



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

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

Enakost spolov, torej razumevanje, po katerem so vsi spoli ne le zakonsko enaki, temveč so tudi v praksi prepoznani, vidni, imajo enako moč in so enakovredno udeleženi na vseh področjih življenja, je zapisana v številnih dokumentih in je vsaj na deklarativni ravni v demokratičnih državah postala nekakšna civilizacijska norma. Tovrstno reguliranje in normiranje je – gledano z daljše perspektive – dosežek in napredek. Ideja enakosti med spoli spada med temeljne ideje, ki še vedno sooblikujejo sodobna razumevanja družbe in sodijo v osnovni orientir, po katerem presojamo stanje in trende v konkretni družbi. Ob preplavljenosti s tehnologijami, algoritmi in podatki ostaja ideja enakosti med spoli specifičen zorni kot, ki nas opominja, v katero smer naj gledamo in katerim vidikom realnosti naj posvečamo pozornost. Ideje nam namreč pomagajo pri upravljanju družbe, na podlagi idej lahko presojamo, kaj so temeljni problemi družbe in kako jih razreševati. Judy Wajcman, raziskovalka in predavateljica na področju družbenih študijev tehnologije, študijev spolov, dela in zaposlovanja, izpostavlja, da bi lahko postali bolj zahtevni glede tega, kakšno tehnologijo želimo ter katerim vrednotam in ciljem naj ta služi. Najprej bi torej morali pričeti razmišljati o družbenih problemih, nato pa o tehničnih rešitvah zanje. V teh kritičnih (samo)refleksijah so ključno orodje vsekakor ideje.

Tudi letošnji, in sicer tretji posvet o enakosti spolov za vključujočo univerzo in družbo z naslovom Mostovi enakosti: pravičnost in vključenost spolov v akademskem prostoru in družbi ohranja idejo enakosti med spoli živo. Posvet hkrati udejanja nekatere cilje Načrta za enakost spolov na Univerzi na Primorskem (<https://www.upr.si/files/static/1182>), in sicer komuniciranje, ki odraža vključujočo organizacijsko klimo in družbeno odgovorno delovanje univerze z razširjanjem pozitivnih vrednot v širšo družbo. Z vsakoletnim organiziranjem posveta izpostavljamo družbeno relevantnost ideje enakosti med spoli, saj ideje kot civilizacijski dosežki niso nekaj trajno pridobljenega. Prav univerza kot avtonomna institucija, ki seveda ni izolirana od ostalega okolja, mora biti zgled udejanjanja načela enakosti in enakopravnosti spolov, hkrati pa tudi prostor kritične samorefleksije in prizadevanj za odpravo vseh oblik diskriminacije na podlagi spolne in seksualne identitete. Posvet razumemo kot droben opomnik, da je ideja enakosti med spoli še kako pomembna v sedanjosti in prihodnosti. Ambiciozno se lahko nadejamo, da bo v prihodnosti enakost med spoli udejanjena, torej živeta, videna in spoštovana v vseh vsakdanjih situacijah.

Kakšni so morebitni scenariji prihodnosti, kako kaže z enakostjo med spoli? Če umetni inteligenci postavimo vprašanje »Na katerih področjih enakosti med spoli je družba najbolj izpostavljena tveganjem?«, nas ta v svojem odgovoru v resnici pošilja nazaj k družbi, torej k nam samim. Problemi vselej izvirajo iz družbe in njenih odločitev. Neravnotežja, podzastopanosti, plačne vrzeli, vertikalna in horizontalna segregacija, spolno zaznamovano nevidno delo, spolni stereotipi, ki vplivajo na izobraževalne poti posameznikov_ic, ponotranjena prepričanja o sposobnosti posameznikov_ic, neuravnotežena zastopanost spolov na ključnih področjih organizacije sodobnih družb (podatkovne znanosti in računalništvo), neenaka porazdelitev družinskih oziroma starševskih obveznosti, neuravnotežena zastopanost spolov v znanosti, omejene ali ogrožene reproduktivne pravice, spolno nasilje, pomanjkljiva institucionalna podpora ter neuravnotežena zastopanost spolov v zakonodajni in izvršilni oblasti so le nekatera najbolj izpostavljena področja. Težave izhajajo tudi iz povsem bazičnega (ne)razumevanja raznolikosti spolnih in seksualnih identitet. Čeprav dokumenti in načrti za enakost spolov na ravni institucij Evropske unije izpostavljajo enakost vseh spolnih identitet, so v praksi določene skupnosti še vedno v izrazito marginaliziranem položaju, imajo bistveno

manjšo moč in vidnost, kar še posebej velja za skupnost LGBT+. Tradicionalnim diskriminacijskim praksam so se v sodobnem času pridružile še platformizacija in algoritmizacija vsakdanjega življenja. Ti procesi upoštevajo kvantitativne oziroma statistično prevladujoče podatke, ki v veliki meri odražajo uveljavljena tradicionalna razumevanja glede binarnosti spolov in pogosto krepijo neenakosti na podlagi spola. Raznolike spolne in seksualne identitete niso ustrezno zajete v podatke, saj je razumevanje spolne in seksualne identitete zamišljeno kot fiksna, singularna izkušnja, posledično je spol osebe sploščen na površinsko informacijo, ki nikakor ne zajame celovite slike o osebi. Enakost med spoli bi potemtakem pomenila celovito udejanjanje in prakseologijo posameznikov_ic v vseh njihovih razsežnostih, skratka v njihovem družbenem delovanju, vidnosti in upoštevanosti.

Tretji posvet za vključujočo univerzo in družbo tematizira raznoliko paleto razprav v izrazito intersekcionalni perspektivi. Posvet vsako leto organiziramo v okviru treh sklopov, letos so to naslednji sklopi: spoli v vsakdanjem življenju, spoli v institucijah in spoli v univerzitetnem okolju. Prvi sklop zajema jezikovne vidike enakosti spolov, spolne pristranskosti in spolne stereotipe v medijskem poročanju, ki odraža in sooblikuje družbo, problematiko sodobnih tehnologij, ki sokreirajo in reproducirajo neenako obravnavanje spolov, sklop pa zaključuje tematizacija kulturoloških in psiholoških dejavnikov, ki vplivajo na neuravnoteženost med spoloma v matematičnem izobraževanju in poklicih. Drugi sklop se pričinja z analizo uspešnosti italijanskih učencev_k na področju matematike in izpostavlja ključno vlogo čustev, pozitivnih občutkov in prepričanj pri učenju matematike, v nadaljevanju pa zajame primer nevladne organizacije, ki deluje z namenom informiranja, izobraževanja in ozaveščanja o LGBT+ tematikah, zlasti vključevanju LGBT+ Romov_inj. Sklop se nadaljuje s predstavitvijo molka kot mehanizma, ki soustvarja izkušnje LGBT+ dijakov_inj v slovenskem srednješolskem prostoru, zaključí pa se s predstavitvijo izkušenj iz Španije, ki nakazujejo možnost socialne robotike (spremljevalec pri hoji) kot vključujočega in podpornega tehnološkega orodja. Zadnji sklop tematizira sodobno povezovanje med naravoslovnimi in humanističnimi znanostmi in predstavi biološka znanstvena spoznanja, ki podpirajo bolj vključujoče razumevanje spola, nadaljuje pa s problematizacijo institucionalnih in strukturnih ovir, ki v akademskem okolju ohranjajo specifične oblike neenakosti znanstvenic. Sklop prinaša tudi geografsko širši pregled obravnavanja enakosti spolov, raznolikosti, družbene odgovornosti in raziskovalne etike v akademskem prostoru, znanosti, tehnologiji, inovacijah ter povezanih sektorjih, zaključí pa se s predstavitvijo revidiranega Načrta za enakost spolov Univerze na Primorskem (GEP 2.0), ki nadgrajuje GEP 1.0 in usklajuje ukrepe skladno z evropskim in nacionalnim okvirom, hkrati pa predstavi novosti na področju instrumentov, ki zagotavljajo vključujoče, transparentno in do vseh spolov prijazno akademsko okolje in širšo družbo.

