

Transcending Gender Barriers: Delivering Excellence in Women's Academic and Research Performance

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Overview of Presentation

- Women in R&A: some statistics
- Why the underrepresentation?
- Strategies to overcome them
- Looking into the future.....



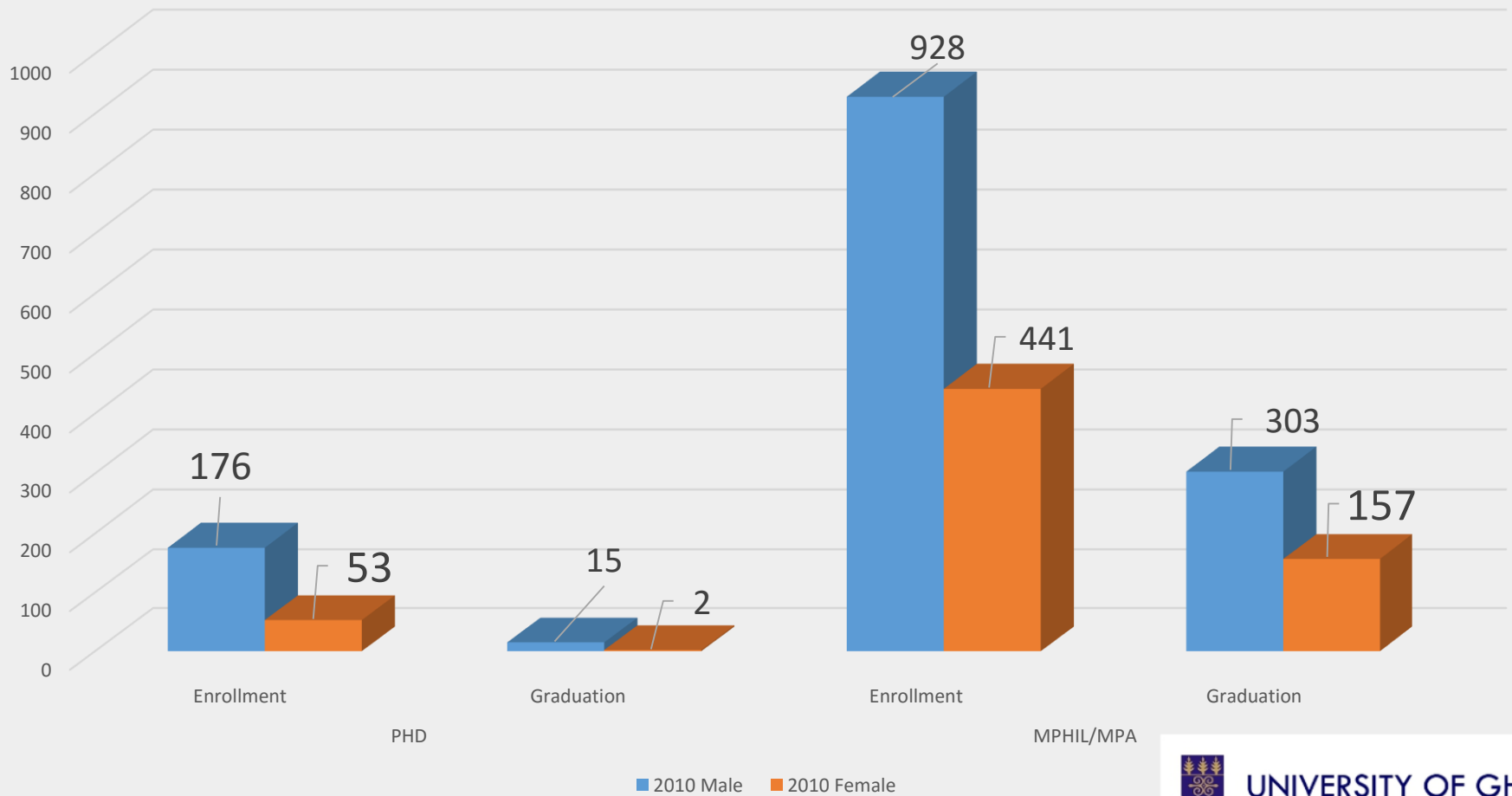
Women in R&A – Some Statistics

- The global picture
 - Bachelor's degree: balance between men and women
 - Master's degree: 56% women
 - PhDs: 56% men
 - Researchers: 71% men

