



newsletter

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Dear colleagues,

This issue brings you a selection of must-read articles about some of the activities of the National Contact Centre for Gender in Science in the past six months.

First of all, we are bringing you a roundup of year one of the Horizon 2020 GENDERACTION project. We are also proud to announce that we completed the Operational Programme “Employment” survey. We are currently working on processing the results and here we present the first findings from the representative questionnaire survey.

In spring 2018 we published an e-book *Gender and Neoliberalism in Czech Academia* edited by Marta Vohlídalová and Marcela Linková. The book analyses the consequences of the neoliberal-informed reforms for gender equality in Czech academia and summarizes our research into the various aspects of gender inequality in research.

Last but not least, on 30 October 2018 the Centre for Gender and Science is organizing the 5th National Conference on Gender and Science, this time titled *Science As a Vocation*. We are proud to have Angela Saini, British science journalist and author of a popular book [Inferior: How Science Got Women Wrong](#), as our keynote speaker.

On behalf of the Centre we wish you inspiring reading and enjoy your summer!

Nad'a Straková and Marcela Linková

GENDER ACTION

A year ago the GENDERACTION project was launched to establish a policy platform to support the implementation of gender equality in the European Research Area (ERA) at the level of member states and associated countries. The GENDERACTION consortium consists of 13 organisations from 12 countries and 5 Associate Partners from additional five countries. GENDERACTION closely cooperates with the ERAC Standing Working Group on Gender in Research and Innovation (SWG GRI). The main tools GENDERACTION employs are: networking of national representatives, sharing experience among policy makers and other relevant stakeholders, organizing training and mutual learning events and developing new collaborations to advance gender equality in science, technology and innovation.

In phase 1 we focused on three activities. First, an analysis of the published National Action Plans (NAPs) in Priority 4 was carried out, followed by a questionnaire survey distributed among members of the Standing Working Group on Gender in Research and Innovation, to map NAPs implementation, with 82% return rate. The aim of this survey was to find out on what priorities individual states focus, what measures they adopt and what indicators they use to monitor implementation. The analysis revealed large differences across countries as well as different levels of integrating gender equality policies.



Mutual Learning Workshop in Vienna

On 7 and 8 February 2018, the first Mutual Learning Workshop took place in Vienna, attended by 38 people from 17 countries. The workshop aimed at developing criteria for good practice of policy design, monitoring and implementation. The second mutual learning workshop is planned for early 2019 and will focus on NAP indicators and monitoring.

The second key activity in the first year was the topic of gender in Open Science and Open Innovation (OSI). This area was selected for its highly topical nature and the fact that gender fails to be addressed in most policy documents focused on the topic. GENDERACTION prepared a report to enhance gender dimension in OSI policies, which reveals that most analyses and policy documents related to Open Science (OS) and/or Open Innovation (OI) adopt a gender blind approach, especially in the case of OS. We also organized a workshop in Brussels, during which we discussed the relevance of OSI with a number of stakeholders, including experts on OS and gender equality. We will keep continue to develop collaborations to enhance gender equality in OSI in relevant institutions.

The third area was gender equality in international cooperation in technology, research and innovation. Our activities build on a joint report of two ERAC groups – the Standing Working Group on Gender in Research and Innovation and the Strategic Forum for International S&T Cooperation (SFIC), which was published in January 2018. Our aim was to develop guidelines on a gender perspective for international cooperation in research, technology and innovation.

For more go on the [website](#) and/or Twitter [GENDERACTION_EU](#).

Policy Brief Series



GENDER IN HORIZON EUROPE AN UNFINISHED BUSINESS

In June we launched **GENDERACTION Policy Brief Series on Horizon Europe, to bring the key gender issues to the on-going negotiations.**

The intention is to release one GENDERACTION policy brief on Horizon Europe per week in the upcoming months.

We are firmly convinced that gender equality policies and the gender dimension in research and innovation are crucial for the future Framework Programme and should be adequately reflected and integrated in the official documents as well as in further discussion, dissemination and visibility.

