PHYSICS AND ASTRONOMY

GENDER IN ACADEMIA

DANISH CENTRE FOR STUDIES IN RESEARCH AND RESEARCH POLICY
DEPARTMENT OF POLITICAL SCIENCE
AARHUS UNIVERSITY

25 JANUARY 2018

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HISTORICAL FLASHBACK

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Share/percentage of women among assistant prof., associate prof., and professors at the Faculty of Science at Copenhagen University 1970, 1996, 2001 based on subject area

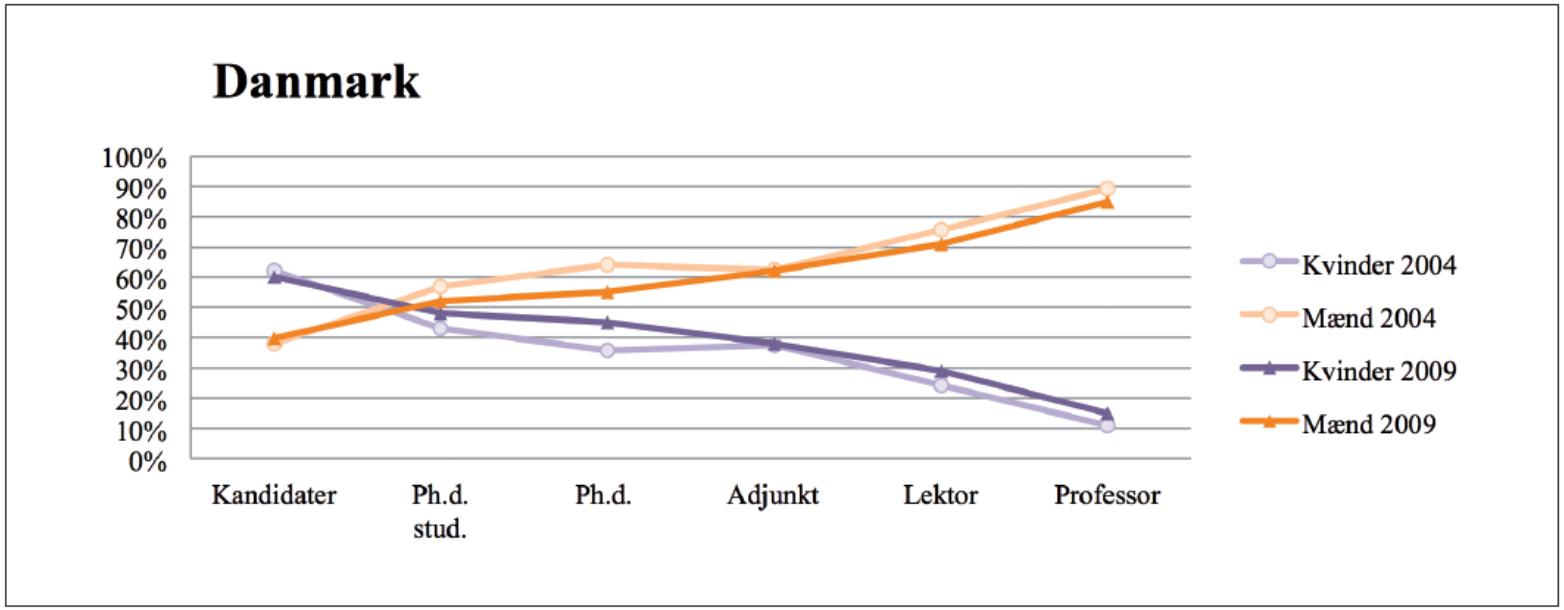
Subject Area	Share of Women					
	1970		1996		2001	
	Number	%	Number	%	Number	%
Mathematics / Computer Science / Physics	11	7%	8	5%	10	7%
Biology (incl. Sports)	30	21%	30	20%	28	20%

Source: Henningsen (2002)

Adapted by Utoft (2015)

