

WOMEN IN BUSINESS

UNTOLD STORIES
OF WOMEN IN SCIENCE
AND TECHNOLOGY

ONLINE
CONFERENCE

**April 15,
2021**

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EXECUTIVE SUMMARY

INTRODUCTION

Titled Untold Stories of Women in Science and Technology, the third edition of Women in Business Conference 2021 was held on Thursday, April 15 in Bratislava/virtual studio. Watch the event [here](#).

The event was organized by AmCham Slovakia in association with CITI Slovakia, Deutsche Telekom IT Solutions Slovakia, Microsoft Slovakia, Novartis Slovakia, Swiss Re, Accenture, Faurecia Automotive Slovakia, Roche Slovakia and Emerson.



The conference also featured the inspirational story of Michaela Musilová, a Slovak astrobiologist, director of simulated Martian and lunar missions at the HI-SEAS research station in the USA. She shared her difficult journey, during which she was many times forced to work much harder and get significantly better results than her male colleagues, so that her superiors would start taking her seriously.

What is Michaela's advice to young women?

- It's important to persevere. There will always be obstacles on the way.
- Don't hesitate to ask for help. Even words of encouragement can go a long way.
- Empathy is extremely important and can be a key to success in all aspects of life.



In her introductory speech, the President of the Slovak Republic, Zuzana Čaputová, said that it was important for every society to be able to make full use of its potential and talents in their diversity.

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Thus, we cannot afford not to include educated and talented women in the progress in science and technology. It is true that our women do not lag behind in achieving university education – on the contrary, they make up the majority of university graduates. But when we look at male and female career paths several years after obtaining a university diploma, we observe differences which are to the disadvantage of women. I am talking about the still present stereotypes and prejudices which, to our common loss, derail women from their career paths.

ZUZANA ČAPUTOVÁ
President of the Slovak Republic



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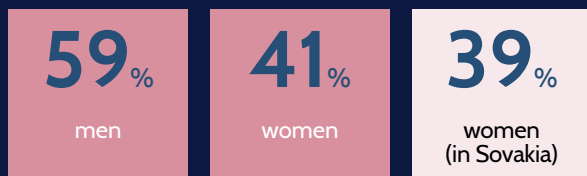
Many things have changed for the better in the last 14 years since I started working as an astrobiologist. At International Space University, where I work as a visiting professor, in 2015 we were looking forward to finally having 30% of the women participating in our programs. Now it's more than 50%, both female and male, and the main trend I've noticed is that women and girls need to see idols to some degree, and one of my motivations is to help create an environment for other women and girls in STEM.

MICHAELA MUSILOVÁ
Director of the HI-SEAS space analog research station



PUBLIC DEBATE

Percentage of scientists in the EU:



What are the reasons behind the fact that there are more men in science than women?

- Patterns of behavior in society transferred from generations to generations and difficult to being changed
- Structural reasons, like working long hours or necessity of no discontinuity (parental leave)
- Encouragement/discouragement in schools
- Perception of discrimination – being/not being aware of discrimination in the society

What are the reasons behind the fact that there are more women scientists in the structurally less paid positions within the scientific village than men?

- Prejudice/traditional norms
- Lower self-esteem of some women
- Preference of women to work in public sector with more security, more options for unlimited labor contracts, instead of better pay

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I do not see a problem in how many women are in science, even in STEM science, but once you look on the leading positions in science, on how many leading professors or professors we have, or how many deans and rectors we have, then you see quite a discrepancy, which suggest that there is something wrong.

LUDOVÍT PAULIS

State Secretary, Ministry of Education, Science, Research and Sport of the Slovak Republic



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Women are very often overrepresented amongst scientists in those segments which are structurally paid less. (for example epidemiologists)

MICHAL VAŠEČKA

Sociologist and pedagogist, Bratislava Policy Institute



What are the experts' recommendations for increasing motivation of women entering science fields?

1.

Providing powerful role models

2.

Removing barriers in school systems

3.

Actively fostering diversity in the society

What could the state do to encourage women to do career in STEM?

- To change our language in terms of category of gender (he vs. she)
- To help promote female role models
- To change curricula in primary and secondary schools
- To provide kindergartens for students and teachers

BUSINESS SECTOR

Women bring to business:

EMPATHY

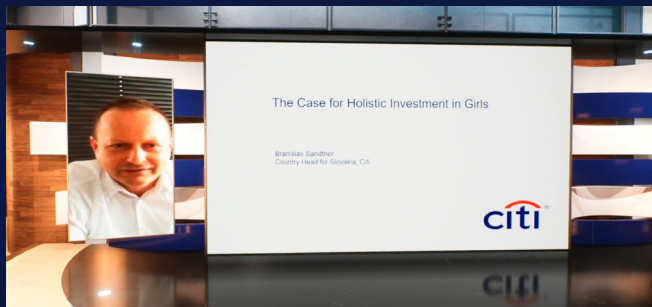
WORK ETHICS

HUMILITY

DETERMINATION

CITI PAY EQUITY PROJECT

99% female to male pay rate achieved in the same job categories between 2017 and 2021.



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We need to create environment where chances would be equal for everyone.

BRANISLAV SANDTNER
Country Head for Slovakia, Citi



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We have an obligation to lead by example, share experience, support other women and create environment where women want to work.

SUZANA ŠAČIROVIĆ
General Manager, Novartis Pharma Slovakia



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We have to promote the idea of gender diversity more, so it becomes a natural part of general business strategy of companies. We need to have comprehensive strategies to support this across various layers, various beneficiary groups externally and internally and look at tangible outcomes of what we are doing and where we are invested.

ALENA KANABOVÁ
Senior Manager & Corporate Citizenship Lead,
Accenture Slovakia



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It is more difficult for women to balance work and family life. It is therefore important to cultivate well-being approach, enable women to take more in a sustainable manner to take care of themselves as well. They need work 2-3x harder to prove themselves.

VIOLETA LUCA
General Manager Czech Republic & Slovakia, Microsoft



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We have to look at the talent and potential instead of gender and speak more about achievements of women in TECH / Science / IT.

MARTINA SCHUSTEROVÁ
Head of Education & Development Center DTISO SK,
Deutsche Telekom IT Solutions Slovakia



GENDER STEREOTYPES

What does it take for a modern scientist to be successful?

- Emotional intelligence
- Knowledge and Creativity

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Gender stereotype and gender bias cannot discourage girls and women in pursuing careers in STEM field if the family, school and education do their parts at the beginning and then afterwards the companies will manage this with their proper policies.

MIRJANA KROLO

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Women have the same capabilities and abilities as men but prefer softer sciences. Women are also much more precise than man when it comes to sciences.

PAVOL ŠAJGALÍK

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Women are braver than men in following their dreams.”

MIRJANA KROLO
COO, iptiQ by Swiss Re



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I have no fear about the future – number of women in science is high enough. We only need to give them the chance to be leaders, to support them.

PAVOL ŠAJGALÍK
President, Slovak Academy of Science



THANK YOU FOR YOUR PARTICIPATION

We look forward to seeing you on the 2022 conference!

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