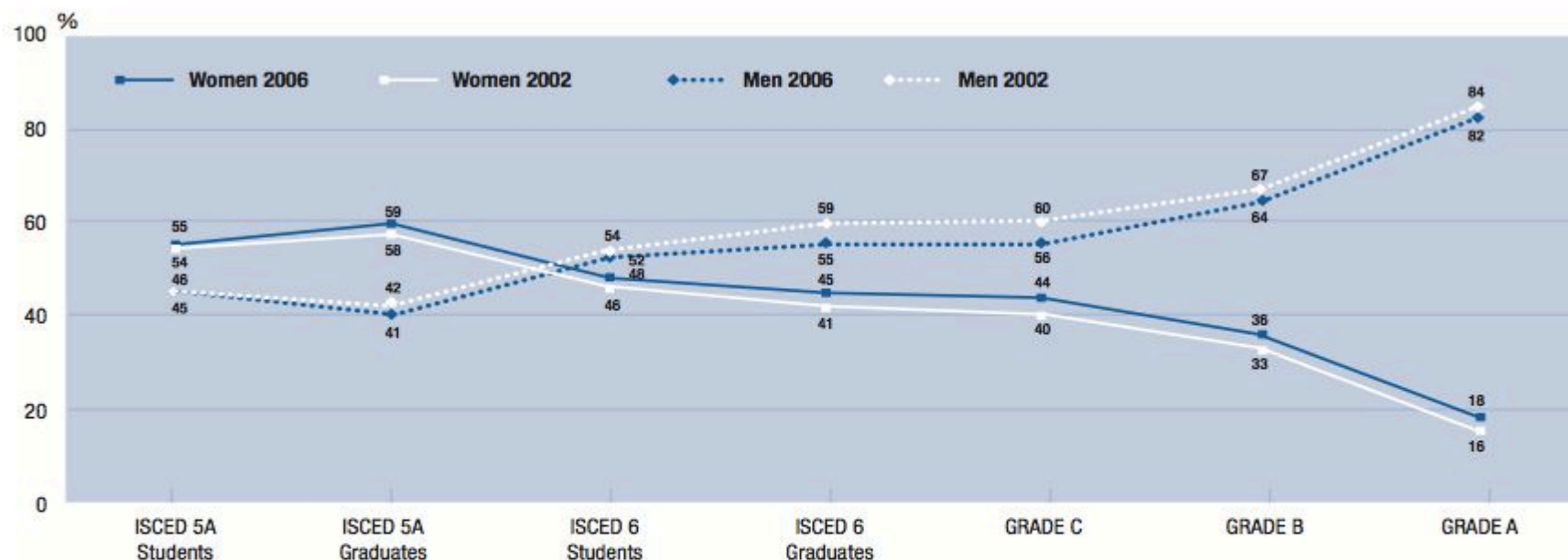


Men and Women in Research in the EU



Source: Education Statistics (Eurostat); WiS database (DG Research); Higher Education Authority for Ireland (Grade A)

Definition of grades:

A: The single highest grade/post at which research is normally conducted.

B: Researchers working in positions not as senior as top position (A) but more senior than newly qualified PhD holders.

C: The first grade/post into which a newly qualified PhD graduate would normally be recruited.

ISCED 5A: Tertiary programmes to provide sufficient qualifications to enter into advanced research programmes & professions with high skills requirements.

