

Balancing Career and Family in Higher Education

New Trends and Results

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Structure:

Preface

- I. Recent Trends
- II. European Perspective
- III. Findings Concerning Science Career and Parenthood
- IV. Open Questions
- V. Attempts at finding more answers: the New CEWS – Study

Preface

Widespread belief:

The marginalization of women in science is mainly caused by the difficulties of balancing career and motherhood.

Preface

- No differences between mothers and childless women concerning qualification time and scientific productivity
- Male and Female career paths differ before the first child is born
- Even childless female scientists are less successful compared with male scientist

Sources: Allmendinger et al., 2000; Fox, 1995; Kemkes-Grottenthaler, 2000; 2003; Lind, 2004; Lind & Löther, 2006; Lind & Löther, im Druck; Stebut, 2003; Wimbauer, 1999.

Preface

No evidence for motherhood being the most important barrier !

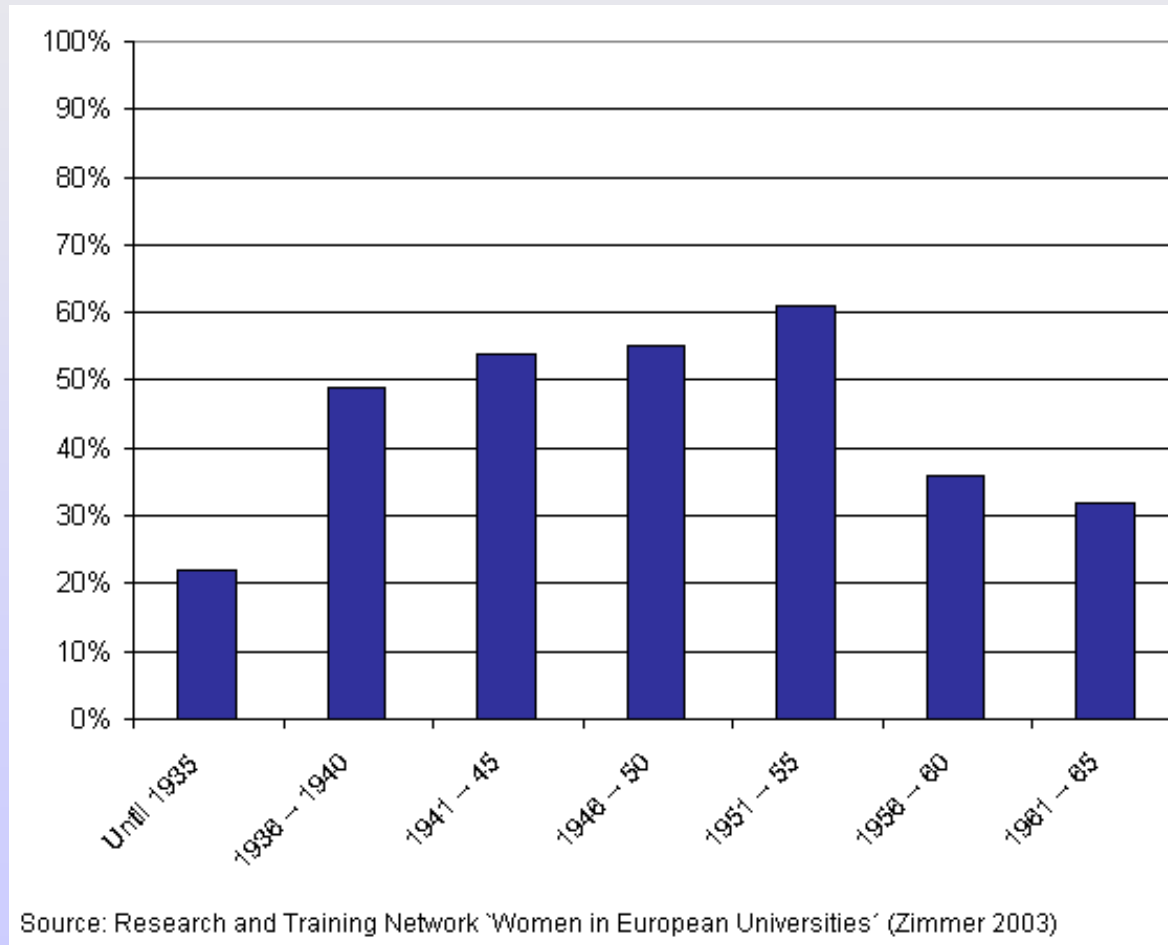


Clearly differentiate between marginalization and work-life balance!

