

The Glass Ceiling Academy: Where Women Can Look, But Not Touch

Precurity and Instability in Academia Symposium (PIAS)

Universidad Carlos III de Madrid, Leganés

Lucía Schmidt-Santiago and Lorena Gallego-Viñarás

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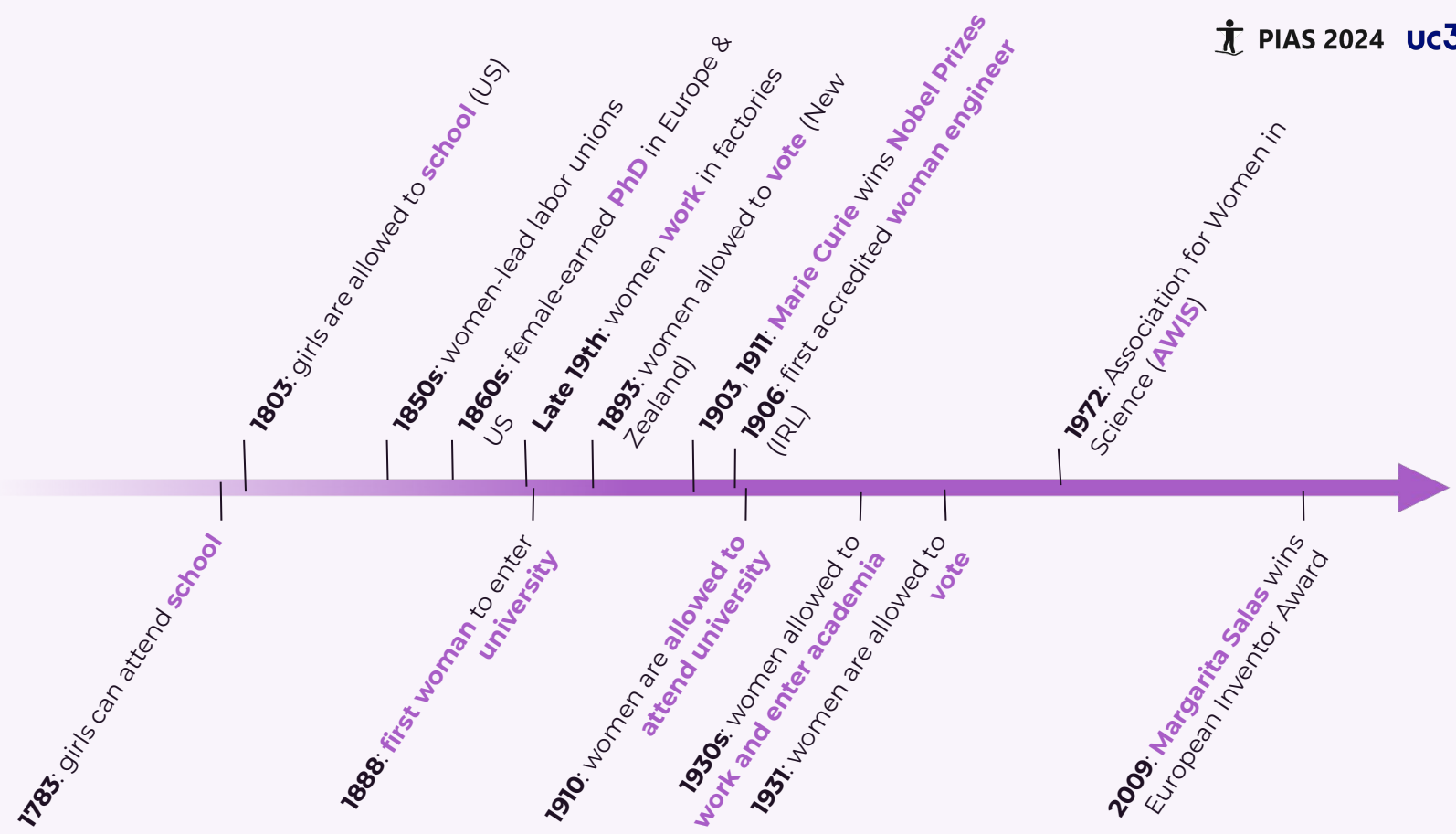
PIAS 2024