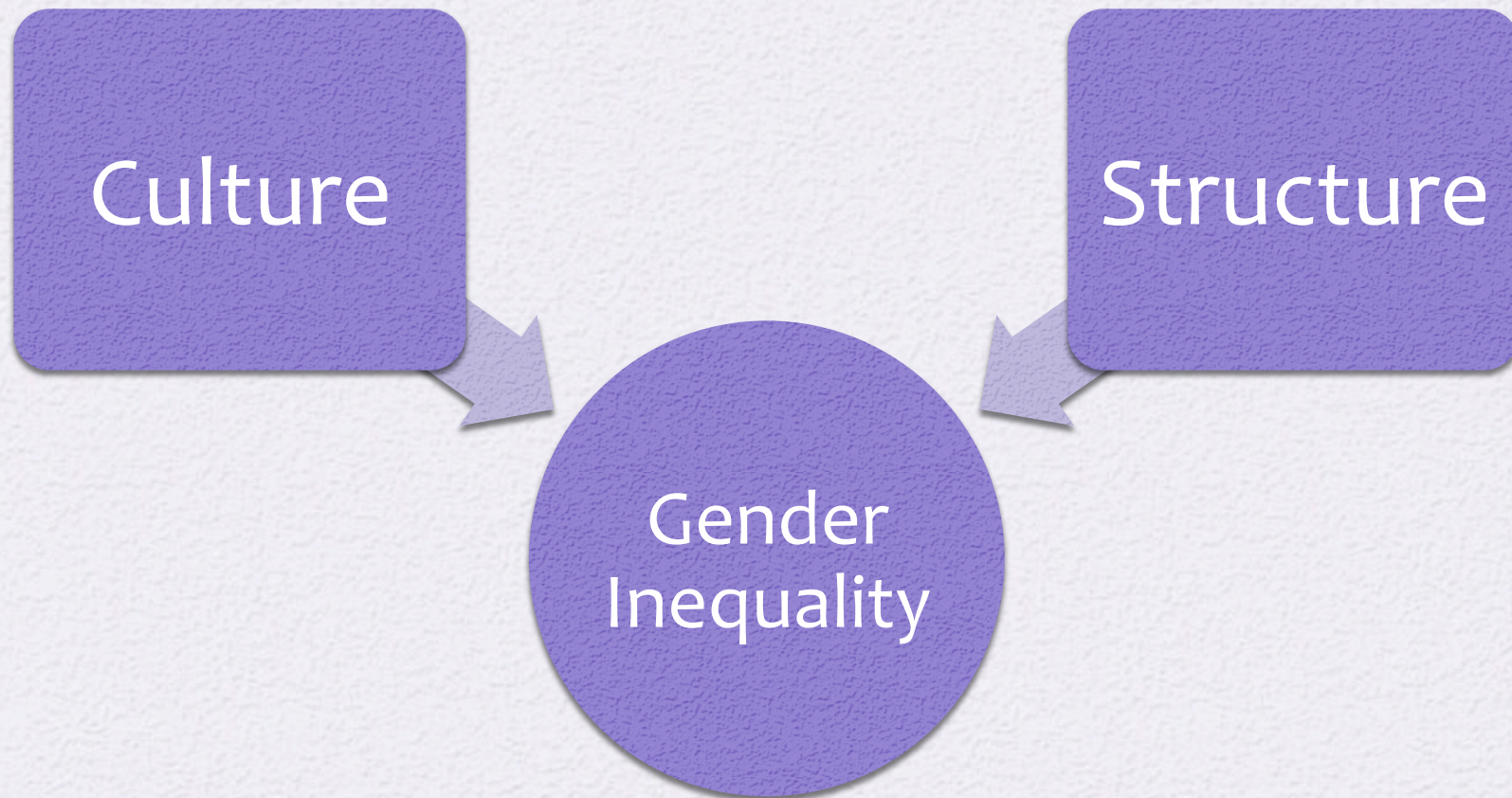
ISCED 6: Tertiary programmes which lead to an advanced research qualification (PhD).



What's gender got to do with it?

Lynn Roseberry, J.D., LL.M., Ph.D.
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CBS, Dept. of Management, Politics and Philosophy

Gender-Culture-Structure



Edward Schein's Model of Culture

From Spencer-Oatey, H. (2012)
"What is culture? A compilation of
Quotations" GlobalPAD Core Concepts

