

SELECTED RESULTS OF THE SURVEY ON GENDER EQUALITY STRUCTURES AND MENTORING PROGRAMMES IN EUROPE

Led by German partner MuT-LaKoG, the eument-net consortium has conducted an electronic survey in June and July 2007, to learn more about the existing mentoring programmes for women in academia and research throughout Europe. Data were collected about the number, the target group, the financial and human resources of those programmes, their formal structure and geographic scope. In addition, the respondents were asked about their interest in and expectations towards a European network of mentoring programmes promoting women in higher education and research.

In order to suit the different situations in countries with mentoring programmes and those that do not have such programmes so far, two different questionnaires were developed. The first questionnaire was addressed to stakeholders in gender equality in higher education and research and was sent to 770 recipients in 37 European countries. The aim of this broader questionnaire was to assess the situation and attitude towards mentoring programmes for women in academia and research in different European countries and to ask how the respondents perceived the utility of a European network of mentoring programmes. With this questionnaire eument-net aimed at setting the basis for further information and dissemination activities on the eument-net project. The return rate for of this part of the survey was 23%, respondents from 30 countries sent in their answers.

The second, more comprehensive questionnaire, addressed to 109 coordinators of mentoring programmes in 15 countries, asked for detailed information about existing mentoring programmes in Europe in order to build the European platform of mentoring programmes, and to collect information on expectations concerning a European network of mentoring programmes. The return rate for the second questionnaire was 36%, with answers from 6 countries.

The results do not claim statistical representativeness due to the limited number of respondents. Please note that all figures are based on absolute numbers (n), if not marked differently. The number (n) may differ for each question because respondents could skip single questions and whole paragraphs. Each question is quoted in the way written in the original questionnaire. Sometimes categories had to be grouped in order to result in a sufficient number of respondents, or to realize relations.

Different countries in Europe and wider Europe (see list of countries below) are represented in the survey. Data collection was bound by the limited personal, financial and temporal capacity for research work. Contact data were gathered in the following way: Responsibility for the countries that were to be covered in the survey was distributed among partners; each partner was responsible for data collection in a number of countries. In these countries, potential respondents were identified and their contact data compiled in lists. The questionnaires were disseminated according to these lists. In order to present reasonable results and handle the data properly and clearly, it was decided to group the countries in clusters. The cluster 'Old' contains the group of countries that had been members of the EU yet before 2006, the cluster containing countries that joined the EU in 2006 and 2007 is named 'New', and the cluster with all residual countries is labelled 'Other'.

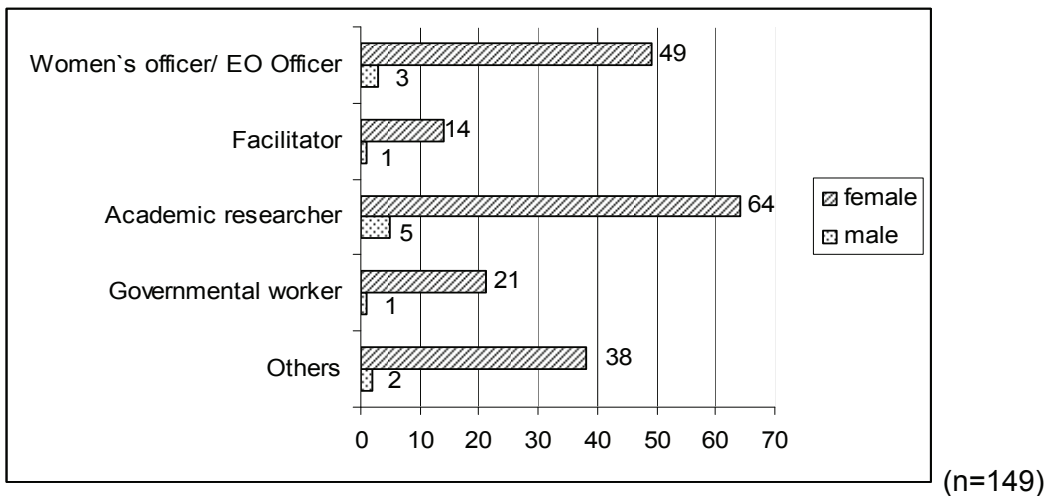
The results of both questionnaires indicate a strong interest both in mentoring in general and in a European network of mentoring programmes in particular, validating the work of eument-net.

