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

<table>
<thead>
<tr>
<th>Faculty members</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>MEN</td>
<td>5894</td>
</tr>
<tr>
<td>WOMEN</td>
<td>2589</td>
</tr>
<tr>
<td>TOTAL</td>
<td>8483</td>
</tr>
</tbody>
</table>
GENDER DISTRIBUTION BETWEEN 2003-2016

- **MEN**
  - 2003: 73%
  - 2005: 72%
  - 2011: 71%
  - 2013: 70%
  - 2016: 69%

- **WOMEN**
  - 2003: 27%
  - 2005: 28%
  - 2011: 29%
  - 2013: 30%
  - 2016: 31%
Gender Distribution of Faculty Members

- Engineering/Computers: 82%
- Natural/Physical Sciences: 75%
- Social/Economic Studies: 72%
- Health Studies: 68%
- Fine Arts: 60%
- Humanities: 55%
- Social/Economic Studies: 40%
- Fine Arts: 45%
### Gender Distribution according to academic ranks

#### Gender distribution/Rank

<table>
<thead>
<tr>
<th>RANK</th>
<th>MEN</th>
<th>WOMEN</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROFESSOR</td>
<td>2317</td>
<td>631</td>
<td>2948</td>
</tr>
<tr>
<td>ASSOCIATE P</td>
<td>1563</td>
<td>748</td>
<td>2311</td>
</tr>
<tr>
<td>ASSISTANT P</td>
<td>1738</td>
<td>1002</td>
<td>2740</td>
</tr>
<tr>
<td>LECTURER</td>
<td>271</td>
<td>205</td>
<td>476</td>
</tr>
<tr>
<td>TOTAL</td>
<td>5889</td>
<td>2586</td>
<td>8475</td>
</tr>
</tbody>
</table>

- PROF: 21% Men, 79% Women
- ASSOC. PR: 32% Men, 68% Women
- ASSIST. PR: 37% Men, 63% Women
- LECTURER: 43% Men, 57% Women
INCREASE IN WOMEN PROFESSORS IN THIRTEEN ACADEMIC YEARS

- Professor
- Associate Professor
- Assistant Professor
- Lecturer
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