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Spolna enakost po letu 2020 v akademiji, znanosti in povezanih sektorjih: evropske politike, institucionalni mehanizmi in izzivi z izbranimi mednarodnimi primeri

Prispevek povzema ugotovitve devetih virov, objavljenih med letoma 2020 in 2023, ki obravnavajo enakost spolov, raznolikost, družbeno odgovornost in raziskovalno etiko v akademskem prostoru, znanosti, tehnologiji, inovacijah ter povezanih sektorjih. Večina raziskav izvira iz evropskega konteksta, medtem ko del vključuje mednarodne primere. Avtorji ce preučujejo institucionalne pristope in politike, kot so Athena SWAN, Responsible Research and Innovation (RRI), Gender Equality Plans (GEPs), in etične odbore ter analizirajo vlogo CSR pristopov, medijske reprezentacije in javnih razprav pri oblikovanju enakosti spolov. Uporabljene metode vključujejo preglede literature, tekstualne in tematske analize ter študije primerov implementacije politik in akcijskih načrtov. Rezultati razkrivajo več ravni neenakosti, od vertikalne segregacije in podzastopanosti žensk v vodstvu do neenotne vključitve spolne dimenzije v raziskave in inovacije. V post-socialističnih kontekstih (Madžarska, Češka, Slovaška) obstaja napetost med formalno podporo enakosti in tradicionalnimi družbenimi vzorci. Raziskave poudarjajo pomen strukturiranih mehanizmov (Athena SWAN, RRI, GEP), pobud v STI ter vpliv CSR in medijev na organizacijsko kulturo. Hkrati obravnavajo izzive integracije spola in različne politične kontekste, kot je poljski obrambni sektor, kjer se prepletajo nazadovanje in delni premiki naprej.

Ključne besede: enakost spolov, raziskovalna integriteta, akademski prostor, institucionalne spremembe, odgovorno raziskovanje in inoviranje

Gender Equality since 2020 in Academia, Science and Related Sectors: European Policies, Institutional Mechanisms and Challenges with Selected International Cases

This contribution synthesizes nine peer-reviewed studies published between 2020 and 2023 that examine gender equality, diversity, social responsibility, and research ethics within academia, science, technology, innovation, and related sectors, mainly in Europe. The research explores institutional mechanisms, such as Athena SWAN, Responsible Research and Innovation (RRI), Gender Equality Plans (GEPs), and ethics committees, alongside CSR strategies, media representation, and public engagement that influence gender equality in organizations. Methods include literature reviews, textual and thematic analyses, descriptive statistics, and case-based studies of policy implementation. Findings reveal multiple layers of inequality, including vertical segregation, women's underrepresentation in leadership, and uneven gender integration across research and innovation. In post-socialist countries (Hungary, the Czech Republic, Slovakia), formal equality measures coexist with traditional gender norms. The studies emphasize the importance of structural tools (Athena SWAN, RRI, GEP) and the influence of CSR and media on perceptions of equality, while also exploring intersectional and political dimensions, such as Poland's defense sector. Sustainable progress depends on systemic transformation through ethical governance, inclusive culture, and active stakeholder engagement. Gender equality thus emerges as both a social goal and a structural and ethical foundation for responsible and coherent academic and research systems.

Key words: gender equality, research integrity, academia, institutional change, responsible research and innovation

Mostovi enakosti: pravičnost in vključenost spolov v akademskem prostoru in družbi

*Povzetki tretjega posveta
o enakosti spolov za vključujočo
univerzo in družbo*

Koper, 12. december 2025

Bridges of Equality: Gender Equity and Inclusion in Academia and Society

*Abstracts of the Third Symposium
on Gender Equality for an Inclusive
University and Society*

Koper, 12 December 2025