



## The Landscape of the European Mentoring Programmes:

### A Particular Focus on the New EU Member States and the Balkan Region

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- General Information on Survey
- Main findings, 1st survey
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- Conclusion



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## General Information on Survey

The Survey aimed to

- find out about existing mentoring-programmes and their formal local, regional and national structures
- assess the situation and attitude with regard to mentoring programmes for women in academia and research in countries without mentoring programmes
- determine interest in a European network of mentoring programmes



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## General Information on Survey

Two different electronic questionnaires were sent between May and July '07:

- Q1: for stakeholders in the gender equality area, such as policy and decision-makers in HE and R&D, relevant NGOs and associations for women in science, gender experts
- Q2: for coordinators and facilitators of mentoring programmes for women in academia and research



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## General Information on Survey

- Q1: sent to 770 recipients in 37 European and associate countries, 163 filled in; rate of return: 21%
- Q2: sent to 109 recipients in 15 European and associate countries, 39 filled in, rate of return: 36%  
→ No claim for representativeness due to the small number of recipients and unequal distribution among Europe



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## General Information on Survey

- Contribution of the Bulgarian Team under Dr. Nikolina Sretenova
  - △ Extensive research on contact data for questionnaire distribution
  - △ Nearly 200 contacts
  - △ Delivered data for Bulgaria, Croatia, the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Macedonia, Poland, Romania, Serbia, Slovakia and Slovenia



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## General Information on Survey

- Enwise Report:  
Higher Proportion of women among researcher than in EU-15 but nevertheless obstacles:
  - △ Women as 'back-up' human resource
  - △ Women are concentrated in lower academic positions
  - △ „Inadequate funding, poor infrastructure and outdated equipment in the Enwise countries“
  - △ „women scientists face a higher risk of missing out on research opportunities“

## General Information on Survey

- Challenge of Evaluation: How to group countries?
  - △ Eastern Europe?
  - △ Balkan Region?
  - △ New EU countries
  - △ Post communist countries?
- Only Bulgaria covers all categories!
  - △ Decision to summarize all countries within ‚Eastern European countries‘. This category includes post-communist countries + Slovenia + Balkan (without Greece) and accords with *Enwise countries*

## General Information on Survey



## Main findings, 1<sup>st</sup> questionnaire

- The first questionnaire sent to stakeholders and facilitators aimed to get basic data about
- the situation and attitude in different European countries with regard to mentoring programmes for women in academia and research,
  - information on mentoring programmes from an external point of view, and
  - the perception of the utility of a European network

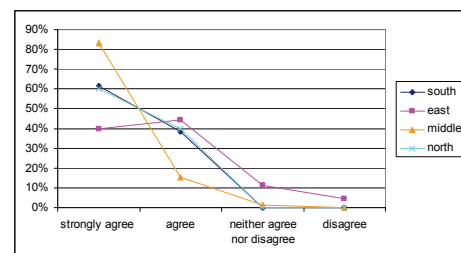
## Main findings, 1<sup>st</sup> questionnaire

There is a disparity between countries of Middle and Northern Europe, and countries of Eastern and Southern Europe in terms of:

- awareness of gender inequality
- distribution of programmes for gender equality
- distribution of gender equality measures in higher education, research and development.
- knowledge about mentoring and mentoring programmes

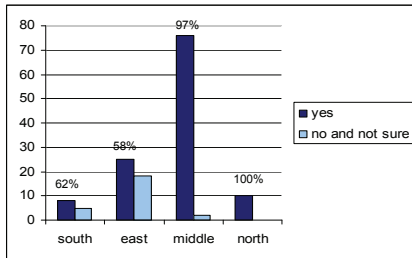
## Main findings, 1<sup>st</sup> questionnaire

Do you agree with the statement "Gender equality is an issue that needs to be addressed in my country"? (in % n=146)



## Main findings, 1<sup>st</sup> questionnaire

Do you know of any gender equality programmes for women in your country? (absolute n=144)

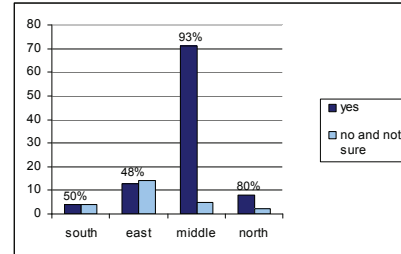


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## Main findings, 1<sup>st</sup> questionnaire

Do you know of any gender equality programmes for women in HE and R&D in your country? (absolute n=121)

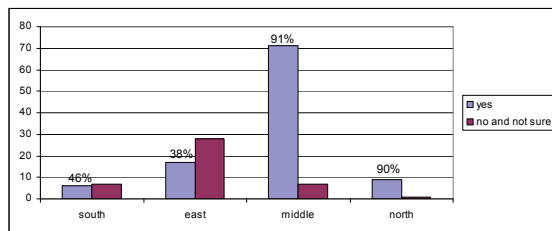


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## Main findings, 1<sup>st</sup> questionnaire