Ker smo prepričani v moč ideje o enakosti med spoli, se nam zdi pomembno in vredno, da vedno znova komuniciramo o njej. Hkrati pa se lahko nemara nadajamo, da bomo v prihodnosti o idejah vse manj komunicirali in se posvetovali, temveč jih bomo vse bolj v polnosti živeli in prakticirali.

Posvet bo potekal v slovenskem in angleškem jeziku.

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

Gender equality, i.e., the understanding that all genders are not only legally equal but that all genders are also recognized in practice, visible, have equal power, and participate in all areas of life, is inscribed in numerous documents and, at least at the declarative level, has undoubtedly become a kind of civilizational norm in democratic countries. From a longer-term perspective, this type of regulation and standardization is an achievement and a step forward. The idea of gender equality is one of the fundamental ideas that still shape contemporary understandings of society and is part of the basic framework by which we assess the state and trends in a particular society. In a world flooded with technology, algorithms, and data, the idea of gender equality remains a lens that reminds us in which direction to look and which aspects of reality to pay attention to. Ideas help us manage society; based on them, we can assess what the fundamental problems (of society) are and how to solve them. Judy Wajcman, a researcher and lecturer in the field of science and technology studies, gender studies, work, and employment, points out that we could become more demanding about the kinds of technology we want and the values and goals they should serve. We should therefore first think about social problems and then consider technical solutions for them. Ideas are certainly a key tool in these critical (self-) reflections.

This year's event, the Third Symposium on Gender Equality for an Inclusive University and Society, entitled Bridges of Equality: Gender Equity and Inclusion in Academia and Society, keeps the idea of gender equality alive. At the same time, the symposium implements some of the objectives of the Gender Equality Plan at the University of Primorska (<https://www.upr.si/files/static/1183>), namely communication that reflects an inclusive organizational climate, and social responsibility of the University by spreading positive values to broader society. By organizing this symposium every year, we highlight the social relevance of the idea of gender equality, because ideas, as achievements of civilization, are not something that can be taken for granted. As an autonomous institution that is, of course, not isolated from the rest of the environment, the University must be a model for the implementation of the principle of gender equality and equal rights, as well as a space for critical self-reflection and efforts to eliminate all forms of discrimination based on gender and sexual identity.

We see this symposium as a gentle reminder that the idea of gender equality remains very important in the present and for the future. We can ambitiously hope that gender equality will be realized in the future, i.e., lived, seen, and respected, in all everyday situations.

What are the possible scenarios for the future in terms of gender equality? If we ask artificial intelligence the question, 'In which areas of gender equality is society most exposed to risks?', its response actually redirects us back to society itself – to ourselves. Problems always originate in society and its decisions. Imbalances, underrepresentation, pay gaps, vertical and horizontal segregation, gendered invisible work, gender stereotypes that influence individuals' educational paths, internalized beliefs about individuals' abilities, unequal gender representation in key areas of modern society (data science and computing), unequal distribution of family and parental responsibilities, unequal gender representation in science, limited or threatened reproductive rights, gender-based violence, inadequate institutional support, and unbalanced gender representation in the legislative and executive branches are just some of the most prominent areas. Problems also stem from a fundamental (lack of) understanding of the diversity of gender and sexual identities. Although gender equality documents and plans at the level of European Union institutions emphasize equality for all gender identities, certain



communities remain significantly marginalized in practice, with considerably less power and visibility – this is especially true for the LGBT+ community. Traditional discriminatory practices have, in modern times, been joined by the platformization and algorithmization of everyday life. These processes rely on quantitative or statistically predominant data, which largely reflect established, traditional understandings of gender binarism and often reinforce gender-based inequalities. Diverse gender and sexual identities are not adequately represented, as the understanding of gender and sexual identity is conceived as a fixed, singular experience, resulting in a person's gender being reduced to superficial information that in no way captures a complete picture of the person. Gender equality would therefore mean the comprehensive implementation and practice of individuals in all their dimensions, in short, in their social functioning, visibility, and consideration.

The Third Symposium on Gender Equality for an Inclusive University and Society will address a diverse range of topics from a distinctly intersectional perspective. Every year, the Symposium is organized around three thematic sections. This year, they are: gender in everyday life, gender in institutions, and gender at universities. The first section covers linguistic aspects of gender equality as well as gender bias and gender stereotypes in media reporting, which both reflect and shape society. The section includes the issue of modern technologies that perpetuate and reproduce gender inequality and concludes with a discussion of the cultural and psychological factors that influence gender imbalance in mathematics education and professions. The second section begins with an analysis of the performance of Italian students in mathematics. It highlights the key role of emotions, positive feelings, and beliefs in learning mathematics, followed by a case study of a non-governmental organization that works to inform, educate, and raise awareness about LGBT+ issues, particularly the inclusion of LGBT+ Roma persons. The section continues with a presentation of silence as a mechanism that shapes the experiences of LGBT+ students in Slovenian secondary schools, and concludes with a presentation of experiences from Spain that indicate the potential of social robotics (walking assistants) as an inclusive and supportive technological tool. The last section focuses on contemporary connections between natural sciences and humanities, and presents biological scientific findings that support a more inclusive understanding of gender, and continues to problematize institutional and structural barriers that perpetuate specific inequalities for female scientists in the academic environment. The section also provides a broader geographical overview of the treatment of gender equality, diversity, social responsibility, and research ethics in academia, science, technology, innovation, and related sectors, concluding with a presentation of the revised Gender Equality Plan of the University of Primorska (GEP 2.0), which builds on GEP 1.0 and aligns measures with the European and national frameworks, while also presenting new developments in the field of instruments that ensure an inclusive, transparent, and gender-friendly academic environment and wider society.

Because we believe in the power of idea in gender equality, we consider it important and valuable to continuously engage in dialogue about these topics. At the same time, we can perhaps hope that, in the future, we will communicate and consult less about ideas, but increasingly live and practice them to the fullest.

The symposium will be held in Slovenian and English.

