

## GENDER, EMPLOYMENT AND PROFESSIONAL HIERARCHIES

**November 23<sup>rd</sup> 2016, 14:15-17:45, University of Geneva (Unimail)**

**and**

**November 24<sup>th</sup> 2016, 9:00-12:30, University of Lausanne (Anthropole)**

**Speakers:** Klea Faniko, Utrecht University (Netherlands) and Rossella Bozzon, University of Trento (Italy)

**Organisation:** Sabine Kradolfer (Equality Officer), Eric Widmer, Jean-Michel Bonvin, Delphine Fagot, Tomaso Solari and Marie Baeriswyl (Doctoral Programme)

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### Detailed programme:

**November 23<sup>rd</sup>, 14:15-17:45, University of Geneva, Unimail – room M 2160:**

**Klea Faniko – Gender and professional hierarchies: How gender contributes to success in academia?**

Even though the presence and achievements of women in higher education is equal to or even supersedes that of men, the under-representation of women increases in higher academic positions with only 18% of full professorships in Europe held by women (Catalyst, 2015; European Commission, 2015). Are women less interested than men in an academic career? How does the university's setting affect women's motivation to pursue an academic career? Does sexism still persist through academia? Do professors support female and male juniors' career in the same way? How does parenthood affect professional career paths of women and men? In the first part of this presentation, I will review scientific literature in social psychology on the way gender bias affects women and men in academia. In the second part, participants will get hands on experience with different gender bias situations in academia and how to manage them.

*(Presentation in French with slides in English on former request – if you should have problems to follow this presentation in French, please contact the organisers before the workshop)*

**November 24<sup>th</sup>, 9:00-12:30, University of Lausanne, Anthropole – room 3174:**

**Rosella Bozzon – Analysing employment and economic instabilities and life transitions from a gender-sensitive perspective.**

The aim of this workshop is to provide an overview of the interconnections among life-course perspectives, research designs and gender-sensitive methodological issues, starting from the critical review of available quantitative studies which analyse the relation between job and economic instabilities and family/fertility transitions. More precisely, it will explore and discuss: 1) advantages and limits of “pure” quantitative research designs both from a theoretical and methodological point of view; 2) how moving to a mixed-methods approach could contribute to or reshape the discussed quantitative studies and its consequences on the time dimensions involved in the research process 3) how to problematise and deal with gender issues which go through different research designs, methodological approaches, and levels of analysis (micro, meso, macro).

***Pre-registration to this event is mandatory. Please send your full name and faculty to [marie.baeriswyl@unige.ch](mailto:marie.baeriswyl@unige.ch) by 30 October 2016.***