

Gender and Citizenship in Academic Career Progression

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Outline

Mobilities-Visibility Nexus

Gender, mobilities and whiteness

Point of Departure
Gender and Citizenship in
Academic Careers

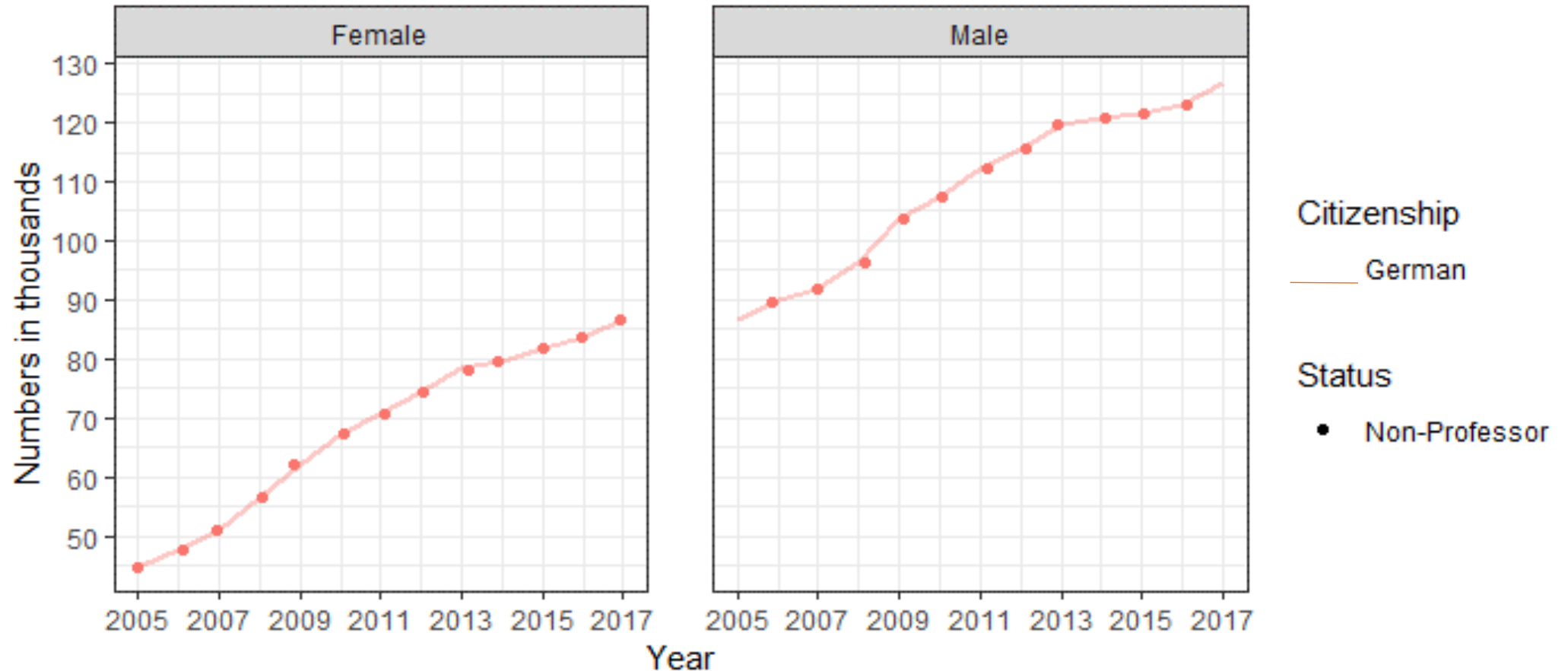
Conceptual thoughts

Some conclusions

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Development of German HEI non-professors from 2005-2017