1 Evaluation of Questionnaire I: Gender Equality Structures in Europe

1.1 Key data of respondents – Countries where they live

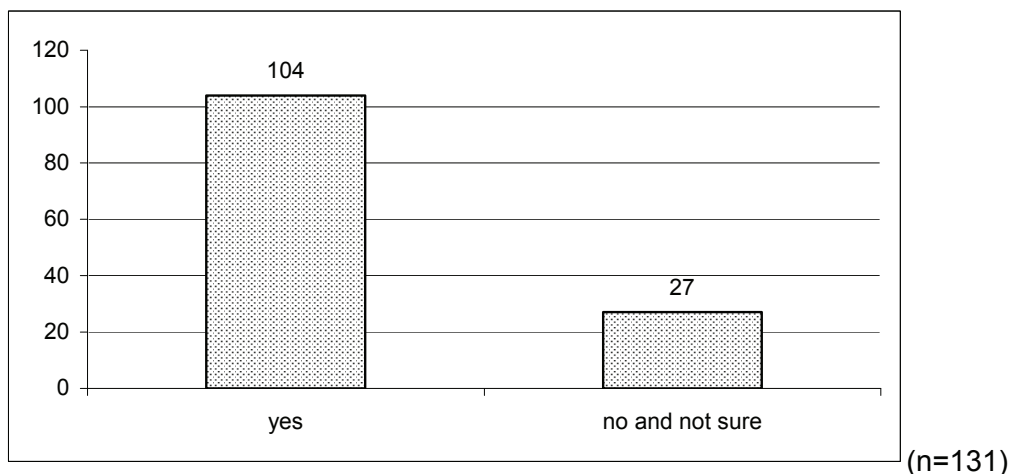
Respondents to the first questionnaire came from the following countries: 14 from Austria, 4 from Belgium, 15 from Bulgaria, 2 from Croatia, 2 from Cyprus, 8 from the Czech Republic, 1 from Denmark, 2 from Estonia, 3 from Finland, 3 from France, 13 from Germany, 2 from Hungary, 1 from Israel, 5 from Italy, 2 from Lithuania, 1 from Luxembourg, 2 from Macedonia, 1 from Malta, 11 from the Netherlands, 2 from Norway, 2 from Poland, 3 from Romania, 2 from Serbia, 2 from Slovakia, 1 from Slovenia, 1 from Spain, 3 from Sweden, 15 from Switzerland, 2 from Turkey, 6 from the UK. There were no responses from Iceland, Ireland, Greece, Latvia, Monaco, and Portugal. 14 respondents did not state their present location country.

1.2 Key data of respondents - Job description/ gender



The figure shows the distribution of gender for different indicated jobs. Multiple answers were possible. Most respondents work in academia and research and as equal opportunity or women's officers. The high proportion of women results from the fact that the questionnaire was sent to stakeholders in gender equality in higher education, a group with a high proportion of women.

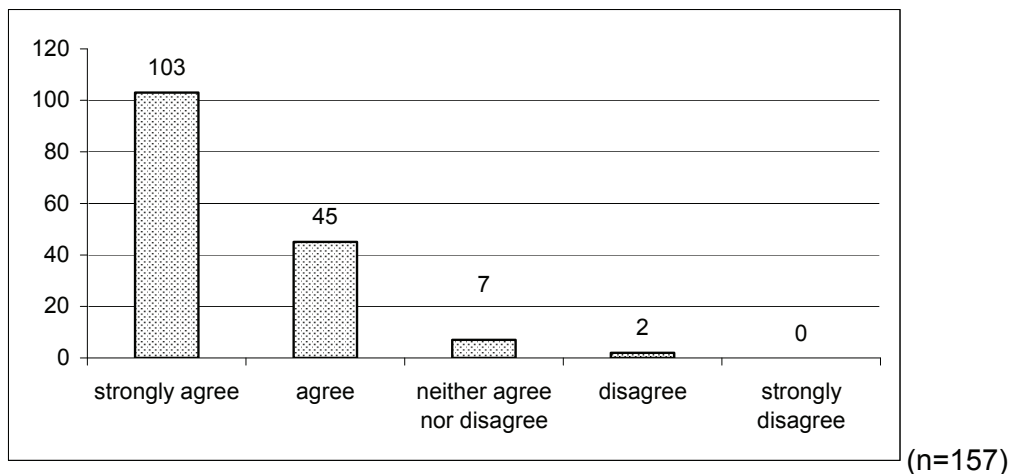
1.3 Do you know of any gender equality programmes specifically for women in higher education and research in your country?