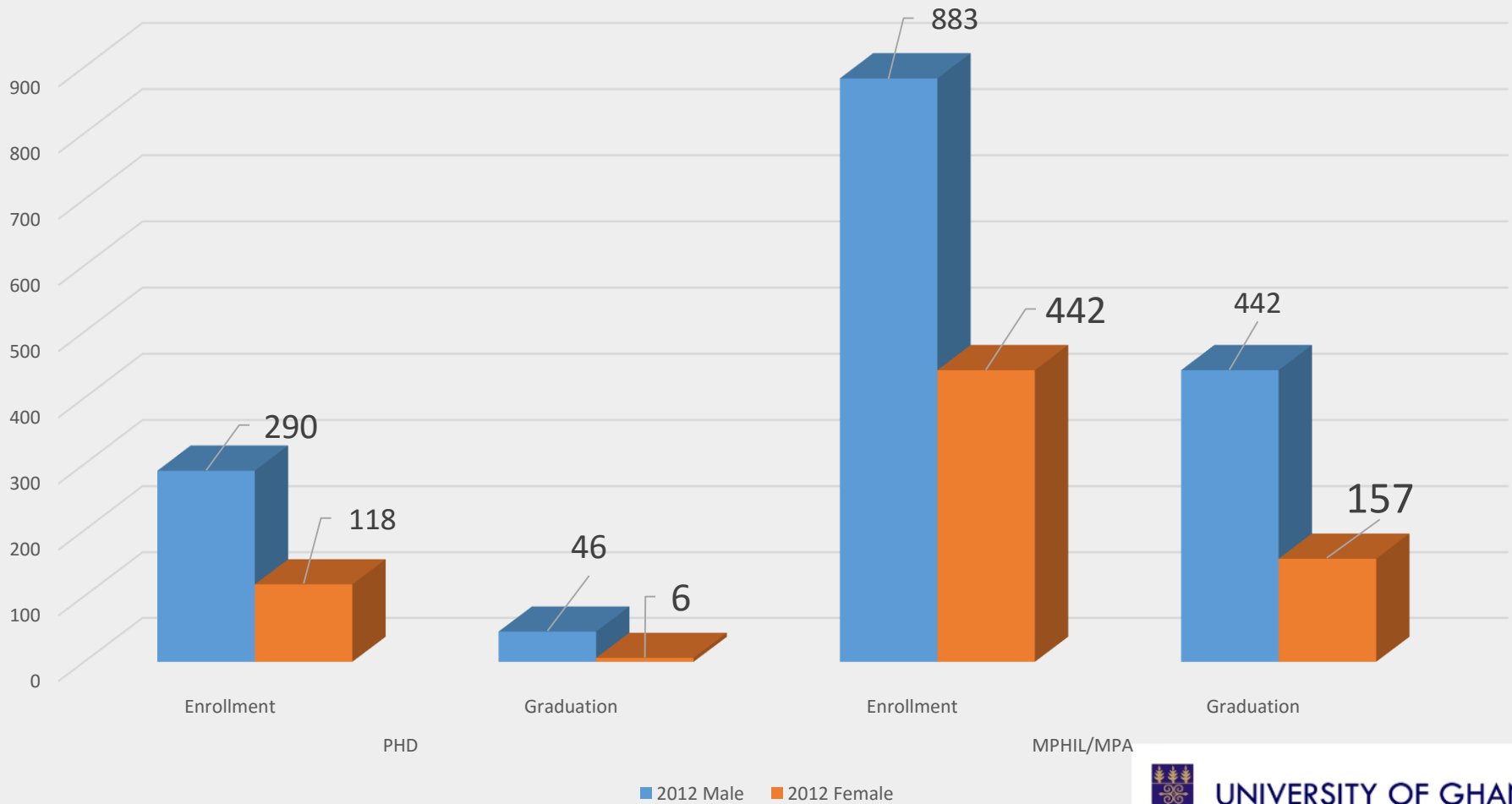
Source: UNESCO Institute for Statistics



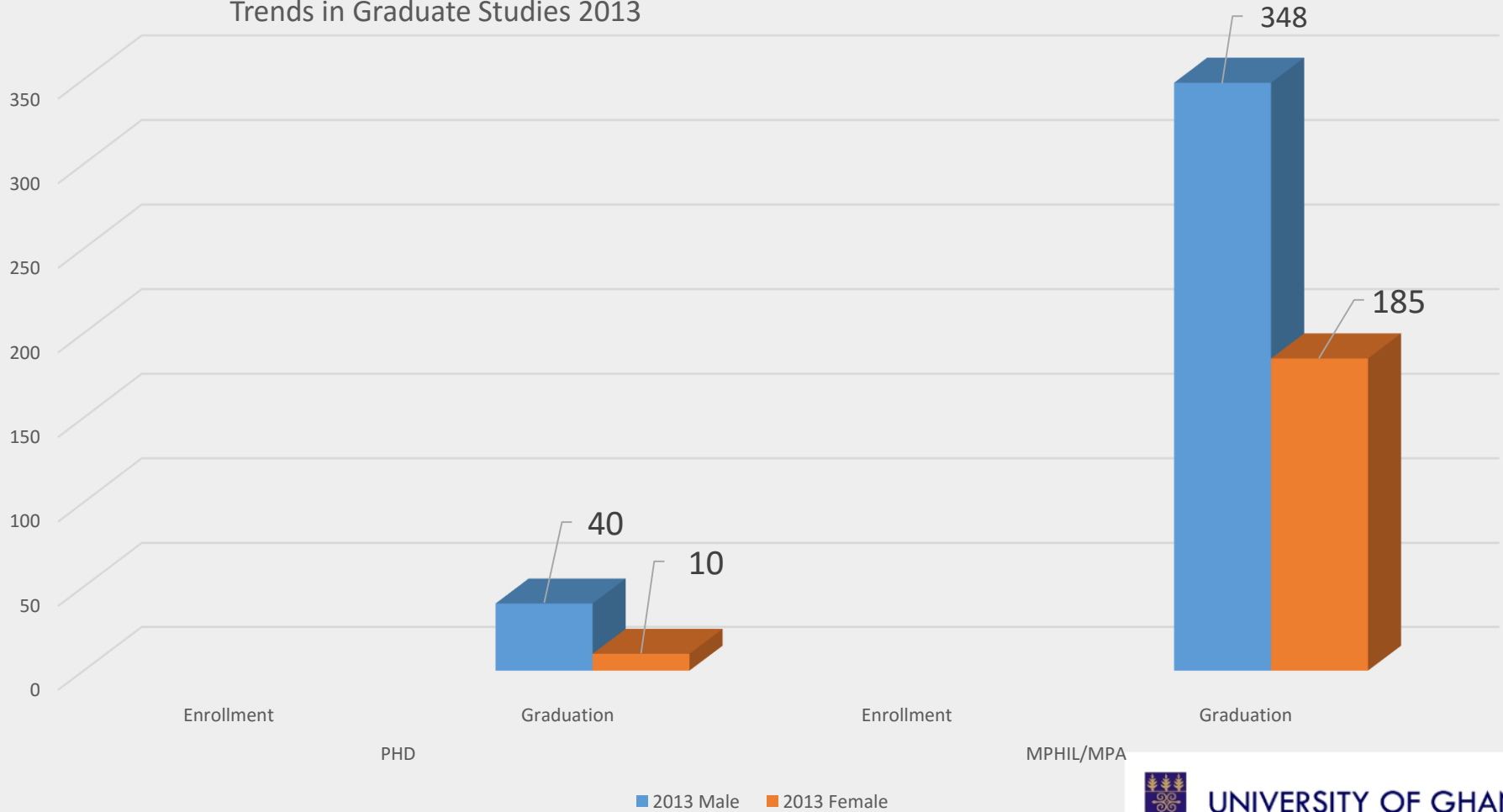
Trends in Graduate Studies 2010



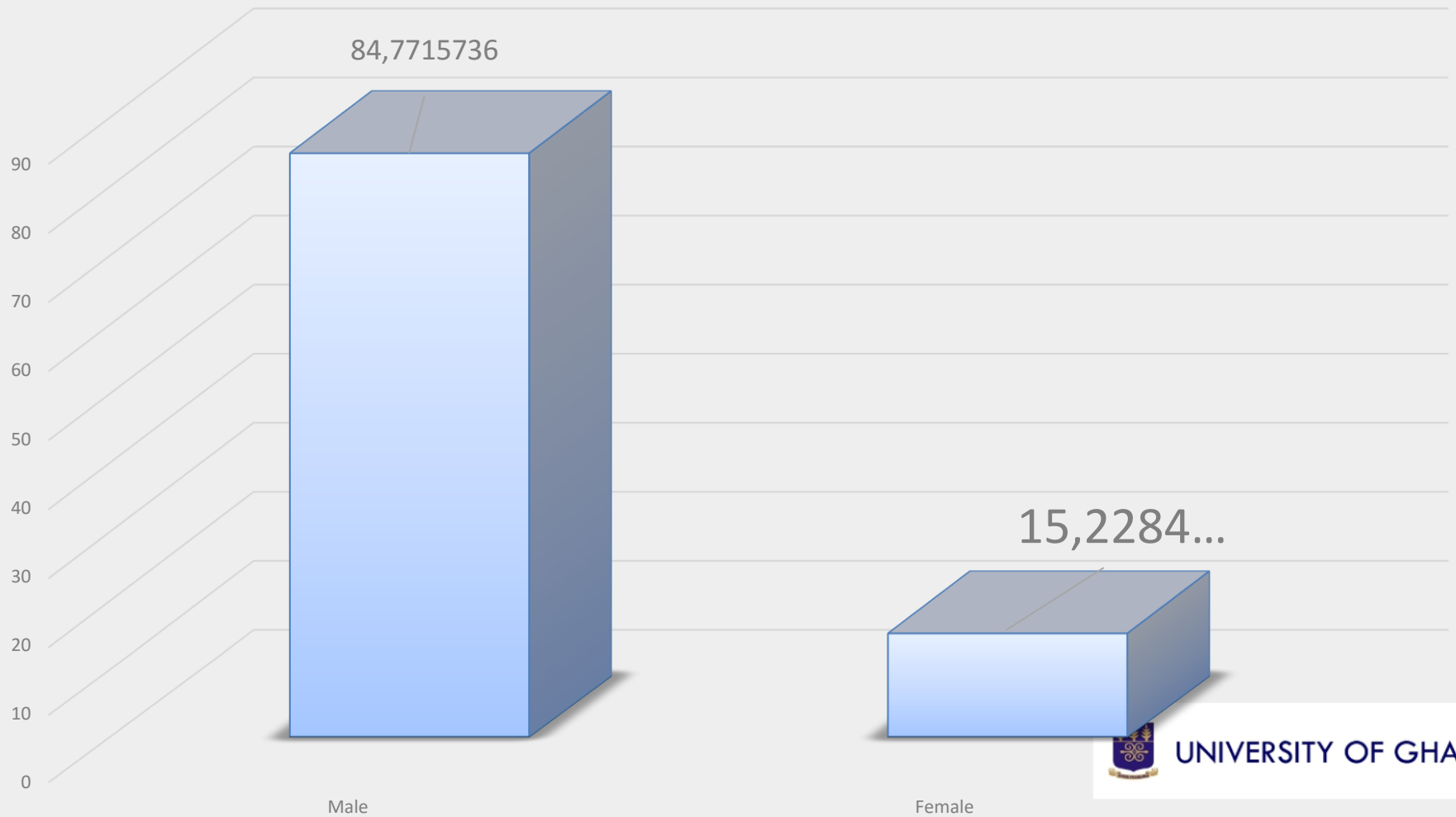