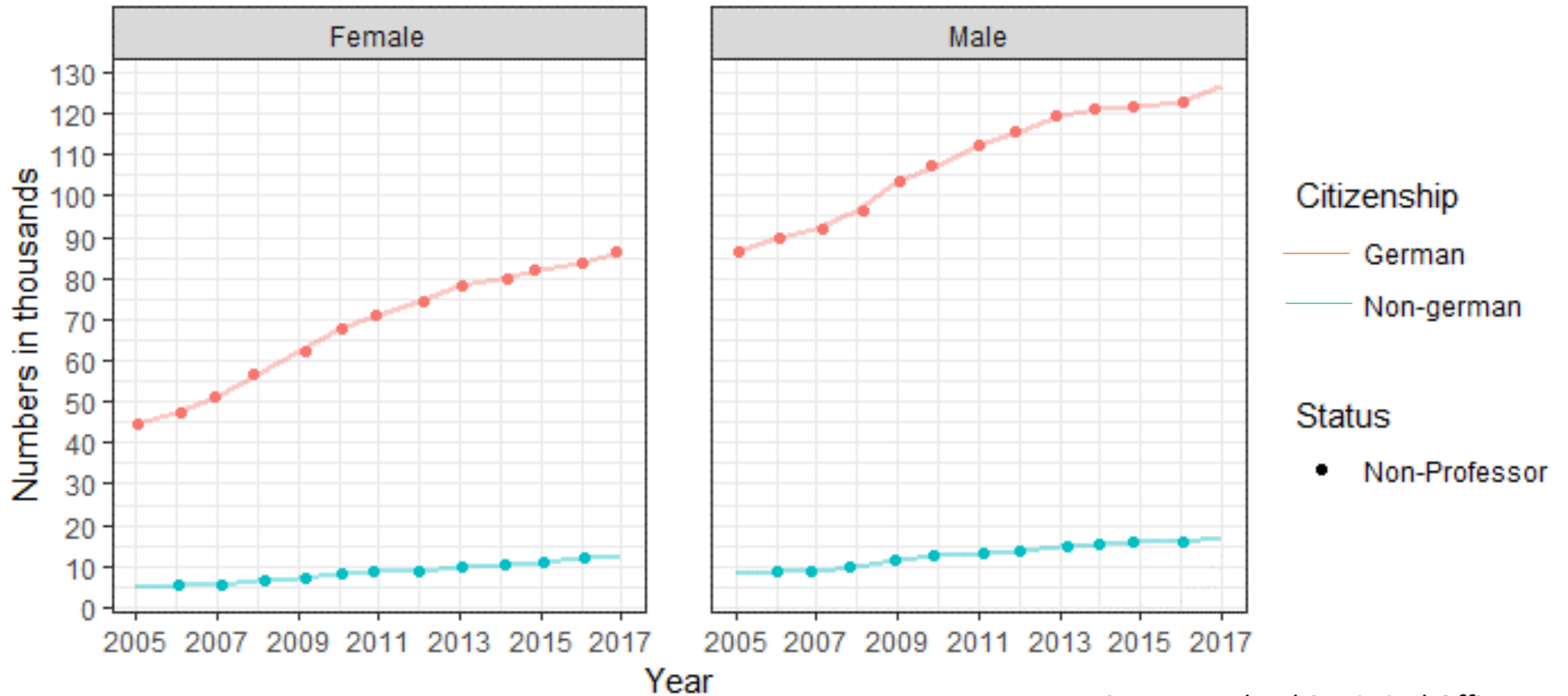


Source: Federal Statistical Office

Note:

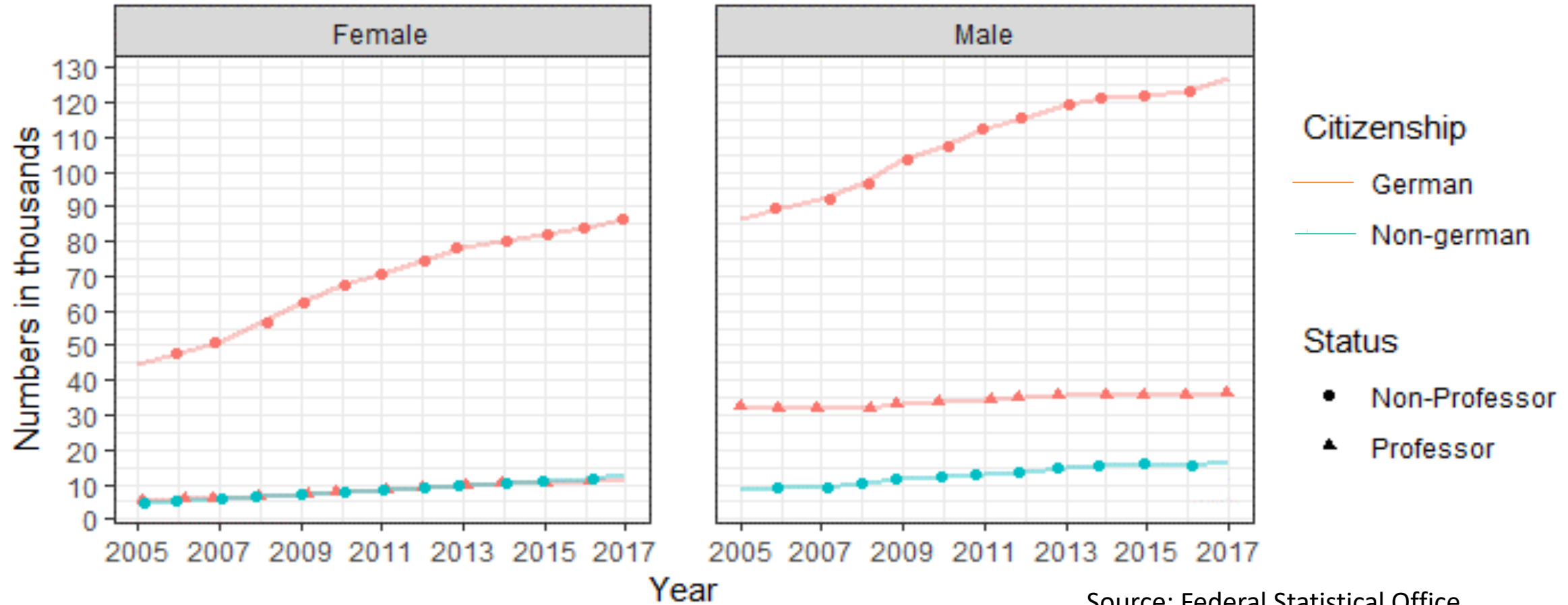
The shape of the data points shows the occupation and the color of the lines shows the nationality of the persons.
The category 'Non-Professor' includes full-time scientific and artistic personnel.
It consists of docents and assistants, scientific and artistic co-workers and staff for other special tasks.

