The CALIPER project:
Linking research and innovation for gender equality

Perception of Gender Bias on Technical Faculties: A Comparative Case of Two Faculties in Croatia and Slovakia

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EAI Mobility IoT 2020, December 2020

Joint Work With Dagmar Caganova, Lana Horvat Dmitrović, Josipa Pina Milišić and Ana Žgaljić Keko

This project has received funding from the European Union's Horizon 2020 Research and Innovation programme under Grant Agreement No 873134
i. Gender inequalities in research and innovation
ii. Survey
iii. Recruitment and promotion processes
iv. Work life balance
v. Promoting mobility
vi. Wellbeing
vii. Gender-sensitive communication
viii. Gender equality structures and procedures
Gender inequalities in the research and innovation

THREE OBJECTIVES IN EUROPEAN RESEARCH AREA (ERA)

Removing barriers to the recruitment, retention and career progression of female researchers

Addressing gender imbalances in decision making processes

Integrating the gender dimension in research and innovation content
Faculty of Electrical Engineering and Computing

UNIVERSITY OF ZAGREB (UNIZG-FER), CROATIA

Largest technical faculty and leading educational and R&D institution in the fields of electrical engineering, information and communication technology and computing in Croatia

12 departments, 190 professors and 202 teaching and research assistants, around 3300 students at the undergraduate and graduate level, and around 300 PhD students

Croatia also has a lack of women among STEM researchers in the public and private sector
Faculty of Materials Science and Technology

SLOVAK UNIVERSITY OF TECHNOLOGY (MTF STU), SLOVAKIA

The most successful faculty in obtaining funding from grant schemes in Slovakia

6 institutes, 41 professors, 147 teaching staff, 56 researchers, 1688 students on all three levels of study

30% of students is female, 55% of teaching staff is female, first female professor was appointed at MTF STU in 2019

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Survey

PROFILE OF THE PARTICIPANTS

Gender

![Gender Chart]

Age

![Age Chart]

Level / Position

![Level/Position Chart]
Recruitment and promotion processes

UNIZG-FER
- Internal Labor Regulations of UNIZG-FER
- Internal Labor Regulations of UNIZG
- Collective Agreement for Science and Higher Education for Croatia
- Labor Act of Croatia

MTF STU
- Code of Ethics of STU
- Principles of Committee Procedure of STU
- Act on Higher Education Institutions of Slovakia
- Labor Code

Do you think the institution you work for adopts gender sensitive protocols/policies for recruitment and hiring?

Do you think the institution you work for adopts transparent and flexible promotion/tenure criteria?
Recruitment and promotion processes

Have you experienced a gender bias or other kinds of discrimination when applying for a position/promotion?

**Position within your institution, in your last application**

- Yes, gender-based discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- Yes, other types of discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No, gender-based discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No, other types of discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No discrimination (UNIZ-FER: 0%, MTF STU: 0%)

**Promotion within your institution, in your last application**

- Yes, gender-based discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- Yes, other types of discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No, gender-based discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No, other types of discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No discrimination (UNIZ-FER: 0%, MTF STU: 0%)

**Position throughout your career**

- Yes, gender bias (UNIZ-FER: 0%, MTF STU: 0%)
- No, gender bias (UNIZ-FER: 0%, MTF STU: 0%)
- Yes, other types of discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No, other types of discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No discrimination (UNIZ-FER: 0%, MTF STU: 0%)

**Promotion in your whole career**

- Yes, gender-based discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- Yes, other types of discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- Yes, gender-based bias discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- Yes, other types of discrimination (UNIZ-FER: 0%, MTF STU: 0%)
- No discrimination (UNIZ-FER: 0%, MTF STU: 0%)
Work life balance

Have you ever experienced, or do you still experience, any tensions between the work that is demanded to you and your family roles?
Work life balance

1. Teleworking/remote working
2. Part-time posts
3. Measures to support return (after leave)
4. Reduction and/or flexible hours for childcare
5. Reduction and/or flexible hours for other family dependents’ care (elderly, other)
6. Reduction and/or flexible hours for other reasons (e.g. for final exams, measures to support victims of gender-based violence)
7. Job sharing
8. Leave (maternity, paternity, adoption, parental/family)
9. Sabbatical leave
Work life balance

1. Teleworking/remote working
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If you are aware that the measures are available, do you use any of them or have you done so in the past?

UNIZG-FER

MTF STU
Work life balance

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How do you rate them in terms of effects on your work-life balance?

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Positive  No effect  Negative  It depends
Promoting mobility

In your opinion, does your institution facilitate in-/out-going research mobility for women researchers?

Yes | Yes, partly | No | I don’t know
--- | --- | --- | ---
| UNIZ-FER | MTF STU | UNIZ-FER | MTF STU

If yes, which kind of mobility is facilitated?

Ingoing international mobility | Outgoing international mobility | Ingoing national mobility | Outgoing national mobility | I don’t know
--- | --- | --- | --- | ---
| UNIZ-FER | MTF STU | UNIZ-FER | MTF STU | UNIZ-FER | MTF STU

Which services are provided by your institution for promoting mobility?

Financial support | Administrative support and documentation | Support for a childcare | Support for a family numbers care | I don’t know
--- | --- | --- | --- | ---
| UNIZ-FER | MTF STU | UNIZ-FER | MTF STU | UNIZ-FER | MTF STU

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Wellbeing

How would you define the climate in your work environment?

- Positive
- Neutral climate
- Negative

Generally speaking, are you satisfied with your job?

- Satisfied
- Partly satisfied
- Not satisfied
- Other

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Gender-sensitive communication

Does your organization adopt gender-sensitive communication policies?

Does your institution promote awareness-raising campaigns aimed at fighting stereotypes?
Gender equality structures and procedures

![Chart Image]

- Yes, I am aware that this is established and am well informed about it
- Yes, I am aware that this is established but I am not very well informed about it
- Yes, I am aware that this is established, but I have no information about it
- No, I am aware that this is not established
- I do not know whether this is established

UNIZ-FER MTF STU
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