Lynn Roseberry 2014

Visible but often not
decipherable

Greater level of
awareness

- Taken for granted
- Invisible
- Pre-conscious

Artifacts and Creations

Visible & Audible Behavior
Patterns
Technology
Art

Values

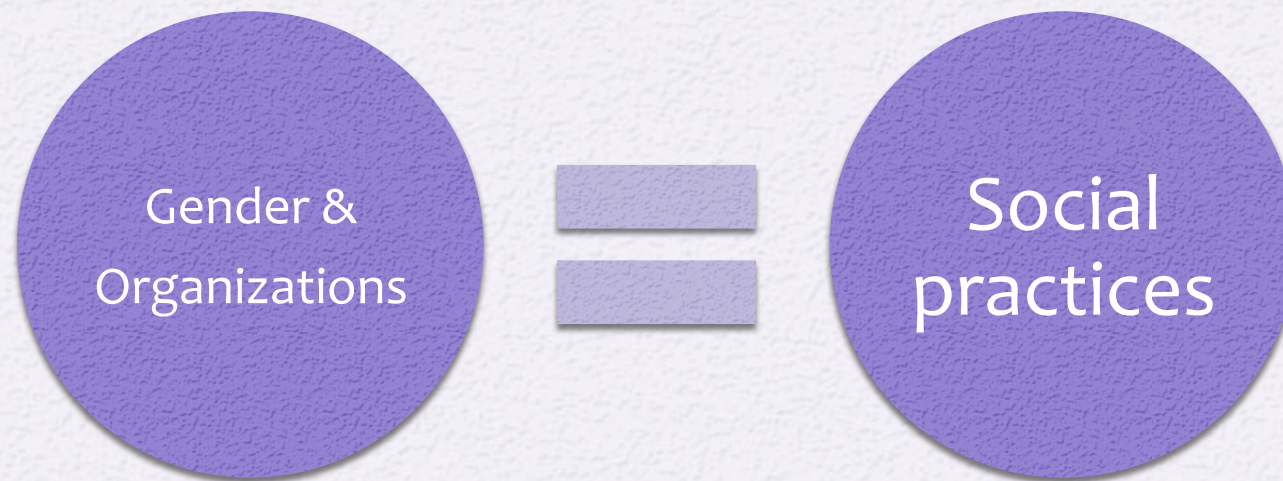
Basic Assumptions

Relationship to Environment
Nature of Reality, Time & Space
Nature of Human Nature
Nature of Human Activity
Nature of Human Relationships

- Structures = Organizations
- Structures are gender neutral and asexual.
- Academia = hierarchy based on “excellence”

Gender





Systems instead of culture

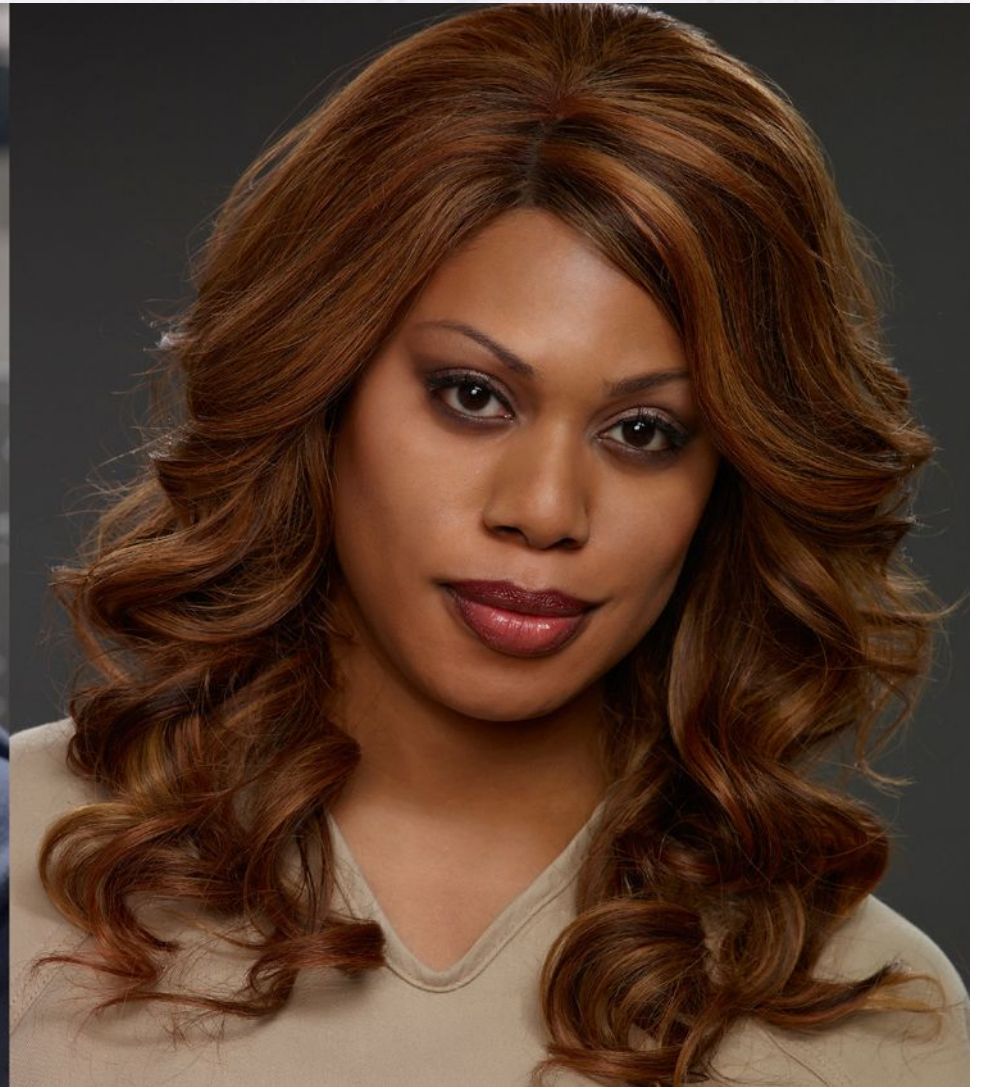
- Patriarchy and white supremacy
 - Systems validating hierarchies based on gender and race.
- “Culture”
 - The set of beliefs and assumptions that people who benefit from patriarchy and/or white supremacy seem to share
- Better strategy to focus on systems rather than culture.
 - Falguni Sheth, “*Is Violence Cultural?*” Posted on her blog, [Translations Exercises](#), May 27, 2014