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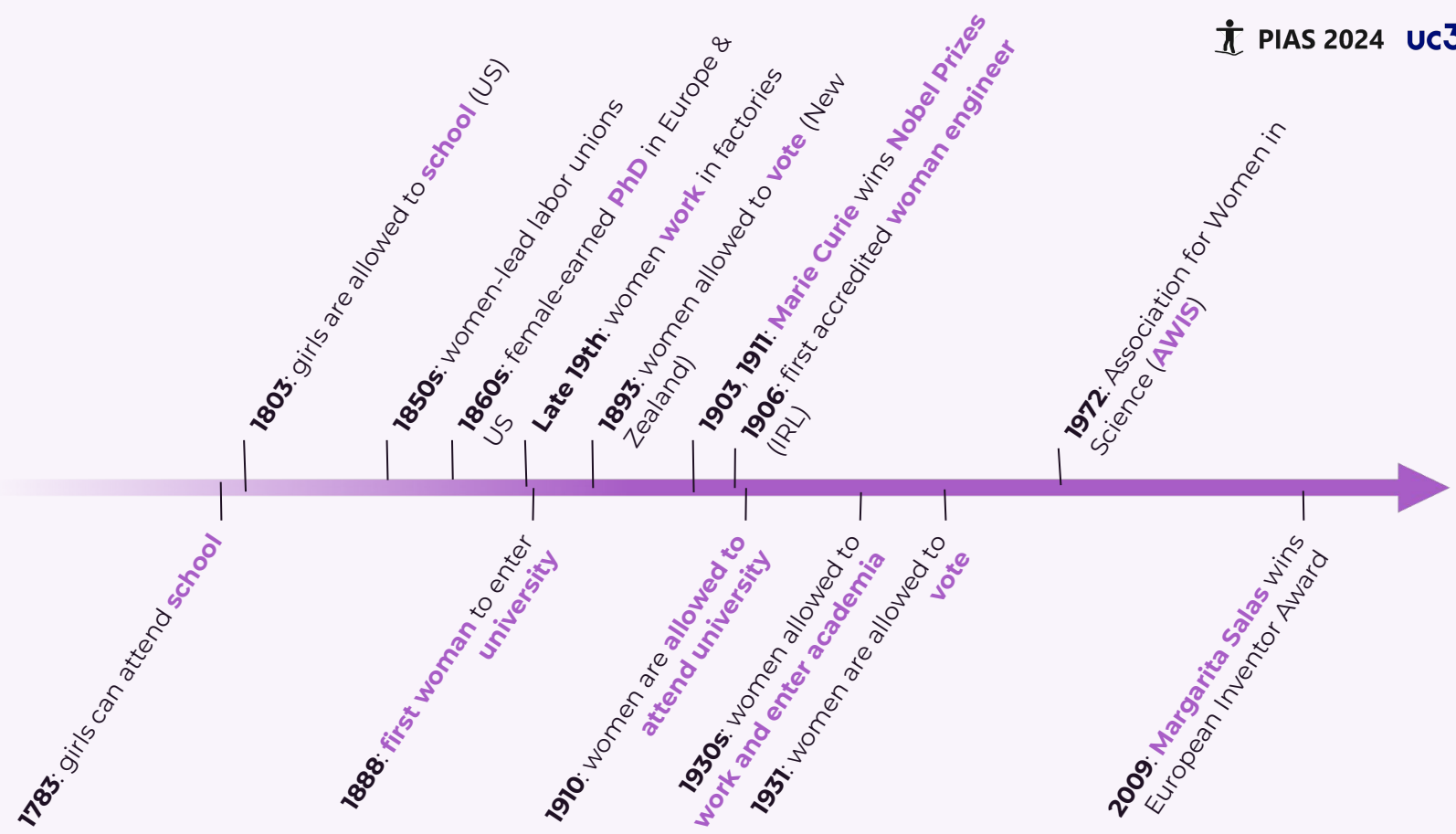
What is not named...

... does not exist.

