

The gender dimension in academic career development

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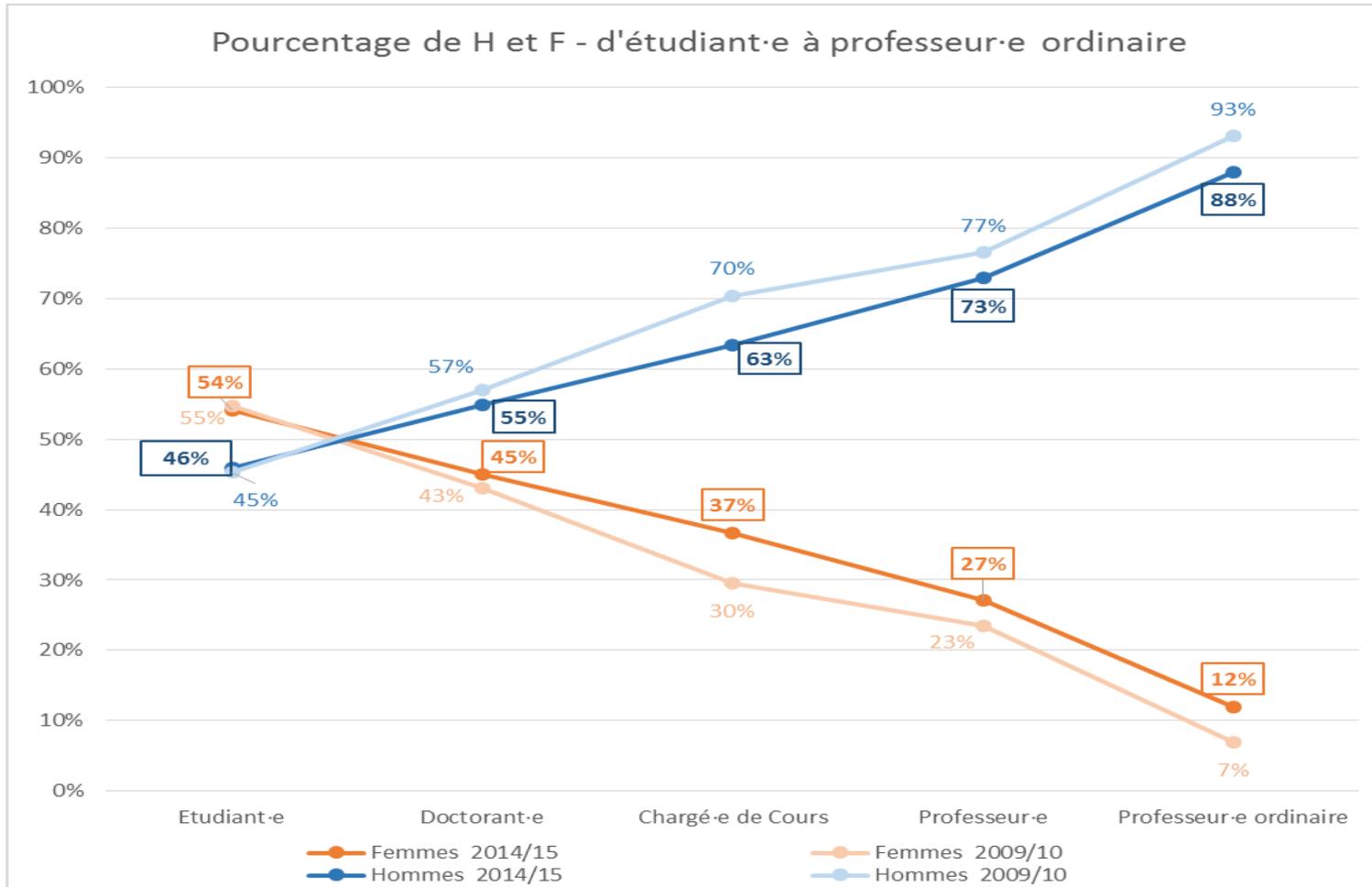
Ref.