Trends in Graduate Studies 2012



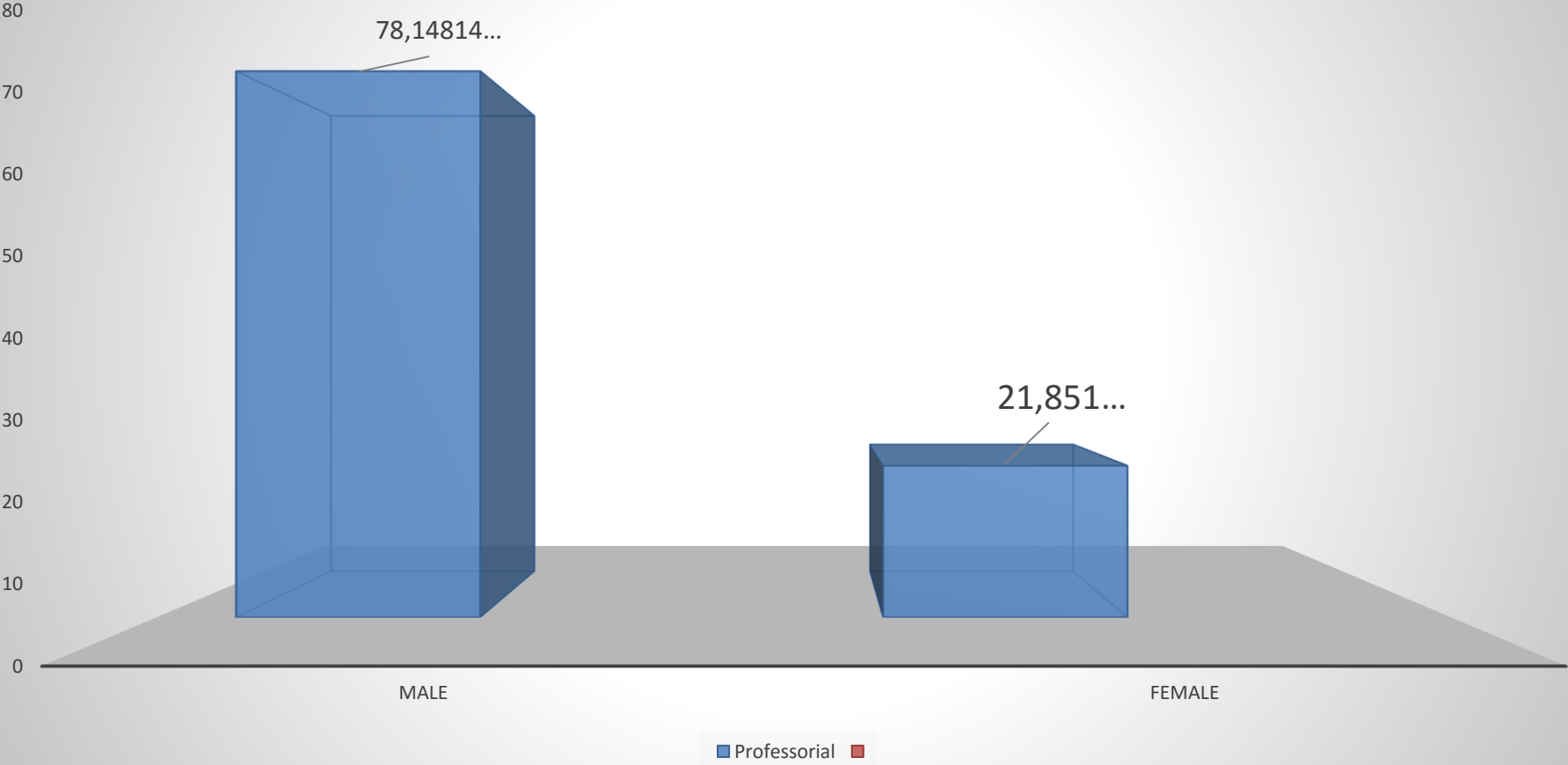
Trends in Graduate Studies 2013



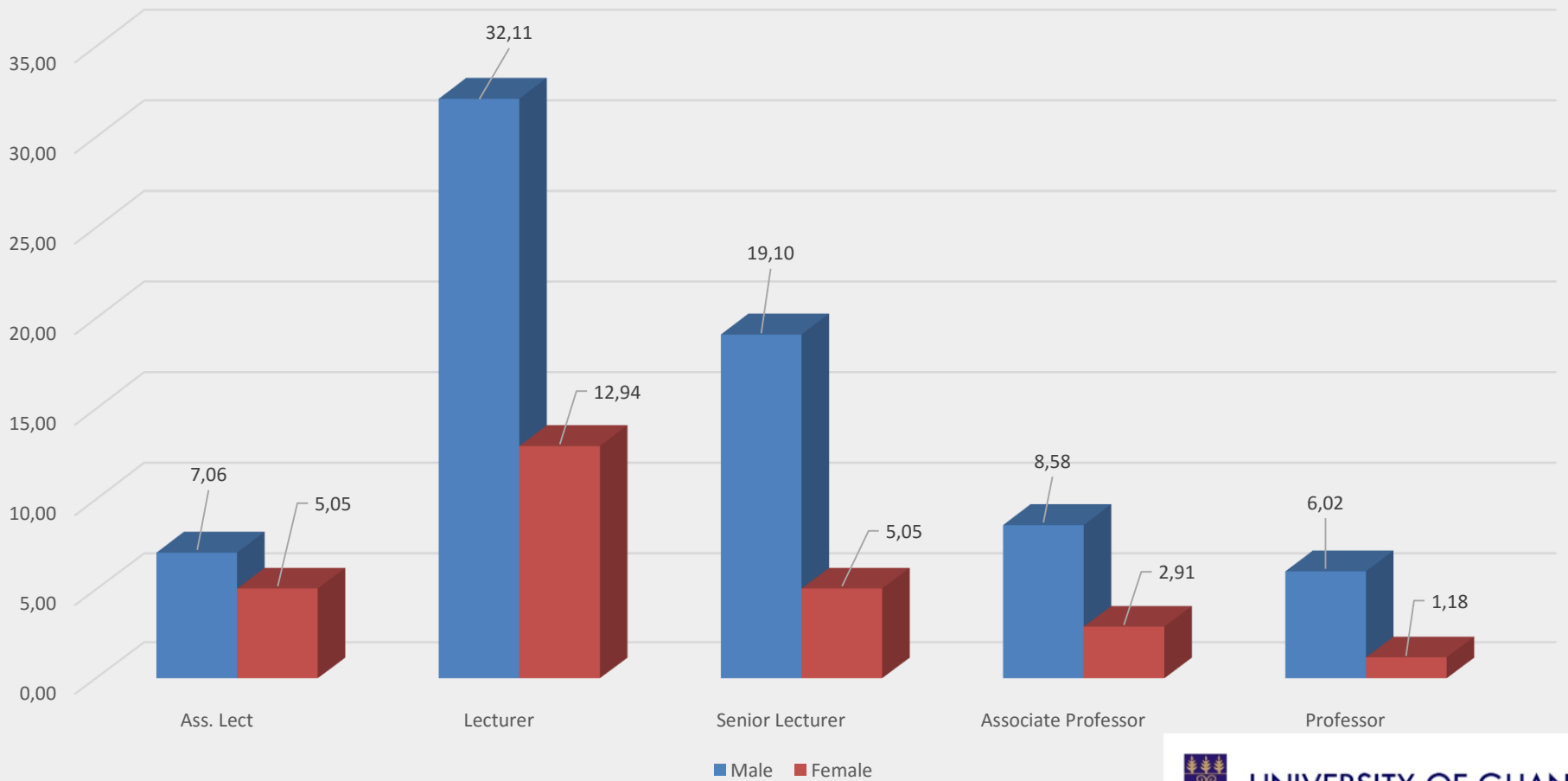
Professorial Rank 2010



Professorial Rank 2013



Academic SM 2013



Output (UG 2012)

Percentage	Dip. (Distinct'n)	Bachelor's (1 st Class)	Masters	MPhil	PhD
Male	39.10	*12.69	59.33	83.33	88.45
Female	60.90	*15.11	40.67	16.67	11.54



Why the Underrepresentation?

- Much fewer women take research degrees
- Our socialization
- Stereotyping
- Domestic responsibilities
- Childbearing
- Childrearing
- Care giving roles



Role Conflict

- Professional
- Domestic



Why the Underrepresentation?

Cont.

- Network (lack of)
 - Strategic alliances
 - Work teams
- Ignorance??



Overcoming the challenges

- Rethink
- Find help
- Watch the ‘flexibility’ that the HE space offers
- Mentoring



Overcoming the challenges (cont.)