WORLDWIDE



SPAIN

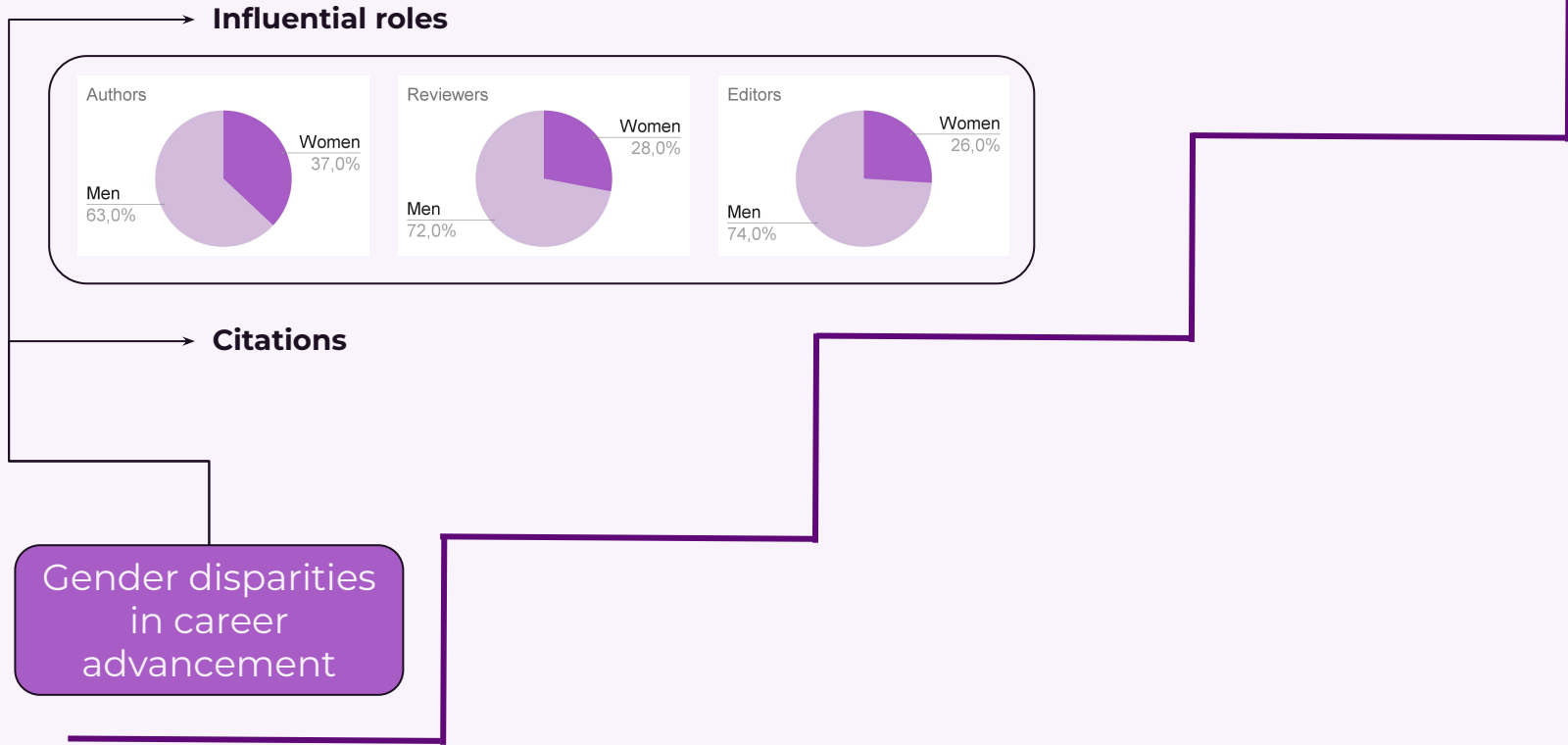




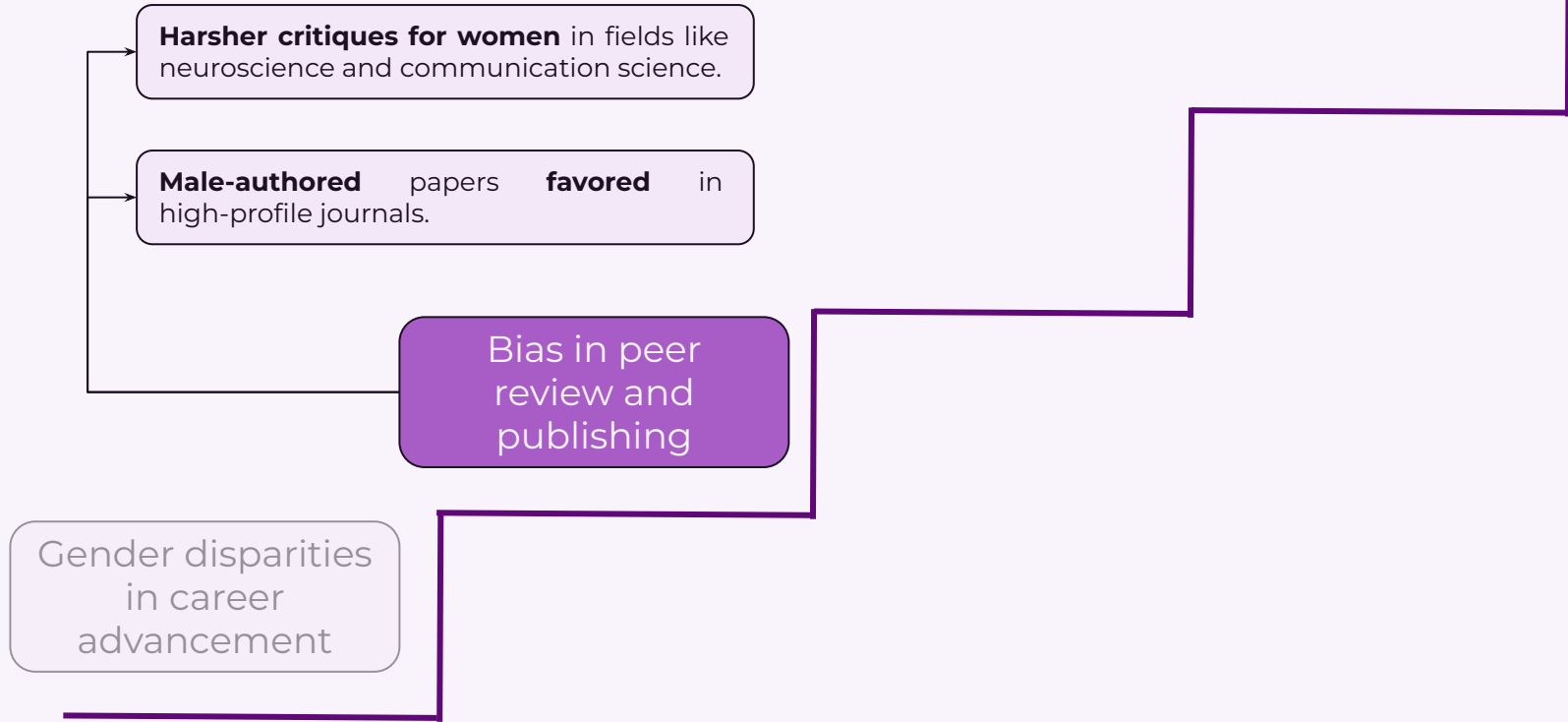
