



# Women in academia

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# Whom are we talking about?

- Women versus men?
- Individuals with characteristics typically associated with men (competitiveness, spending all their time at work) versus
- Individuals with characteristics typically associated with women (seeking work-life balance, impostor syndrome)

# Why unbalance?

- Unbalance at the highest levels
- Partly historical
  - Time will (maybe) solve this
- 'Knockout competition' at entry level
  - Long period of job insecurity
  - 'professor' and academia associated with competition, visibility, incompatibility with family life...
    - Implicit bias at selection committees? (men choosing men)
    - Demand for international experience without support for family life
    - Impossibility for part-time work

# Solutions

- We need role models
  - More women becoming professors
  - Men appreciating work-life balance
- External perception of professorship should change
  - as incompatible with family life
  - as appreciated because of functioning as an individual rather than in team
- Implicit assumptions regarding gender should change
- Practical solutions
  - At least 1/3rd women in selection committees
  - Promotion also based on gender policy
  - Team work as important as individual merit
- Improving gender balance will be **better for women, for men** and for **science** in general



