

Who is patching the cracks in the
glass ceiling?

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The growing “female power” in the working life - in the media

- Is it true?
 - Recession has hit harder in the traditional male jobs
 - Women are becoming better educated than men
- Where is it true?
 - In the western world. USA, UK, Germany?
- Where are men in this discussion?
 - They are suffering because the traditional male role is being undermined.
- Whose problem is it?
 - Women have changed so it is their job to solve the problems
- What is the problem?
 - Family values and traditional roles are changing = who is looking after the children?
- What to do in the academic world?
 - How to get rid of guilt feelings?
 - How to promote women in the academic world?

Why are guilt feelings a women's right?

- New discourse
 - Poor men, they have no say anymore
 - Women have already taken over.
 - There are already leading female academics, politicians, business leaders
 - No longer need to invest in equality. Men can sigh of relief and get back to business as usual and with a good conscience
 - Focus should shift on the marginalization of men now.

Is it true in Finland?

- The Academia:
 - In Finland male professors earn on average 210 euros more per month
 - The share of female professors about 22%
 - Many explanatory factors but among the main factors:
 - The longer careers of men
 - The leadership positions among men
 - The share of tenured professors among men

Is it true in Finland?

- Outside the Academia
 - A woman's euro is worth 81 cents (2008)
 - The difference in salaries was 583 euros per month
 - One major reason: the highly differentiated job market (women's jobs and men's jobs)
 - Male dominance in the technical fields
 - Starts already in schools: Girls are "taught" not to like mathematics as part of girlhood

A few research-based comments

(By Jaana Kuusipalo)

- Leading female politicians still "prisoners of their families"
 - Social acceptance of shared responsibility at home (women's task)
 - The concept of availability at all hours (you only go home to sleep)
- A general work culture that admires working overtime
 - An American phenomenon
- Women are confined to specific political areas:
 - Social and health policies, education and culture
 - A female minister of finance would be an anomaly
- Male networks are much stronger than those of women

In the business world

- A work culture that does not promote family life
 - A problem for both men and women
- A general work culture that admires working overtime
 - "An American phenomenon`that has landed in Finland"

Male dominance in business in the Nordic countries

(Nordic Gender Institute Studies)

”Municipalities something of a black spot”

- Women in government
 - Finland 60%, Iceland 50%, Norway 50%, Sweden 45%, Denmark 42%
- In Parliament
 - Sweden 47%, Iceland 43%, Finland 42%, Norway 39%, Denmark 38%
- Local government
 - Sweden 42%, Finland 37%, Norway 37%, Iceland 36%, Denmark 32%

Male dominance in business in the Nordic countries

(Nordic Gender Institute Studies)

- Percentage of women board members in companies listed on the stock market:
 - Norway 36%, Sweden 19%, Finland 13%, Denmark 10%, Iceland 7%
- Changes over the past ten years are marginal

And much good they have done!

Elsewhere in the Academia

- Euro-Mediterranean universities and their new social demands:
 - How can universities contribute to social development.. (A brand-new report)
 - **Proposals:**
 - cooperation between universities
 - quality issues
 - increase mobility
 - ask for more budget investment in HE
 - increase university autonomy
 - **WHERE IS GENDER EQUALITY?**

Tricky issues

- Case Swedish School of Economics
- Appointment of professor (HBL 10.4.10)
 - Ad encourages women to apply to a male-dominated environment
 - Two strong candidates a youngish male, a well-established female
 - The three experts divided. One thinks both have equal merits, one (a woman) thinks the man is a future star, one (a woman) thinks the woman is best
 - Result: The man is appointed.

Tricky issues

- EU Parliament: Law proposal about maternity leave (on the agenda end of May)
 - Proposal: 20 weeks of maternity leave for women. (Average now 18 weeks)
 - Six weeks obligatory for the mother immediately after giving birth
 - Full pay for 20 weeks for mother, 2 weeks for father
 - What's the problem?
 - Nordic opposition to linking the leave to mothers only. Instead the leave should be linked to parenthood.
 - Employer opposition to the increasing cost of parenthood leave payments

How to stop the guilt feelings in the academic community?

- encourage younger female academics in their career pursuits despite social and media pressure
- emphasize the equal rights principle in the academic community and do something about implementing it
- make it possible for younger female academics to have both a career and and a family
- talk about these issues outside the academic world, to politicians and ministry representatives
- involve men in these discussions because they too are part of the problem
- start a discussion at the EUA Council level and make gender balance in the academia a central issue that should be reflected in the constitution of the EUA Board.