Development of german and non-german HEI non-professors from 2005-2017



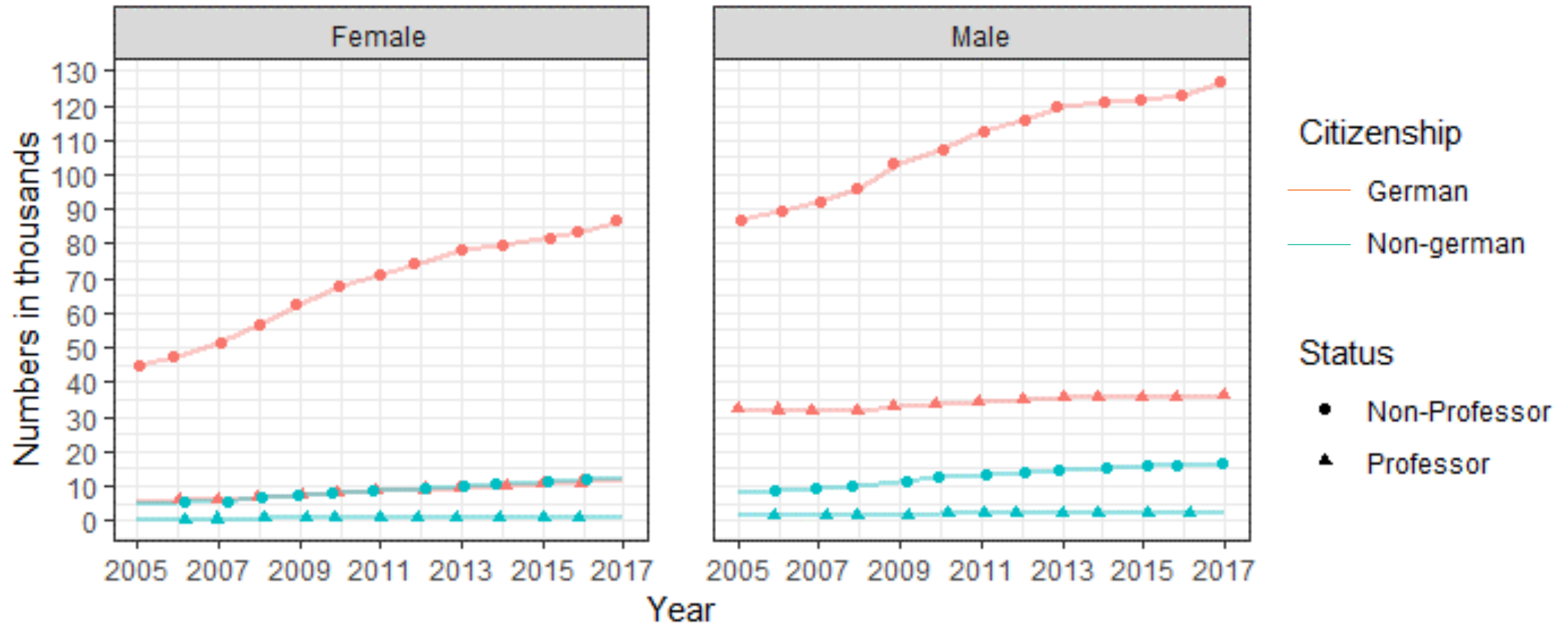
Source: Federal Statistical Office

Development of german and non-german HEI non-professors and german professors from 2005-2017



Source: Federal Statistical Office

Development of german and non-german HEI personnel from 2005-2017 by Gender, Citizenship and occupational status group



‘Reverse’ intersectional inequalities?