The figure shows that about 80% of respondents know about gender equality programmes in Higher Education and Research & Development.

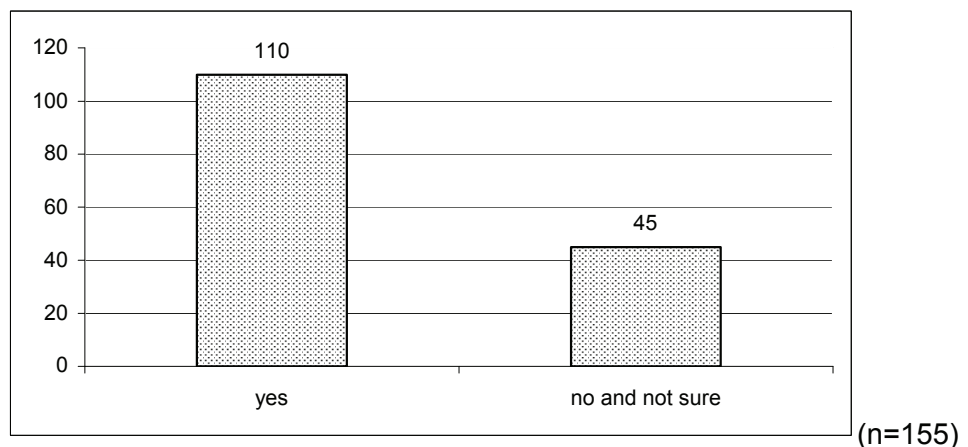
The outcomes also show, that in more than half of the new EU – countries, respondents are not familiar with any gender equality programmes. This is contrary to the old EU – countries, where almost all respondents know such programmes.

1.4. “Gender equality is an issue that needs to be addressed in my country.”



The graph demonstrates the high awareness for gender equality issues among respondents, with 94% indicating strong agreement or agreement. But it has to be kept in mind that most respondents deal with gender issues in their working life. Respondents living in countries where there are mentoring programmes state more frequently and with stronger emphasis that gender equality is an issue that needs to be addressed (79,8% of them strongly agree whereas 45,9% of respondents living in countries supposedly without mentoring programmes). Only respondents from countries without mentoring programmes neither agree nor disagree or disagree with the statement that gender equality was an issue that needs to be addressed.

