Managing Research Institute

Tamara Lah Turnšek
National Committee on Enhancement of the Role of Women in Science at the Ministry of Higher Education, Science and Technology

- and remaining a scientist?
Career development....

from research assistant – lab work..

Data mining...and papers publishing

- Grant – writing, PIs and group leaders,
- Decision making - meetings and
- ADMINISTRATION!

Director!
THE DIRECTOR is:
a PERSON with special: knowledge, talents, skills or training?

Nobody has all the knowledge in all these fields - one can have some knowledge in some of the fields, but…
Major qualities:

- **Flexibility** – not to think in the frames of disciplines – problem oriented approach
- **Curiosity** – novel pathways
- **Networking** - communication skills
- **Ambition**: for constant learning
- **Be good listener** – ready to compromise

**Fast – but thorough and clear - decisions !!!**
Department of Genetic Toxicology and Cancer Biology
..since 1996

National Institute of Biology at Biological Centre

..since 1995
... perceptions of being a WOMAN

In Society
At work
At home...
Family and Science – Slovenian Way

CREST – Meeting – BRDO – February 2008

Tamara Lah Turnšek National Committee on Enhancement of the Role of Women in Science (Chair), Ministry of Higher Education, Science and Technology

Anuška Ferligoj
Danica Fink
Maca Jogan
Polona Novak
Zofija Klemen Krek
Jana Kolar
Andreja Umek Venturini
Content

1: Broader societal environment

2: Figures

3: Recommendations
Broader societal environment

Before 1990
- 1945: Constitution grants man and women equal rights

Political framework: self management

Legal acts contributing to work-family harmonisation
- 1974: Constitution grants women the decision on giving birth
- 1974: The maternity leave is prolonged from 135 days to 6 months
- 1976: The legal possibility of sharing of maternity (parental) leave
- 1986: The paid maternity leave prolonged to 1 year.
POST WW II: 
Period ...

Post 1991 period ..
Broader societal environment

Since 1990
- Maternity leave is excluded for elections and evaluation system
- Young Researchers project – “side effect”: more women in science!

Political framework – towards parliamentary democracy
- Science and technology towards application
- Advanced evaluation system

BUT
- Science is still considered “expenditure” and not an investment
- The change of the system did not improve social position of women
- Parental leave of absence is still mainly used by women
- Part time job/part time maternity leave is not possible
- Child/elderly care not satisfactory
- Work from home is (usually) not possible
- Limited mobility
In conclusion...

in Slovenia, as in many other former communist and socialist countries, the policies of early integration of women in the work force market and higher education, lead initially to relatively better situation of women in science compared to other, more industrialised countries, where women as yet have not achieved full integration in scientific and higher educational institutions.

Due to specific political environment, Slovenia positioned itself and still remains in the middle – between Western and Eastern EU countries.
Proportion of female researchers, 2003

Source: She Figures 2006
Content

1: Broader societal environment

2: Figures

3: Recommendations
Analysis of present situation:

- Similar situation as observed in most EU countries, except higher proportion of graduate students – Slovenian model.
Share of female researchers

Introduction of Young Researchers Programme

Graduates

MsC

PhD

Full Professors (Institutes)

Full professors (Academia)

Share of women (%)


Source: Statistical Office of the Republic of Slovenia, Slovenian Research Agency
Analysis of present situation:

- Similar situation as observed in most EU countries, except higher proportion of *graduate students* – *Slovenian model*.
- Increased number of women applicants and beneficiaries of projects as well as increased *success rate* in natural sciences.

**BUT**

- Top positions
- National science awards and
- Slovenian Academy of Sciences and Arts members
- Advising bodies and research councils
are all men dominated and men-like behaviour expected

- **Vertical segregation**: less pronounced at research institutes
Share of female researchers

Source: Statistical Office of the Republic of Slovenia, Slovenian Research Agency

Introduction of Young Researchers Programme
Proportions of men and women in a typical academic career

<table>
<thead>
<tr>
<th></th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>graduates</td>
<td>60</td>
</tr>
<tr>
<td>MSc</td>
<td>70</td>
</tr>
<tr>
<td>PhD</td>
<td>80</td>
</tr>
<tr>
<td>Full professors</td>
<td>90</td>
</tr>
</tbody>
</table>

Source: Statistical Office of the Republic of Slovenia, Slovenian Research Agency
Zois award: National award for science

For life achievements (13%)

For research excellence (12%)

Acknowledgement (17%)

Decreasing importance

Share of women in advising bodies and evaluation panels

Sources: Government of RS, Slovenian Research Agency (www.arrs.si 2008)
Gender pay-gap covering whole economy

Source: She Figures 2006
Gender pay-gap in research

Public Research Institutes by the Academic Grade - 2003/2004
Source: Ministry of Higher Education, Science and Technology, Slovenian Research Agency
Legal acts

National Programme for Higher Education

National Research and Development Programme (NRRP)

National Programme for Equal Opportunities of Women and Men at the Section of Science and Research,

recognise obstacles to unequal position of women and men

BUT

- no quotas
- no specific resources for gender mainstreaming.

Although many legal acts demand for relative adequate presentation of women in all bodies, this is not always reflected at the lower acts and in practice.
Women among researchers and R&D expenditure

Sources: Eurostat, S&T statistics, EC 2003; ENWISE report, EC 2003
Recent statistical EU analysis are showing that in the technologically and scientifically less developed EU countries more women are in high position in science and academics.

These inverse relationship between high-tech development and the employment of women in R&D, means that well paid, powerful, and prestigious positions are dominated by men!

Moreover, this means, that in perspective, the technological development in the EU newcomers would lead to worsen the positions of women in science...

If not an immediate and strict measures are undertaken - now in all EU countries!
Content

1: Broader societal environment
2: Figures
3: Recommendations
Recommendations

1. Clear target
2. Commitment and Funds
3. Enhanced monitoring – EU impact
4. Building of awareness (general public, within the scientific community, particularly at the universities, within enterprises, media and networking)
5. Positive measures are needed
6. Family friendly legislation (policy mix) to enhance demand side for women scientists and enable their transfer to economic sector
Conclusions

The pool of highly sophisticated work force are undoubtedly highly educated women, women in science and academia.

From the above, it is clear that the major goal of present activities is to improve the research and development potential by promoting more women into higher positions in research and development, particularly to recruit them in the economic sector.

This is already recognised and practised by some companies in our country – economic benefit!

Thank you for your attention!
Thank you for your attention!
leaving NIB behind....