- ▶ Fp7 EU GARCIA project (Gendering the Academy and Research: Combating Career Instability and Asymmetries): 6 institutions in 6 countries (Belgium, Iceland, Italy, Netherlands, Slovenia, Switzerland), 2 domains (OSH & SSH), 2 approaches (quanti/quali); 3 target groups (postdocs, movers/leavers, newly appointed)
- ▶ Dubois-Shaik F., Fusulier B., Vincke C. (2018), A Gendered Pipeline Typology in Academia, in Annalisa Murgia, Barbara Poggio (Ed.), The Precarisation of Research Careers: A Comparative Gender Analysis, London, Routledge.
- ▶ Fusulier B., Barbier P., Dubois-Shaik F. (2017) Navigating” through a scientific career: a question of private and professional configurational supports. European Educational Research Journal (SAGE), Vol. 2/3.

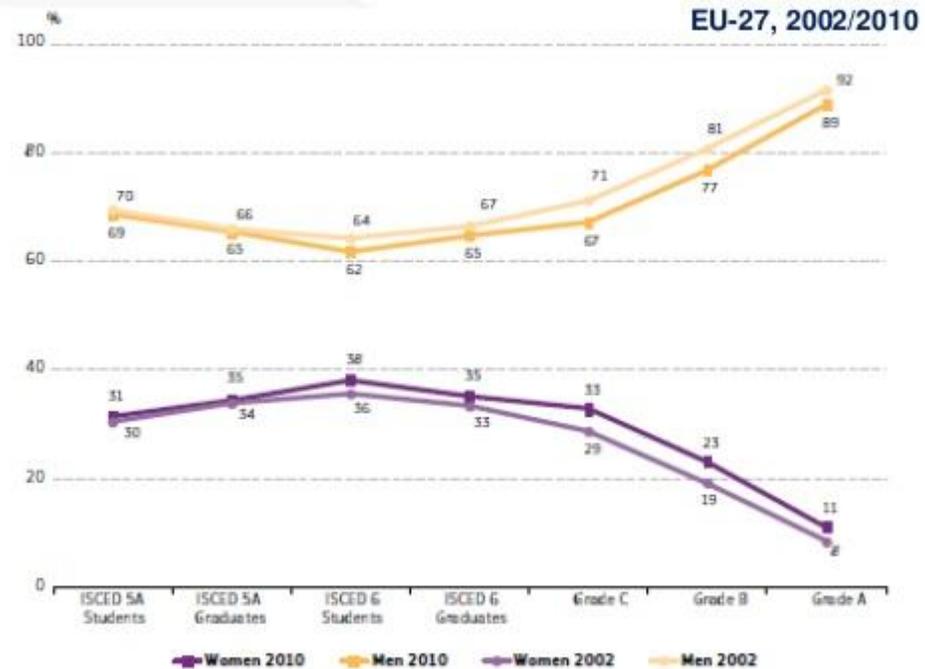
Periodization of the feminization of higher professions in Europe (Sylvie Schweitzer)

- ▶ At the end of the nineteenth/early twentieth century, the "time of exception" allowed women access to studies leading in particular to the teaching, medical and legal professions, which were supposed to be in continuity with their maternal role.
- ▶ From the years after the First World War until the 1960s, the "time of opening" gave them access to engineering schools, public administration functions (inspectors, editors, social workers, etc.), the judiciary, etc.
- ▶ From the 1970s to the 1990s; the "time of gender diversity" is the time when all higher professions became accessible to women.
- ▶ The 2000s, the "time of equality"? **There has been an increase in the number of women in the higher professions, although "male domination" still exist.**

« Leaky pipeline », scissor curve and « glass ceiling » (University of Louvain - Belgium)