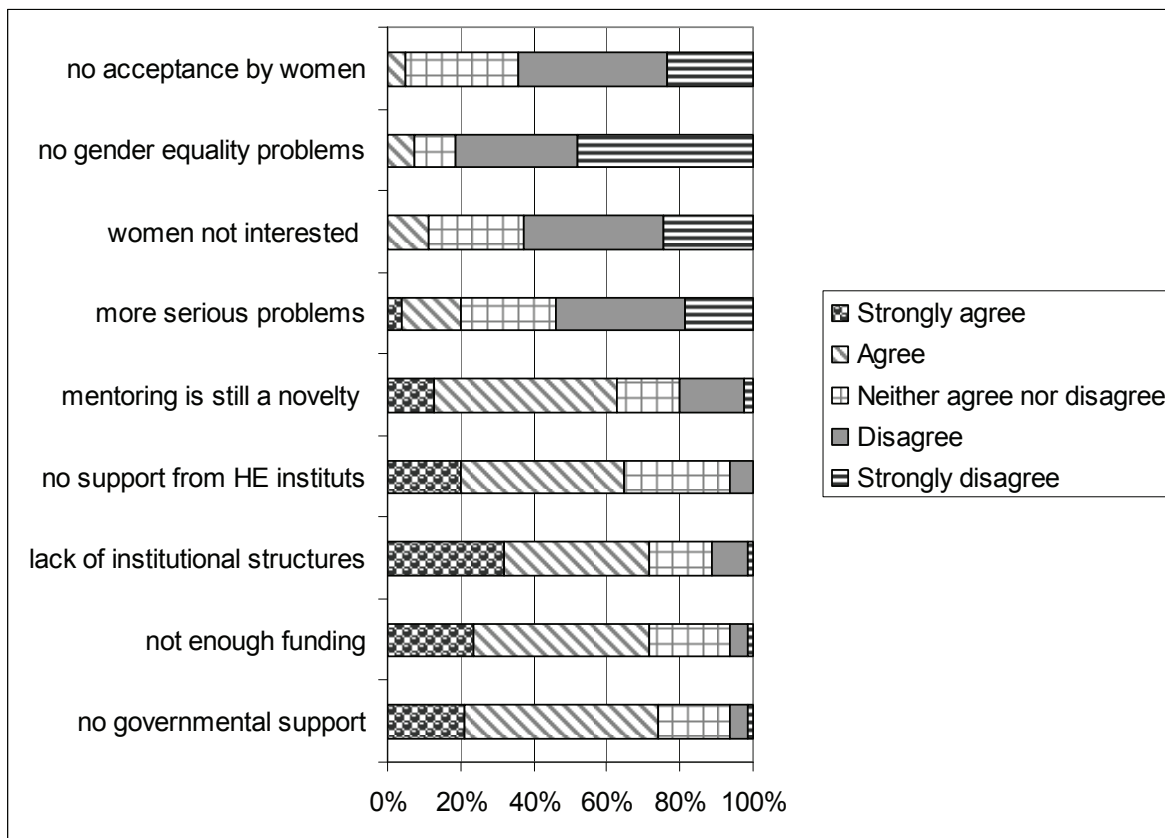
1.5 Do you know of any mentoring programmes in your country?



The figure shows that 70% of respondents know of mentoring programmes in general in their countries. The specific qualification of the contact persons as stakeholders in gender equality can be interpreted as an indicator for the fact that there are no mentoring programmes in the country they represent if they do not know of their existence.

The outcomes also show that most respondents living in the old EU-countries know mentoring programmes, whereas more than half of the respondents living in the new EU-countries do not.

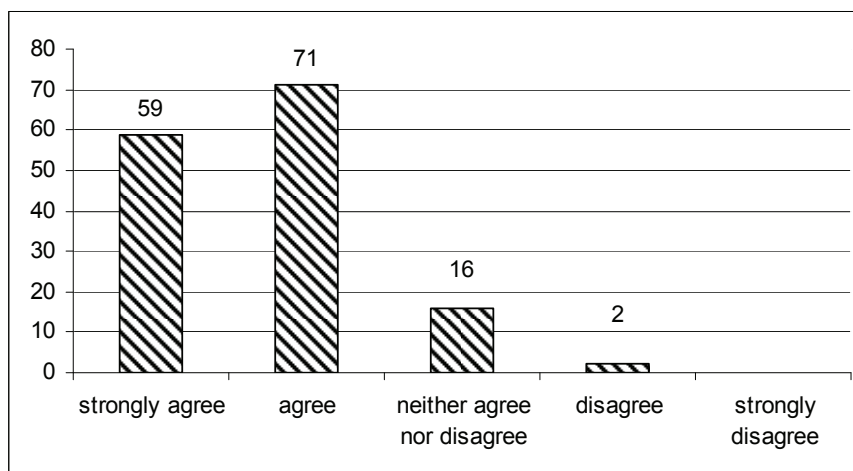
1.6 Why do you think there are no mentoring programmes for women in academia or research in your country?