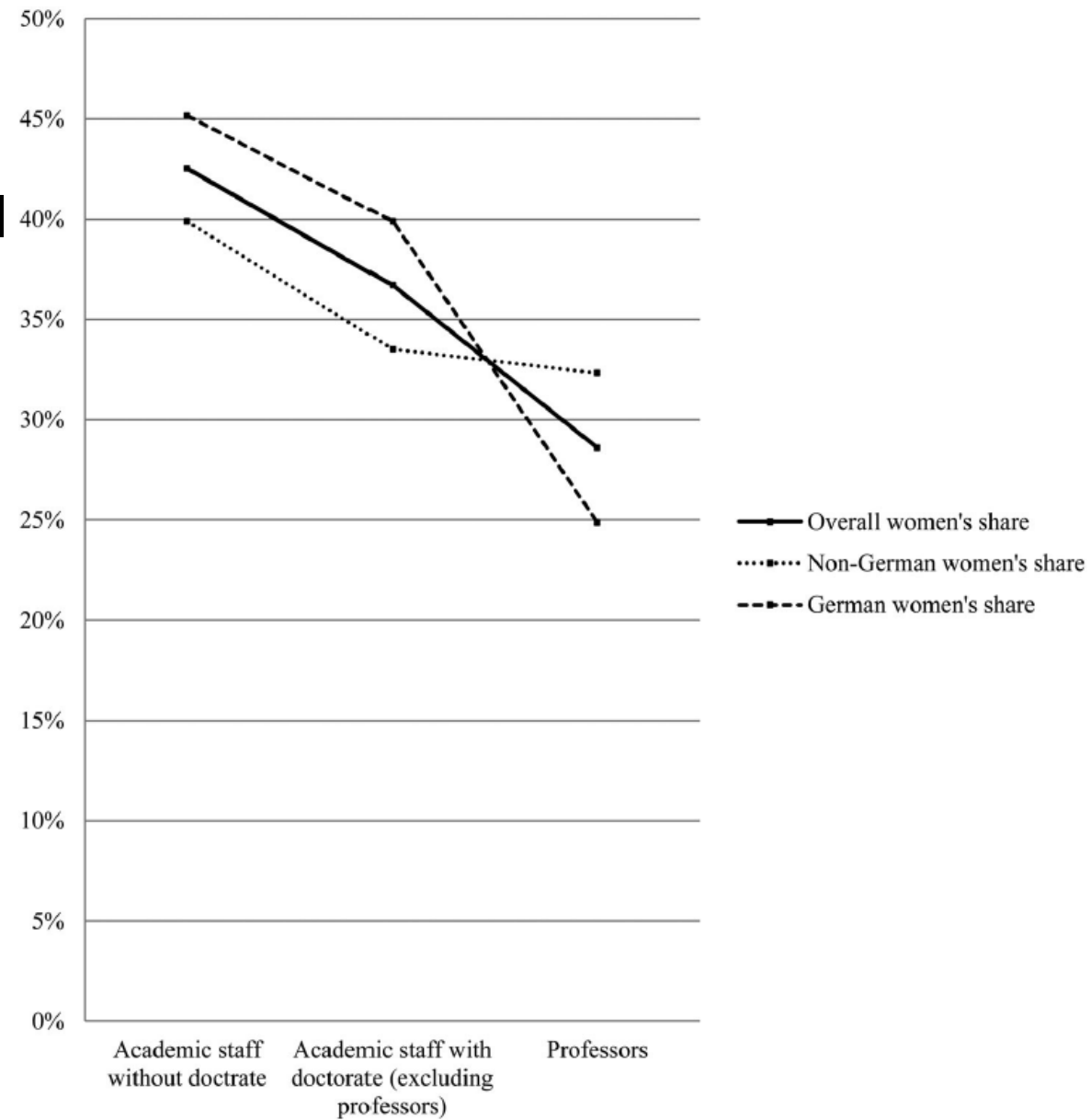


Figure 3. Proportion of women academics.

Sources: Human resource department, case-study universities A (2013) and B (2015).