Program

12. december 2025 | Univerza na Primorskem

- 08.50–09.00 Registracija
09.00–09.05 Pozdravni nagovor: prof. dr. Klavdija Kutnar, rektorica Univerze na Primorskem
09.05–09.10 Pozdravni nagovor: prof. dr. Aleksander Panjek, dekan Fakultete za humanistične študije Univerze na Primorskem

1. sklop: Spoli v vsakdanjem življenju

Moderira: prof. dr. Lia Lola V. Kotnik

- 09.10–09.30 Enakost, pravičnost in vključevalnost spolov v slovenščini, izr. prof. dr. Branislava Vičar in doc. dr. Boris Kern
09.30–09.50 Na dveh straneh mostu čez doktorskega in druge nazive, doc. dr. Vladka Tucovič Sturman
09.50–10.10 Trendi in ustvarjalni pristopi reševanja problematike neenakosti spolov v medijih, izr. prof. dr. Alenka Jelen, izr. prof. dr. Samo Kropivnik in Mateja Malnar Štembal
10.10–10.30 Tehnologije, družbe in hipotetični scenariji enakosti spolov, doc. dr. Tadej Praprotnik
10.30–10.50 Ne zgolj sposobnosti: kulturni in psihološki dejavniki, ki so vezani na razlike med spoloma v matematiki, Giorgia Leoncilli in doc. dr. Daniel Doz
10.50–11.20 Diskusija
11.20–11.40 Odmor za kavo

2. sklop: Spoli v institucijah

Moderira: doc. dr. Tadej Praprotnik

- 11.40–12.00 Vloga prepričanj in čustev pri pojasnjevanju spolnih razlik v matematični uspešnosti: primer iz Italije, Claudia Fracca in doc. dr. Daniel Doz
12.00–12.20 Politike spola v romskih skupnostih ter primer delovanja Društva Fršlus, Marcel Baranja in prof. dr. Alenka Janko Spreizer
12.20–12.40 Mapiranje molka v srednjih šolah: mikroagresije, manjšinski stres in varovalni dejavniki pri LGBT+ dijakih_injah, doc. dr. Marko Gavriloski Tretjak
12.40–13.00 Družbena vključenost starejših oseb prek novih tehnologij: primer socialnega robota Goz kot spremljevalca pri hoji, doc. dr. Rosabel Martínez-Roig
13.00–13.30 Diskusija
13.30–13.50 Odmor za kavo

3. sklop: Spoli v univerzitetnem okolju

Moderira: prof. dr. Alenka Janko Spreizer

- 13.50–14.10 Biologija spola med znanostjo, nevednostjo in predsodkom, Tim Prezelj in prof. dr. Lia Lola V. Kotnik
14.10–14.30 (Avto)etnografska in kritična refleksija položaja znanstvenic: o institucionalnih in strukturnih ovirah ter (ne)možnostih v akademski sferi v primerjalni perspektivi, Nina Žnidaršič, Manja Skočir in Lovrena Jeromelj
14.30–14.50 Spolna enakost po letu 2020 v akademiji, znanosti in povezanih sektorjih: evropske politike, institucionalni mehanizmi in izzivi z izbranimi mednarodnimi primeri, Marjana Škarja Mamić
14.50–15.10 Revidirani načrt za enakost spolov Univerze na Primorskem (GEP 2.0): od diagnoze do izvedbe, prof. dr. Štefan Bojnec, izr. prof. dr. Patricia Blatnik
15.10–15.40 Diskusija z zaključki posveta
15.50–16.50 Kosilo

Programme

12 December 2025 | University of Primorska

- 08.50–09.00 Registration
09.00–09.05 Welcome Address: Prof. Dr. Klavdija Kutnar, Rector of the University of Primorska
09.05–09.10 Welcome Address: Prof. Dr. Aleksander Panjek, Dean of the Faculty of Humanities, University of Primorska

Panel 1: Genders in Everyday Life

Moderator: Prof. Dr. Lia Lola V. Kotnik

- 09.10–09.30 Gender Equality, Equity and Inclusivity in Slovenian, Assoc. Prof. Dr. Branislava Vičar and Assist. Prof. Dr. Boris Kern
09.30–09.50 On Both Sides of the Bridge over Doctoral and Other Titles, Assist. Prof. Dr. Vladka Tucovič Sturman
09.50–10.10 Trends and Creative Approaches to Tackling Gender Inequalities in the Media, Assoc. Prof. Dr. Alenka Jelen, Assoc. Prof. Dr. Samo Kropivnik, and Mateja Malnar Štembal
10.10–10.30 Technologies, Societies, and Hypothetical Scenarios of Gender Equality, Assist. Prof. Dr. Tadej Praprotnik
10.30–10.50 Beyond Ability: Cultural and Psychological Factors Shaping Gender Gaps in Mathematics, Giorgia Leoncilli and Assist. Prof. Dr. Daniel Doz
10.50–11.20 Discussion
11.20–11.40 Coffee Break

Panel 2: Genders in Institutions

Moderator: Assist. Prof. Dr. Tadej Praprotnik

- 11.40–12.00 The Role of Beliefs and Emotions in the Gender Gap in Mathematics: Insights from Italy, Claudia Fracca and Assist. Prof. Dr. Daniel Doz
12.00–12.20 Gender Politics in Roma Communities and the Case of the Fršlus Association, Marcel Baranja and Prof. Dr. Alenka Janko Spreizer
12.20–12.40 Mapping Silence in Secondary Schools: Microaggressions, Minority Stress and Protective Factors among LGBT+ Students, Assist. Prof. Dr. Marko Gavriloski Tretjak
12.40–13.00 Social Inclusion of Older Adults through Emerging Technologies: The Case of the Go2 Social Robot as a Walking Assistant, Assist. Prof. Dr. Rosabel Martínez-Roig
13.00–13.30 Discussion
13.30–13.50 Coffee Break

Panel 3: Genders at Universities

Moderator: Prof. Dr. Alenka Janko Spreizer

- 13.50–14.10 Biology of Sex between Science, Ignorance, and Prejudice, Tim Prezelj and Prof. Dr. Lia Lola V. Kotnik
14.10–14.30 (Auto)Ethnographic and Critical Reflection on the Position of Women Scientists: Institutional and Structural Barriers and (Im)Possibilities in the Academic Sphere From a Comparative Perspective, Nina Žnidaršič, Manja Skočir, and Lovrena Jeromej
14.30–14.50 Gender Equality since 2020 in Academia, Science and Related Sectors: European Policies, Institutional Mechanisms and Challenges with Selected International Cases, Marjana Škarja Mamić
14.50–15.10 University of Primorska Gender Equality Plan 2.0: From Diagnosis to Delivery, Prof. Dr. Štefan Bojnec and Assoc. Prof. Dr. Patricia Blatnik
15.10–15.40 Discussion with Conclusions
15.50–16.50 Lunch

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Enakost, pravičnost in vključevalnost spolov v slovenščini

Raziskave jezika in spola so se v slovenskem prostoru začele razvijati v devetdesetih letih 20. stoletja, zlasti po javni razpravi leta 1995, ki je privedla do prvih smernic za spolno vključujočo rabo jezika »Nekaj izhodiščnih prizadevanj za odpravo seksistične rabe jezika« Igorja Ž. Žagarja in Mirjam Milharčič Hladnik, izdanih leta 1996. V naslednjih desetletjih je nastalo več pobud, ki so skušale zmanjšati spolno asimetrijo v slovenščini, predvsem s sočasno rabo ženskih in moških slovničnih oblik ter z uvajanjem spolno nevtralnih možnosti. V zadnjem desetletju pa se je jezikovna raba začela širiti v smeri iskanja transvključujočih možnosti v (pisnem) jeziku, pri čemer se kot najustreznejša kaže raba podčrtaja med žensko in moško obliko za slovnični spol. Predavanje bo predstavilo razvoj praks spolno vključujoče rabe jezika v Sloveniji ter njihovo prisotnost v akademskem, institucionalnem in vsakdanjem okolju. Posebna pozornost bo namenjena vprašanju, kako je bila vključujoča raba jezika sprejeta ali zavržena v visokošolskih in raziskovalnih ustanovah. Predavatelja_ici bosta obravnavala_i tudi govorno realizacijo podčrtaja, ki prinaša poseben izziv, ter predstavila_i strategije za prevajanje spolno vključujočih besedil v slovenščino ob ohranjanju jezikovne natančnosti in vključevalnosti.