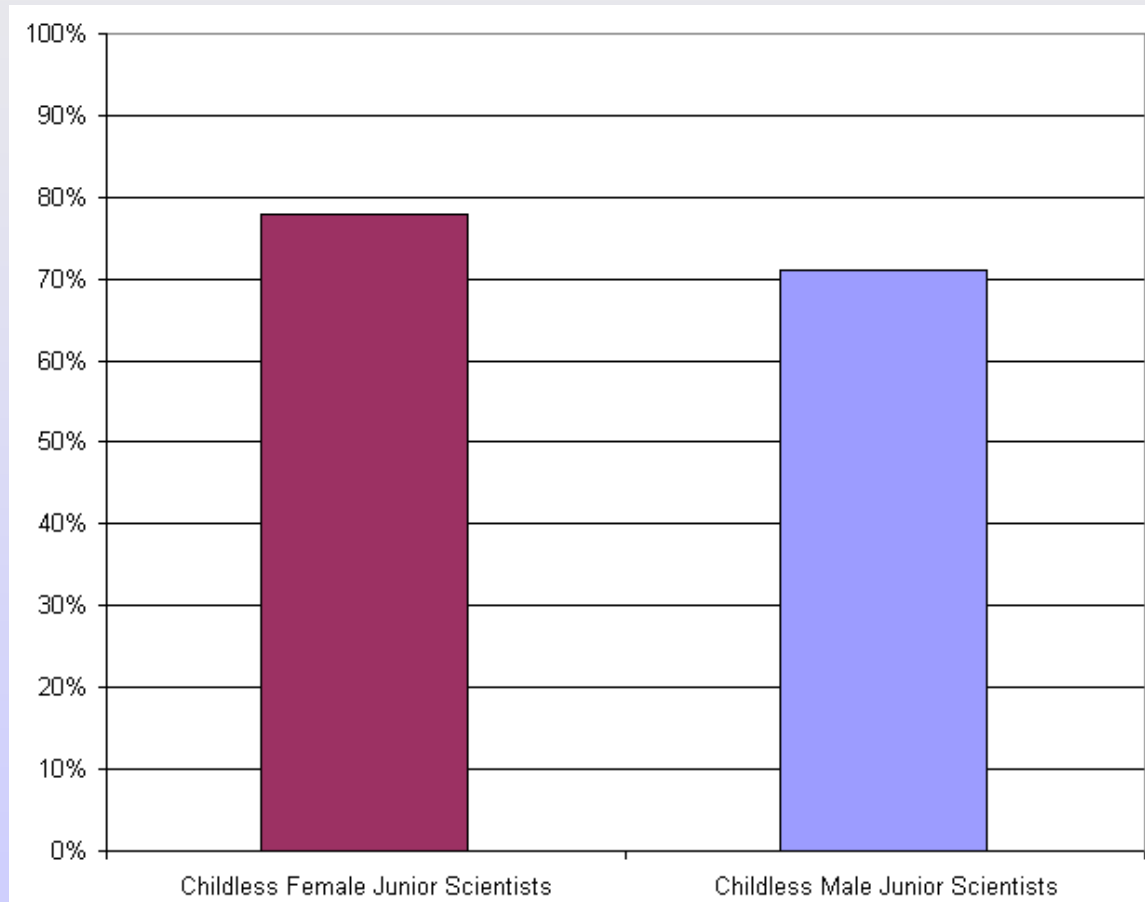
I. Recent Trends

- Lack of comprehensive database on the proportion of scientists with children
- Survey results:
 - 49% of female professors
 - 81% of male professors
 - have children

Different cohorts of female professors with children in Germany



Childless male and female junior scientists in NRW / Complete Statistical Inventory

