

WOMEN FACULTY MEMBERS IN GREEK UNIVERSITIES

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GENDERACTION PROGRAM

National Documentation Center

20 June 2019.

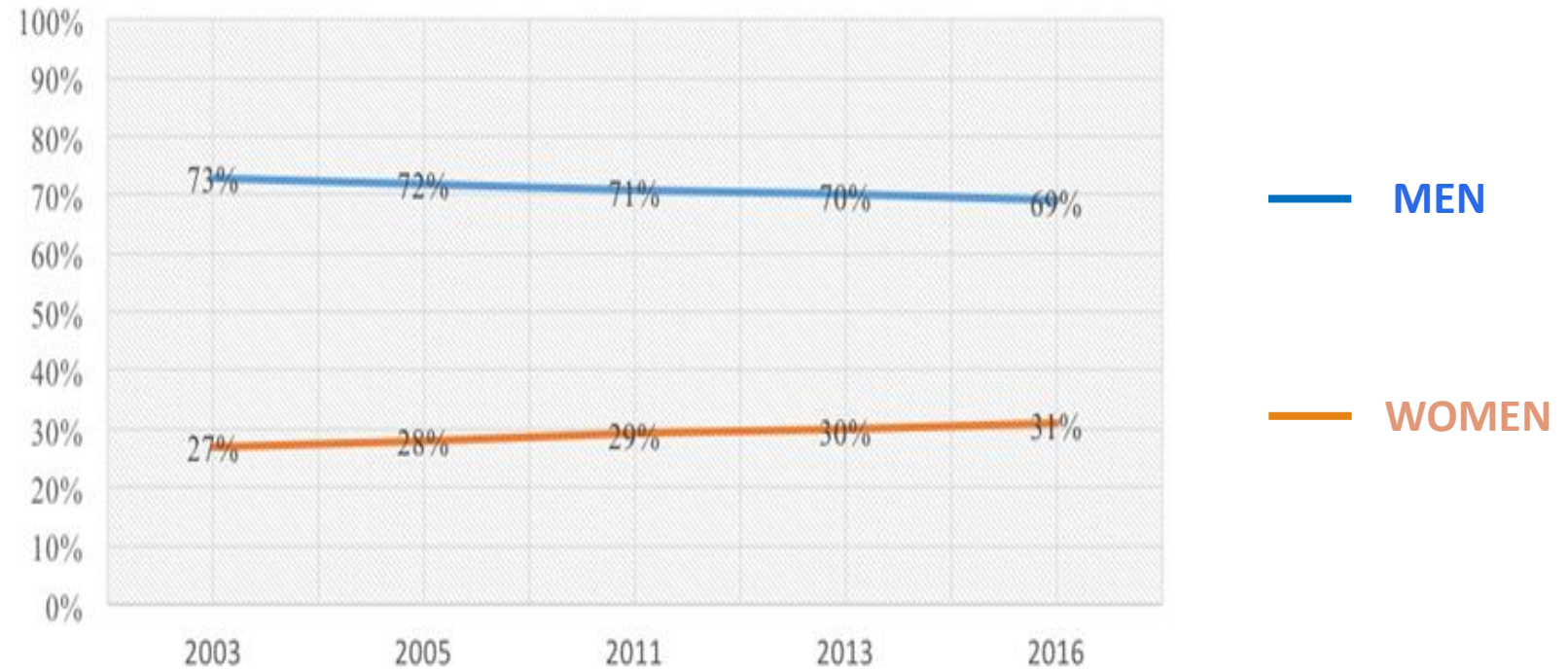
Outline of the presentation

- Position of Women in Greek Universities
- Extent of the Gender Gap
- Main factors affecting gender balance
- Initiatives to bridge the gap