(n=79-81)

Only respondents that have indicated not to be sure or not to know mentoring programmes have been asked to answer this question. The results show that the lack of institutional structure and governmental support, and not so much a lack of interest or acceptance are reasons for the absence of such programmes.

1.7 „I think a European network of mentoring programmes for women in the early stages of their academic research career is necessary (doctoral studies and beyond)”.



(n=148)

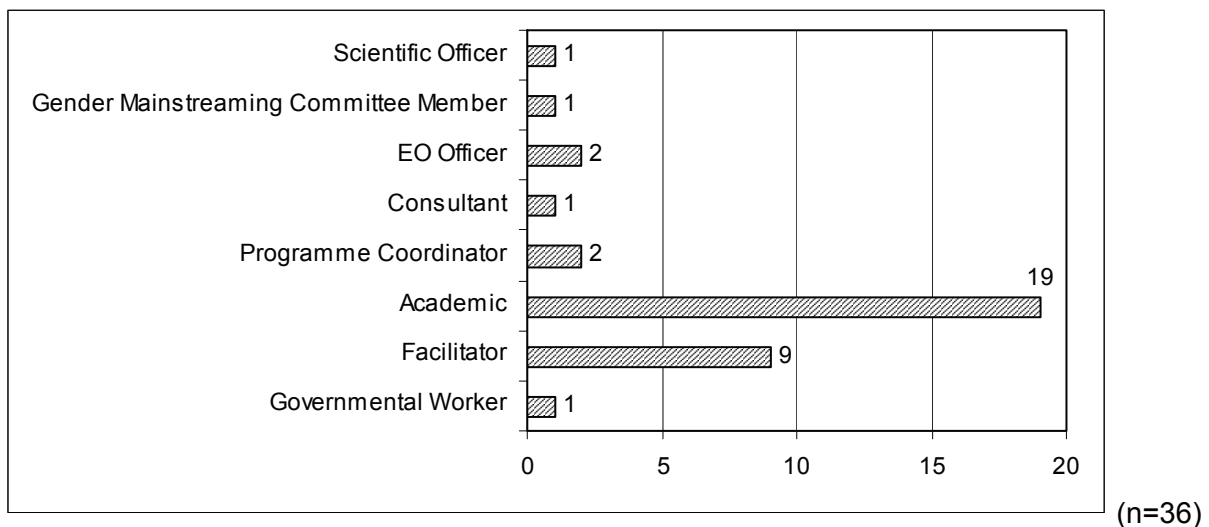
The figure shows the high interest in a European network of mentoring programmes (88% agreement). It should be remembered that this first questionnaire was directed to those people who are engaged in gender equality activities, but are not directly involved in mentoring programmes.

2 Evaluation of Questionnaire II: Mentoring programmes in Europe

2.1 Key data of respondents – Location countries

Respondents live mostly in Austria (6), Germany (17) and Switzerland (12). There is one respondent living in Italy, Malta and Norway each. 8 respondents did not answer to the question where they live at the moment.

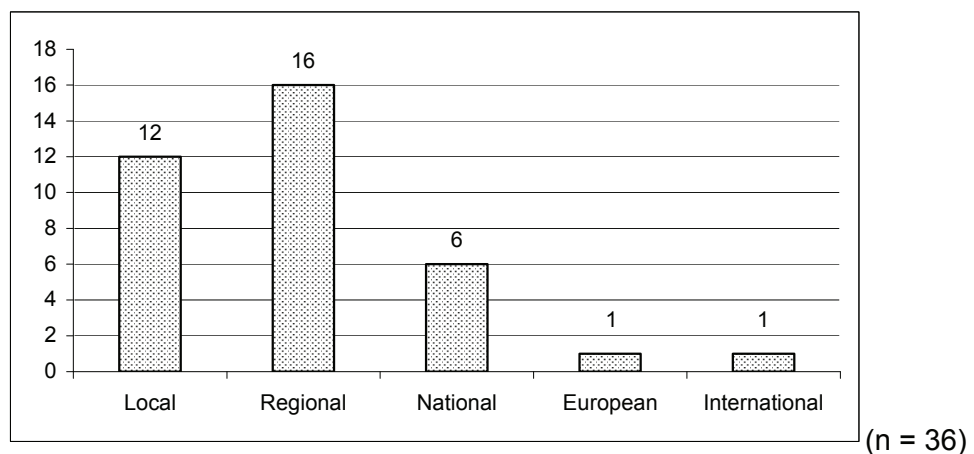
2.2 Key Data of respondents - Job Description



