

# Okrogla miza ŽENSKE V ZNANOSTI IN TEHNOLOGIJI

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SYNERGY  
Synergy for Smart Multi-Objective Optimisation  
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This project has received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No 692286.



# Gostje okrogle mize

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# Pregled

- Študija "She Figures 2015"
- Delež žensk na lestvici pedagoških habilitacij
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- Vpliv materinstva na kariero
- Pomen družbenih in kulturnih norm pri izbiri znanstvenega/tehnološkega poklica



# Študija "She Figures 2015"

- Spremlja napredek, ki upošteva razsežnost spola pri raziskavah in inovacijah.
- Zadnji rezultati študije iz leta 2015, naslednji bodo na voljo marca 2019.
- Vsi podatki povzeti po študiji "She Figures 2015".
- Vsi podatki se nanašajo na povprečje v Evropskih državah.



# Delež žensk na lestvici pedagoških habilitacij



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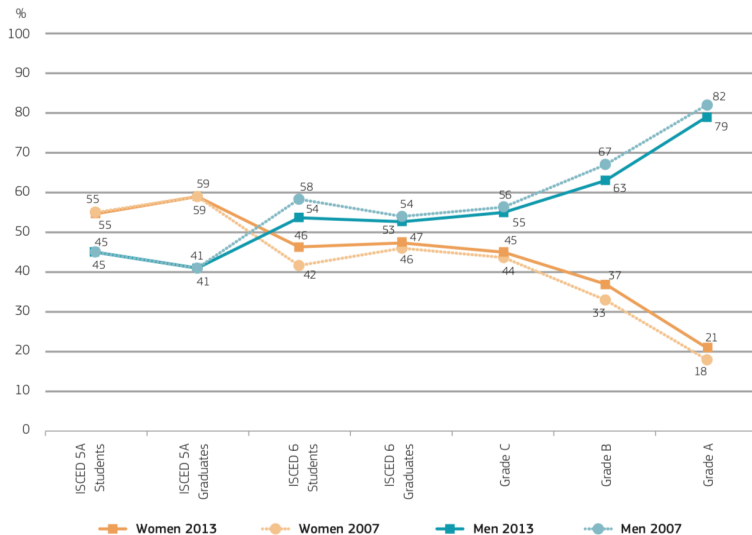
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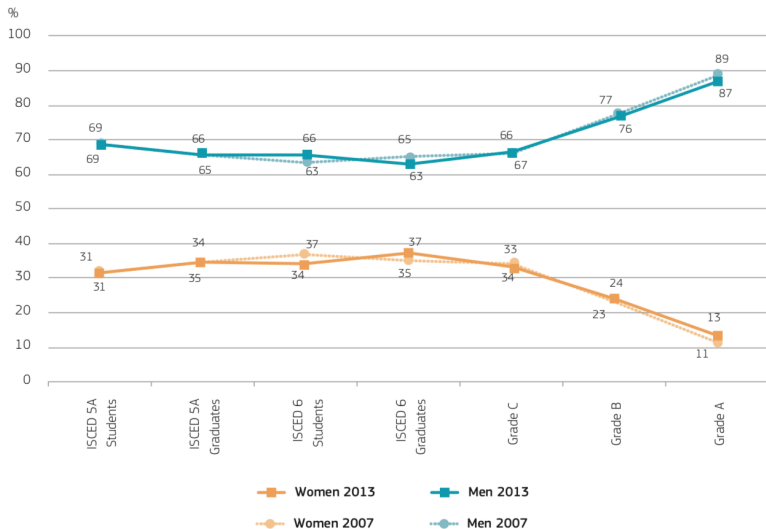
- 2013 ženske sestavljale 21% vrhunskih raziskovalcev, 2010 20%.
- Ženske nekoč premalo zastopane na doktorski ravni, 2012 predstavljajo 47% doktorantov.
- Na področju znanosti in inženiringa ženske sestavljale le 13% vrhunskih raziskovalcev.
- Stopnja uspešnosti pri financiranju vlog v nacionalnih programih za moške je 31,8%, za ženske 27,4%.