Gendered Organizations

- Rosabeth Kanter, *Men and Women of the Corporation* (1977)
- Cynthia Cockburn, *Machinery of Dominance* (1985)
- Joan Acker, "Class, gender and the relations of distribution" *Signs* 13:473-97 (1988)
- -----"Hierarchies, Jobs, Bodies: A Theory of Gendered Organizations", *Gender and Society* 4(2): 139-58 (June 1990)

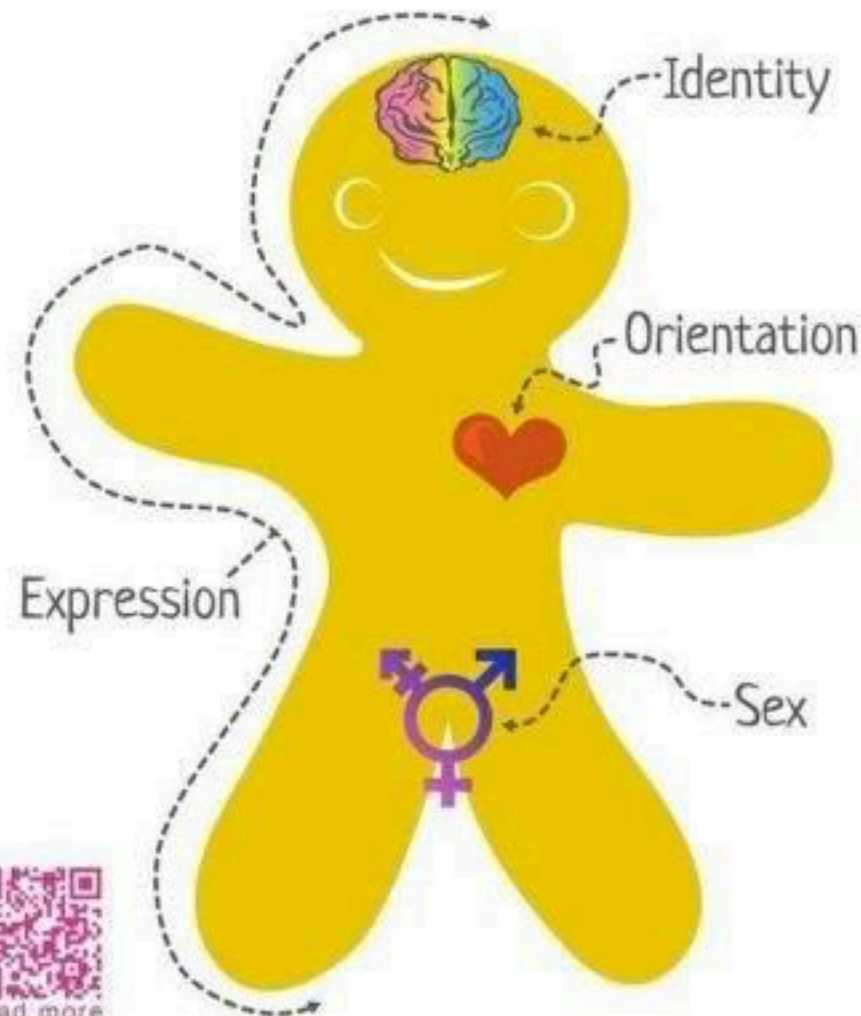
Gender?





