

FF UL ASSESSMENT REPORT

Short Presentation of the Institution

Faculty of Arts (FF UL) is a founding member of the University of Ljubljana, established in 1919. It is not only the oldest but also the largest faculty with 21 departments from the field of humanities, languages and social sciences. It currently employs 680 employees. It has 47 accredited study programmes at the Bachelor level and 77 at Master's level. At the PhD level the Faculty participates in three interdisciplinary study programmes with other faculties within the University. FF UL is a responsible coordinator for 43 study fields – including Gender Studies. It has 2,568 BA students, 1,371 MA students and 250 PhD students.

National Context

Policy framework on gender equality in research and higher education institutions and underneath: Source: EIGE; information collected through the study's fieldwork

Country	Policy strategies and documents	Scope of policy strategies and documents	Policy support to GEPs	Gender equality policy in research funding
EE	Yes	Gender balance in decision-making positions; equal opportunities in allocating grants	No	Yes (access to grants)
ES	Yes	Career development; parity in decision-making positions; training; work-life balance; fighting gender-based violence	No	Yes (funding of research on gender in social sciences and humanities)
PT	Yes	Production of sex-disaggregated data; partnership between equality body and research governance body	Yes (limited: potential use of European Structural Funds for funding GEPs)	Yes (funding of research on gender)
UK	Yes	Implementation of the 'equality duty' by public institutions, including research and higher education institutions, derives from a legal obligation; scope determined at institutional level (broader than gender equality)	Yes (public organisations are compelled to have equality objectives and equality schemes)	Yes (United Kingdom Research Council integrated the assessment of gender equality policies in its research excellence framework to accede funding; National Institute for Health Research included scores in the Athena SWAN scheme as eligibility criteria for funding)
SI	Yes (low intensive)	Access to decision-making positions; enrolment of women in research; feminist knowledge transfer	No	Yes (rules for (co)financing and monitoring of research consider gender balance in decision-making positions)
TR	—	—	—	—



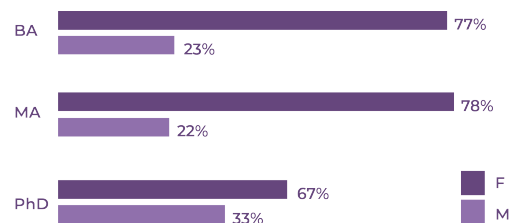


After Slovenia's independence in 1991 different systemic changes took place. Among those, several new democratic institutions had been established. One of them was Governmental Office for Women's Policy¹, following recommendation of the Helsinki Group, in 2001 the Commission for the Promotion of Women in Science was established².

Main findings of the Institutional Baseline Assessment in four Key Topics:

Recruitment, Retention, Career progression and Work-life balance

The overall situation in recruitment, selection and career progression at the Faculty of Arts, UL is assessed as gender equal or in slight favour of women. There is equality in accessibility to study programmes; women students are in majority at FF; (74% female students and 26% male). However, there is also trend of feminization of the teaching staff in certain departments at FF.

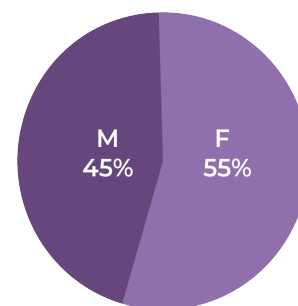


Graph 1: Share of female and male students at FF

Leadership and decision making

Data shows that currently the situation is slightly in favour of women. Namely, among the total 680 employees there is 62% women. Preliminary sex-disaggregated data show the following: Out of 21 departments, there are 13 women heads of departments; out of 20 service centres and 18 research centres, half are led by women; among 53 members of the Senate, there are 29 women and 24 men senators; in the Dean's team there 6 women and 2 men.

Nevertheless, since the establishment of Faculty of Arts in 1919 there have been 58 men in the position of the Dean and 3 women (in 1952, 2001 and 2013).

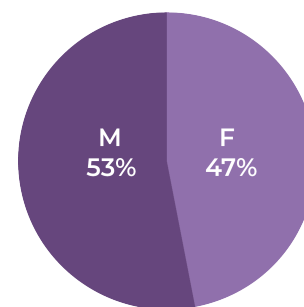


Graph 2: Percentage of women/men in Senate FF

Gender dimension in research content and curricula

No systemic policies or guidelines on the integration of gender aspect into research and curricula currently exist at FF, UL.

Out of 137 projects currently carried out at FF, 65 are led by women and 10 explicitly address gender-related topics.



Graph 3: Research projects' leadership FF





Gender biases and stereotypes, sexism and sexual harassment

Institutional practices or prevention mechanism for sexual harassment are currently being implemented. The Regulations on measures to protect the dignity of UL employees and UL students call for appointing a person responsible for cases of sexual harassment.

Methodological aspects

Methods used: data on employees and students; five in-depth interviews with Faculty leadership; four focus groups with students, administrative staff, Heads of departments and pedagogical and research staff; four PGAs with students, administrative staff, heads of departments and pedagogical and research staff; desk research and document analysis of national and institutional policies; quantitative analysis of gender equality in events; analysis of research programs, research projects and contents at FF UL; quantitative analysis of women in leadership; Webpage analysis of gender-related content; Analysis of gender dimension in curricula, PhD thesis, scientific publications, research projects.

Main Challenges coming out from the Assessment

Absence of sex disaggregated databases.

- The need for gender sensitivity and gender equality awareness raising.
- The need for gender sensitive guidelines in research and curricula.
- Exploring the possibilities for the introduction of sexual harassment mechanisms at the institutional level.

GEP Implementation timeline and structure

FF project team is in the process of GEP planning, several possible areas of improvement in gender equality that have been identified in Institutional baseline assessment are going to be communicated with faculty leadership and other relevant stakeholders.

¹ It was later renamed to Office for Equal Opportunities, which is currently a Sector for Equal Opportunities at the Ministry of Labour, Family, Social Affairs and Equal Opportunities.

² It was later renamed to Commission on Equal Opportunities in Science.

