



LYDERĖ

VISIONARY  
ANALYTICS



# Gender equality in science and relevance of institutional measures

*Summary of study results*

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# The study

The study initiated by Association „Lyderė“ (eng. Woman Leader) and carried out together with Visionary Analytics as well as other researchers.

## Study objectives:

1. To identify key challenges faced by women pursuing careers in Lithuanian RPOs.
2. To characterize the most relevant institutional measures for ensuring gender equality in Lithuanian RPOs.
3. To explore the impact of the Covid-19 pandemic, and to identify examples of best practice on how authorities addressed the challenges and constraints of the pandemic.  
*Not discussed today.*

# Methodology



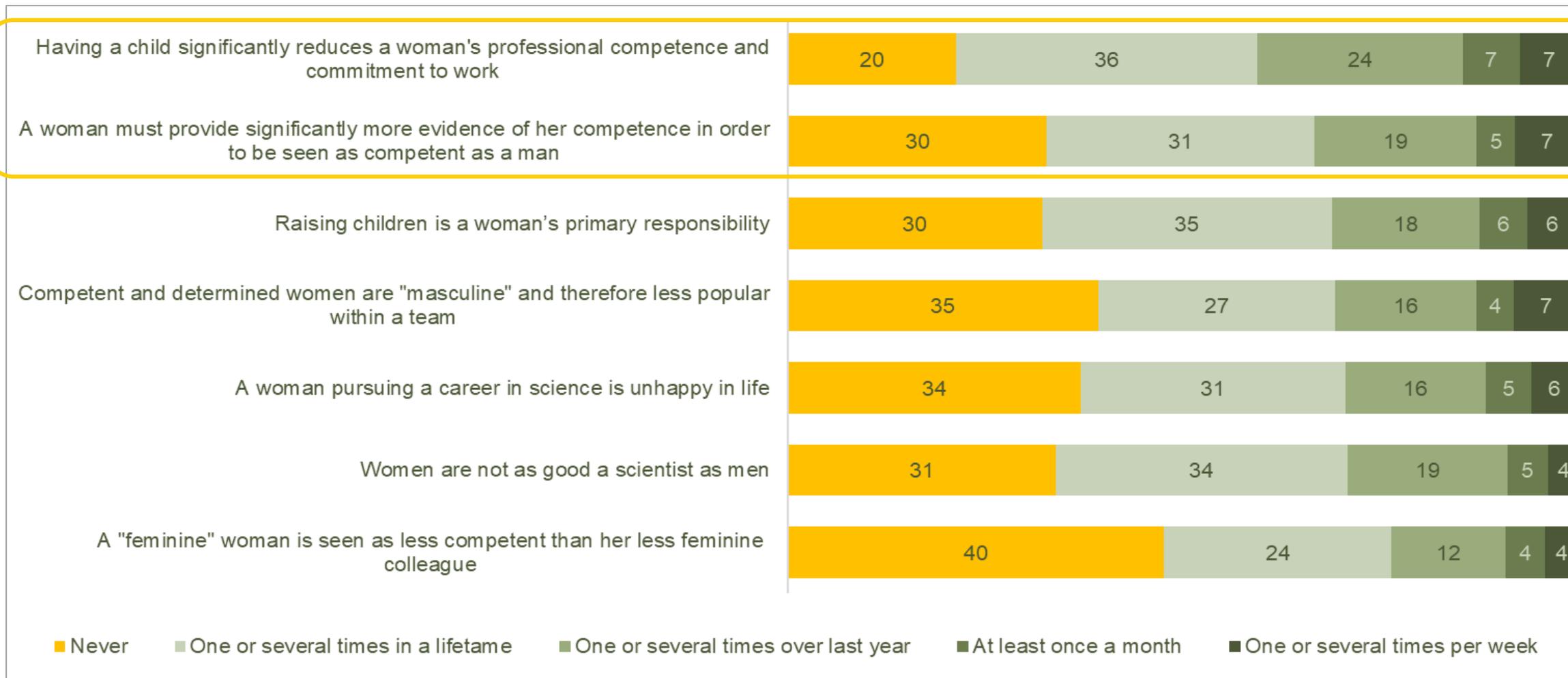
- Empirical data collection tool was based on the **GEAM methodology** and other thematically relevant information.
- The survey was conducted by Visionary Analytics utilizing the Alchemer tool from June through September 2021.
- Based on publicly available data, 8,082 women working in RPOs in Lithuania were invited to participate in a survey.
- A total of **891 respondents** responded to the call.
- Distribution of respondents by field of science represents general distribution of women in fields of science in Lithuania.