Do you know of any mentoring programmes in your country? (absolute n=146)



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## Main findings, 1<sup>st</sup> questionnaire

According to surveyed stakeholders, mentoring programmes in higher education, research and development

- are concentrated in Austria, Germany, Switzerland, the Netherlands and the UK
- few programmes are situated in Sweden, Norway, Finland, and Malta
- Most persons from east Europe don't know of any mentoring programmes in their countries

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## Main findings, 1<sup>st</sup> questionnaire

The main reasons for the lack of mentoring programmes in Southern and Eastern European countries are mainly structural reasons such as:

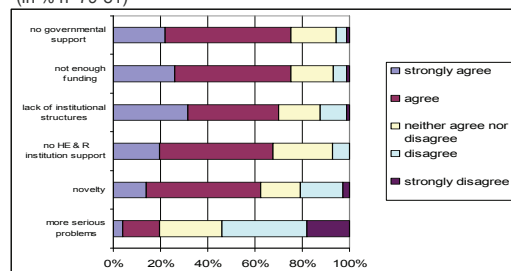
- lack of governmental support (74%)
- lack of funding (72%)
- lack of institutional structures (on different levels) (72%)
- lack of support from the higher education or research institution (65%)

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## Main findings, 1<sup>st</sup> questionnaire

Why do you think there are no mentoring programmes for women in academia or research in your country? (in % n=79-81)

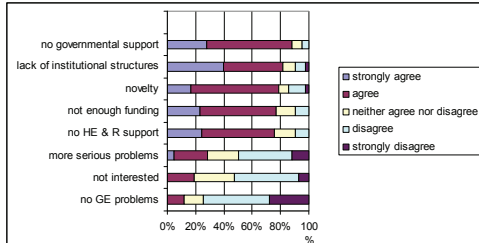


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## Main findings, 1<sup>st</sup> questionnaire

Why do you think there are no mentoring programmes for women in academia or research in your country? – East Europe (in % n=41-43)



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## Main findings, 1<sup>st</sup> questionnaire

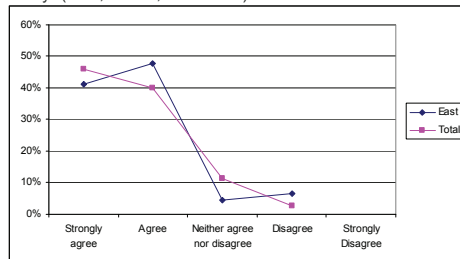
- In the context of **eument-net** "mentoring" describes
  - △ a supporting relationship beyond institutional hierarchies;
  - △ established in the framework of a formal mentoring programme;
  - △ between a women academic or researcher who wishes to engage and gain experience in a specific field (a mentee), and a senior academic or researcher who is ready to share his or her specific experience and knowledge related to the mentee's needs (a mentor), or between peers;
  - △ with the aim of fostering the mentee's or the peer's personal and career development in academia and research.

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## Main findings, 1<sup>st</sup> questionnaire

"I think it would be helpful to have new/more mentoring programmes for women in academia and research in my country" (in %; n=134, East n=46)

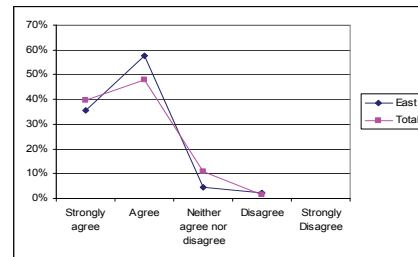


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## Main findings, 1<sup>st</sup> questionnaire

"I think a European network of mentoring programmes for women in the early stages of their academic career is necessary" (in %; n=148, East n=45)



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## Main findings, 2<sup>nd</sup> questionnaire

The second questionnaire sent to mentoring programme coordinators shows:

- Even countries with a higher density of mentoring programmes
    - △ state a need for more programmes
    - △ express strong interest for eument-net
- For more information on the results of the second questionnaire: [www.eument-net.eu](http://www.eument-net.eu)

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## Conclusion

- The Landscape of the European Mentoring Programmes differs within Europe:
  - △ in 'North' and 'Middle/West Europe' there are some mentoring programmes for academics,
  - △ in 'East' and 'South' Europe there are none
- A great interest in establishing gender equality measures and mentoring programmes does exist – nonetheless in Eastern Europe this interest is slightly less developed than in 'Middle/West Europe'
  - △ Different problems in East and West Europe?

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## Conclusion

- How to design a successful and useful transfer of knowledge to East Europe?
- How to design a pilot mentoring programme in Bulgaria?



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## Thank you for your attention !

**[www.eument-net.eu](http://www.eument-net.eu)**

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supported by all eument-net partners



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