

GENDER STEREOTYPES IN SCIENCE INSTITUTIONS: SLOVENIA

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on
Gender Stereotypes and Gender Attitudes in the Assessment of
Women's Work

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The University of Ljubljana

- established in 1919
- the oldest and largest of the three public universities in the state (Maribor and Koper)
- composed of 23 faculties (in the fields of humanities, social sciences, linguistics, arts, medicine, natural sciences and technology, medicine, dentistry and veterinary science) and 3 art academies
- In total approx. 41.500 students in the academic year 2010/11
- employs approximately 6000 full-time higher education teachers, researchers, assistants and administrative staff

1. STATE OF THE AFFAIRE

Statistics (http://www.stat.si/novica_prikazi.aspx?id=3521):

- share of femal university staff is increasing - more than 10% in the last 10 years (40%),
- proportion of female postgraduate students is increasing - 15 % in the last 5 years (43%)
- These terends are not translated in the case of the share of women on the top of the resaerch-making (11 % full professors, 17% council members at the univerities and academics)

Normative aspect:

- brilliant, -comprehensive gender equality legislation
- special governmental bodies: Office for Equal Opportunities; Women in Science at the Ministry of Higher Education, Science and Technology

1. STATE OF THE AFFAIRE

Real-life' policy-making:

- **(Non)Implementation** phenomena: frequently either implementation on the paper either implementation gaps either non-implementation
- lack of **gender-sensitive statistical data**
- including with a lack or frequent absence of real **institutional support**
- **gender pay-gap** (up to 10%, the highest in the highest academic titles)
- double **promotion problems**: youth+gender (equal criteria regardless of the length of professional background experiences)
- no **public transparency** in habilitation and promotion processes which block the possibility to reveal potential gender inequalities
- **active research and academic work** in gender studies and gender issues at various disciplinary fields, predominantly social sciences and humanities
- many **different personal stories and experiences** which frequently are not wide publically heard and stay in the individual intimate sphere of woman

2. ALREADY NOTIFIED STEREOTYPES

- also as a consequence of the above mentioned state of the affaire
- additionally ILLUSTRATED ON MY PERSONAL EXPERIENCES
- **Persisting traditional views of the social roles of females** and our self-limitation, additionally supported also with the media reports – rarely women in media for interviews about the research-academic achievements; perception that women can hardly be able to be the head of a research; that she needs the guidelines and instructions to work either if she is a researcher or a head of the research; that it is only a pure luck for being successful on research project applications and get grants; shame/feelings of own incompetence non-capabilities
- **Insufficient institutional making and coordination** be it at the governmental, university, faculty or departmental levels – no real institutional back-up on which you would rely if needed, would report, inform, ask about your potential problems/issues; if you have luck than you get informal support and advice of the experienced women colleagues who ,give voice for you', which can at the end turn out to be decisive for solving the problems and further career
- **Operational policy-(non)making in general** – the right to 'freeze' your work, promotion for the time of the maternity leave, BUT this right is not necessarily respected in practice; a sense of fatalism - that 'this is it, it can't be different that this, all of us women need to face with this
- **Non-interest of women** scientists

3. POSSIBLE SOLUTIONS - 'SPEAK LOUD, GO PUBLIC'

- **Financial stimulations** (rise in GDP spending on research)
- **Need for the institutional innovations:** establishment of real bodies at the university, faculty, departmental levels that would be responsible for the real implementation, not only as a symbolic type of institution; ombudsman?
- **Policy operational measures:** monitoring, reporting, evaluating at the international level and as a consequence of international organisation and EU demands
- **Initiate dialogue between the various groups of involved** – state officials and responsible institutions, universities, faculties leadership + academics, students, international research-academic networks
- Establishment of **interdisciplinary connections inside and outside each country:** natural science + technology + social science + humanities with the aim of the benchmarking, exchange of good practices
- **Wide Awareness+educational programmes** – to talk about various experiences, obstacles, feelings in a broader public environments (through media) + interorganisational exchanges of practices, workshops, seminars, publications, projects etc.

It is Important to speak about personal life experiences and challenges as well when being in research as well – the line between broader social and intimate personal is tight and frequently sensitive, but can at the same time be exploited because of this same fact, resulting in woman's loss of opportunities and a lack of possible effective and efficient measures for women equality