**Figure 6.1.** Proportion of women and men in a typical academic career, students and academic staff, EU-28, 2007–2013



**Figure 6.2.** Proportions of women and men in a typical academic career in science and engineering, students and academic staff, EU-28, 2007–2013





# Zastopanost žensk v vodstvenih in programskih odborih



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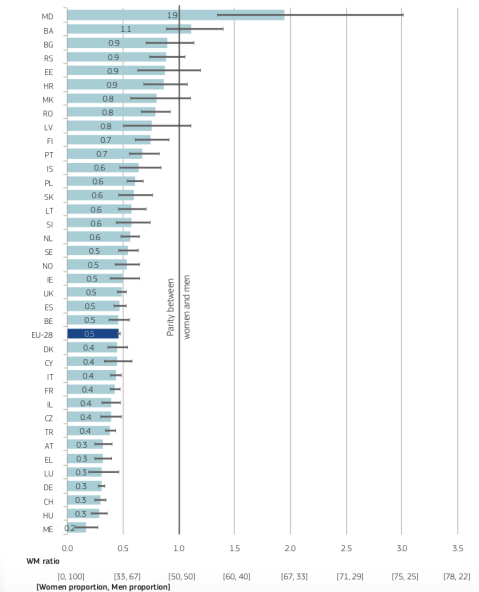
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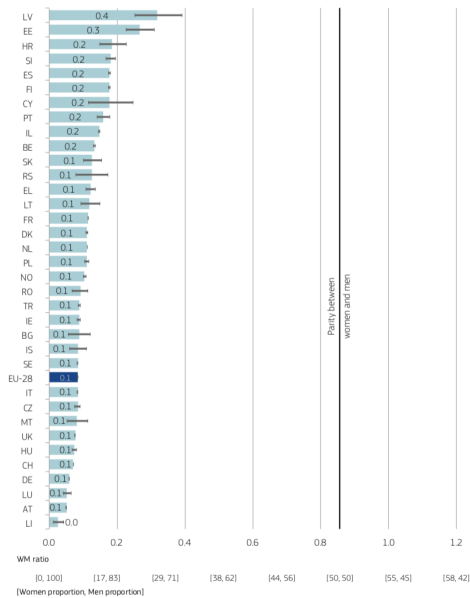
- 2010 - 2014: delež žensk med vodji visokošolskih zavodov iz 14,5% na 20%.
- Delež žensk v znanstvenih in upravnih odborih 28%, delež vodij 22%.
- Statistično imajo ženske redkeje vlogo vodilne avtorice v znanstvenih publikacijah.
- 2010 - 2013: med prijavi patentov 9% žensk.



Figure 7.1. Women to men ratio of authorships (when acting as corresponding author) in all fields of science, 2011–2013



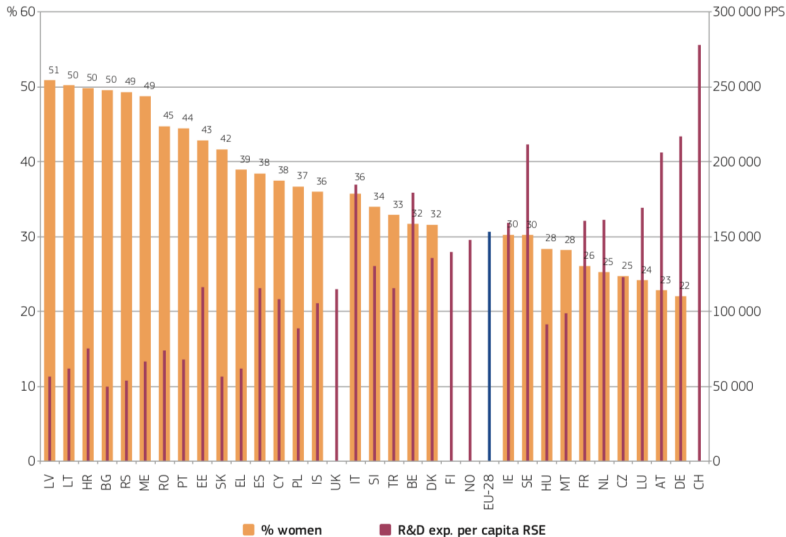
**Figure 7.4.** Women to men ratio of inventorships, all International Patent Classification (IPC) sections, 2010–2013



- 2011 ženske predstavljale 33% raziskovalcev (nespremenjeno od leta 2009).
- Na področju R&D leta 2010 povprečna bruto plača žensk 17,9% nižja od plače moških.
- Kjer zastopanost žensk med raziskovalci večja je podpovprečna poraba denarja na prebivalca za R&D in obratno.