**Data on stereotypic  
attitudes and situations  
faced by women  
CONFIRM GENDER BIAS**

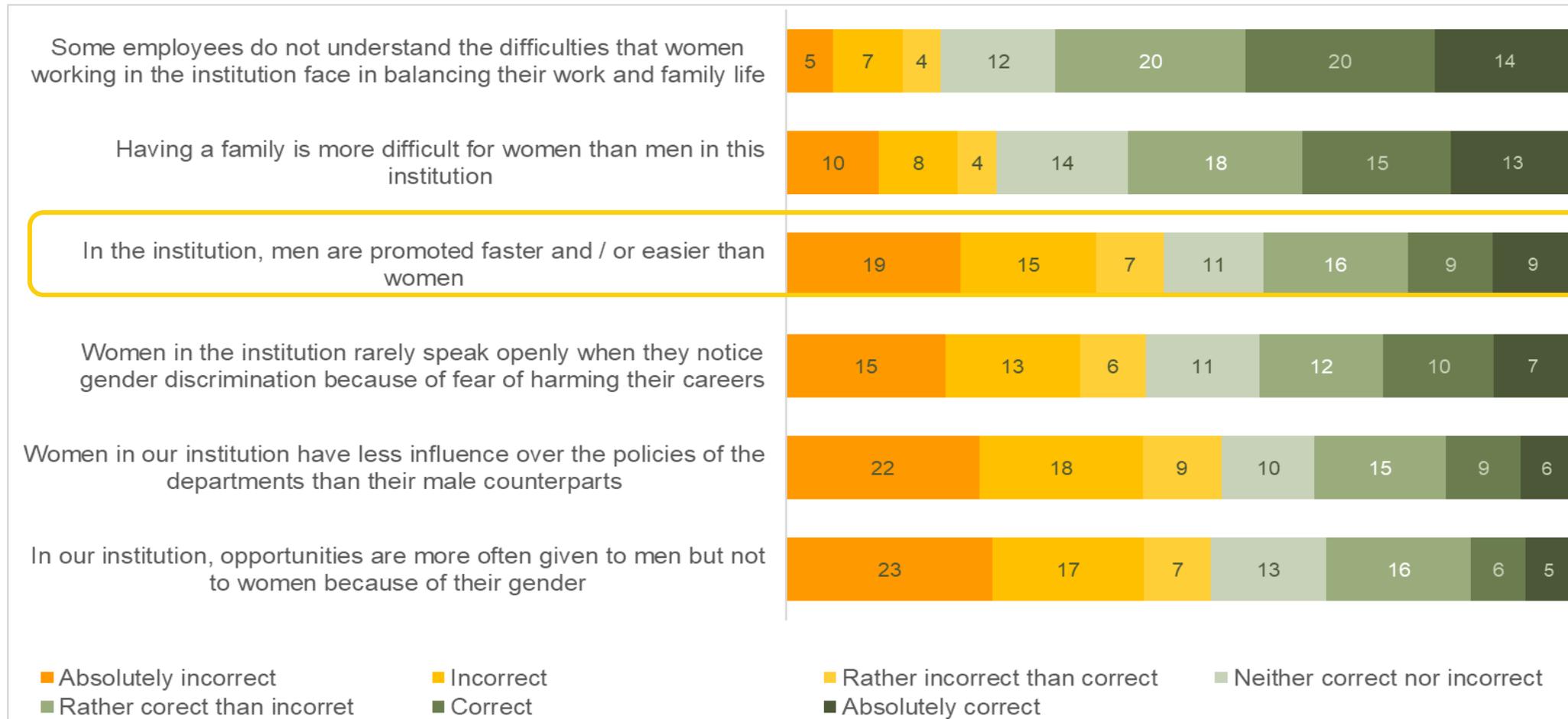
# Top 7 stereotypic attitudes, situations, and biases faced by women in Lithuanian RPOs (percent)