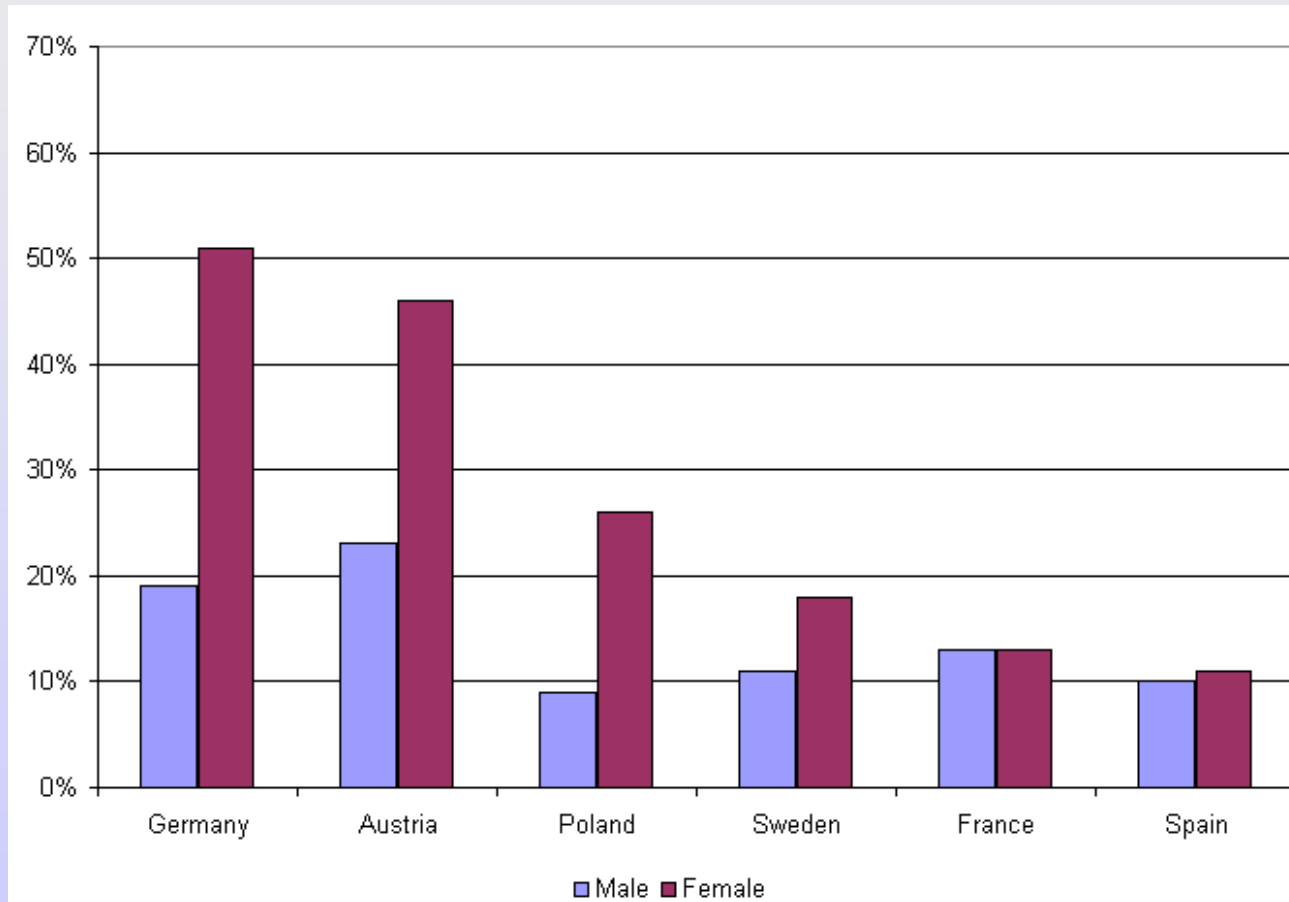


Source: Complete statistical inventory of junior scientists in NRW; Metz-Göckel & Aufertkorte-Michaelis, 2006.

II. European Perspective

- The proportion of male and female professors in European countries differ to a great extent.
- Lack of research from a comparative perspective.