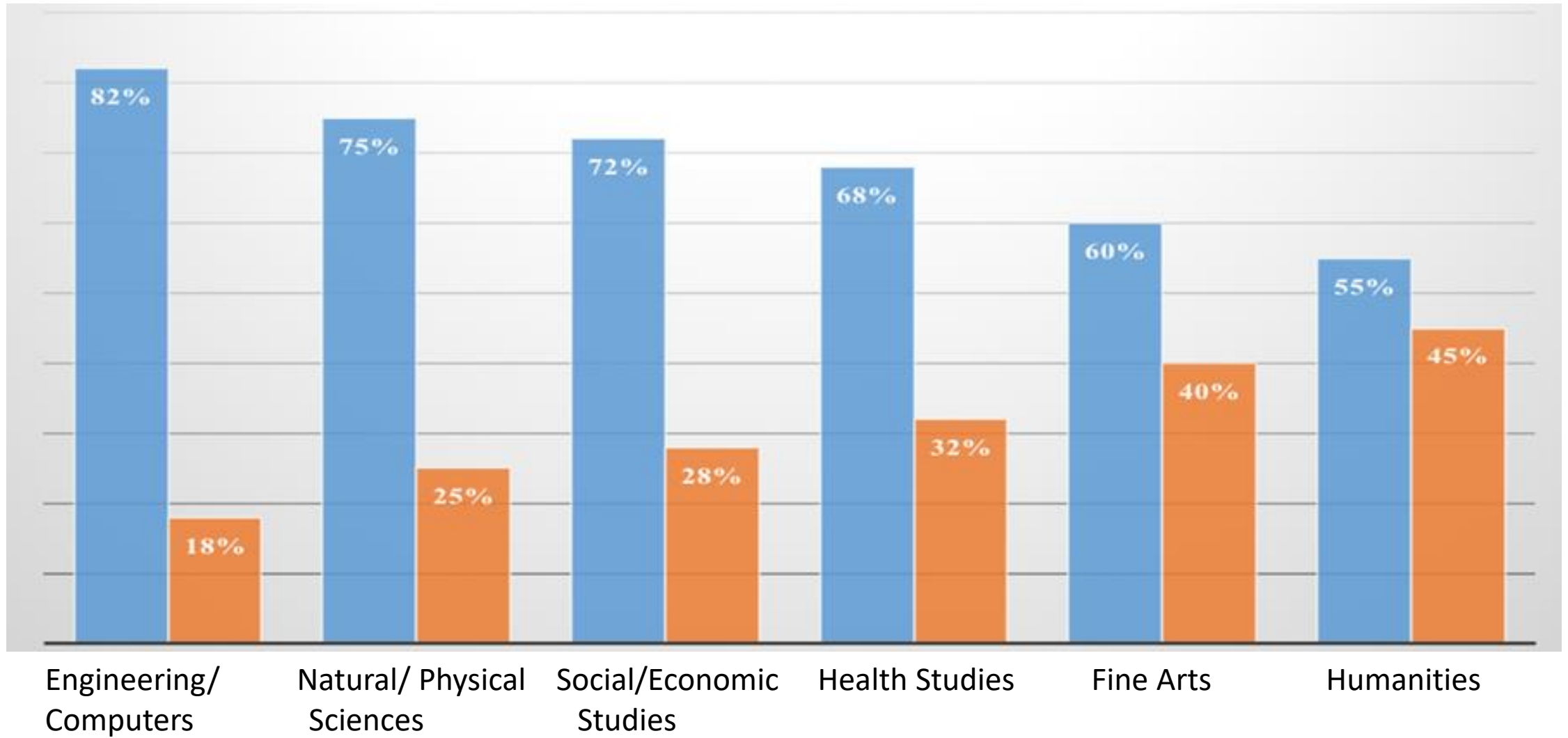
GENDER DISTRIBUTION IN GREEK UNIVERSITIES