Shinozaki 2017: 1336

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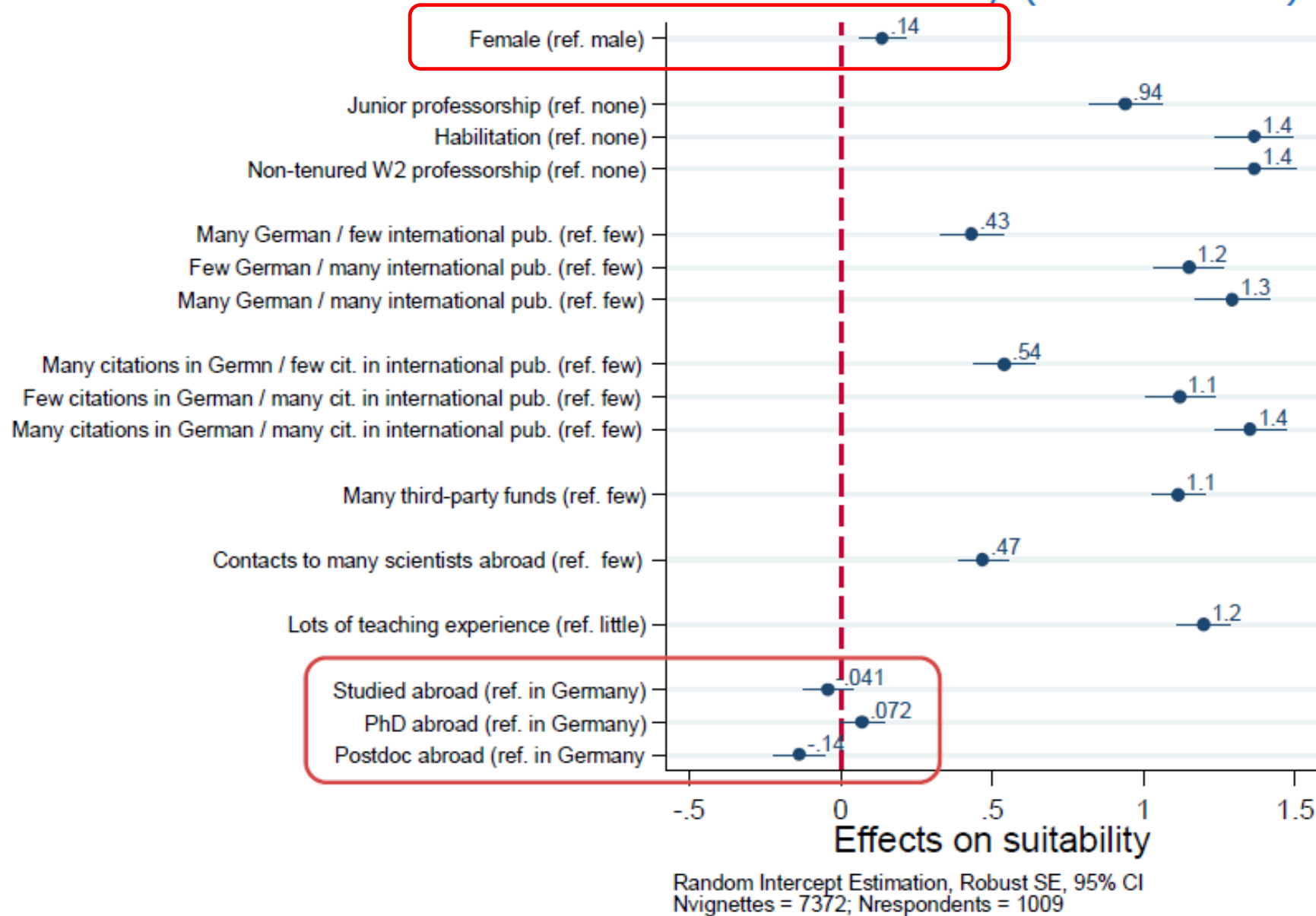
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