<https://www.nomorematildas.com/>

Methodology

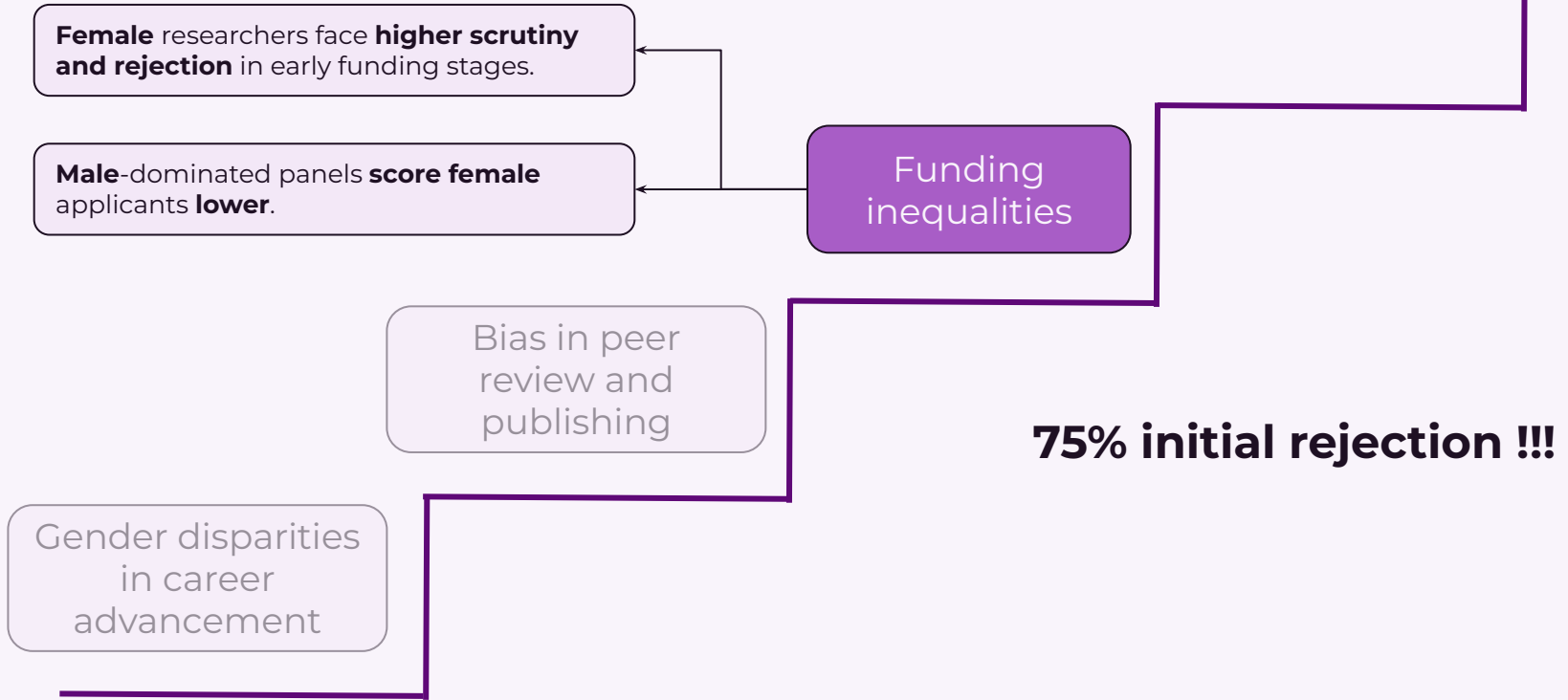
