

# Encouraging gender equality policy Spodbujanje izvajanja politike enakosti spolov

## GENDERA - Slovenian National Workshop

Program Chair/Vodja programa: **Dunja Mladenić**

Organization/Organizacija: **Monika Kropelj**

### **Workshop programme / Program delavnice**

Monday 12 December, 2011/ ponedeljek 12.12.2011

Venue/Lokacija: MPŠ predavalnica, **Institut Jožef Stefan**, Jamova 39, 1000 Ljubljana

### **Introduction and Background / Uvod in izhodišča**

- 9:00 – 9:10 Welcome and introduction to the workshop programme / Pozdrav in predstavitev programa delavnice (Dunja Mladenić, J. Stefan Institute)
- 9:10 – 9:30 Introduction to GENDERA project / Predstavitev projekta GENDERA (Dunja Mladenić, J. Stefan Institute)
- 9:30 – 9:50 Science on VideoLectures portal / Znanost na VideoLecture portalu (Mitja Jermol, J. Stefan Institute)
- 9:50 – 10:10 Gender equality in science in Slovenia and in EU / Enakost spolov v znanosti v Sloveniji in v EU (Andreja Umek Venturini, Slovenian Ministry of Higher Education, Science and Technology)
- 10:10 – 10:30 National Network for Developing Research Values for Youth / Razvoj raziskovalnih vrednot mladih SM-RIS (Dragica Marinčič, European Cultural and Technological Center Maribor)

10:30 – 11:00 Coffee Break

### **Examples of Good Practices of gender policies**

- 11:00 – 11:30 GENDERA Synthesis Report (Darja Brodnik, J. Stefan Institute, Slovenia)
- 11:30 – 12:15 Good Practices of Gender Equality in Spain (Nuria Valles, CIREM, Spain)
- 12:15 – 13:00 Good Practices of Gender Equality in Germany (Nadine Dittert, University of Bremen, Germany)
- 13:00 – 13:15 Exhibition Promoting women in Science in Slovenia (3D)

13:15 – 14:00 Lunch Break

## Gender Equality in Slovenia / Enakost spolov v Sloveniji

- 14:00 – 14:30 Efforts of Office for Equal Opportunities: experience and challenges / Prizadevanja Urada za enake možnosti za zagotavljanje dejanske enakosti žensk in moških: izkušnje in izzivi (Violeta Neubauer, Republic of Slovenia Office for Equal Opportunities, member of UN-CEDAW)
- 14:30 – 15:00 Gender equality in research organizations / Enakost spolov v raziskovalnih organizacijah (Maca Jogan, University of Ljubljana)
- 15:00 – 15:30 Recognizing importance of gender equality in Slovenia / Prepoznavanja pomembnosti vloge enakosti spolov v Sloveniji (Zofija Klemen-Krek, Former Secretary-General of the Slovene National Commission for UNESCO and Director of the Office for UNESCO, Chosen into the group of 60 Women Contributing to 60 years of UNESCO)
- 15:30 – 16:30 Roundtable: Means for gender equality / Načini doseganja enakosti spolov
- 16:30 Closing



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**Women In Science Issues**

WS Issues - EU Project - GENDERA

The project **Gender Debate in the European Research Area (GENDERA)** (2009-2012) aims to facilitate the implementation of gender balance in science and create an enabling environment to integrate gender dimension into science policy throughout Europe. The project is supported by the European Commission under FP7 Capacities programme.

The **project partners** have collected and analysed good practices from each of the participating countries. All the good practices have contributed or are contributing to raising the number of women researchers achieving higher and decision-making positions in research organisations and higher education institutions. The collected good practices are presented in **GENDERA Good Practices Database**.

**Synthesis Report** prepared by GENDERA partners sets out the methodology used in finding and selecting the good practices, offers an overview of the selected good practices and summarises motives and benefits for change and the barriers faced by the organisation prior to the introduction or during the implementation of the programmes.

The GENDERA consortium has created a set of **practical recommendations** for research organisations that want to change or improve their gender equality.

Each GENDERA partner has formed **National Task Force**, which will propose the national action plan for facilitating the role of women in science, and will organize **national workshop** on the role of women in science.

GENDERA leaflet  
GENDERA poster

Organiser

**GENDERA**  
Gender Debate in the  
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GENDERA is supported by European Commission under the FP7 Capacities programme

## Objective of the GENDERA project

Despite the increased participation of women in higher education and research, they are significantly under-represented in specific disciplines and there remain remarkably few women in top jobs in science. As attracting the best researchers with proportional representation of women and men is integral to the success of ERA and essential for the sustained competitiveness of Europe, it is vital to ensure gender balance in research by changing the way of recruitment and career development.

Based on available analyses and recommendations aimed to improve the situation of women in science, GENDERA identifies and discusses good practices on gender balance on the national and European level through networking and at the occasion of workshops. The project will demonstrate the factors that limit the participation of women in specific scientific fields, as well as in decision making positions, and introduce the best real-life implementation examples to top decision makers of research institutes and higher education establishments. Using a common Communication Plan, GENDERA partners strive to persuade the above leaders that the critical review and change of institutional recruitment, promotion and nomination policies – and specifically its gender-related aspects – will contribute to the scientific, professional and also economic successfulness of their organisations. The understanding of these correlations will result in the commitment of the national actors who are in the position to advance the current situation of women in research, with special emphasis to their representation in research management.

Practical guidelines, including recommendations and “model gender policies”, will be developed during the project. The final European conference in March 2011 will discuss the project’s results.

GENDERA will contribute to changing the conscious or unconscious „male-is-better” attitude widespread in research organisations, will foster improvements in the representation of women in higher decision making bodies, and thus increase their possibility to make their voices heard on the national and European level.

More at: [www.gendera.eu](http://www.gendera.eu)

### Participating countries in the project

Austria, Germany, Greece, Israel, Italy, Spain, Slovakia, Slovenia

### Project implementation period

Start date of the project: 1 November 2009

End date of the project: 30 April 2012