HISTORICAL FLASHBACK

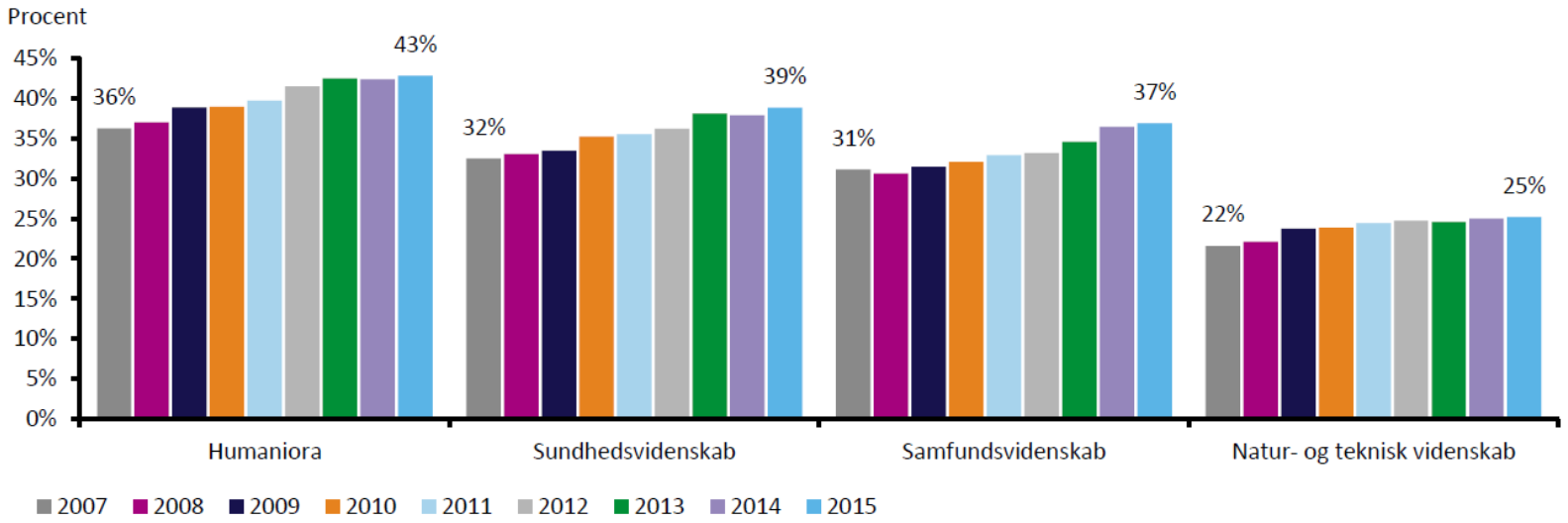
Share of men and women based on job category between 2004 and 2009



'The task force for more women in research' (2015)

HISTORICAL FLASHBACK

Shares of women at assistant prof., associate prof., and professor level within research area at all Danish universities between 2007-2015



Source: Reports from the universities to the Danish Ministry of Higher Education and Science

Figure extracted from 'Men and Women at Danish Universities – The Talent Barometer of Denmark' (2017)

HISTORICAL FLASHBACK

LEAKS OF THE PIPELINE

- The academic career
  - Insecure employment
  - Mobility requirements
  - Academic qualification
- Culture
  - ‘Excellence’
  - Informal networks
  - Sexism
- Structures
  - Teaching vs. research
  - Narrow vs. broad job advertisements
  - Appointment committees
  - Parental leave
  - Grant allocation
  - Work/life balance