Childless male and female professors in European countries



Source: Research and Training Network 'Women in European Universities'; Krimmer, Stallmann et al., 2004; Majcher, 2007.

II. European Perspective: Poland and Germany compared

Poland:

- Less culturally hostile towards working mothers
- More childcare infrastructure
- Relatively secure academic work
- Less risk in starting a family

Source: Majcher, Agnieszka (2007). In: Renata Sieminska & Annette Zimmer: Gendered Career Trajectories in Academia.

III. Science Career and Parenthood: Results from German studies

- Prejudice against mothers in science as being less career-motivated
- Limited spousal support
- Responsible for Childcare / Role overload
- Positive: Enrichment experienced

Sources: Allmendinger et al., 2001; Dasko, 2002; Kiegelmann, 2000; Kraus, 2000; Krimmer & Zimmer, 2003; Lind, 2004. Macha, 2000; Strehmel, 1999.

III. Science Career and Parenthood: Results from CEWS-Studies

Junior professors and post-docs (C1) in NRW;
N=138

- Traditional role model predominant
for male and female scientists

Source: CEWS (2006). Juniorprofessuren in NRW. Unpublished.

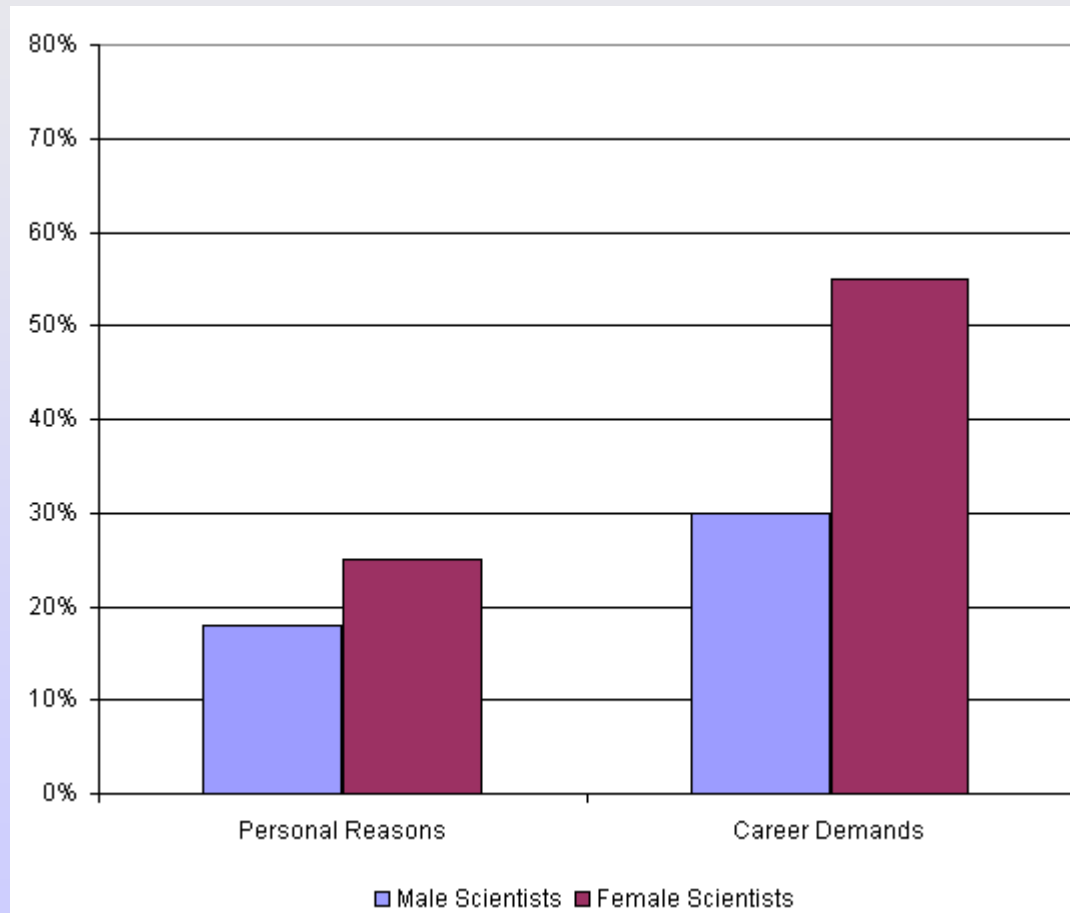
III. Science Career and Parenthood: Results from CEWS-Studies

Junior professors and post-docs (C1) in NRW;
N=138:

- 14% of the female scientists with children live with a child raising partner
- 29% of female scientists live with a partner who is not working full time.

