awareness in a wide cross-section of today's society, GENDERA aims to re-address the balance of gender within research organisations and higher education organisations across Europe. The role of women in specific disciplines and in decision making positions will be strengthened through dialogue (the gender debate) and the implementation of best practices. From 2010 onwards, the GENDERA partners will collect, synthesize and analyse existing policies and programmes in order to identify good practices that are already having a positive effect on ensuring that women are higher in research organisations and higher education institutions and achieve decision-making positions.

More information is available here

Categories

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http://videlectures.net/genderaworkshop2011_ljubljana/

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