The “leaky pipeline” women/men in science & engineering academia



source: *She Figures 2012*, EU Commission, p. 89

Item #29

PC02 meeting, Warsaw, Poland, Apr 2014



Sociological interrelated mechanisms highlighted in the literature

- ▶ **Sexual division of work**, gender order, gender regime, patriarchy...
 - ▶ **Stereotypes** (emotional women vs rational men)
 - ▶ **Self-censorship** for women
 - ▶ **Matilda effect** for girls: the tendency to devalue the contribution of women scientists (a good example: see the Hidden Figures)
 - ▶ **Male Habitus** in science: habits, skills and dispositions for combativeness, assertiveness, work availability...
 - ▶ **Men's networks**, men gatekeepers, old boys' club,...
 - ▶ **Sticky floor/ Academic Housework**: the assumption by women of functional but less valued tasks
 - ▶ **Work/family conflict**
- Academia as a **Gendered Organization**

A multilevel and multidimensional phenomenon

“Leakypipelines” are embedded in contexts and express modes of organization that produce specific experiences.

Women's distance from the scientific or academic path requires a multi-level (macro, meso, micro) and multidimensional analysis (labour market, social protection system, evaluation criteria, organisation of scientific work, work/family relationship, etc.).

Three ideal-types of leakypipeline

- ▶ An ideal-type is a pure form, though no real form of the phenomenon would completely conform to it.

Type 1. Persisting in precariousness within a mandarin-university

- ▶ Context: the importance of the domestic order (familialism); a weakened labour market; weak social protection; poor work/family balance policy; brain drain...
- ▶ Organisation: system of mandarins; long statutory precariousness; promotion of "local players" despite de facto presence of international standards; cosmetic gender policy ...
- ▶ Experience: fatigue/ exhaustion; disillusionment; criticism of the system as arbitrary; perseverance; career-family contradiction (women without children)...
- ▶ Produces global precariousness and a feeling of being in contradiction; women scientists pay a high price.

Type 2. Pursuing a career in ambivalence within a university-institution

- ▶ Context: importance of civic order (social-democracy); gender regime favouring reconciliation (work/life balance policies but insufficient); regulated labour market open to highly qualified people (but low financial valorization of the PhD); good social protection...
- ▶ Organisation: strong affirmation of the institutional role (research, teaching, services); good status as a young researcher; career that can combine different performances; promotion of "glocal players"; reflexive relationship to international standards; gender policy proclaimed but with few means and based on awareness raising...
- ▶ Experience: attachment to the institution; work/family combination but imbalance on the women's side; uncertainty about career strategies...
- ▶ Produces an ambivalence experienced mainly by women: local/global; work/family; research/education/services.

Type 3. Winning in competition within a university-enterprise

- ▶ Context: the importance of the market order (liberal); free choice but conservatism; a dynamic labour market with a social protection and the valorization of PhD holders...
- ▶ Organisation: playing the international game and rising in the rankings; attracting and selecting the best; promoting global players and international standards; individual responsibility and elitism; gender policy focused on coaching champions/mentoring women with substantial means...
- ▶ Experience: self-entrepreneurship and research; you win or you exit; burnout; work/family tension...
- ▶ Produces hyper-conformism according to a hegemonic masculinity model, of course women can adopt this model.

Conclusion

- ▶ This typology can assist institutions and individuals in determining gender policies and taking measures that are not unidimensional.
- ▶ Nicky Le Feuvre underlines how important it is for institutions to clearly define the model of feminization they want to promote in academia

Several policies

- ▶ WORK/LIFE BALANCE AND FAMILY FRIENDLY POLICIES
- ▶ RECOGNITION OF WOMEN IN SCIENCE, AND GENDER RESEARCH RESULTS
- ▶ RESEARCH AND CAREER REGULATION CRITERIA
- ▶ WORKING CONDITIONS OF RESEARCHERS, NETWORKING AND MANAGEMENT
- ▶ GENDER EDUCATION AND TRAINING POLICIES
- ▶ ...

What all of this means in terms of your own leaky pipeline situation and gender policies in your university ?

Thank you for your attention

The slide features a white background with the text "Thank you for your attention" in a dark blue, sans-serif font. On the right side, there are several overlapping, semi-transparent blue geometric shapes, including triangles and polygons, creating a modern, abstract design.