



What is at stake?

**Why does gender equality in
science matter?**

Uduak [Udy] Archibong

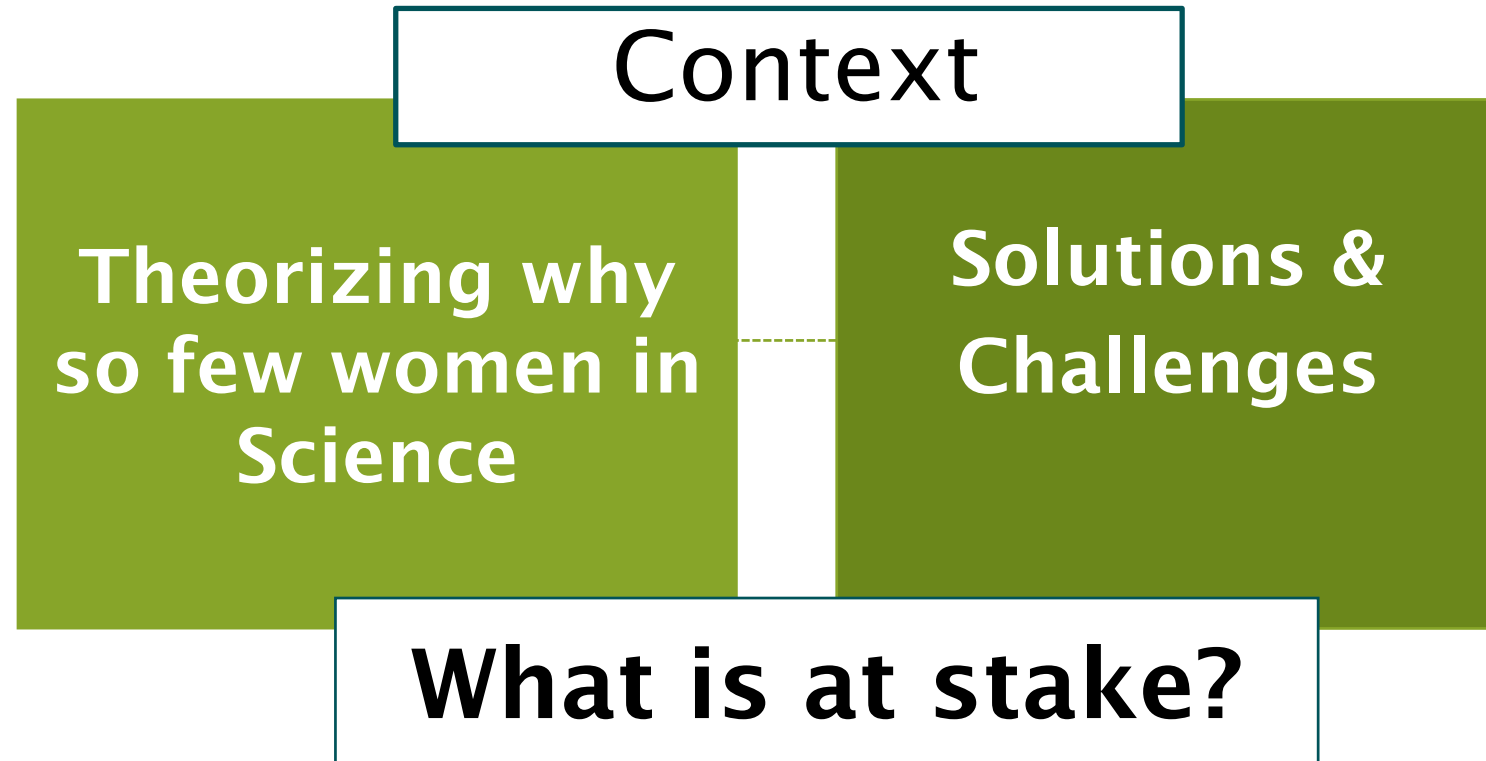
Professor of Diversity

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Overview





Gendering of Science

Occurs in distributions of gendered 'people' and in gendered practices and applies when organisations compromise either only men or only women

Typical patterns include:

- Gendered divisions of labour
- Value of work organisations and management over private work (home)
- Gendered divisions of authority
- Gendered processes between the centre and margins
- Gendered processes in harassment and bullying
- Gendered processes in interactions and internal mental work
- Gendered symbols, images and forms of consciousness



Context

What is the status
of gender
equality...