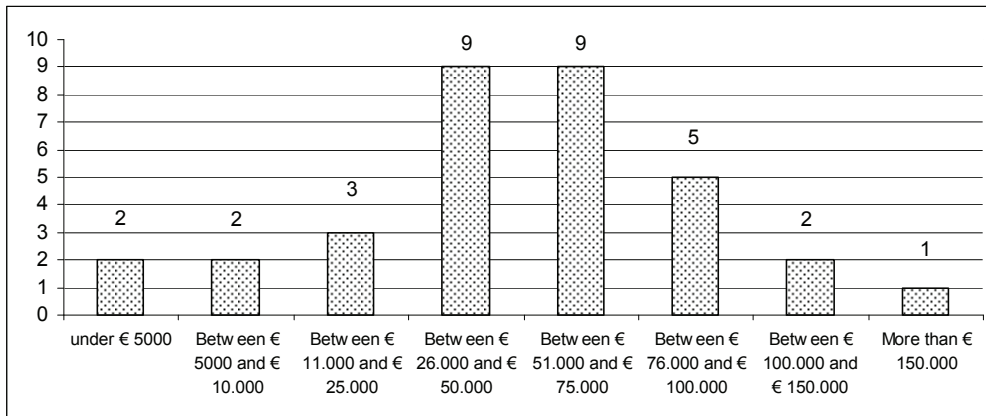
Respondents work for equal opportunities in academia on different levels, e. g. as governmental worker or as programme coordinator. All of the respondents are women, as most formal academic mentoring programmes in Europe are designed for women scientists and are run by women as well.

2.3 Information about the most recent mentoring programme the respondents were involved in

Geographic scope of the programme



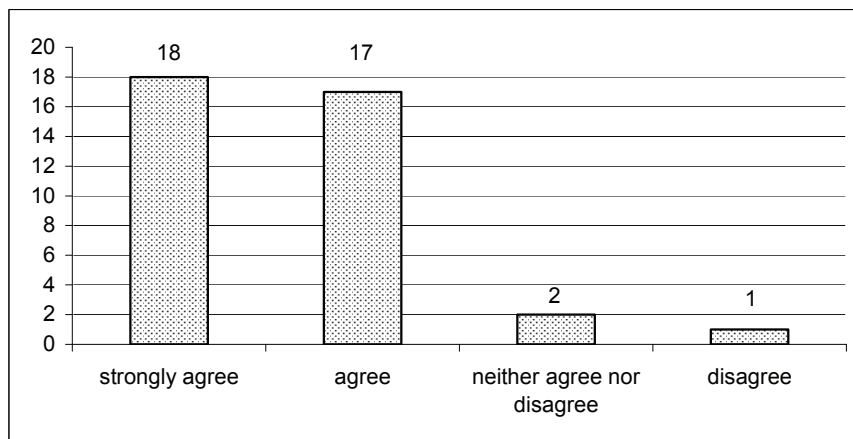
What is the approximate cost of running the programme per year, as far as you know?



(n = 33)

The graph indicates that the average cost per year for a mentoring programme is between € 26.000 and € 76.000.