- Institutional support
- Be prepared for opportunities
- Grab opportunities when they came



Tips from Jenny Pickerill

- Be yourself
- You will be stereotyped
- (Not) having children
- Have a life
- Know who to listen to
- Be valued for your expertise, not your gender

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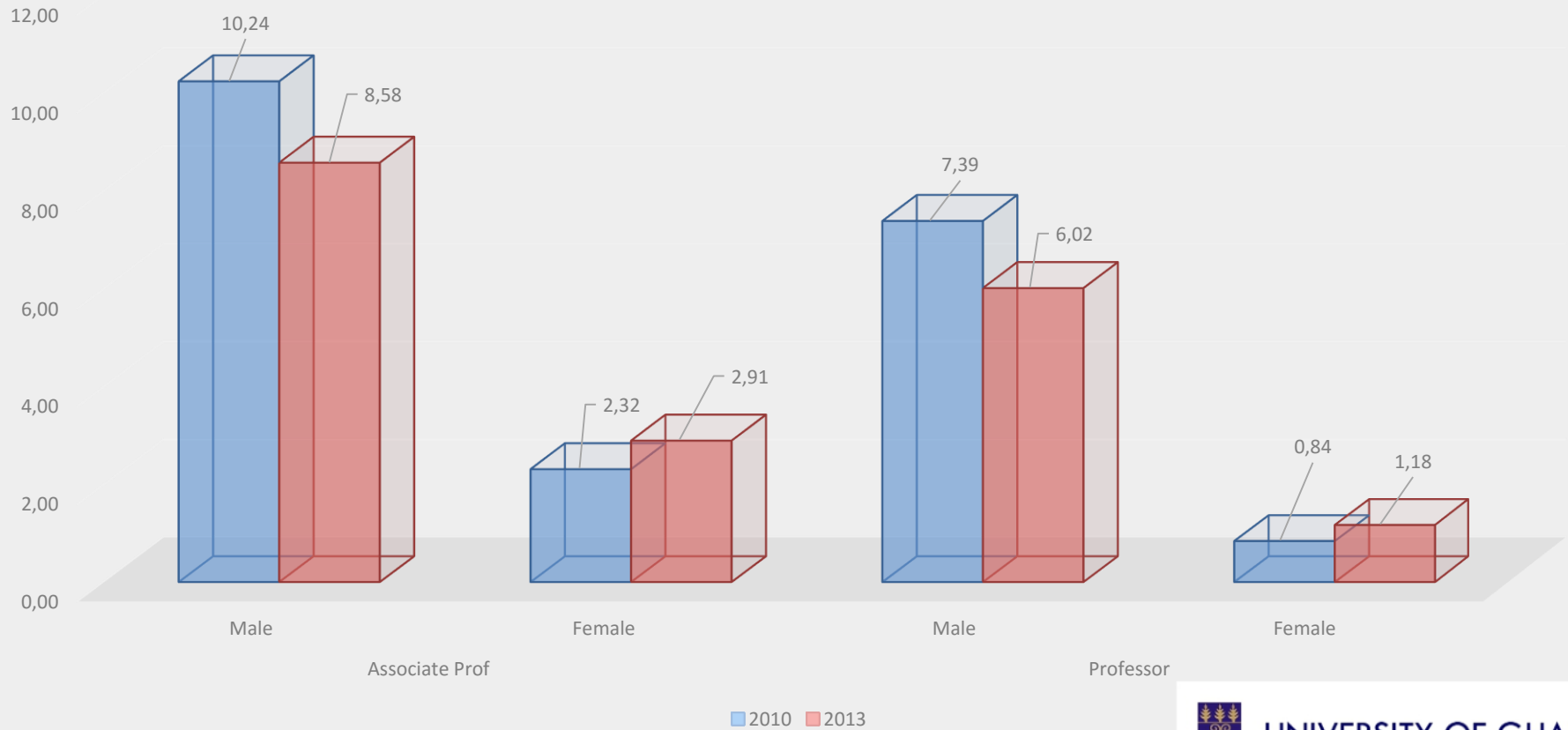


The Prospects

- Increased consideration for underrepresented groups
- More child accommodating work environments
- Increasing number of (desirable) models



Trends in Professorial Rank 2010 & 2013



There is hope

- More women in senior university jobs (Jack Grove)
- More women publishing in top medical journals (37%, up from 27% in 1994)

THE



In conclusion

- The standards will not be lowered for you because you are a woman

“Whatever women do they must do twice as well as men to be thought half as good; Luckily, this is not difficult”

Charlotte Whitton



Thank you



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