INITIATIVES

1997: Hilden's 11 points plan

1998: Women, Quality and Research

2005: All talents in play

2007: Female Researcher Talents – the Untapped Reserve

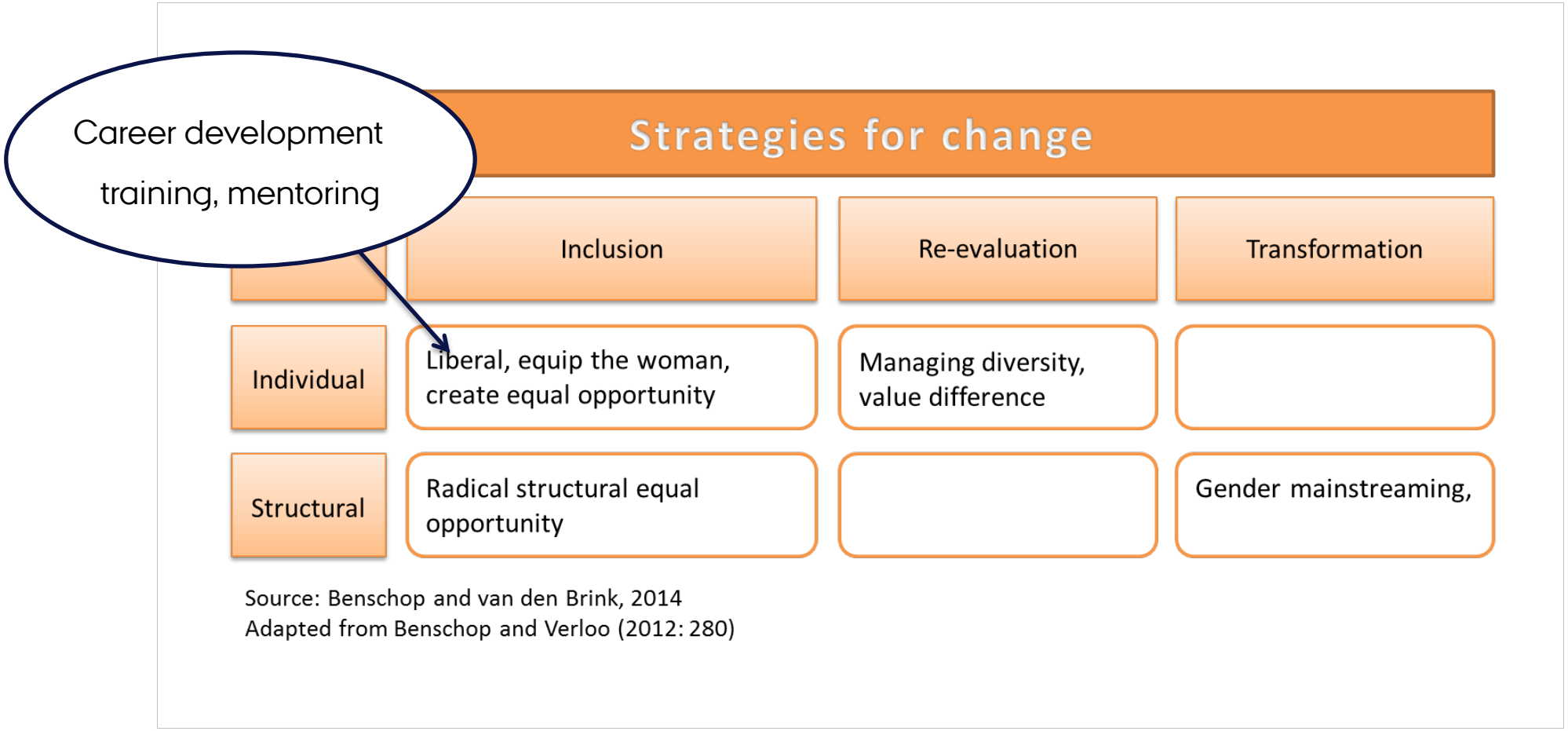
2015: All talents in play

2015: Recommendations from the task force for more women in research