Faculty members		%
MEN	5894	69%
WOMEN	2589	31%
TOTAL	8483	

GENDER DISTRIBUTION BETWEEN 2003-2016

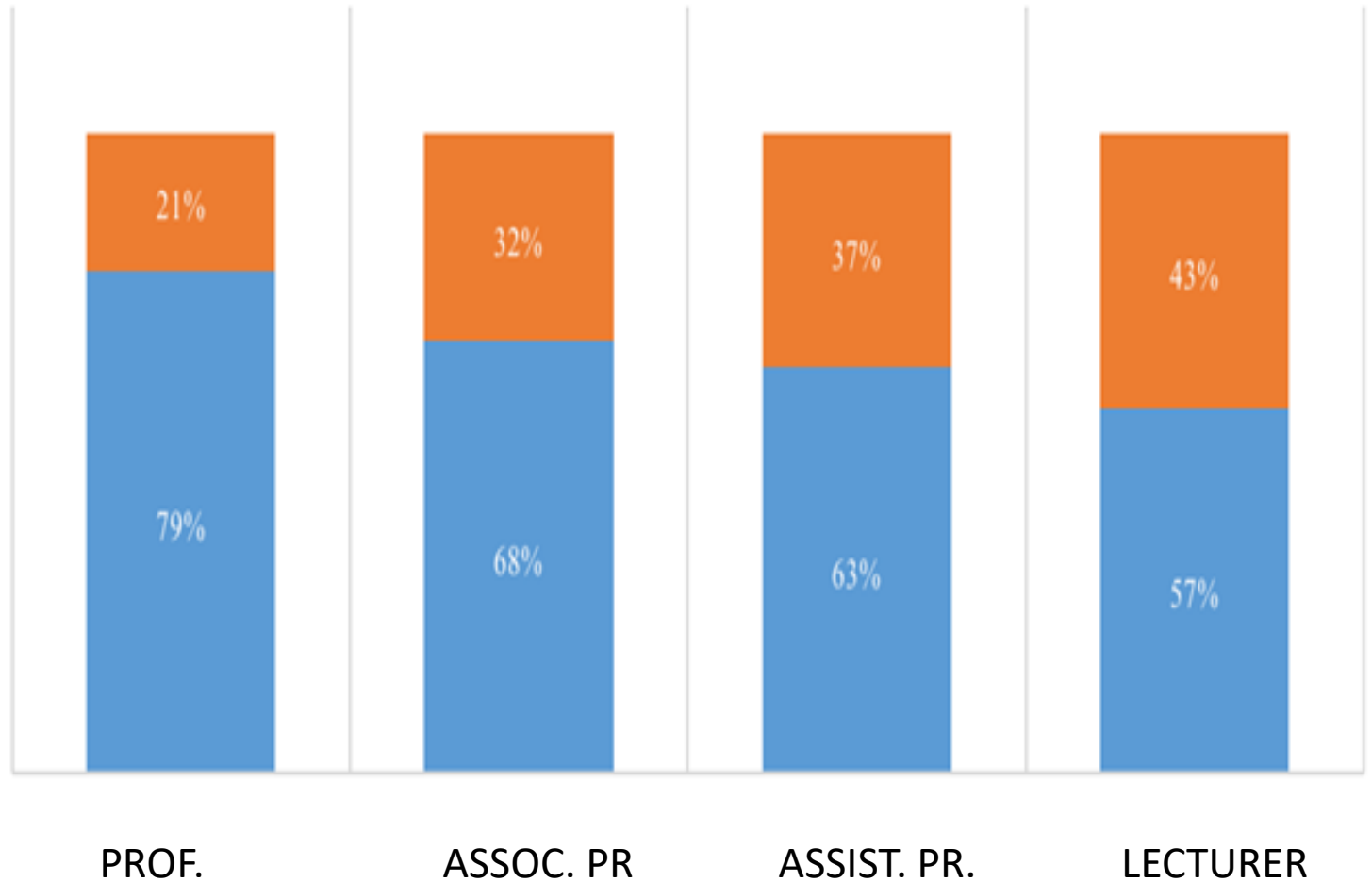


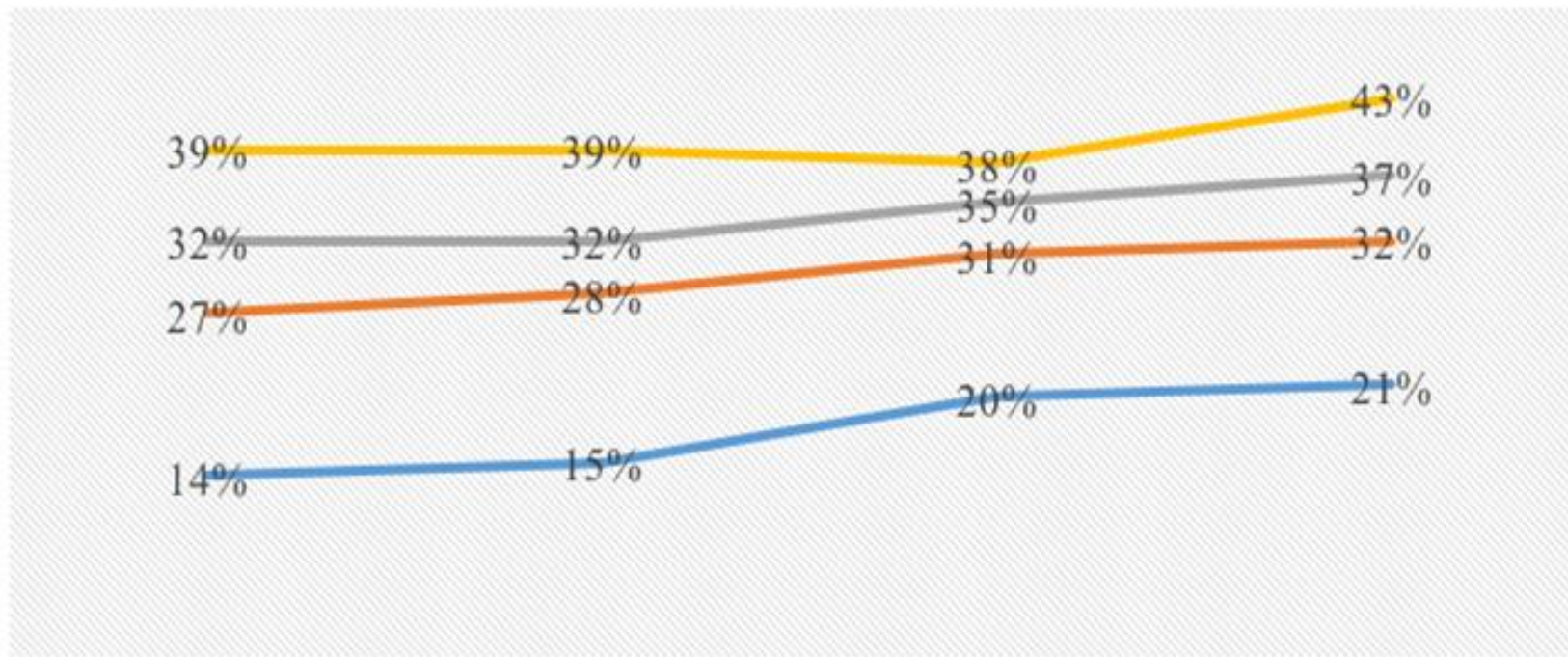
Gender Distribution of Faculty Members



Gender Distribution according to academic ranks

Gender distribution/Rank			
RANK	MEN	WOMEN	TOTAL
PROFESSOR	2317	631	2948
ASSOCIATE P	1563	748	2311
ASSISTANT P	1738	1002	2740
LECTURER	271	205	476
TOTAL	5889	2586	8475



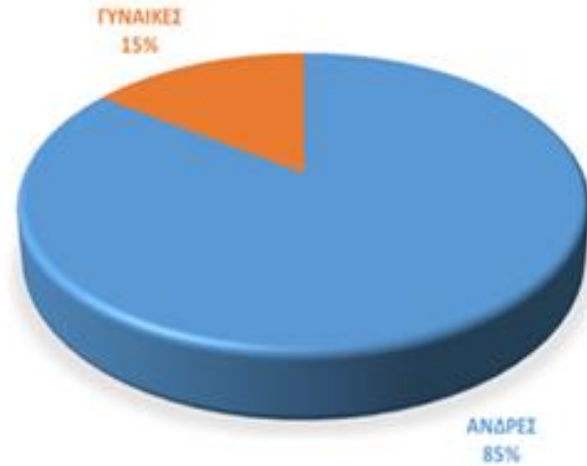


— **Professor**
 — **Associate Professor**
 — **Assistant Professor**
 — **Lecturer**

