

Impact of the family life on academic carrers of women and men: Summary of the article by Loison et al 2017

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*Contribution to the open call on "Work - Life Interferences
in Scientific Careers"*

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**The domestic basis of the scientific
career: gender inequalities in
ecology in France and Norway**

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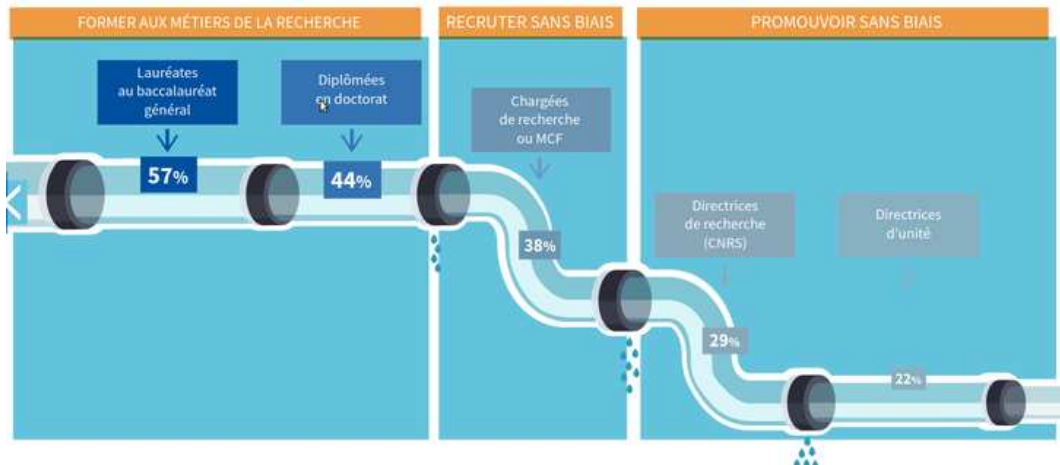


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The leaking pipe, or “women evaporation”

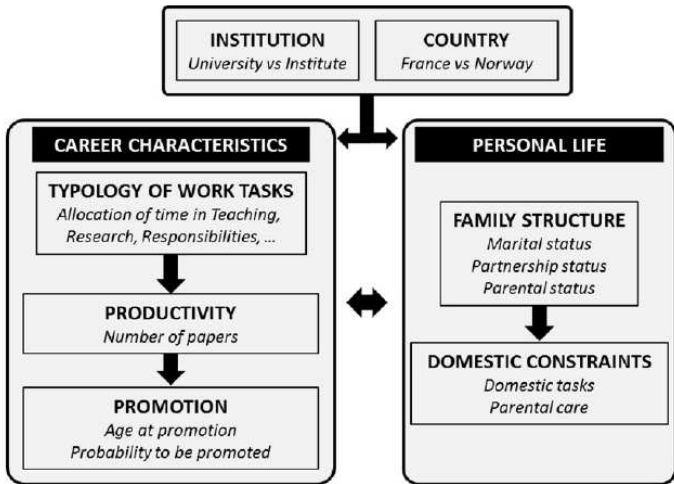


(Source: e-learning de la mission pour la place des femmes du CNRS)

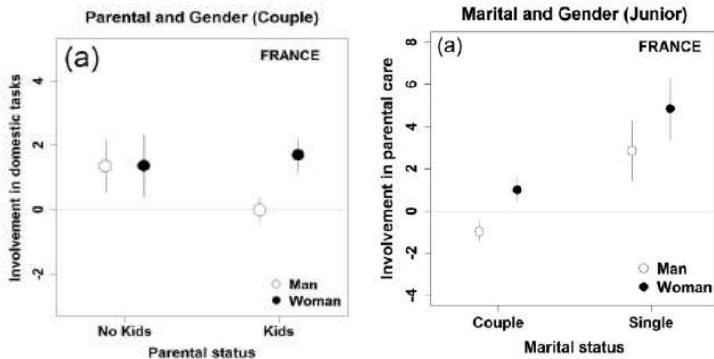
- Why? Impact of family life?