Ključne besede: jezik in spol, spolno vključujoča raba jezika, slovenski jezik

Gender Equality, Equity and Inclusivity in Slovenian

Research on language and gender in Slovenia began to take shape in the 1990s, particularly following a public debate in 1995 that led to the first guidelines for gender-inclusive language, 'Some Starting Points for Eliminating Sexist Use of Language' by Igor Ž. Žagar and Mirjam Milharčič Hladnik, published in 1996. In the following decades, several initiatives sought to reduce gender asymmetry in the Slovene language, mainly through the parallel use of feminine and masculine grammatical forms and the introduction of gender-neutral options. In the past decade, however, language use has increasingly evolved towards exploring trans-inclusive options in written language, with the underscore between the feminine and masculine forms emerging as the most appropriate solution for marking grammatical gender. The lecture will trace the evolution of gender-inclusive language policies and practices in Slovenia and explore their presence in academic, institutional, and everyday contexts. Special attention will be paid to how inclusive language has been adopted or contested within higher education and research institutions. The speakers will also address the spoken realization of the underscore, which poses specific phonetic and communicative challenges, and present strategies for translating gender-inclusive texts into Slovenian while maintaining both linguistic accuracy and inclusivity.

Key words: language and gender, gender-inclusive language use, Slovenian language

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Na dveh straneh mostu čez doktorskega in druge nazive

Prispevek predstavlja rezultate naključnega opazovanja rabe ženskih oblik pri rabi nazivov v slovenskem knjižnem jeziku, in sicer v akademskem okolju in izobraževalnih oddajah Prvega programa Radia Slovenija. Udeleženske in udeleženci posveta bodo imeli priložnost primerjati rabo v obeh okoljih in uvesti normirano rabo.

Ključne besede: pravopis, oblikoslovje, ženski spol, pragmatika, enakost spolov

On Both Sides of the Bridge over Doctoral and Other Titles

The article presents the results of a random observation of the use of feminine forms in the Slovenian literary language, specifically in academic circles and educational programs broadcast by Radio Slovenia's First Program. Participants in the symposium will have the opportunity to compare usage in both environments and to become aware of standardized usage.

Key words: orthography, morphology, feminine gender, pragmatics

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Trendi in ustvarjalni pristopi reševanja problematike neenakosti spolov v medijih

Študije že več desetletij opozarjajo na spolne neenakosti v medijih, predvsem na nizko zastopanost žensk in drugih spolnih identitet ter na spolne pristranskosti in stereotipe v medijskem poročanju. Raziskave Globalnega medijskega monitorja (GMMP) potrjujejo, da se je v zadnjih 15 letih napredek na tem področju ustavil. V Sloveniji z močno prisotnimi neoliberalnimi postfeminističnimi tendencami sicer po podatkih GMMP 2025 presegamo globalno povprečje zastopanosti žensk, vendar moški še vedno prevladujejo v osrednjih medijskih vsebinah in trikrat pogostejše kot ženske nastopajo kot strokovnjaki ali elitni uradni viri, kar jim pripisuje višjo stopnjo kompetenc, racionalnosti, kredibilnosti in avtoritete. Medijsko prisotnost žensk nadalje zakriva ne vključujoča raba jezika in pripisovanje dosežkov organizacijam, ki jih zastopajo. Rezultati so posledica kompleksnih družbenih dejavnikov, ki jih mediji odražajo in sooblikujejo; globoko zasidranih spolnih stereotipov in pristranskosti, spolnih nepravilnosti, percipirane nižje samozaveesti in kredibilnosti žensk ter nasilja nad ženskami v javnem prostoru. Zato smo zasnovali celostni intervencijski pristop, ki vključuje: (1) medijske zaveze za doseganja spolne enakosti, (2) naslavljanje predsodkov in stereotipov, (3) ozaveševalne kampanje in (4) programe mentorstva in izobraževanja. Prvi odzivi kažejo na dovtetnost medijev za spremembe medijskih praks (podpis Zaveze 50:50 s strani RTV Slovenija) ter večje medijsko in javno zavedanje o problematiki. Strokovnjakinje izkazujejo zanimanje za treninge medijskega nastopanja, zaznati pa je tudi porast prisotnosti žensk v medijih – vendar pot do spolne enakosti ostaja dolga.

Ključne besede: spolne neenakosti, mediji, spolni stereotipi, ozaveščanje, intervencije

Trends and Creative Approaches to Tackling Gender Inequalities in the Media

For several decades, studies have problematized gender inequalities, particularly the underrepresentation of women and other gender identities, biases and stereotypes in the media. The Global Media Monitoring Project (GMMP) results show that the progress in this area has plateaued over the past 15 years. The GMMP 2025 data for Slovenia, with strong neoliberal postfeminist tendencies, indicate that female representation in the media features above the global average. However, men still dominate the mainstream media content and are three times more likely than women to be represented as experts or elite official sources, with a higher degree of competence, rationality, credibility, and authority. Non-inclusive gendered language and attributing women's achievements to organizations they represent further exacerbate their invisibility. These trends are a result of complex societal factors reflected and co-shaped by the media; deeply embedded gender stereotypes and biases, gender injustices, lower perceived confidence and credibility of women, and gender-based violence in the public sphere. Therefore, we have designed an intervention approach including: (1) media commitments to achieve gender equality, (2) addressing gender biases and stereotypes, (3) awareness-raising campaigns, and (4) mentorships and educational programs. The initial responses indicate media inclinations to change their practices (e.g., RTV Slovenija signing the Commitment 50:50) and greater media and public awareness of the issue. There is notable interest in media training among female experts and an increased presence of women in the media, yet the path to gender equality remains long.

Key words: gender inequalities, the media, gender stereotypes, awareness-raising, interventions

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Tehnologije, družbe in hipotetični scenariji enakosti spolov

Prispevek tematizira družbene odtise tehnologij, v katerih se vpisujejo in odražajo uveljavljena razumevanja o spolih. Če so bili nekoč temeljni viri generiranja neenakosti posamezniki_ce in njihova prepričanja, pa danes to vlogo v veliki meri prevzema proces upodatkovljenja. Umetna inteligenca (strojno učenje) se uči na podlagi ogromne količine podatkov, ki jih pridobiva s svetovnega spleta, ta pa v veliki meri vsebuje tradicionalna in statistično prevladujoča prepričanja. Programi umetne inteligence tako sooblikujejo zaznave ljudi, odpravljanje neenakosti pa je v sodobnih procesih avtomatizacije vse težje. Sodobne tehnologije temeljijo na preteklih izkušnjah in načinih komuniciranja, posledično v veliki meri oblikujejo tudi prihodnje načine družbenosti (kognicija, komunikacija, kooperacija). Sodobne tehnologije niso zgolj infrastruktura, ki omogoča informacijski tok, ampak sooblikujejo in določajo informacijski tok: o čem naj razmišljamo, kako naj razmišljamo, kaj gledati in kaj videti. Prispevek predstavi dva hipotetična scenarija prihodnje družbenosti. V optimističnem scenariju vztrajamo na ideji enakosti spolov in prihodnji razvoj tehnologij utemeljimo na potrebah državljana_ke, v pesimističnem scenariju pa organizacijo družbe brez intervencij prepustimo instrumentalnemu vladovanju informacij in aplikacij. Razvoj tehnologij je vselej zrcalo družbe in njenih prioritet. Če v fazi razvoja tehnologij ne vključujemo raznovrstnih praks in izkušenj različnih spolov, bodo tehnologije skozi naše rabe še naprej obnavljale binarnost in občasno neenakost spolov.

