

Gender Summit 7, November 6-7, 2015
Session: *Dealing with gender differences in the
early stages of scientific careers*



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Gendering the **A**cademy
and **R**esearch: combating
Career Instability and **A**symmetries

Annalisa Murgia
annalisa.murgia@unitn.it

Barbara Poggio
barbara.poggio@unitn.it



www.garciaproject.eu





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and Research: combating
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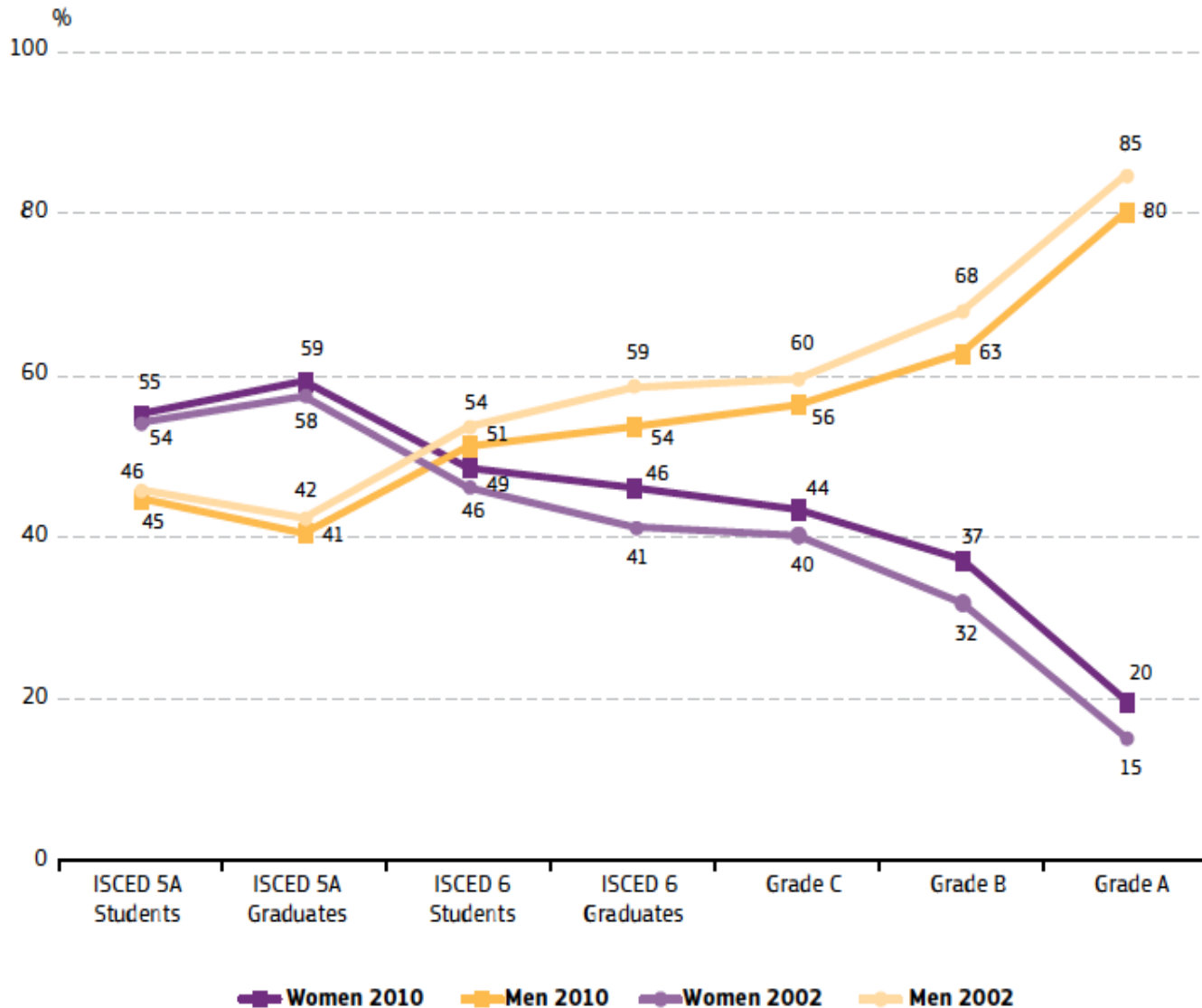
Objectives and themes



- **Focus:** early stages of scientific careers.
- **Fieldwork:** one **STEM** (Science, Technology, Engineering and Mathematics) and one **SSH** (Social Science and Humanities) department in each GARCIA institutions.
UNITN: Dept. of Sociology and Social Research and of Information Engineering and Computer Science.
- **Target:** *researchers with a temporary or tenure position* (postdocs and assistant professors with a tenure track), but also *leavers*, who recently left the target departments.
- **Project structure:** **18 months of research** at the *macro* (mapping at the national level), *meso* (organizational cultures and practices) and *micro* (individual career trajectories) levels + **18 months of implementation of actions.**



Macro level: the academic scissor curve, EU average, 2002-2010



Meso level (University): Decision-making processes and Gender Budgeting



RESEARCH:

Analysis of the **gender composition** and of the **logics followed by committee concerned by decision-making** – at the University and Department level – in order to make explicit gender differences in the fields of management and finance.

ACTIONS:

Guidelines and toolkit to prevent inequality and gender discriminations in decision-making processes and to integrate Gender Budgeting.



Meso level (Dept): The gender subtexts of excellence in recruiting



RESEARCH:

Analysis of the formal criteria: National legislation and vacancies from 2010 to 2013 in the selected SSH and STEM departments.

Analysis of the actual criteria: Minutes + Interviews and focus groups with members of the evaluation committees.

ACTIONS:

Reflexive working groups with committees members in order to show the actual criteria used for evaluation and propose alternative criteria.

Workshops with postdocs in order to boost the preparation and awareness of women candidates for selection procedures.



Meso and micro level: Structural analysis



RESEARCH:

- Development of **statistical indicators** aimed to understand the leaky pipeline.
- Mapping the (non) presence of **gender in research projects and curricula**.

ACTIONS:

- **Web-survey** addressed to: (i) PhD holders who worked in the past in the involved departments; (ii) researchers in the early stages of their career who are working in the involved departments.
- **Toolkit and training courses** to integrate the gender dimension in research and teaching.



Meso and micro level: Cultural analysis



RESEARCH:

- 40 interviews with postdocs who are currently working (10 STEM + 10 SSH) or who worked in the past (10 STEM + 10 SSH) in the two selected departments.
- Mapping of **work-life balance policies** + conciliation needs expressed during the interviews.

ACTIONS:

- **Mentoring activities** – vis-à-vis and online – for researchers at the early stage of their academic career (with a focus on young women).
- **Toolkit** on how to implement a mentoring program.



Conclusions: *Happy Ending?*



- Implementation of Gender Action Plans : Fostering gender equality in academia in the long term, including also ***researchers with temporary positions***.
- More women in science and in prestigious positions : Rethinking the ***model of science*** and of scientific excellence, based on total commitment and loyalty towards ***academia***, which exhibits the characteristics of a '***greedy institution***'.
- Recognizing citizenship to different organisational models : Scientific knowledges have much more to gain from ***differences*** than from homogeneity, which excludes different ideas and it is based on dogmatic practices.



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THANKS !!!

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