How often do you personally encounter the attitudes, beliefs, or situations described below in the environment of the institution in which you work? N = 889



# Factors characterizing the unfavorable environment for gender equality (percent)

To what extent do the following statements describe the institution of science and study in which you work? N=887



# Summing up:

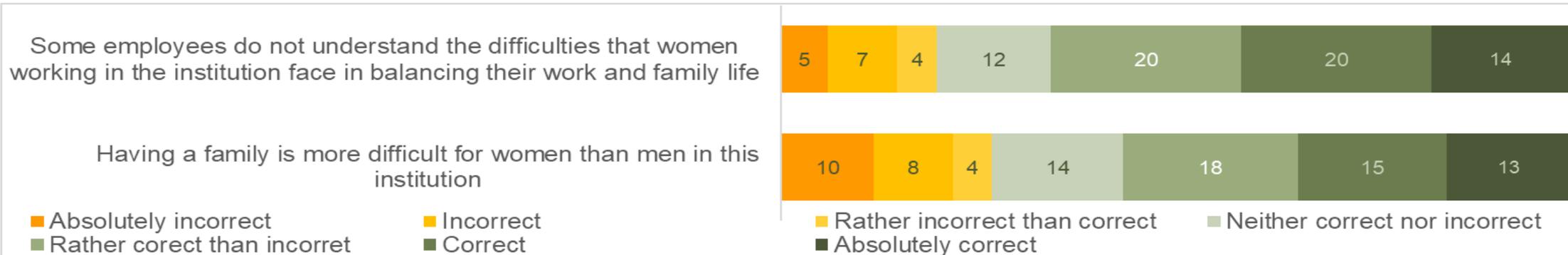
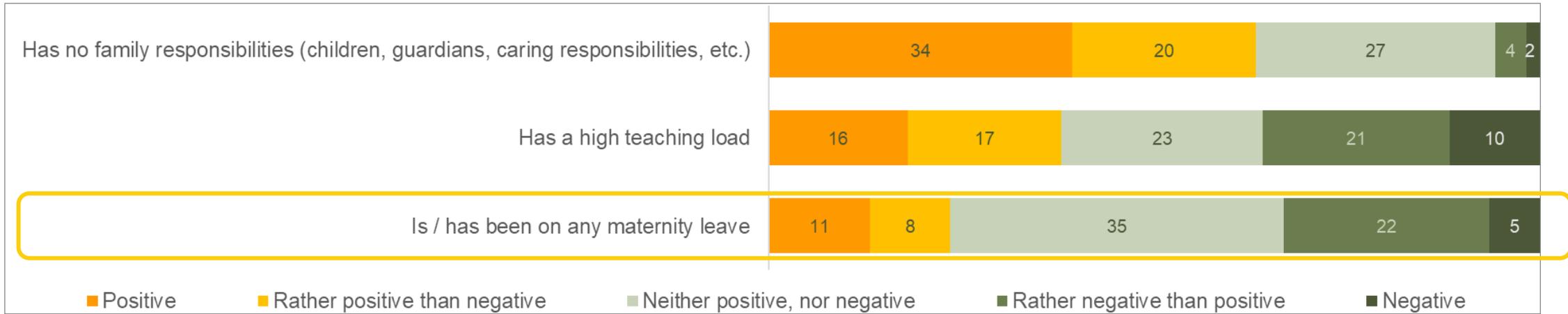
- 1. Respondents working in the fields of technology, agriculture, medicine and health, and natural sciences face stereotypes more often.** Also, practices that lack gender equality are more common or more noticeable by survey participants who work in the natural, technological, medical, and health sciences than in the arts, humanities, and social sciences.
- 2. There is a tendency for younger survey participants to more ably notice stereotypical situations and attitudes** as compared to older survey participants. That is, the older the respondent the more gender equality practices she notices in RPO; conversely, the younger she is, the less of them she notices.
- 3. Stereotypical situations, attitudes, and biases are more often encountered by those who are working in academic positions** than those who are working in administrative (or academic and administrative) ones.