Method

- ▶ Online questionnaire: 10 labs in France and Norway, 371 people

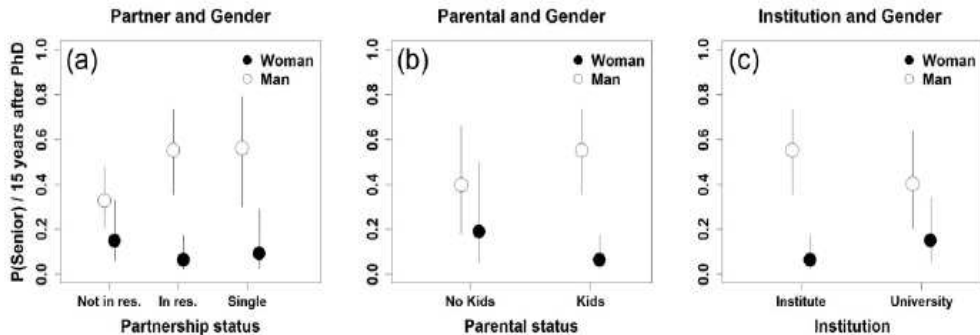


Participation to domestic tasks and child care



- ▶ Women spend more time on domestic tasks, especially when children, and on child care
- ▶ Consistent with general population (Insee 2010): 3.26h/day for women on domestic tasks and child care vs 2h for men.
- ▶ Consistent with poll at LMD: 3.5 hours/day for women vs 2.1 hours for men. Impacts the work of 41% of women, source of frustration for 94% (vs 22% and 35% for men).

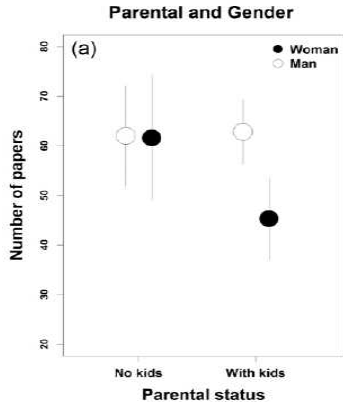
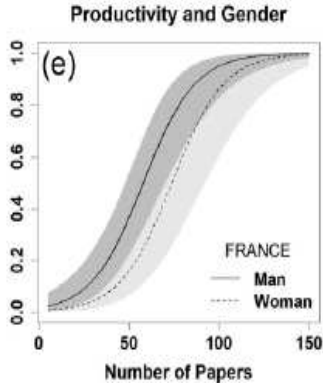
Impact on promotions



- ▶ Children are beneficial to men, detrimental to women.
- ▶ Consistent with statistics at CNRS: men are promoted DR after 9.3 years in average. It is 10.4 years for women, 9.9 years for childless women and climbs to 11.2 years for woman with 3 children (*source: Parcours de chercheur-e au CNRS*).
- ▶ Being in a couple with a researcher is beneficial to men, detrimental to women.

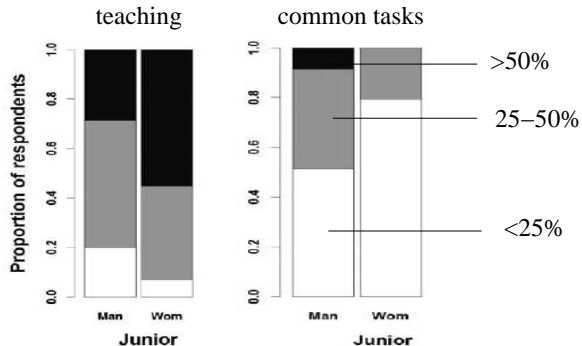
An impact mediated by productivity

probability of being promoted
after 15 years



- ▶ Consistent with poll at LMD: men work 3.2 hours/week more than women
- ▶ Important to take children into account in evaluation/promotion criteria

Allocation of time at work for junior faculties



- ▶ For women, research is the adjustment variable -> amplifies the detrimental impact
- ▶ Women take less responsibilities (e.g. LMD: only 1 women with direction task).
- ▶ Consistent with poll at LMD: 18% men CEC want more responsibilities, vs only 9% women (and 30% who don't want say it is because of children)

France vs Norway

- ▶ In both countries, welfare state and proactive policies towards women
- ▶ In Norway, tasks are much better distributed in coupled -> being a woman is less detrimental for promotions.
- ▶ But: More women recruited in France: 36% vs 27%
 - ▶ Age of recruitment: 6.4 years later in Norway.
 - ▶ 2/3 of French women wait to be recruited before having their children. 1/3 of French men, and 6% of Norwegian Women and men.
 - ▶ Researchers have children 3-4 years later than the general population, and childlessness rate is 70% larger.
 - ▶ Delaying the age of recruitment is detrimental to women -> “Tenure track” system detrimental to women. Consistent with first observations of “chaires de professeur junior”.