Gender Equality in Science in Slovenia and in EU

GENDERA – Slovenian national Workshop
JSI, 12 December 2011

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

MINISTRY OF HIGHER EDUCATION, SCIENCE AND TECHNOLOGY
Share of female researchers by science disciplines

MINISTRY OF HIGHER EDUCATION, SCIENCE AND TECHNOLOGY
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
The study (Anuška Ferligoj et al., unpublished) revealed, that students are more successful when they work in a larger and as diverse as possible research group.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

- natural sc.
- technical sc.
- medical sc.
- biotech.
- social sc.
- humanities
- interdiscipl.

MINISTRY OF HIGHER EDUCATION, SCIENCE AND TECHNOLOGY
Share of female researchers

Introduction of Young Researchers Programme

- Graduates
- MsC
- PhD
- Full Professors (Institutes)
- Full professors (Academia)

MINISTRY OF HIGHER EDUCATION, SCIENCE AND TECHNOLOGY
Proportions of men and women in a typical academic career, 2007
Share of women in advising and expert bodies

- Government of the Republic of Slovenia
  - Prime Minister
    - Ministry of Higher Education, Science and Technology
      - Slovenian Research Agency
      - Slovenian Technology Agency
        - Scientific Council: 33%
        - Expert bodies: 32%
        - Science & Technology Council: 18%
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

Source: She Figures 2006
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_področja/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)
• Adressing language issues regarding different sex (Slovene)
• Monitoring of share of women in decision-making positions (boards, expert panels) 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

Permanent

– From the beginning SI is one of the members of the Helsinki Group on Women and Science established by DG RTD (EC)
Proportion of female researchers, 2006

MINISTRY OF HIGHER EDUCATION, SCIENCE AND TECHNOLOGY
Compound annual growth rate for researchers by sex, 2002-2006
Proportion of female researchers by sector, 2006