

# Gender Based Determinants of Scientific Careers

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The marked under-representation of women in academia has been the subject of extensive research since the 1970s. The equal opportunities policy at universities for its part has initiated and implemented numerous measures and programmes in recent years to ensure a lasting and comprehensive elimination of discrimination against women in the field of academia. However, gender inequalities continue to exist at universities in spite of a visible increase in the proportion of women at various academic levels.

This initially seems to be paradox and requires a more differentiated view of structures of inequality in academic contexts. Several studies disclose that in spite of reaching a nearly balanced number proportion of male and female first-year students gender specific models and procedures of gender segregation still exist: related to the fields of study students select, to further academic qualifications and to a scientific career. So although gender equality is part of the law in all member states of the EU 27 both in universities and in non-university research institutions the female percentage is diametrically opposed to its hierarchy position.

The aim of the presentation is to adopt a gender sensitive perspective to depict which determinants, on the one hand, can benefit or support a scientific career and, on the other hand, which function as barriers. New approaches of gender research connect structural and individual factors and demonstrate cultural processes and practices, e.g. the integration (or non integration) into relevant scientific networks.

Besides together with the participants of the workshop different questions can be reflected and discussed: Which gender stereotypes – also in sciences – still exist and which differences can be determined in the various scientific fields? Are there „typical“ male and female disciplines? Can we recognize „typical“ male and female careers? Which problem areas of the scientific workaday routines for both women and men can be described?

Furthermore participants could be emboldened to identify „hidden“ gender practices in everyday social action and to challenge them critically.