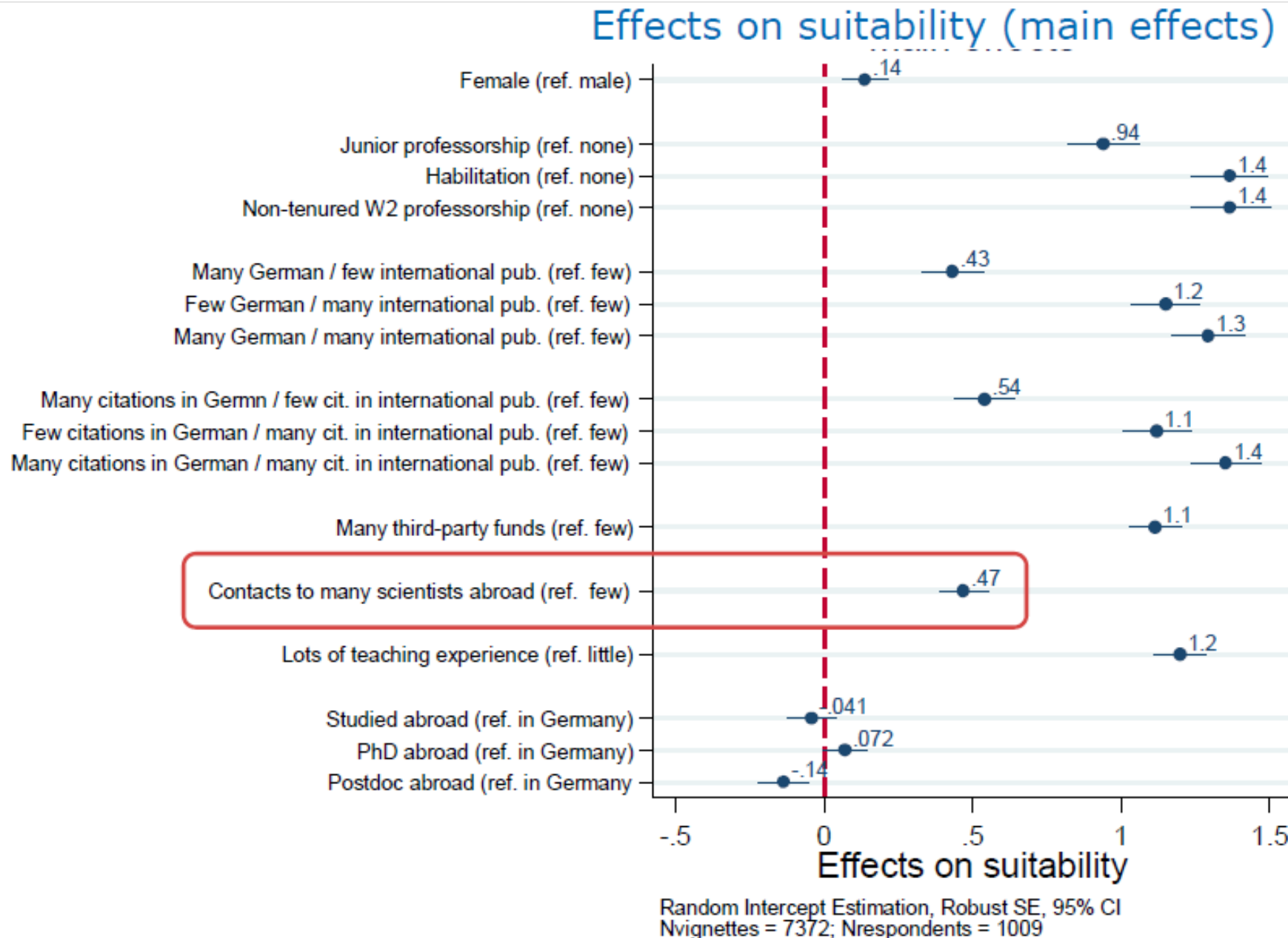
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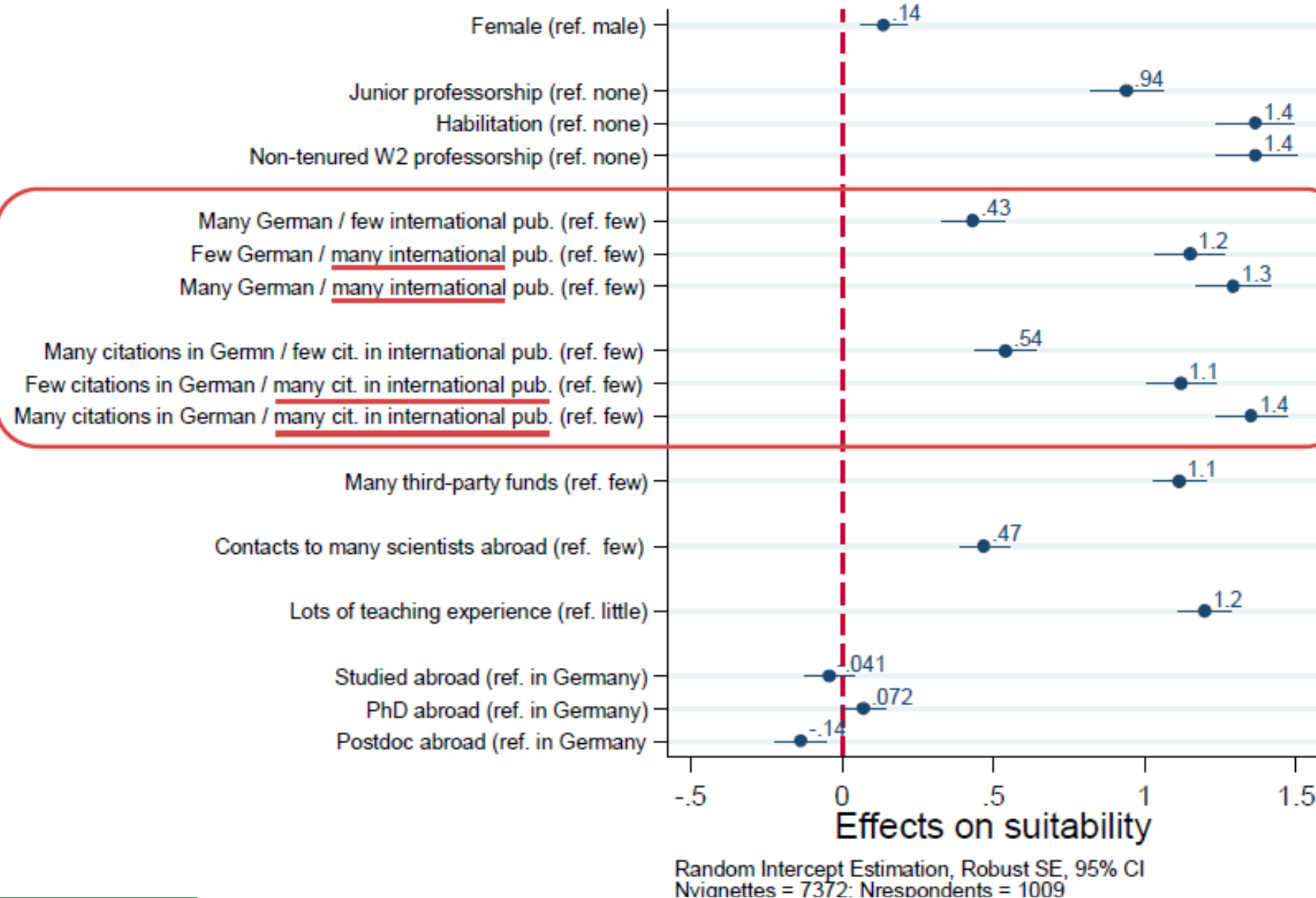
Some conclusions