**Figure 5.5.** Proportion of women researchers in FTE and R&D expenditure in purchasing power standards (PPS) per capita researcher, 2012



# Potreba po mobilnosti v znanstveni karieri

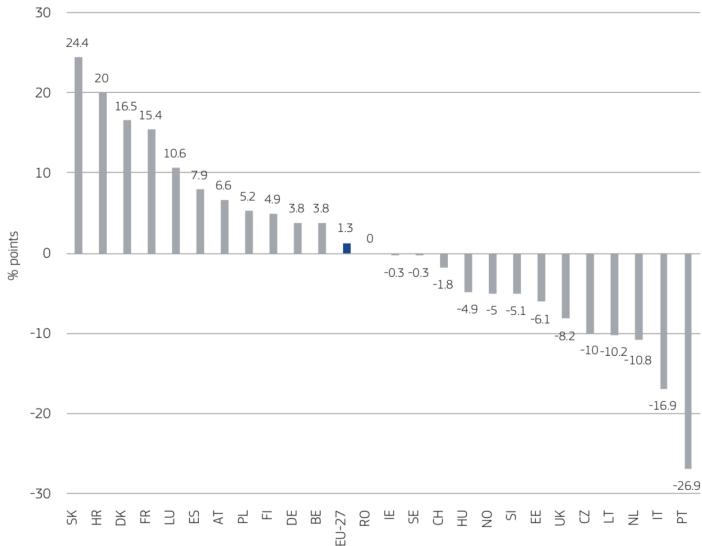


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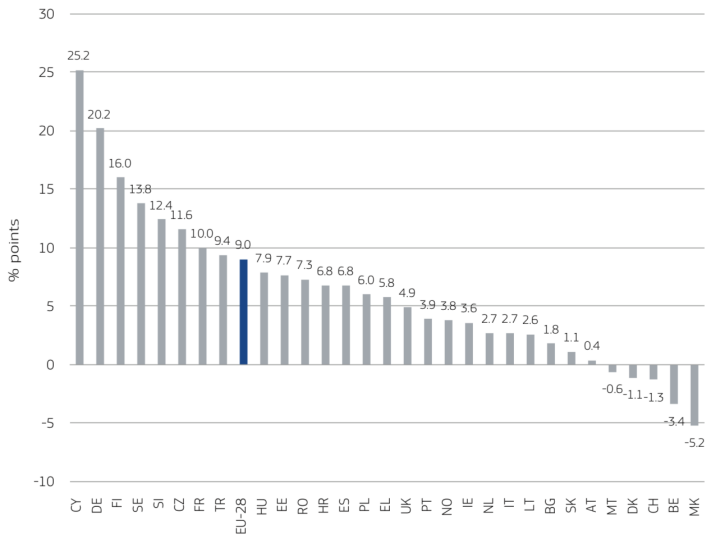


**Figure 5.3.** Sex differences in the international mobility of researchers during their PhD, 2012





**Figure 5.4.** Sex differences in international mobility in post-PhD careers, per country, 2012



# Problematika pojava pozitivne diskriminacije



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- Raziskava ERA iz leta 2014: 36% organizacij leta 2013 uvedlo načrte enakosti spolov.



# Vpliv materinstva na kariero



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## Leta 2012:

- 13,5% žensk zaposlenih v raziskavah delalo s krajšim delavnim časom vs. 8,5% moških.
- 10,8% žensk prekarne zaposlitvene pogodbe vs. 7,3% moških.
- Razlika v deležu žensk s krajšim delovnim časom večja v gospodarstvu.