Ključne besede: tehnologija, umetna inteligenca, digitalno vladovanje, enakost spolov, raznolikost spolov

Technologies, Societies, and Hypothetical Scenarios of Gender Equality

This paper thematizes the social imprints of technologies, which embody and reflect established understandings of gender. While individuals and their beliefs were once the primary sources of inequality, today this role is largely taken over by datafication. Artificial intelligence (machine learning) learns from the vast amount of data it obtains from the World Wide Web, which largely contains traditional, statistically dominant beliefs. Artificial intelligence programs thus shape people's perceptions, and eliminating inequality is becoming increasingly difficult in modern automation processes. Modern technologies are based on past experiences and ways of communicating, and as a result, they also largely shape future ways of sociality (cognition, communication, cooperation). Modern technologies are not merely infrastructure that enables the flow of information, but also shape and determine it: what we should think about, how we should think, what to watch, and what to see. The paper presents two hypothetical scenarios for future sociality. In the optimistic scenario, we insist on the idea of gender equality and base the future development of technologies on the needs of citizens, while in the pessimistic scenario, we leave the organization of society without intervention to the instrumental governance of information and applications. The development of technologies is always a reflection of society and its priorities. If diverse practices and experiences of different genders are not included in the technology development phase, technologies will continue to reinforce gender binarism and, at times, gender inequality through our use of technologies.

Key words: technology, artificial intelligence, digital governance, gender equality, gender diversity

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Ne zgolj sposobnosti: kulturni in psihološki dejavniki, ki so vezani na razlike med spoloma v matematiki

Čeprav ženske danes predstavljajo večino univerzitetnih študentov in so v šoli pogosto zelo uspešne, so v matematiki in STEM področjih še vedno premalo zastopane. Vrzeli se ponavadi pojavijo, ko učenci prehajajo k zahtevnejši matematiki, zlasti pri nalogah reševanja problemov. Te razlike niso posledica prirojene sposobnosti, temveč kulturnih pričakovanj, vzorcev socializacije in psiholoških dejavnikov, ki ustvarjajo neenake pogoje za ženske. Teorija pričakovanj in vrednosti ter socialna kognitivna teorija pomagata razložiti, zakaj pride do tega. Obe poudarjata, da samozavest, dojemanje uporabnosti in spolno pogojena pričakovanja usmerjajo odločitve učencev, ali bodo vztrajali pri matematiki. Raziskave kažejo, da dekleta pogosto podcenjujejo svoje matematične sposobnosti, tudi ko so njihovi rezultati enaki ali presegajo rezultate fantov, ter svoje zaupanje postopoma preusmerjajo v druge predmete. Tudi način razvoja samoučinkovitosti se razlikuje: na ženske močneje vplivajo spodbuda in vzorniki, medtem ko moški ponavadi poudarjajo izkušnje obvladovanja. Stereotipi predstavljajo še dodatno plast, saj povečujejo tesnobo in porabljajo duševne vire, kar včasih pripelje do tega, da ženske prilagodijo svojo identiteto, da bi se s tem spopadle. Ta pritisk še dodatno okrepijo starši, učitelji in pomanjkanje vidnih ženskih vzornikov, kar sčasoma povzroči kopičenje slabosti. Obvladovanje teh ovir zahteva posege, ki krepijo tako znanje kot samozavest, ustvarjajo vključujoča učna okolja in zagotavljajo raznolike vzornike. Nadaljnje raziskave naj bi še naprej preučevale, kako stereotipi oblikujejo izbire, da bi lahke politike bolje spodbujale enakost med spoloma v matematičnem izobraževanju in poklicih.

Ključne besede: matematika, stereotipi, ženske v matematiki

Beyond Ability: Cultural and Psychological Factors Shaping Gender Gaps in Mathematics

Although women now make up the majority of university students and often perform very well in school, they remain underrepresented in mathematics and STEM fields. The gap tends to appear as students move into more advanced mathematics, especially in problem-solving tasks. These differences are not the result of innate ability but rather cultural expectations, patterns of socialization, and psychological factors that create unequal conditions for women. Expectancy-value theory and social cognitive theory help explain why this happens. Both highlight how confidence, perceptions of usefulness, and gendered expectations guide students' decisions about whether to persist in math. Research shows that girls frequently underestimate their mathematical ability, even when their results match or exceed those of boys, and gradually invest their confidence in other subjects. The way self-efficacy develops also differs: Women are more influenced by encouragement and role models, while men tend to emphasize mastery experiences. Stereotype threat adds another layer, increasing anxiety and consuming mental resources, sometimes leading women to adjust their identities in order to cope. These pressures are reinforced by parents, teachers, and the lack of visible female role models, producing cumulative disadvantages over time. Addressing these barriers requires interventions that strengthen both competence and confidence, create inclusive classrooms, and provide diverse role models. Further research should continue to investigate how stereotypes shape choices, so policies can better promote gender equity in mathematics education and careers.

Key words: mathematics, stereotypes, women in mathematics

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Vloga prepričanj in čustev pri pojasnjevanju spolnih razlik v matematični uspešnosti: primer iz Italije

Pri razpravah o spolu in matematiki številne raziskave poudarjajo razlike v matematični uspešnosti, pri čemer so dekleta manj uspešna kot fantje. Če se pogledamo v razumevanje in raziskovanje dejavnikov, ki te razlike določajo in opisujejo, se pokaže pomembna vloga psiholoških dejavnikov, ki so izrazito povezani z matematično uspešnostjo in jo tudi napovedujejo. Izkaže se, da sta še posebej pomembni matematična samoučinkovitost, tj. prepričanje učencev_k o sposobnosti uspešnega reševanja matematičnih nalog, in matematična anksioznost, tj. občutek napetosti, zaskrbljenosti ali strahu, ki ovira uspešnost v matematiki. Analiza teh dejavnikov pokaže, da dekleta v primerjavi s fanti doživljajo večjo matematično anksioznost in kažejo nižjo matematično samoučinkovitost. Da bi ta vidik podrobneje raziskali, smo izvedli analizo skupin na podatkih, ki jih zbere Program za mednarodno preverjanje znanja (PISA), OECD-jev triletni program preverjanja znanja petnajstletnih učencev na treh glavnih področjih: branje, matematika in naravoslovje. Analiza rezultatov pri italijanskih učencih v PISA 2022 podpira hipotezo, da so psihološki dejavniki povezani z matematičnimi kompetencami. Iz klasične analize je razvidno, da je prisotna skupina, sestavljena iz čustveno ranljivih učencev, ki se soočajo z izzivi na področju matematične anksioznosti, odpornosti na stres, obvladovanja čustev, z nižjo stopnjo matematične učinkovitosti in s težavami v matematiki, v katero sodi 15,85 % učencev. To skupino pretežno sestavljajo dekleta (83,6 %), kar slednje povezuje s psihološkimi izzivi in potrjuje rezultate podobnih analiz, opravljenih v drugih državah. Ti rezultati poudarjajo pomembno in ključno vlogo čustev, pozitivnih občutkov in prepričanj pri učenju matematike.

