

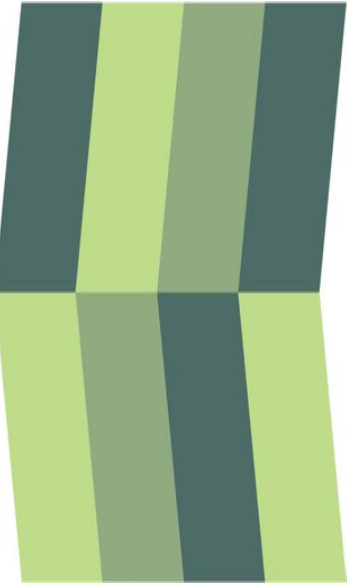
EWORA Webinar

“Putting a Gender Perspective to COVID 19 & Higher Education”

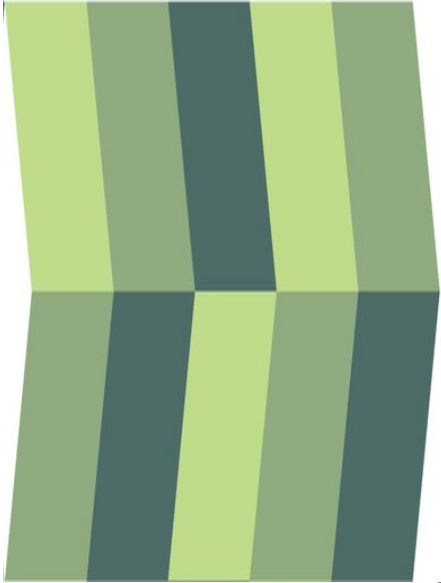


Prof Eileen Drew, Director,
Trinity Centre for
Gender Equality and Leadership
Trinity College Dublin
And
Faculty of Science
Lund University
6th November 2020





**“We are all in the same
storm, but not in the
same boat”**

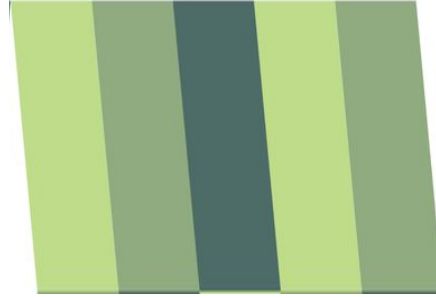


Fundamental Barriers to Gender Equality in Academia

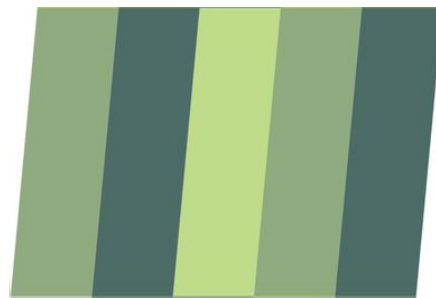
- **Commodification of tertiary education**
 - KPIs/Rankings/'h' index
 - Competition for staff/students/resources
- **Pressure to lower costs**
 - Digitisation
 - Staff/student ratios
 - Internationalisation
 - Blended learning
- **Leaky pipeline to career progression for women**

COVID Legacy has exacerbated:

- Gendered allocation of academic workloads
- Men are still ‘the experts’... in the media
- Haemorrhage of female faculty
- Timing of tenure/promotion/grant applications
- Women’s lower representation among university leaders
- Gender and ‘care’



European university leaders need to realise that how they deal with academics/care providers now ‘will directly impact how the professoriate will look in 5-10 years from now – how diverse it will be and how many women will be in positions of power within academia’



CALL FOR ACTION!

Responding to COVID

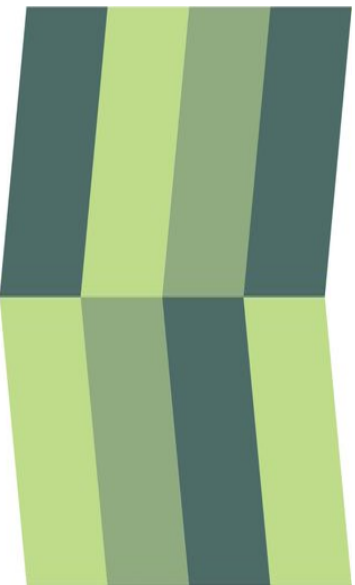


Any positive lessons?

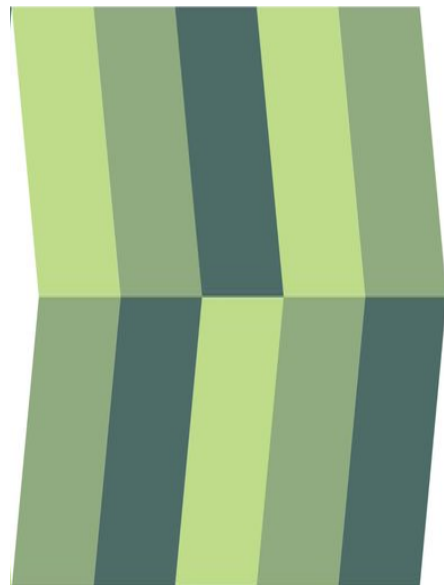
- **Commuting – costs and time**
- **End to ‘presenteeism’**
- **Less delineation between work/family**
- **Flexitime/flexiplace**
- **Conference travel/meetings**
- **IT Supports – Zoom/Apps**
- **Renegotiation of domestic/care work in the home**
- **(New) Role for women university leaders**

Remedies?

- Pandemic period considered ‘carer’ leave
- Suspension of end-of-term student evaluations
- Revisit (uneven) workload allocations
- Pause/extend tenure clock
- Change the ‘benchmarks’
- Care-giving as a ‘noble’ and collective responsibility:
 - partners, family, community, society



*“a crisis requires that
we draw from the
intellect of the full
population”*



Vincent-Lamarre et al (2020)



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