In your Country?
In your
Institution?
In your
Discipline?

Women in the UK STEM workforce

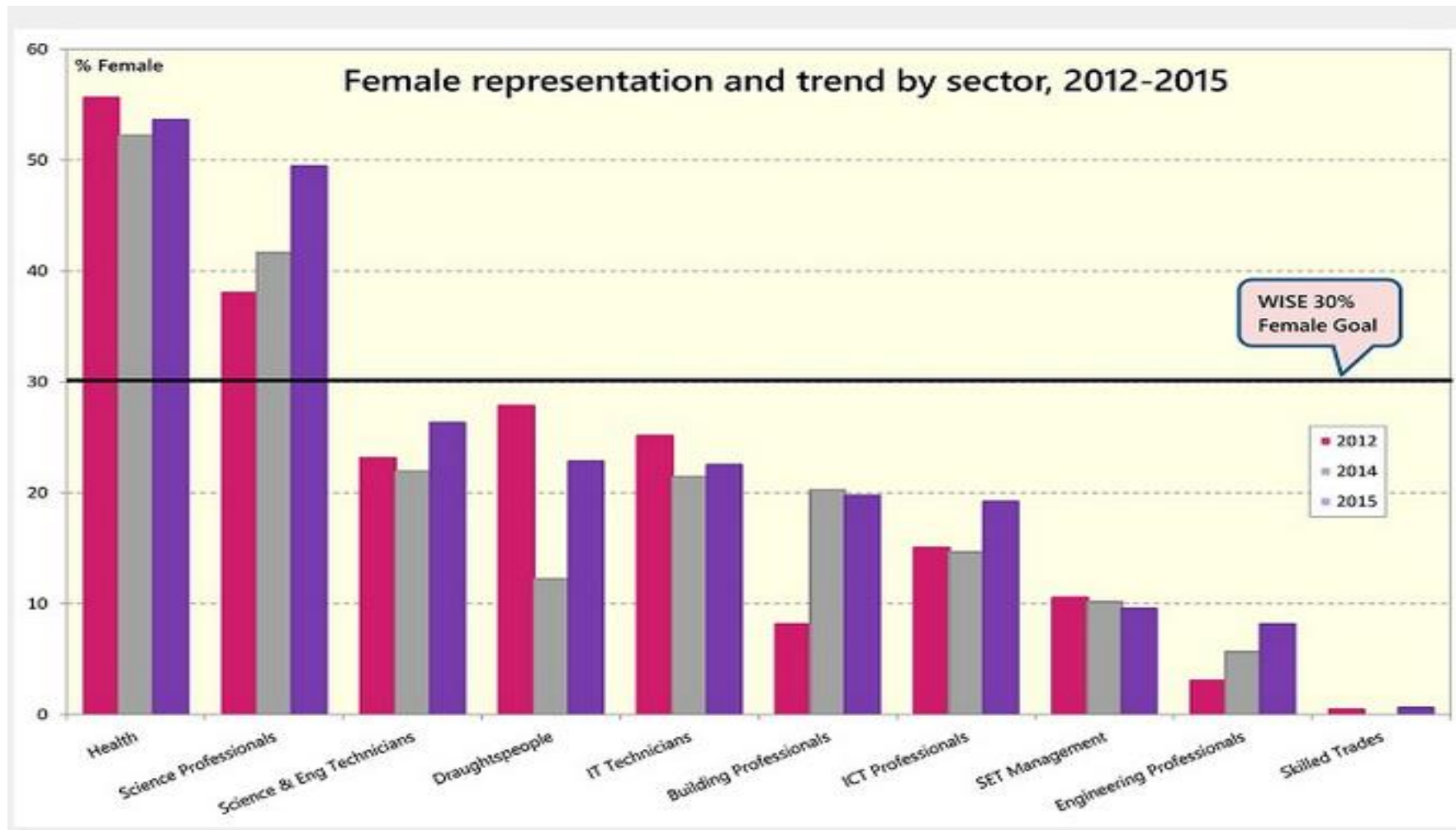


- 51% of STEMM undergraduates are women
- 16% of STEMM professors are women
- %Drs in training – 42% M / 58%F
- %consultants – 67%M / 33%F

- There are more women than ever: 60% UG students and 50% Early Career Researchers (UCU, 2013)
- Women make up 47% of non professorial academic staff across all UK HEIs yet account for c. 20% of profs (HESA, 2013). In 16 HEIs women make up <15% profs, with 2 reporting fewer than 1 in 10.
- In the UK, 17% of VCs are women (ECU, 2013).
- The proportion of male academics earning a salary over £50,000 was almost double that of female academics (31.9%, compared with 16.9%).