Ključne besede: čustva, klasična analiza, matematična anksioznost, matematična samoučinkovitost, razlike v spolu

The Role of Beliefs and Emotions in the Gender Gap in Mathematics: Insights from Italy

When discussing gender and mathematics, many studies highlight performance differences, with girls performing lower than boys. Exploring the factors underlying this gap reveals the significant role of psychological variables correlated with and predictive of mathematics performance. Notably, mathematics efficacy (students' belief in their ability to perform mathematical tasks) and mathematics anxiety (feelings of tension or fear that interfere with performance) emerge as key determinants. Analyses consistently show that girls experience greater mathematics anxiety and demonstrate lower efficacy than boys. To further examine this aspect, we conducted a cluster analysis using data from the Programme for International Student Assessment (PISA), the OECD's triennial study of fifteen-year-old students in reading, mathematics, and science. Results from Italian students in PISA 2022 support the hypothesis that psychological factors are linked to mathematical competence. One cluster, representing 15.85% of students, comprises emotionally vulnerable learners with high anxiety, low stress resistance and emotional control, and reduced mathematics efficacy, resulting in a weaker performance. This cluster is predominantly female (83.6%), confirming gendered patterns observed in other countries. Overall, findings highlight the crucial role of emotions, self-beliefs, and positive affect in learning mathematics.

Key words: cluster analysis, emotions, gender differences, mathematics anxiety, mathematics self-efficacy

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Politike spola v romskih skupnostih ter primer delovanja Društva Fršlus

Raziskovalci_ke so obravnavali_e politike spola v romskih skupnostih skozi interseksionalnost, ki zajema dimenzije razreda, rase in tudi starosti. Enakost spolov so raziskovalci_ke, pripadniki_ce (ne)romskih skupnosti, naslovili_e v vključujočem romskem ženskem gibanju, (ne)feminističnem aktivizmu in LGBTQIA+ gibanju. Uvodoma bomo izpostavili ključne točke prizadevanj za enakosti pravic Rominj in LGBTQIA+ oseb v Evropi. Sledi pregled primerov delovanja aktivizma v NVO v Sloveniji, v Pomurju. Društvo Fršlus, ustanovljeno leta 2023, deluje z namenom informiranja, izobraževanja in ozaveščanja o LGBTQIA+ tematikah, zlasti vključevanju LGBTQIA+ Romov_inj, kar predstavlja eno izmed osrednjih dejavnosti društva. V projektu Karavan, ki povezuje LGBTQIA+ in romsko skupnost, društvo izvaja vrsto kulturnih, izobraževalnih in raziskovalnih aktivnosti. Med ključnimi dosežki izstopajo dvodnevni festival romske in kvir kulture, študijski obiski LGBTQIA+ organizacij v romska naselja in obratno, literarni večeri z romskimi in drugimi avtorji_icami, vzpostavitev spletne strani ter organizacija romsko-kvirovskega tabora. Tako društvo zasleduje cilj opolnomočenja LGBTQIA+ posameznikov_ic v ruralnih in urbanih okoljih, s posebnim poudarkom na vidnosti in reprezentaciji LGBTQIA+ Romov_inj. To dosega z ustvarjanjem varnih prostorov za izražanje, kulturno produkcijo in izmenjavo izkušenj ter z usmerjanjem aktivnosti v strukturno demarginalizacijo. Dokumentarni film o LGBTQIA+ Romih_injah iz Prekmurja, dodatno prispeva k raziskovanju presečišč identitet ter krepitevi glasu marginaliziranih skupnosti.

Ključne besede: Fršlus, spol, LGBTQIA+, Romi_nje

Gender Politics in Roma Communities and the Case of the Fršlus Association

Recently, scholars have examined gender politics in Romani communities through the lens of intersectionality, encompassing dimensions of class, race, and age. The issue of gender equality has been addressed by (non-)Roma researchers within the context of an inclusive Roma women's movement, (non-)feminist activism, and the broader LGBTQIA+ movement. The introductory section highlights key aspects of the efforts to promote gender and LGBTQIA+ equality in Europe, followed by an examination of activism within an NGO that engages both the Roma and majority populations in Slovenia's Pomurje region. The Fršlus Association, established in 2023, aims to inform, educate, and raise awareness about LGBTQIA+ issues, with a particular focus on the inclusion of LGBTQIA+ Roma, which constitutes one of its central activities. Within the Karavan project, which connects LGBTQIA+ and Roma communities, the Association implements a range of cultural, educational, and research initiatives. Key achievements include a two-day festival of Roma and queer culture, study visits between LGBTQIA+ organizations and Roma settlements, literary evenings featuring Roma and other authors, the creation of a dedicated website, and the organization of a Roma-queer camp. Through these initiatives, the association aims to empower LGBTQIA+ individuals in both rural and urban contexts, with a particular emphasis on visibility and representation. By creating safe spaces for expression, cultural production, and exchange, Fršlus seeks to foster structural demarginalization. A documentary film on LGBTQIA+ Roma from the Prekmurje region aims to further contribute to the exploration of intersecting identities and the amplification of marginalized voices.

Key words: Fršlus, gender, LGBTQIA+, Roma

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

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

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Mapiranje molka v srednjih šolah: mikroagresije, manjšinski stres in varovalni dejavniki pri LGBT+ dijakih_injah

Prispevek predstavi, kako molk soustvarja izkušnje LGBT+ dijakov_inj v slovenskem srednješolskem prostoru. Molk razumemo kot mehanizem, ki odloča o vidnosti, ter kot sklop vsakdanjih komunikacij, pravil in implicitnih pričakovanj, ki oblikujejo pripadnost, varnost in legitimnost. V ospredju je razmerje med subtilnimi in eksplicitnimi oblikami izključevanj ter praksami podpore, ki nastajajo v prepletu vrstniških dinamik, učiteljskih odzivov in institucionalnih ureditev. Teoretski okvir poveže manjšinski stres, intersekcijski pogled in skriti kurikulum. Tako razumemo mikroagresije kot vzorce, ki se nalagajo skozi čas in sooblikujejo šolsko pot, duševno zdravje in občutek pripadnosti. Posebej občutljiv indikator tega prepleta so trans-specifične šolske situacije, ki omogočajo ali onemogočajo polno udeležbo. Pri tem izstopata učiteljska afirmacija in dosledno udejanjanje inkluzivnih načel kot varovalnih dejavnikov, ki zmanjšujejo kopičenje manjšinskega stresa. Predstavljeni bodo preliminarne rezultati kvantitativne raziskave o mikroagresijah, šolski klimi, pripadnosti, doživeti podpori in institucionalnih ureditvah ter izpostavljene točke molka in varovalnih dejavnikov za pripadnost in dobrobit. Izsledki obenem pokažejo, v kolikšni meri učiteljska afirmacija in jasna institucionalna pravila delujejo kot varovalni dejavniki. S tem prispevek poveže konceptualne uvide s pragmatičnimi usmeritvami za šolske politike in profesionalni razvoj, usmerjen v skladnejše uresničevanje enakosti spolov v srednješolskem prostoru. Prispevek je nastal v okviru raziskovalnega projekta ARIS (št. Z7-60184) Mapiranje molka: analiza stresorjev in mikroagresij pri doživljanju manjšinskega stresa LGBT+ mladih v izobraževanju.