Climbing the academic ladder



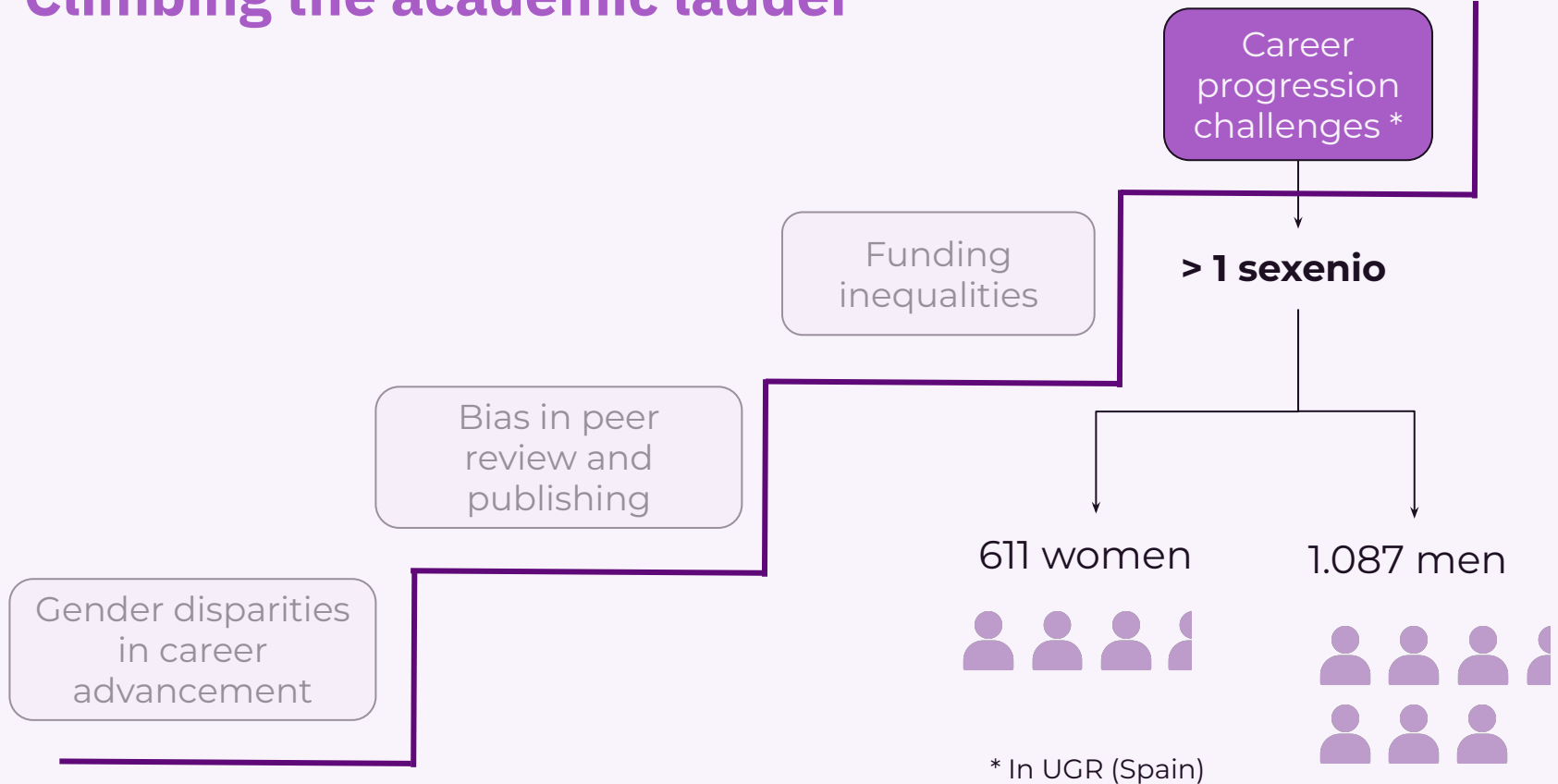
Climbing the academic ladder