Effects on suitability (main effects)





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Bourdieu's notion of capital

- Economic capital (e.g. income, financial assets)
- Cultural capital (human capital) (e.g. qualifications, publication record, ability to raise funds)
- Social capital (e.g. number of contacts, position within scientific networks); and bridging
- Symbolic capital (e.g. citations, institutional prestige, awards)
- Mobility capital (a combination of personality character, family history, age: Murphy-Lejeune 2002)
- Life-cycle effects on international mobility (Ackers 2004; Jöns; Schaer & Dahinden 2017; Shinozaki 2014, 2017)

Cultural, social
and symbolic
capital



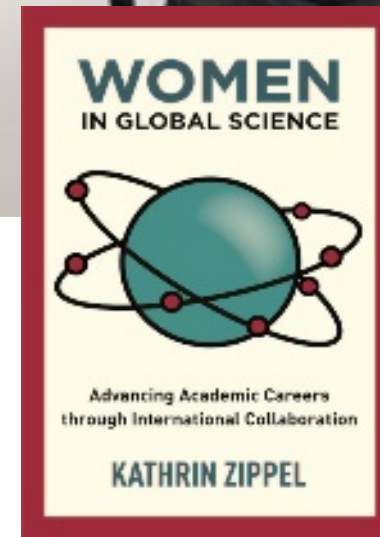
Cultural, social
and symbolic
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Cultural, social
and symbolic
capital



“edu.bonus” (Zippel 2016)



Cultural, social
and symbolic
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„Rucksack approach“ (Erel 2010)

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I mean, if we look at the academic landscape, then we can see that it's white all the way through. I mean, OK, Germany is not a country of immigration like the US, but still shows that it's a selective process and even then those from other countries, they are usually from European countries, I mean, in the narrow sense, Western European countries with very similar cultural and other backgrounds.