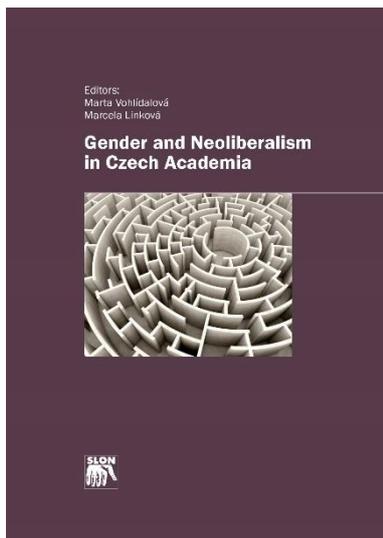
We hope that this policy brief series will be of interest to you and your stakeholders and will be useful in our joint endeavour to promote gender equality in Research & Innovation across Europe.



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NEW BOOK: GENDER AND NEOLIBERALISM IN CZECH ACADEMIA

We published an e-book *Gender and Neoliberalism in Czech Academia*, edited by Marta Vohlídalová and Marcela Linková. The book analyses the consequences of the neoliberal-informed reforms for gender equality in Czech academia. It examines gender aspects in the construction of research excellence, gender blind research policy adopted in the Czech Republic, academic career paths before 1989 and today, mobility, wellbeing and job satisfaction among academics and the reasons and motivations for leaving academic careers.



The lack of local mobilization among women researchers combined with a conservative gender order and hostility to gender equality measures in research give the authors the opportunity to explore the gendered effects of neoliberal reforms in the particular settings of a country that has revamped its research funding and evaluation systems in a relatively very short time.

One of the goals of the book is to show the merits of studying local practices against the backdrop of large-scale geopolitical influences. While the book adds another piece to the global puzzle of changes in the organization of academic research and their impact on the lives of academics as well as on the quality and focus of the research conducted, its value lies in serious and critical attention to geopolitics.

The local developments can thus be understood not only as particular cases of the impact of neoliberal-inspired reforms, but also as cases that can shed some light on possible developments in other, including “central”, geopolitical locations. The book is an outcome of the ongoing research of the Centre for Gender and Science, Czech Academy of Sciences, with contributions from other colleagues with similar research interests, including transformation of the higher education system in the Czech Republic and wellbeing of academics.

YOU CAN BUY THE BOOK [HERE](#).

DOWNLOAD THE INTRODUCTION FOR FREE [HERE](#).

NEW SURVEY: ACADEMICS OF 2017

The Centre for Gender and Science and the Public Opinion Research Centre conducted a **representative survey among academics working in the Czech Republic about their work conditions, wellbeing and job satisfaction**. The survey was part of the project “Analysis of Barriers and Support Strategy for Equality in Science and Research”, funded by the EU Operational Programme Employment (OPE), which combines qualitative and quantitative research methods. Here we present the preliminary results of the representative survey.

We received 2,089 responses from pedagogical staff and researchers and career academics working in public academic sector, Czech Academy of Sciences and other public research institutions. The survey was conducted online between May – August 2017.

The survey revealed that academic work involves high workloads and long working hours (women and men work on average 46.5 hours per week). A majority of the respondents – mostly women – confessed that too much work is expected from them. The pressure on publication output (over 58% of respondents) and applying for grants (39%) were most frequently mentioned.

The survey also noted researchers experience a high degree of stress and physical and mental exhaustion. Over 40% of women and men felt exhausted for the entire and large part in the last 4 weeks prior to the survey. 35% of women and 29% of men stated they were always or almost always under a great deal of stress.

The academic profession also involves a high degree of precarity. Only 35.3% of respondents had a permanent contract (38.1% men and 32.3% women). 18% of respondents report high fear or extremely high fear related to losing their job. Those who have fixed contracts report the highest degree of fear.

Dependence on temporary funding is common particularly in public research institutions and the Academy of Sciences. About two fifths of researchers have their whole salary or a large part of it paid from grants (43.2% of researchers at public research institutions and 40% at the Academy of Sciences).