Ključne besede: mikroagresije, manjšinski stres, inkluzivne politike, LGBT+ dijaki_inje

Mapping Silence in Secondary Schools: Microaggressions, Minority Stress, and Protective Factors among LGBT+ Students

The paper presents how silence co-produces the experiences of LGBT+ students in Slovenian secondary education. Silence is understood as a mechanism that governs visibility and as a set of everyday communicative practices, rules, and implicit expectations that shape belonging, safety, and legitimacy. The analysis foregrounds the interplay between subtle and overt exclusions, and the forms of support that arise across peer dynamics, teacher responses, and institutional arrangements. The theoretical framework links minority stress, an intersectional perspective, and the hidden curriculum. This lens treats microaggressions as patterned signals that accumulate over time and shape educational trajectories, mental health, and the sense of belonging. Trans-specific school situations serve as a sensitive indicator of this interplay, enabling or constraining full participation. Within this field, teacher affirmation and the consistent enactment of inclusive principles emerge as protective factors that reduce the build-up of minority stress. The paper will present preliminary results from a quantitative study on microaggressions, school climate, belonging, perceived support, and institutional arrangements, highlighting sites of silence and protective factors for belonging and well-being. The findings also indicate the extent to which teacher affirmation and clear institutional rules function as protective factors. In doing so, the paper links conceptual insights with pragmatic guidance for school policy and professional development aimed at a more consistent realization of gender equality in secondary education. This paper forms part of the ARIS research project (No. Z7-60184), Mapping Silence.

Key words: microaggressions, minority stress, inclusive policies, LGBT+ students

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Družbena vključenost starejših oseb prek novih tehnologij: primer socialnega robota Go2 kot spremljevalca pri hoji

Starejši odrasli so v digitalnih družbah pogosto potisnjeni na obrobje, saj se soočajo s fizičnimi in čustvenimi ovirami, ki omejujejo njihovo družbeno udeležbo. Raziskava, izvedena v Hogar Provincial de Alicante (Španija), raziskuje, kako lahko uporaba novih tehnologij – zlasti socialnega robota Go2 – spodbuja družbeno vključenost in dobro počutje starejših oseb. Sedem udeležencev, starih od 79 do 94 let, je sodelovalo v tridelnem poskusu, ki je vključeval individualne sprehode, sprehode z robotom Go2 in sprehode z robotom, opremljenim z umetno inteligenco za verbalno interakcijo. Rezultati so pokazali pozitivna stališča do socialnih robotov in večjo motivacijo za telesno dejavnost v njihovi družbi, čeprav je bila statistična pomembnost omejena zaradi majhnega vzorca. Kvalitativna analiza verbalnih interakcij je pokazala čustveno navezanost in občutek tovarištva, kar kaže, da lahko odnosi med človekom in robotom krepijo občutek pripadnosti in zmanjšujejo osamljenost. Širše gledano, študija postavlja socialno robotiko kot vključujoče tehnološko orodje, ki spodbuja aktivno staranje in družbeno participacijo. Integracija robotov z umetno inteligenco v oskrbo starejših tako predstavlja nov korak k tehnološkemu humanizmu in vključujoči inovaciji.

Ključne besede: družbena vključenost, starejši odrasli, nove tehnologije, socialna robotika, aktivno staranje

Social Inclusion of Older Adults through Emerging Technologies: The Case of the Go2 Social Robot as a Walking Assistant

Older adults are often relegated to a secondary social position in digital societies, facing both physical and emotional barriers that limit their participation in community life. This research, conducted at the Hogar Provincial de Alicante (Spain), explores how the use of emerging technologies – specifically, the Go2 social robot – can enhance social inclusion and well-being among older adults. Seven participants aged between 79 and 94 took part in a three-session intervention involving individual walks, walks accompanied by the Go2 robot, and walks with the robot plus an AI-generated verbal interaction system. The results revealed positive attitudes towards social robots and increased motivation to engage in physical activity when accompanied by the robot, even though statistical significance was limited by the small sample. Qualitative analysis of verbal interactions highlighted emotional attachment and companionship perceptions, showing that human-robot relationships can strengthen the sense of belonging and reduce feelings of loneliness. From a broader perspective, this study positions assistive social robotics as an inclusive technological tool capable of promoting active aging and social participation. The integration of AI-based companions in elderly care settings thus represents an emerging path toward technological humanism and inclusive innovation.

Key words: social inclusion, older adults, emerging technologies, social robotics, active aging

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Biologija spola med znanostjo, nevednostjo in predsodkom

Prispevek v obliki dialoga med biologom in antropologinjo se loteva temeljnih vprašanj: Kaj biološka znanost danes ve o spolu? Kako sodobna biologija obravnava dejstvo, da je okrog biološkega spola bila zgrajena celotna infrastruktura dvospolnega sistema, ki da v polnosti odseva spolni dimorfizem, dualizem in antagonizem v naravi? Kako se biologi_nje spoprijemajo z idejo biologije kot čuvajke binarnosti, ki znanstveno utrjuje obstoj zgolj dveh spolov in zanemara ali celo zanika raznolikost spolnega spektra? Zakaj je odstopanje od biološke »norme« v družbi pogostejše razumljeno kot »nenormalno«, »nenaravno«, celo »nemoralno«, namesto kot naravni del biološke spremenljivosti in raznolikosti – konceptov, ki ju prav biologija postavlja v jedro svoje discipline? Kako biologi_nje gledajo na to, da se spol, pripisan ob rojstvu, takoj enači z biološkim spolom in razume kot njegova celotna biološka realnost? Kako lahko biološka spoznanja pomagajo naslavljanju nevednosti in razbijati predsodke o spolu kot fiksni in statični naravni danosti ter naravno večni in absolutni kategoriji? Navsezadnje, kako lahko refleksivna biologija prispeva k družbeni razpravi o enakosti spolov? Prispevek želi pokazati, da biološka znanstvena spoznanja podpirajo bolj vključujoče razumevanje spola. Skozi dialog ustvarja prostor za kritično razpravo in spodbuja interdisciplinarno povezovanje med naravoslovnimi in humanističnimi vedami.

Ključne besede: biološki/družbeni spol, biologija spola, enakost spolov

Biology of Sex between Science, Ignorance, and Prejudice

The contribution, presented as a dialogue between a biologist and an anthropologist, addresses fundamental questions: What does biological science know about sex today? How does contemporary biology address the fact that an entire infrastructure of the two-sex/gender system has been built around biological sex, allegedly fully reflecting sexual dimorphism, dualism, and antagonism in nature? How do biologists engage with the idea of biology as a guardian of the binary, a discipline that scientifically reinforces the existence of only two sexes, while neglecting or even denying the diversity of the sex spectrum? Why is deviation from the biological 'norm' in society more often understood as 'abnormal', 'unnatural', or even 'immoral', rather than as a natural part of biological variability and diversity – concepts that biology itself places at the very core of its discipline? How do biologists view the fact that sex assigned at birth is immediately equated with biological sex and understood as its entire biological reality? How can biological knowledge help address ignorance and dismantle prejudices about sex as a fixed and static natural given, and as a supposedly eternal and absolute category? And finally, how can a reflexive biology contribute to the broader social debate on gender equality? The contribution seeks to show that biological knowledge supports a more inclusive understanding of sex/gender. Through dialogue, it creates space for critical debate and fosters interdisciplinary exchange between the natural sciences and the humanities.