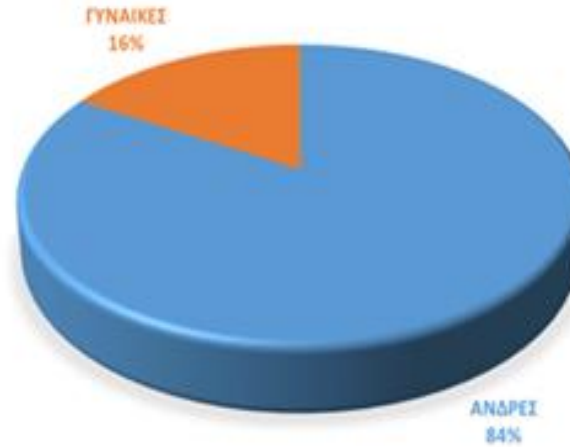
4%
 INCREASE IN
 WOMEN
 PROFESSORS
 IN THIRTEEN
 ACADEMIC YEARS

Gender Distribution in University Administration

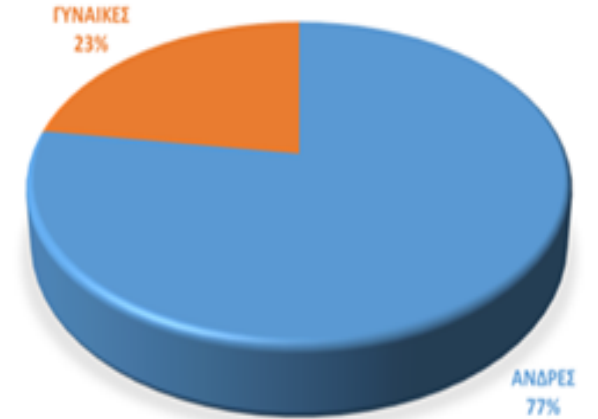
Rectors



Deans



Dpt. Heads



✓ 7% Dpt. Heads in Engineering and Computer Sciences

✓ 34% Dpt. Heads in Humanities

MAIN FINDINGS

- 31% of Faculty Members are Women
- 21% of full professors are women
- 4,8% increase in women faculty members in 13 years
- In 8/21 Universities increase in women faculty members
- In 2/21 Universities decrease in women faculty members
- 15-23% increase in decision making positions by women

Factors affecting horizontal gender gap

- Concentration of Women in Humanities and Social Sciences
- Family Upbringing favoring caring professions for girls
- Gender Role Stereotypes
- Lack of Role Models in STEM disciplines

Factors affecting vertical gender gap

- Stereotypes against female leadership
- Family Obligations
- Lack of Work/life Balance Practices
- Loneliness in STEM disciplines
- Inadequate Networking

Initiatives for Gender Balance

- Recent legislation about Equality Committees in Universities
- Some existing initiatives in larger Universities
- Greek Association of University Women program to promote gender equality
- Courses about gender balance in various undergraduate and post-graduate programs.
- Research Laboratories for Gender Studies

Higher Education Athena SWAN Charter

- Launched in 2005 in the UK to advance gender equality in academia, addressing unequal gender representation across academic disciplines including women in senior roles and women in STEMM
- First awards conferred in 2006
- Adopted by many Universities in the UK, Australia and Canada
- Expanded in 2015 to recognize work undertaken to address equality in arts, humanities, social sciences, business and law disciplines and more broad commitment to diversity apart from barriers to progression that affect women.

University of the Aegean 50:50 Committee

Aims at gender equality involving Faculty members, administrative personnel and male/female students

Prepares and submits integrated Action Plan for equality and equal opportunities

Gathers and analyses data about gender among personnel and students

Plans interventions to increase awareness about equality issues

Activities of the 50:50 Committee

Monitors gender balanced participation in European and nationally funded research projects.

Encourages representation of women in faculty, decision-making bodies and doctoral research in academic fields with gender imbalance

Organization of relevant conferences and seminars and networking with Agencies and Research Bodies serving equality in Greece and abroad.

Language interventions to introduce gender in official University documents



Thank you