2017: Men and women at Danish universities – the Talent Barometer of Denmark

INITIATIVES

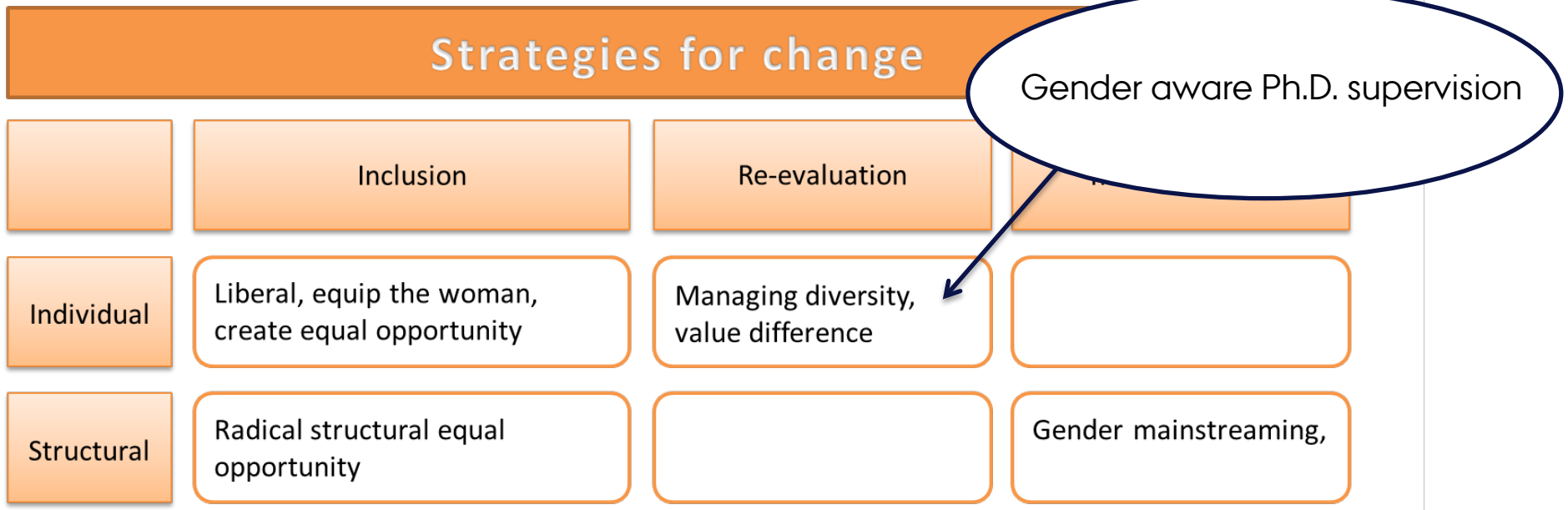
” Fix the women ”



Source: Benschop and van den Brink, 2014
Adapted from Benschop and Verloo (2012: 280)