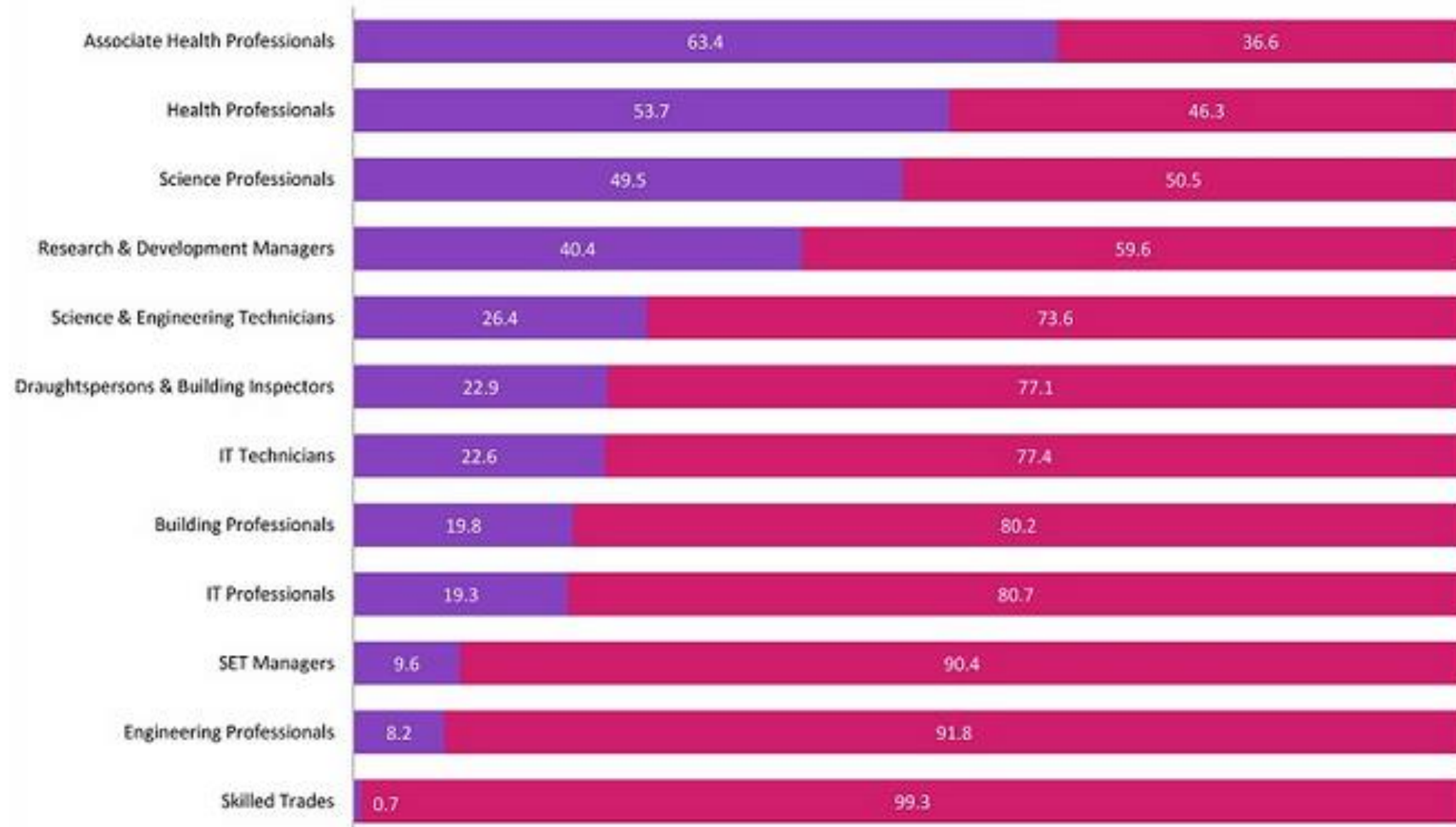
UK Context



Source: Labour Force Survey April-June 2015, published by Office for National Statistics, August 2015