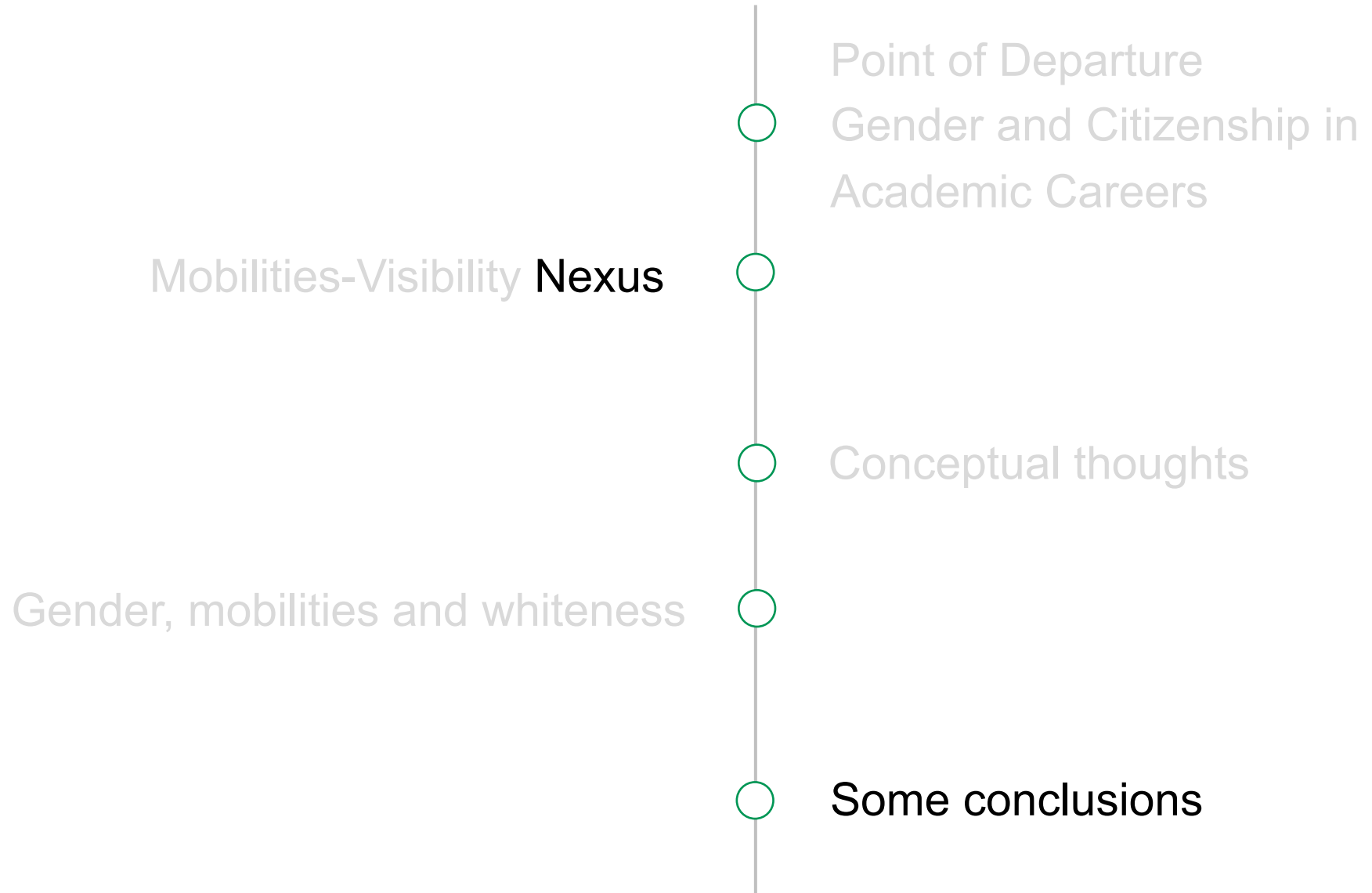
But, actually how could it be [possible]? Clearly, it cannot be [otherwise]. From where should the representation of interest come from, from [non Western European and non-white] women academics. It's a difficult issue.

Equal Opportunity Officer, Univ. A

“Institutional whiteness”, “Sea of whiteness” (Ahmed 2012)



Outline



Some conclusions

- How to operationalise spatial mobilities and what are operationalisable
 - Migration (own, familial), short-term mobilities
 - Separate academic discourses not in conversation
- What is considered „mobility“ and a „desired kind of mobility“?
- Intersectionality: Relationship between migration/mobilities and racilisation in a combination with gender and the number of family members needing care
- Methodologies
 - Quantification and decision-making as an interactive process
- Compatibilities in a comparative analysis