

2. Main findings, 1st 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

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2. Main findings, 1st 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

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2. Main findings, 1st questionnaire

Do you agree with the statement "Gender equality in Research and Development and in Higher Education is (still) an issue that needs to be addressed"? (in % n=146)

Region	strongly agree	agree	neither agree nor disagree	disagree
south	60%	40%	0%	0%
east	40%	45%	10%	5%
middle	85%	15%	0%	0%
north	55%	40%	5%	0%

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2. Main findings, 1st questionnaire

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

Region	yes	no and not sure
south	62%	38%
east	58%	42%
middle	97%	3%
north	100%	0%

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2. Main findings, 1st questionnaire

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

Region	yes	no and not sure
south	50%	50%
east	48%	52%
middle	93%	7%
north	80%	20%

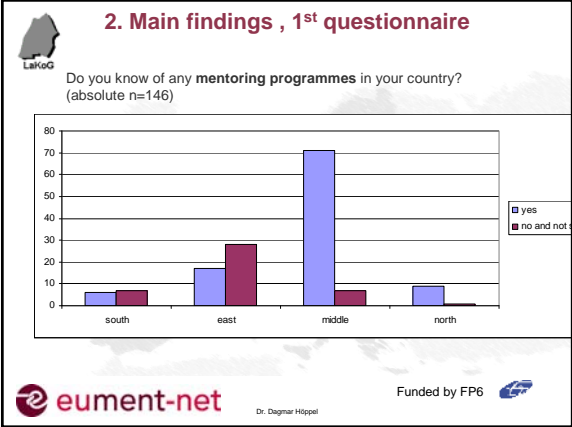
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2. Main findings, 1st questionnaire

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

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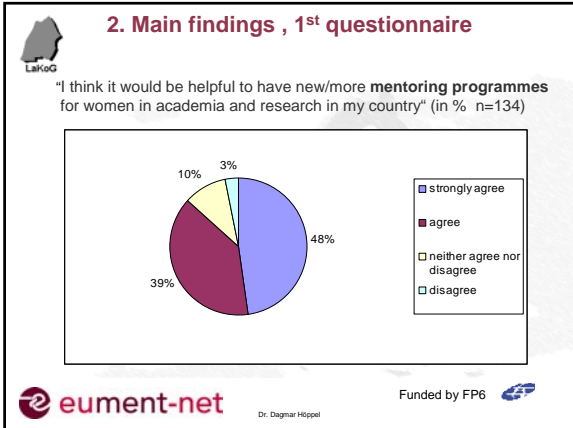
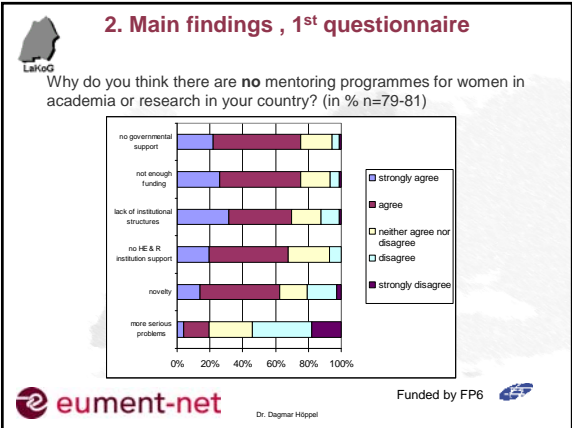


2. Main findings , 1st questionnaire

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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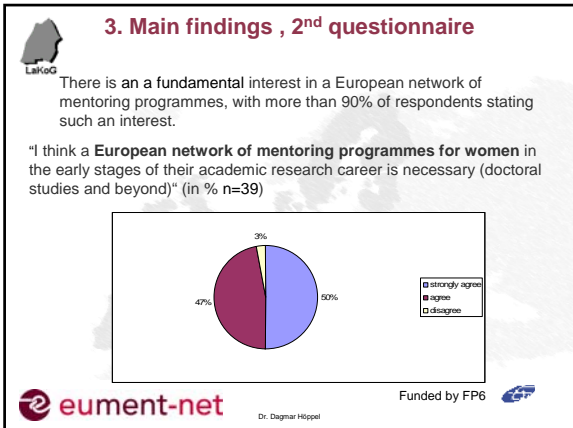


3. Main findings , 2nd questionnaire

The **second questionnaire** sent to mentoring programme coordinators aimed to gather data about

- existing mentoring programmes in Europe
- information on expectations concerning a European network of mentoring programmes.

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3. Main findings , 2nd questionnaire

According to the respondents, the main concerns such a network should deal with are (very important, important):

- exchanges of experience and best practice (100%)
- strengthening women's impact on science policy and decision making (95%)
- widening mentees' network, promoting mentees' mobility and organising trans-national meetings and seminars (92%)
- developing guidelines and standards (89%)
- promoting mentees' mobility and thereby supporting their international career (89%)

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3. Main findings , 2nd questionnaire

Most respondents are interested in being involved in an EU Network:
 "Would you generally be interested in being involved in/ cooperate with a European network of mentoring programmes when established?" (n=37)

Response	Count
yes	32
no and not sure	5

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4. Conclusion

The survey outcomes strengthen the idea of a European Network of Mentoring Programmes:

- in those countries with existing mentoring programmes a huge interest in such a network does exist.
- those countries without mentoring programmes express an interest in establishing such programmes but refer to structural reasons for their absence. A European network may advocate stakeholders and decision makers in academia and politics to facilitate the institutionalization of gender equality programmes. The relatively low costs of mentoring programmes may be a further reason to refer to mentoring.

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4. Conclusion

The survey results argue for three important challenges eument-net has to meet:

- To grow as an innovative, high-capacity network for existing mentoring programmes
- To succeed in transferring the mentoring concept to Eastern and Southern European countries
- To get visible and competent as a pressure group for mentoring and for a stronger impact of women in the academia and research area on the European level

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