Females & Males in UK STEM Occupation Groups

■ Female 2015 ■ Male 2015



Women Engineering Professionals

2014

26,012

2015

37,772

 **2.5%**

Women make up 8.2%
of this sector



Women ICT Professionals

2014

124,494

2015

187,556

 **4.6%**

Women make up 19.3%
of this sector



Women Science & Engineering Technicians

2014

57,002

2015

63,367

 **4.4%**

Women make up 26.4%
of this sector



Women Science & Engineering Technicians

2014



57,002

2015



63,367

↑ 4.4%

Women make up 26.4%
of this sector



Women in STEM Management

2014



58,300

2015




57,791

↓ 0.6%

Women make up 9.6%
of this sector



Theorizing why there are so few women in Science



Stereotype of the 'ideal scientist'
The motherhood penalty <i>[Traditional notions of about gender stereotypes and roles impact on the career progression of women academics with caring responsibilities]</i>
A leaky pipeline <i>[Female representation lessens as academic careers progress in seniority]</i>
A glass ceiling <i>[an invisible barrier preventing women from achieving career parity with men, irrespective of parity of qualifications and experience]</i>
Unconscious bias <i>[Implicit gender biases contribute to gendered career progression]</i>
A lack of role models <i>[A lack of visible female leaders reinforces the notion that [academic leadership] science is a man's world']</i>
Deficit model and lack of intersectionality



**Solutions to
improve
gender
inequality in
science...**

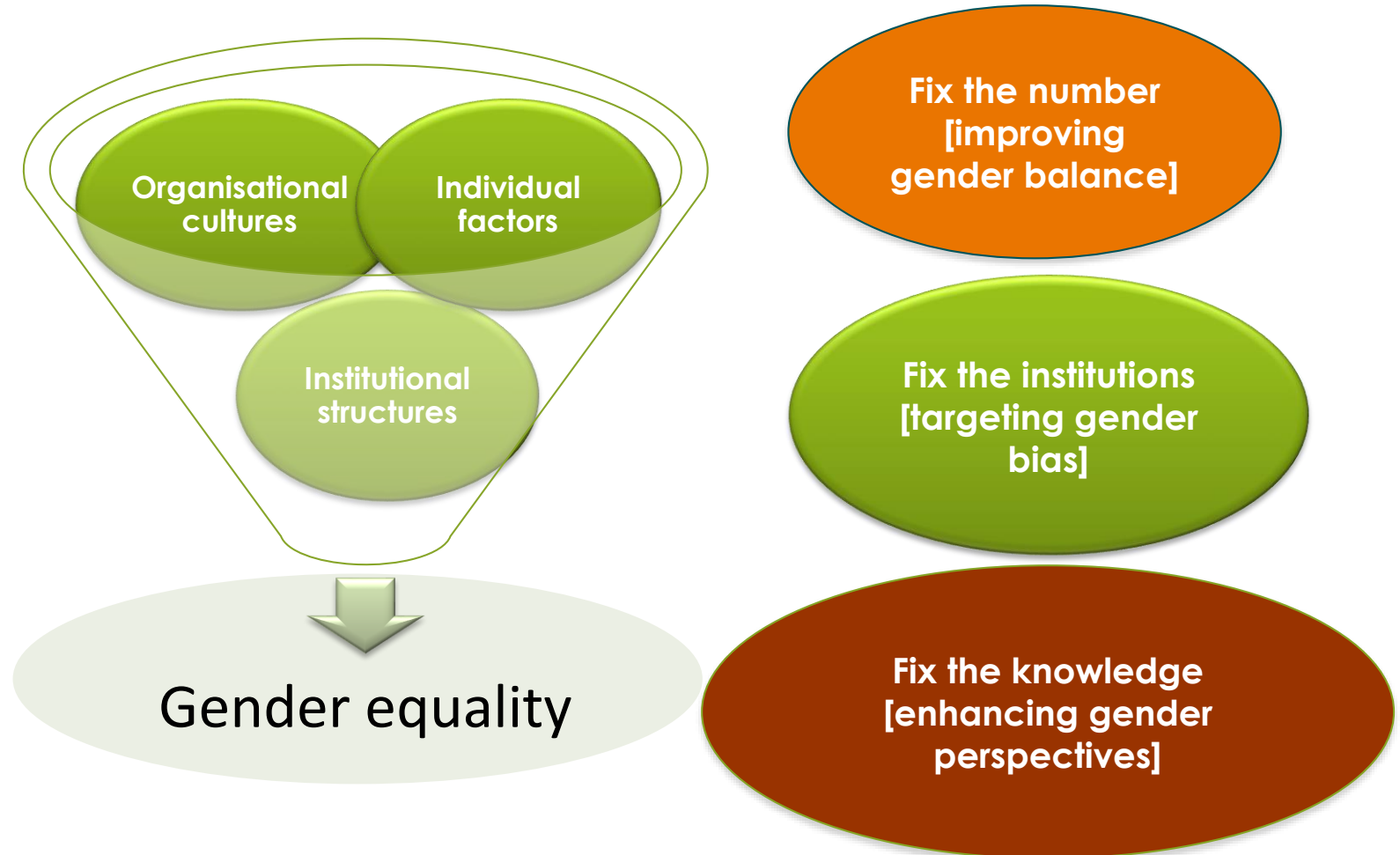
**In your Country?
In your Institution?
In your Discipline?**