INITIATIVES

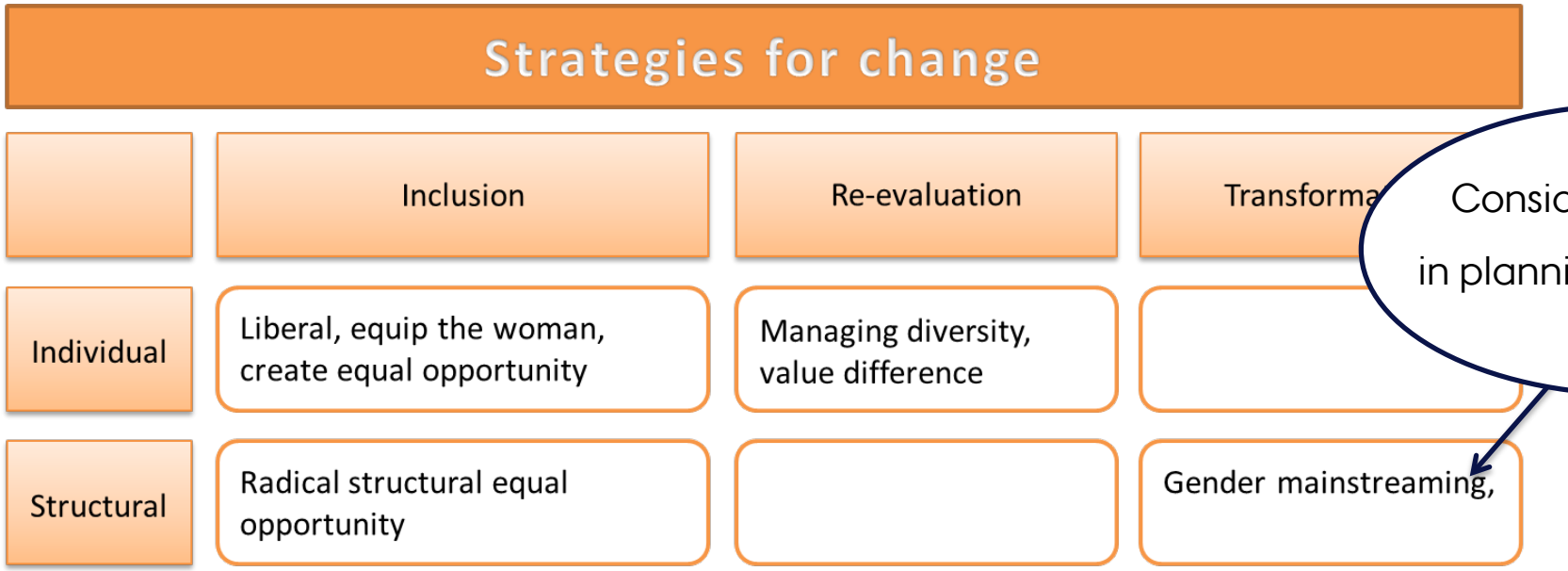
Re-production of gender stereotypes



Source: Benschop and van den Brink, 2014
Adapted from Benschop and Verloo (2012: 280)

INITIATIVES

Gender equality



Considering gender in planning and strategy

Source: Benschop and van den Brink, 2014
Adapted from Benschop and Verloo (2012: 280)

INITIATIVES

Female representation in committees

Strategies for change	Inclusion	Re-evaluation	
Individual	Liberal, equip the woman, create equal opportunity	Managing diversity, value difference	
Structural	Radical structural equal opportunity		Gender mainstreaming,

Source: Benschop and van den Brink, 2014
Adapted from Benschop and Verloo (2012: 280)