Key words: sex/gender, biology of sex, gender equality

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(Avto)etnografska in kritična refleksija položaja akademičark: o institucionalnih in strukturnih ovirah ter (ne)zmožnostih v akademski sferi v primerjalni perspektivi

V prispevku se lotevamo (avto)etnografske in kritične refleksije subjektivnih pozicij žensk v akademski sferi, s poudarkom na institucionalnih in strukturnih ovirah, ki odslikavajo nezavedno podtaknjeno moško dominacijo, »podedovano« družbeno-politično neenakost med spoli in nasploh manifestirajo koordinate sveta, ki je zgrajen za moškega ter po moški podobi. Sodobni akademski ustroj, uokvirjen v neoliberalizirano birokratsko formacijo in prekarizacijo akademskega dela, intenzivira dinamike, ki od akademičark zahtevajo neprestani boj za pravičnost, enakost in vidnost. Prispevek je oblikovan v primerjalni perspektivi, saj nas zanimajo kolektivne izkušnje akademičark v evropskem kontekstu in vloga zgodovinsko-ideoloških transformacij na našem geografskem področju. Pozicija akademičark predstavlja kompleksno področje, saj združuje njihovo zgodovinsko izključenost in nevidnost z novimi institucionalnimi poskusi uveljavljanja enakosti v zadnjih desetletjih (denimo normativni akti, spolne kvote, službe za enakost). Ne glede na spremembe in izboljšave njihovega položaja akademičarke ostajajo nosilke »ženskega dela«, ki je (bilo) zgodovinsko, družbeno, politično in kulturno nižje vrednoteno, spregledano, nepriznано, pozabljeno in praviloma predstavljalo podporni mehanizem pri (re)produkciji moškocentrične strukture. S tem zavedanjem želimo v prispevku reflektirati aktualni položaj akademičark, ki je še vedno vpet v strukturne relacije, ki pogosto zadušijo normativne vizije o enakosti žensk v akademski sferi, saj ta ne vzpostavlja institucionalno-materialnih pogojev za celovito emancipacijo, ki bi jo ženskam (lahko) predstavljalo akademsko delo.

Ključne besede: akademska sfera, moška dominacija, neenakost

(Auto)Ethnographic and Critical Reflection on the Position of Women Scientists: Institutional and Structural Barriers and (Im)Possibilities in the Academic Sphere From a Comparative Perspective

This paper offers an (auto)ethnographic and critical reflection on the subjective positions of women in academia, focusing on the institutional and structural barriers that reflect unconscious male domination and 'inherited' socio-political inequalities between genders. These barriers perpetuate androcentric structures and power relations, shaping a world built for men. The contemporary academic sphere, framed by neoliberal bureaucratic formations and the precarization of academic labor, intensifies conditions that demand a constant struggle for justice, equality, and visibility from women academics. The paper adopts a comparative perspective, exploring the collective experience of women in academia within the broader European context and the role of historical-ideological transformations in our geographical area. The position of women academics is complex, shaped by a long history of exclusion and invisibility. Despite recent institutional attempts to implement equality-oriented measures, such as gender equality plans, quotas, and equality offices, women in academia continue to manifest 'women's labor,' which has been historically, socially, politically and culturally undervalued, overlooked, and unacknowledged – serving as a support mechanism for the (re)production of male-centered structures. With this awareness, we aim to critically reflect on the current position of women academics, whose labor remains embedded in structures that suppress normative visions of gender equality and fail to establish the institutional-material conditions for comprehensive emancipation, which academic labor could (potentially) provide for women.

Key words: academic sphere, male domination, inequality

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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

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Revidirani načrt za enakost spolov Univerze na Primorskem (GEP 2.0): od diagnoze do izvedbe

Prispevek predstavlja revidirani Načrt za enakost spolov Univerze na Primorskem (GEP 2.0), ki nadgrajuje GEP 1.0 in usklajuje ukrepe skladno z evropskim in nacionalnim okvirom. Na podlagi institucionalne revizije in izhodiščnih podatkov povzemamo glavne razkorake (npr. podzastopanost žensk v informacijsko-komunikacijskih tehnologijah in inženirstvu, pretežno moški nabor kandidatov za razpise R1–R4, neenaka raba skrbniških odsotnosti) ter osem strateških področij ukrepanja: kadrovanje in napredovanje; vodenje; ravnovesje med delom in zasebnim življenjem; organizacijska kultura; preprečevanje nasilja na podlagi spola; vključevanje spola v raziskave in poučevanje; institucionalne strukture; posebnosti agronomije in življenjskih ved. Predstavljamo novosti, kot so usposabljanja za odprto, transparentno in na zaslugah temelječe zaposlovanje, mentorski in vodstveni programi s perspektivo spola, koraki k certifikatu Družini prijazno podjetje, anonimni kanali za prijavo spolno pogojenega nasilja in diskriminacije, sistematično vključevanje spola v učne načrte ter varnostni protokoli za terensko in laboratorijsko delo. Uvedba širšega nabora kazalnikov in letno poročanje z vmesno evalvacijo sta umeščena v upravljavsko strukturo (novoustanovljena skupina za enakost spolov in vzpostavitev koordinatorjev na posameznih članicah) ter pro-računsko podporo. Primer pokaže, kako lahko majhna, decentralizirana univerza enakost spolov pretvori v vzvod odličnosti, internacionalizacije in upravičenosti do sredstev programa Obzorje Evropa.

Ključne besede: načrt za enakost spolov, Univerza na Primorskem, vključujoče vodenje, raziskave in poučevanje, ravnovesje med poklicnim in zasebnim življenjem

University of Primorska Gender Equality Plan 2.0: From Diagnosis to Delivery

This paper presents the revised Gender Equality Plan of the University of Primorska (GEP 2.0), which builds on GEP 1.0 and aligns measures with the European and national framework. Based on the institutional audit and baseline data, we summarize the main gaps (e.g. under-representation of women in information and communication technologies and engineering, predominantly male pool of candidates for R1–R4 calls, unequal use of parental leave) and eight strategic areas of action: recruitment and promotion; leadership; work-life balance; organizational culture; prevention of gender-based violence; gender mainstreaming in research and teaching; institutional structures; specificities of agriculture and life sciences. We present innovations such as training in open, transparent and merit-based recruitment, mentoring and leadership programs with a gender perspective, steps towards the Family Friendly Company certificate, anonymous channels for reporting gender-based discrimination, systematic gender integration in curricula and safety protocols for field and laboratory work. The introduction of a wider set of indicators and annual reporting with interim evaluation is embedded in the governance structure (the newly established gender equality group and the establishment of coordinators within individual members) and in budgetary support. This example shows how a small, decentralized university can turn gender equality into a lever for excellence, internationalization, and eligibility for Horizon Europe funding.

Key words: gender equality plan, University of Primorska, inclusive leadership, research and teaching, work-life balance

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