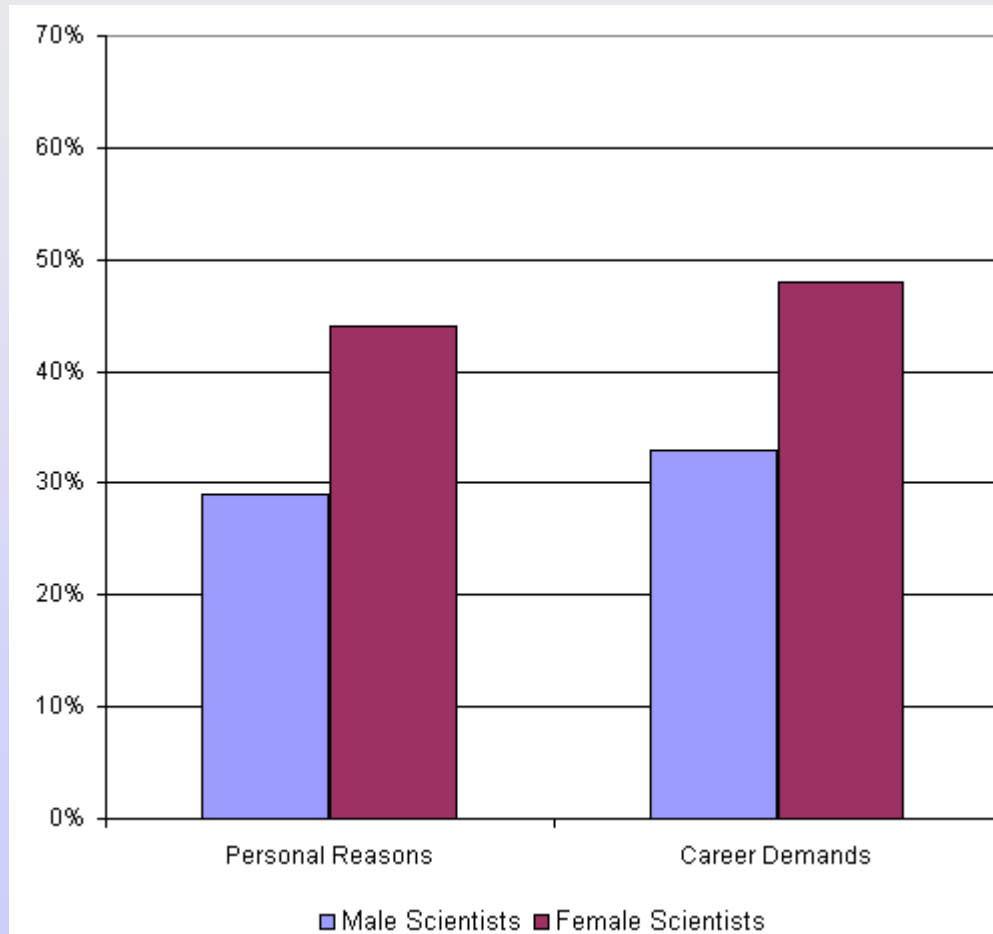
Source: CEWS (2006). Juniorprofessuren in NRW. Unpublished.

