

SPORT ON THE EDGE?

The pressure for performance (not just) in elite sport

Prof.dr. Maja Makovec Brenčič

Maja.makovec@ef.uni-lj.si

Former Minister for Education, Science and Sport



DIFFERENT FIELDS, SAME STORIES?



UN conference, February 2016

International Day of Girls and Women in Science

»Times are changing for women in science. A decade ago there were more men with doctorate degree than women. This difference has balanced a bit in last years, at least in Europe.«



Slovenian Research / Public Funds

Basic and applied research projects

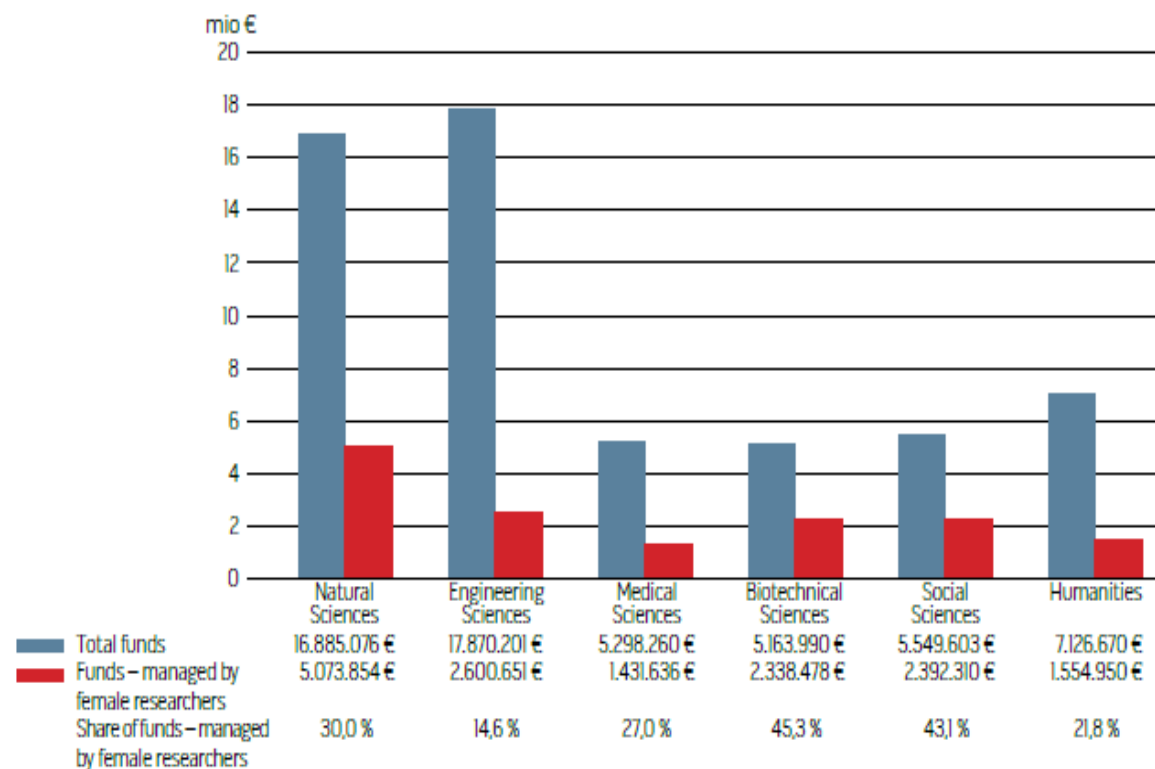


Discipline	Basic and applied projects in millions of €	Female researchers	Young leaders	Of those female researchers
Natural sciences	4.6	33,9 %	31,6 %	27,7 %
Engineering sciences	6.0	15,7 %	34,1 %	13,4 %
Medical sciences	2.9	41,7 %	36,2 %	48,3 %
Biotechnical sciences	2.3	33,4 %	25,3 %	55,7 %
Social sciences	2.2	45,4 %	34,7 %	43,0 %
Humanities	3.4	33,3 %	49,4 %	35,0 %
Interdisciplinary research	2.4	25,2 %	33,7 %	12,6 %
Total	23.8	30,3 %	35,2 %	30,1 %

The funding for basic and applied research projects with shares of projects led by female researchers and young researchers. Funding share data for projects led by young female researchers are given in the last column.