The Genderbread Person

by www.ItsPronouncedMetrosexual.com



 **Gender Identity**

Woman Genderqueer Man

Gender identity is how you, in your head, think about yourself. It's the chemistry that composes you (e.g., hormonal levels) and how you interpret what that means.

 **Gender Expression**

Feminine Androgynous Masculine

Gender expression is how you demonstrate your gender (based on traditional gender roles) through the ways you act, dress, behave, and interact.

 **Biological Sex**

Female Intersex Male

Biological sex refers to the objectively measurable organs, hormones, and chromosomes. Female = vagina, ovaries, XX chromosomes; male = penis, testes, XY chromosomes; intersex = a combination of the two.

 **Sexual Orientation**

Heterosexual Bisexual Homosexual

Sexual orientation is who you are physically, spiritually, and emotionally attracted to, based on their sex/gender in relation to your own.

Gendering: 5 interacting processes

1. The construction of divisions along lines of gender.
2. The construction of symbols and images that explain, express, reinforce, or sometimes oppose those divisions.
3. Interactions between women and men, women and women, men and men.
4. Production of gendered components of individual identity.
5. The on-going processes of creating and conceptualizing social structures.

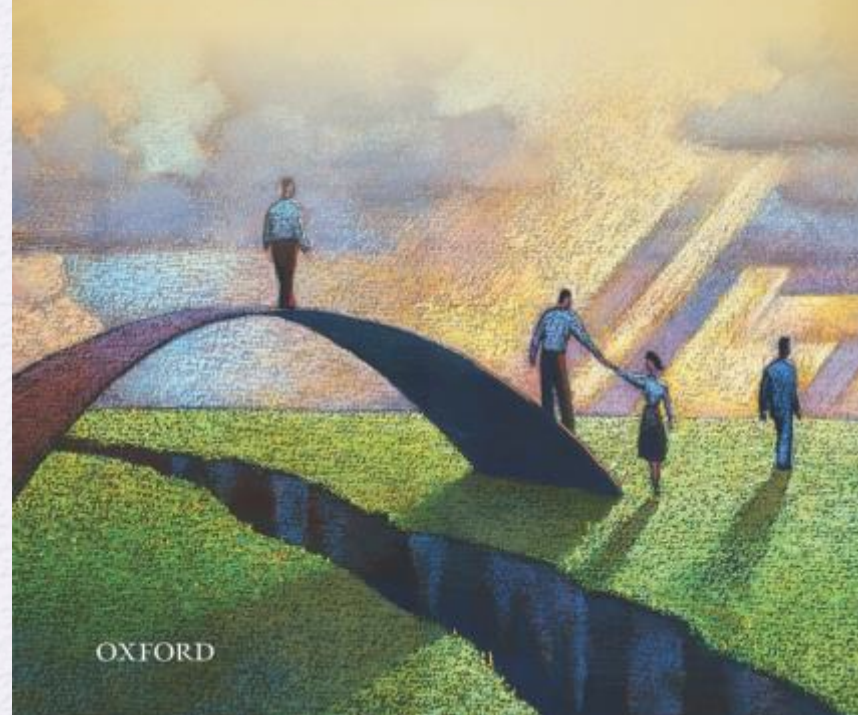
Research on Gendered Processes in Academia

- League of European Research Universities, “Women, research and universities: excellence without gender bias”, July 2012
- Moss-Racusin, et al, “Science faculty’s subtle gender biases favor male students” *PNAS* October 9, 2012 vol. 109, no. 41
- Van den Brink and Benschop, “Slaying the Seven-Headed Dragon”, *Gender, Work and Organization*, (2012) vol. 19, no. 1, pp. 71-90
- -----, “Gender practices in the construction of academic excellence: Sheep with five legs”, *Organization* (2012), vol. 19, no. 4, pp. 507-24

LYNN ROSEBERRY & JOHAN ROOS

BRIDGING THE GENDER GAP

Seven Principles for Achieving
Gender Balance



OXFORD