# Pomen družbenih in kulturnih norm pri izbiri znanstvenega/tehnološkega poklica



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**Table 2.2.** Proportion (%) of women ISCED 6 graduates by broad field of study, 2012

|       | Education  | Humanities and arts | Social sciences, business and law | Science, mathematics and computing | Engineering, manufacturing and construction | Agriculture and veterinary | Health and welfare | Services |
|-------|------------|---------------------|-----------------------------------|------------------------------------|---|----------------------------|--------------------|----------|
| EU-28 | 64         | 55                  | 51                                | 42                                 | 28  | 56                         | 59                 | 44       |
| EU-27 | 64         | 54                  | 51                                | 42                                 | 28  | 57                         | 59                 | 45       |
| BE    | 83 (19/23) | 45                  | 51                                | 35                                 | 31  | 47                         | 59                 | 15       |
| BG    | 60         | 59                  | 58                                | 53                                 | 32  | 41                         | 51                 | 38       |
| IE    | 75         | 60                  | 62                                | 45                                 | 24  | 47 (7/15)                  | 55                 | 50       |
| EL    | 60         | 54                  | 45                                | 33                                 | 27  | 42                         | 51                 | :        |
| ES    | 55         | 52                  | 47                                | 47                                 | 30  | 56                         | 56                 | 30       |
| FR    | 56         | 58                  | 48                                | 39                                 | 31  | :                          | 47                 | 38       |
| HR    | 50         | 68                  | 60                                | 60                                 | 34  | 37                         | 53                 | 25       |
| IT    | 71         | 62                  | 53                                | 53                                 | 35  | 54                         | 64                 | 48       |
| CY    | 25 (1/4)   | 50 (3/6)            | 64 (7/11)                         | 53 (10/19)                         | 38 (3/8)                                    | :                          | :                  | :        |
| LV    | 80 (20/25) | 75 (18/24)          | 82                                | 45                                 | 25  | 80 (4/5)                   | 76 (16/21)         | 38       |
| LT    | z          | 76                  | 62                                | 53                                 | 38  | 55 (16/29)                 | 74                 | :(z)     |
| LU    | 100 (1/1)  | 50 (3/6)            | 42 (5/12)                         | 59 (17/29)                         | 29 (2/7)                                    | :                          | 50 (1/2)           | :        |
| HU    | 68         | 49                  | 51                                | 38                                 | 22  | 59                         | 52                 | :        |
| MT    | :          | 60 (3/5)            | 100 (2/2)                         | 25 (1/4)                           | 33 (1/3)                                    | :                          | 50 (1/2)           | :(n)     |
| NL    | z          | 52                  | 54                                | 33                                 | 26  | 59                         | 67                 | :(z)     |
| AT    | 80         | 51                  | 49                                | 35                                 | 23  | 58                         | 51                 | 36       |
| PL    | :          | 52                  | 52                                | 54                                 | 27  | 57                         | 64                 | 46       |
| PT    | 77         | 52                  | 55                                | 58                                 | 38  | 74                         | 70                 | 59       |
| RO    | z          | 64                  | 64                                | 57                                 | 43  | 46                         | 63                 | 38       |
| SI    | 58 (7/12)  | 61                  | 64                                | 39                                 | 28  | 68                         | 61                 | 55       |
| SK    | 79         | 50                  | 54                                | 50                                 | 33  | 52                         | 60                 | 36       |
| FI    | 79         | 61                  | 56                                | 44                                 | 27  | 60                         | 66                 | 51       |
| SE    | 63         | 54                  | 49                                | 42                                 | 26  | 53                         | 62                 | 44       |
| UK    | 62         | 49                  | 56                                | 39                                 | 25  | 61                         | 57                 | 41       |
| IS    | 100 (2/2)  | 25 (1/4)            | 50 (2/4)                          | 36 (5/14)                          | 33 (1/3)                                    | 100 (1/1)                  | 77 (10/13)         | :        |
| NO    | 71         | 40                  | 57                                | 35                                 | x(4)  | 70                         | 61                 | 44       |
| CH    | 57         | 51                  | 44                                | 37                                 | 24  | 72                         | 54                 | 48       |
| MK    | 58 (7/12)  | 52 (12/23)          | 47                                | 59 (13/22)                         | 33 (3/9)                                    | 71 (5/7)                   | 67                 | 38 (3/8) |
| TR    | 45         | 42                  | 43                                | 50                                 | 34  | 38                         | 72                 | 40       |



[http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/Znanost/doc/JR\\_2.1/FAQ\\_1\\_-\\_JR\\_R2.1\\_2-8-18\\_za\\_objavo.pdf](http://www.mizs.gov.si/fileadmin/mizs.gov.si/pageuploads/Znanost/doc/JR_2.1/FAQ_1_-_JR_R2.1_2-8-18_za_objavo.pdf)



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