**THE „MATERNITY  
WALL/PENALTY“  
has a particularly  
negative effect  
on career success**

# Top 3 factors affecting negatively the career success in science (N=886)

*In your opinion, how do these factors affect career success of a woman colleague in your field of science?*



*„If you're pregnant, a long vacation is presumed, but there's absolutely no talk about what's next, or when you return. [...] I don't know if it was influenced by gender, but after the maternity leave I had to “fight” what I had before this leave. [...] At the moment, my attitude is that if I am pregnant with a second child, **I will teach even from the maternity hospital** so that there is just no break after which it is unclear what will happen.”*

*"It is especially important to **help return after the motherhood period** (I have 3 children myself), because there is usually a decrease in scientific output, which is important when applying for research funding and so on. Real opportunities for a flexible work schedule are also very important.”*





Formal institutional  
measures promoting  
gender equality will not  
be enough to address  
current challenges –  
**WOMEN NEED PRACTICAL  
SOLUTIONS**

The following measures were ranked as being the most relevant (in order of priority):

**1. Measures to achieve a work-family balance and to facilitate childcare and other caretaking responsibilities, such as:**

- a **flexible work schedule**,
- provision of **childcare services** (a children's playroom, kindergarten),
- enabling **women on parental leave** to pursue professional activities, and
- Scholarships and integration programmes that help women **return to work after a career break**, maternity leave, etc.



## 2. Measures to ensure equal opportunities in the working environment, such as:

- Transparent and **fair pay** criteria,
- procedures to ensure an equitable **distribution of resources** for research funding, laboratories, equipment,
- and ensuring the **visibility of women leaders** and researchers in institutional communication.



### 3. Procedures for recruitment, selection and evaluation that ensure gender equality, such as:

- Gender-neutral calls for competition,
- Gender - neutral selection criteria,
- Transparent and gender-neutral recruitment and assessment procedures.



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4. The relevance of educational measures came in relatively lower. However, **educational measures can be relevant both in eliminating (often unconscious) stereotypes and in ensuring equal opportunities for women and men, such as:**

- **Periodic employee surveys**, reinforced through interfacing with other HR processes.
- Collecting and publishing **gender-relevant administrative data** (e.g. gender ratio of candidates and elected officials),
- **Training of management and staff** on equal opportunities and anti-discrimination measures, etc.



# Study results presented at a conference

Lyderė kalba.  
Moterų įgalinimas  
moksle.  
Ko reikia šiandien?

 Vasario 15 d.  11 val.  
**Delfi TV**

ORGANIZATORIAI:



PARTNERIAI:

VISIONARY  
ANALYTICS Berta  
& \_\_\_\_\_



Mariya Gabriel



Ingrida Šimonytė



Jurgita Šlugždintienė



Aurelija Novelskaitė



Agnė Pallokaitė



Darius Mislinas



Rimvydas Petrauskas



Diana Rėklaitienė



Inga Žalėnienė

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Study available online  
(EN summary to be  
uploaded soon):

<https://lydere.lt/mot-eruigalinimasaukstaja-memokslestudija/>