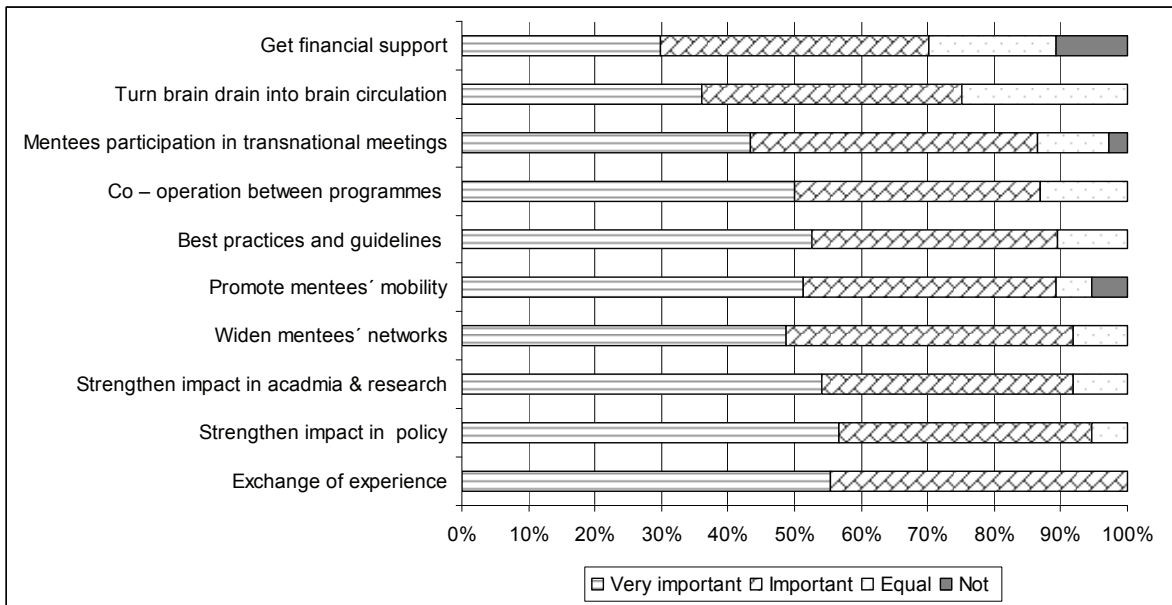
2.4 „I think a European network of mentoring programmes for woman in the early stages of their academic research career is necessary (doctoral studies and beyond) “.



(n=38)

Compared with the agreement rate in the first survey (88%), the agreement rate here is even stronger (92%). Respondents who are directly involved in mentoring programmes seem to perceive the need for such a network even stronger than those respondents who are not directly involved in mentoring programmes.

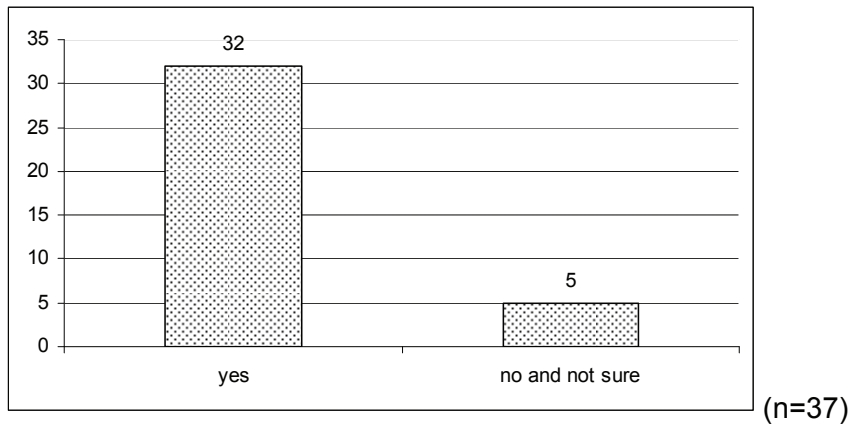
2.5 How would you rate the following aspects of such a network?



(n = 37-38)

All mentioned categories are judged to be important. The exchange of experience as well as a strengthening of the impact of mentoring in policy and in academia are held to be especially important. The option 'to turn brain drain into brain circulation' and 'to get financial support for the own programme' have been indicated as being less important in a comparative perspective. It should be kept in mind, however, that responses to Q2 are mainly from "Old" EU countries, as the questionnaire was directed to people involved in mentoring programmes. Responses from "New" and "Other" countries, where there are still few mentoring programmes, might show different views on brain drain and brain circulation.

2.6 „Would you generally be interested in being involved in/ cooperate with a European network of mentoring programmes when established?”



A clear majority did indicate to be interested in being involved in a European network of mentoring programmes.