Approaches to advancing gender equality in Science

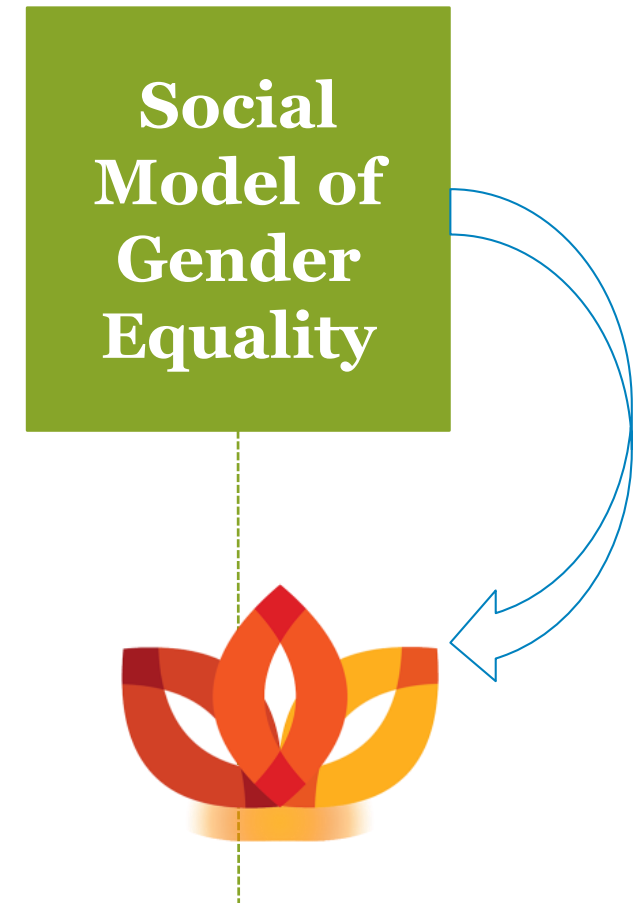
- Clarifying the definition of gender
 - *‘A combination of social, cultural, political, economic references, constructions and relations that have or are assumed to have some connection with sex, sexual difference and/or sexuality’* (The Tema Institute, 2011)
- Gender neutral approach
- Women friendly approach
- Gender Sensitive approach

Actions at all levels





- Commitment and action required from everyone, at all levels; communicate commitment
- Changing cultures and attitudes
- Presence of diversity at management and policy-making levels
- Genuine diversity not toleration – adopt an intersectional approach
- Leadership involvement and dedication
- Involvement of both men and women
- Allow for unconventional science careers [track careers beyond CV to expose [un]conventional
- Monitor, measure progress and share good practice





Challenges

**Challenges in
implementing
solutions...**

**In your Country?
In your
Institution?
In your
Discipline?**



Challenges

- Cultural change takes time
- Changes in external and national contexts
- Changes in organisational structures
- Complexity of the change programme
- Managing immunity to change



What's at stake?

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Equality matter...**

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What is at stake?

Political

Economic

Socio-Cultural

Technological

Legislative

Environmental



GENOVATE

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