Gender and Citizenship in Academic Career Progression

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17th Gender Summit Europe

Amsterdam | Friday | 4 November 2019
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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Developement of German HEI non-professors from 2005-2017

Source: Federal Statistical Office
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

Year
Numbers in thousands
0 10 20 30 40 50 60 70 80 90 100 110 120 130
Female
Male
Citizenship
- German
- Non-german
Status
- Non-Professor
- Professor

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4/10/2019
‘Reverse” intersectional inequalities?

Figure 3. Proportion of women academics.

Shinozaki 2017: 1336

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“Determinants and career effects of scientists' international mobility” (SciMo), Netz & Petzold, 2019
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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 capital
Cultural, social, and symbolic capital

“edu.bonus” (Zippel 2016)
Cultural, social and symbolic capital

„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)
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• 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