Junior professors and post-docs (C1) with desire for more children: Reasons against



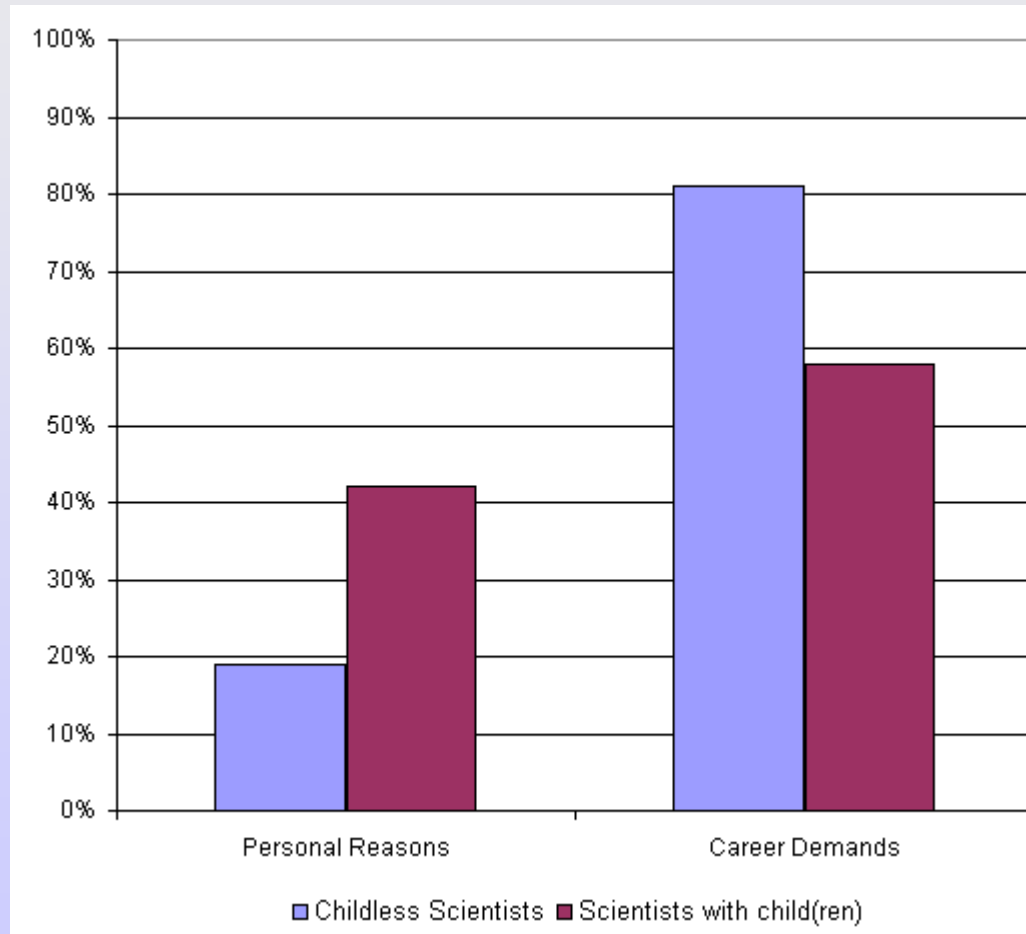
Source: CEWS (2006). Juniorprofessuren in NRW. unpublished

Childless junior professors and post-docs (C1) with desire for children: Reasons against



Source: CEWS (2006). Juniorprofessuren in NRW. Unpublished.

Female junior scientists with desire for children (N=496): Reasons against



Source: Lind & Löther (2006).

III. Summary

- Desire for children is higher than the actual number of children
- Most important factor against children: Career demands
- Some evidence for gender differences in the reasons against parenthood

III. Science Career and Parenthood

Conclusion:

- Traditional role model is widespread, but does not work any more for female and equality-oriented male scientists.
- Growing demand to find a balance between career and family for both sexes.

III. Open Questions (among others):

- What organizational factors influence the decision for or against children?
- What kind of interaction effects exist between individual and structural factors?
- What structural aspects hinder balancing careers in science and parenthood?

IV. News CEWS – Study: *BAWIE*

- Balancing science career and parenthood
- Started in July 2007; goes for 24 months
- Funded by the BMBF

IV. News CEWS – Study: *BAWIE*

- Online-survey with a sample of more than 15,000 male and female scientists.
- Qualitative interview study with 60 male and female scientists.

IV. News CEWS – Study: *BAWIE*

- Online data selection at end of 2007
- First results expected in spring 2008
- Further information, project staff and results:

WWW.BAWIE.DE

Citation:

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