CHALLENGES

Difference

Biological gender

Social gender

Sameness

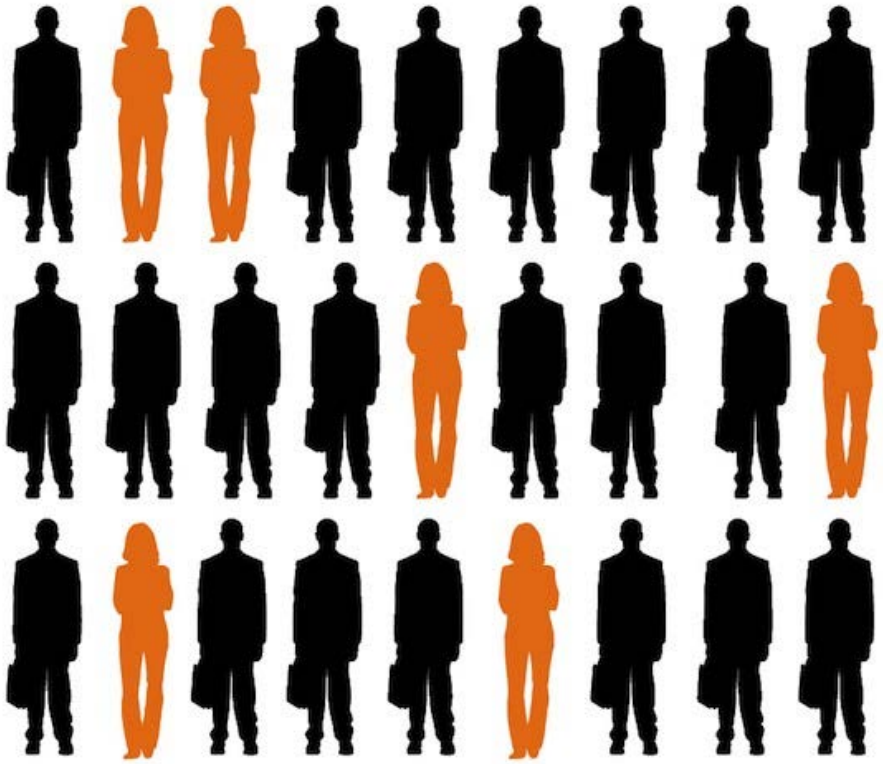
Biased

Meritocracy

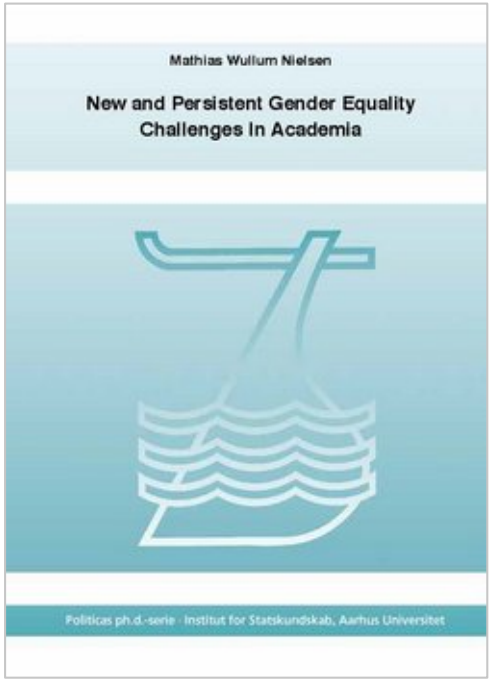
Interventions

Resistance

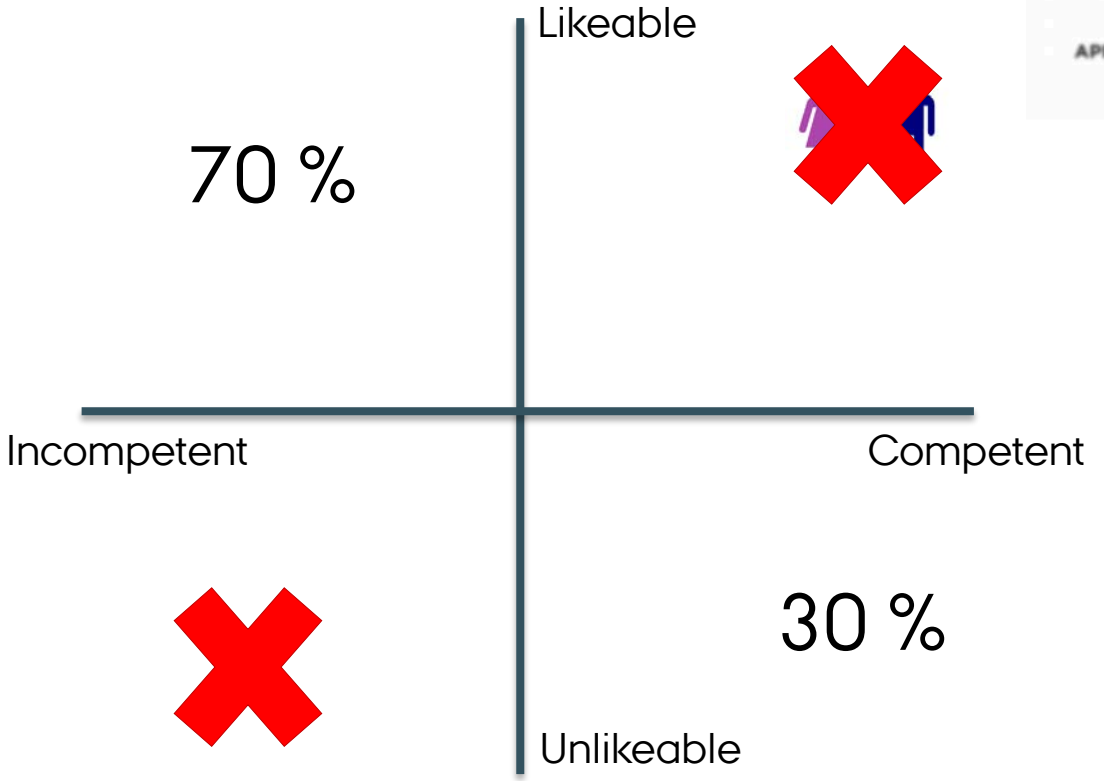
Concluding remarks



Mathias W. Nielsen (2014):
New and Persistent
Gender Equality
Challenges in Academia



Unconscious bias



Unconscious bias

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QUESTIONS

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