Source: ARRS Annual Report, 2017, p.29

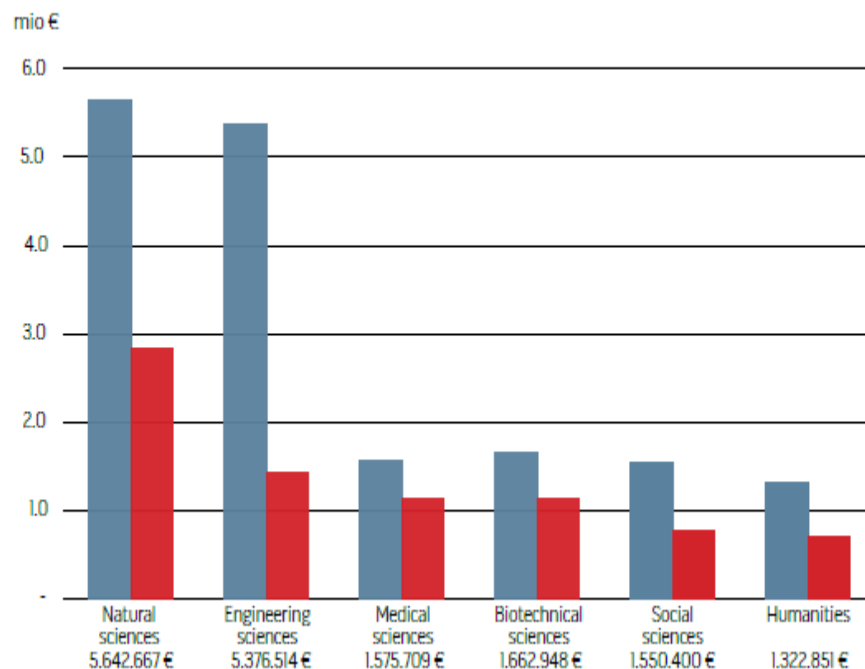
Research Programmes / Gender Distribution



Young Researchers



Funding for young researchers



Total funds
Funding for young female



Source: Annual Report ARRS 2017, str. 33

Situation in Europe - Instruments for Improvement?

The (so-called) **scissor diagram** is characteristic in most European countries. **The share of women declined with each higher step on the academic ladder, what shows on vertical segregation which we try to reduce.**

Considering that, the role of **women in science** has become one of the **priorities** and **gained recognition** on the science agendas of many national and international political institutions.



ERA Roadmap 2015-2020

HORIZON 2020

Pilotina, Change, R-I Peers

Genderaction ...



National Level: New Legislation? Yes.

New legislation would commit organizations to formulate their long-term goals and measures in the field of gender equality and to follow their achievement.

Slovenia has established a **Commission for Gender Equality in Science** (*previously **Commission for Women in Science**) as advisory group of the ministry following the example of the Helsinki Group on Women and Science Commission.

Conference on Women in Science on International Women's Day. These annual events are aiming to promote organizational and cultural changes through awareness, education, training and the exchange of good practices in the field of gender equality.

L'Oréal-UNESCO For Women in Science International Awards program that annually identifies and supports most eminent women in science.

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Pressure and Equality in Sport...

THE SPORTS POLITICAL POWER INDEX

<https://www.dif.dk/-/.../the-s-sports-s-political-s-power-s-index-s-2017....>



Pressure and Equality in Sport...

Gender equality is the topic on which we all need to work. Inclusiveness also.

Langerholc, 2016:

„Women in sport are most commonly included as athletes, quite often as coaches and administrators, rarely as sport judges and referees and not so often as leaders (managers or presidents) of the associations“.



Answers?

- creating the culture of **equality** and **inclusiveness**: understanding and **excepting the values** within society: *not only effectiveness and efficiency should be the main goals – but **social accountability for and with everyone***
- implementation of **national programmes and strategies**: *from the bottom up... and top down: good practice cases to learn from*
- stepping together on **EU and global level**

WE NEED TO ENCOURAGE: political wisdom, legal tools, institutional awareness, implementation on all levels... *and start from kindergarten on.*



But at the end of the day is always about...
PEOPLE and our VALUES.