Academic careers are increasingly marked by low average wages with a high gender pay gap. Women predominate in low wage groups with a monthly salary of up to CZK 25,000 (approx.. EUR 1,000). The percentage of women and men in this wage group are as follows:

- 43% of women versus 26.5% of men at universities
- 36% of women versus 14% of men at the Academy of Sciences
- 39% of women versus 21.5% of men in public research institutions

Men predominate in wage groups with a monthly salary over CZK 40,000 (approx.. EUR 1,600):

- 26.8% of men versus 12% of women at universities
- 32.7% of men versus 11.1% of women at the Academy of Sciences
- 30.4% of men versus 5.1% of women in public research institutions

Around 19% of academics were not satisfied with their job. Low wages were mentioned most frequently (by 63% of respondents). Other factors that contribute to academics feeling unhappy about their academic job were:

- Research evaluation (36.7%)
- Work prospects (33.2%)
- Using one's knowledge and expertise (29.4%)

In general, women reported being less happy than men.

Women reported higher negative experience related to maternity.

- 31.7% of women reported negative comments by colleagues and superiors related to childcare responsibilities. They were recommended not to take maternity leave for longer than one year (in the Czech Republic the customary length of the parental leave is 3 years on top of 28 maternity leave).
- 29.9% of women reported their colleagues discouraged them from having children in the coming years
- 14.7% of women reported they were told they would be dismissed if they had children.

As for gender equality in the workplace, men perceived the situation significantly more positively than women.

- 59% of men but only 39% of women stated superiors did not discriminate against women or men.
- 56% of men but only 36% of women stated that men and women had equal opportunities to get promoted to decision-making positions.
- 68% of men but only 55% of women said the atmosphere at their workplace was friendly towards pregnant women, was not misogynistic and offensive.

As for the representation of women in decision-making positions, the survey shows that it remains low in academic institutions.

- In the decision-making positions the share of men reached 30%, while only 17.5% of women were represented in these positions.

The most significant differences in holding leadership positions are visible in medical, natural and technical sciences.

We will inform you about the qualitative part of the survey in our next newsletter 2/2018.

5TH NATIONAL CONFERENCE ON GENDER AND SCIENCE

**5TH NATIONAL CONFERENCE
ON GENDER AND SCIENCE
"SCIENCE AS A VOCATION"**

**30 OCTOBER 2018
10.00 AM—13.30 PM**
Czech Academy of Sciences
Národní 3, Praha 1
Conference Hall 205

EVALUATION OF SCIENCE
GENDER AND PARENTHOOD
WORK CONDITIONS

KEY NOTE SPEAKER: ANGELA SAINI (GB)
/author of the book *Inferior:
How Science Got Women Wrong/*

Please register here: www.genderveda.cz

nkc SOU MFT

The conference takes place with the support
of the following projects LT07/013
and CZ.03.15.VD.0/0.0/15_028/0/03571

On **30 October 2018** the Czech Academy of Sciences will host the **5th national conference on gender and science**, this time titled *Science As a Vocation*. The conference is organized by the National Contact Centre for Gender and Science. We are honoured that acclaimed science journalist and writer **Angela Saini** accepted our invitation to be the keynote speaker.

Her book *Inferior: How Science Got Women Wrong* is being translated into Czech and should come out in September. Saini takes her readers on a journey to uncover science's failure to understand women, while investigating gender biases in biology, psychology, and anthropology. She finds that we are still living with the legacy of an establishment that is just beginning to recover from centuries of entrenched gender exclusion and prejudice. The Czech translation will be launched on **29 October 2018, with Angela Saini in attendance**.



Kateřina Cidlinská, chairwoman of eument-net (European network of mentoring programmes) invites you to a workshop for mentoring programme coordinators and eument-net General Assembly which will take place on **22 August in Dublin during the 10th European Conference on Gender Equality in Higher Education.**

The workshop will focus on how to support peer mentoring in mentoring programmes. It will be lectured by the Mentoring and Training (MuT) member and is open for non-members. The workshop will start at 2:30 pm, the General Assembly will follow at 5 pm. Admission is free.

2018 MENTORING PROGRAMME LAUNCHED



We are happy to report that 88 mentees (65 women, 23 men) enrolled in our mentoring programme in 2018. There are 77 doctoral students and 11 post-doctoral students, 61 from liberal and social science fields and 27 from engineering and natural sciences. The mentors come from Charles University in Prague, Masaryk University in Brno, and Palacký University in Olomouc.

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