Climbing the academic ladder

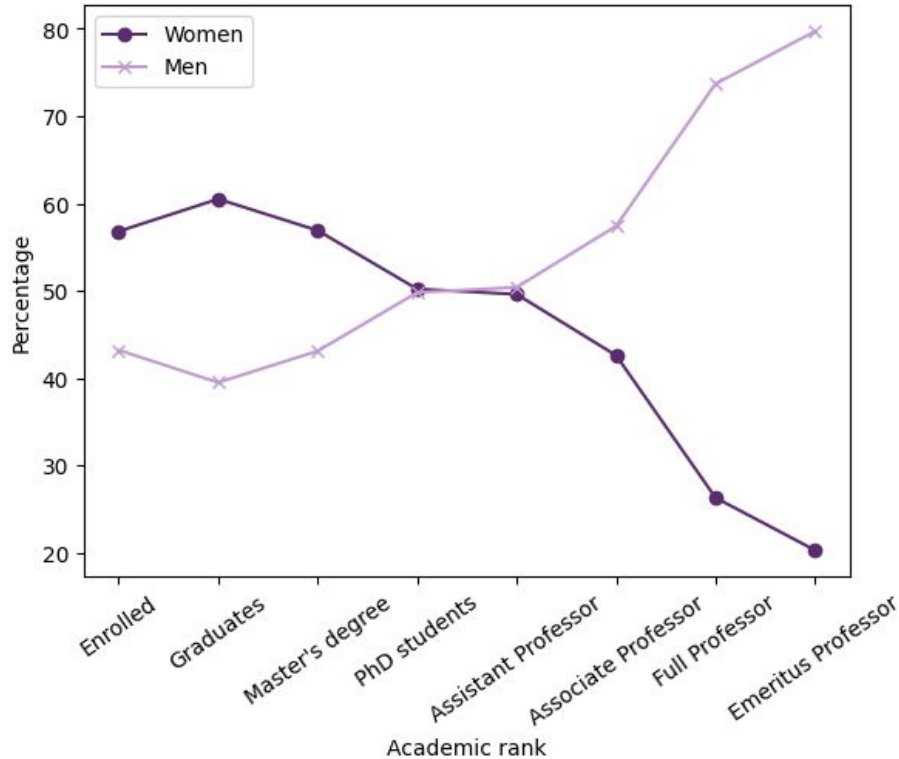


Climbing the academic ladder

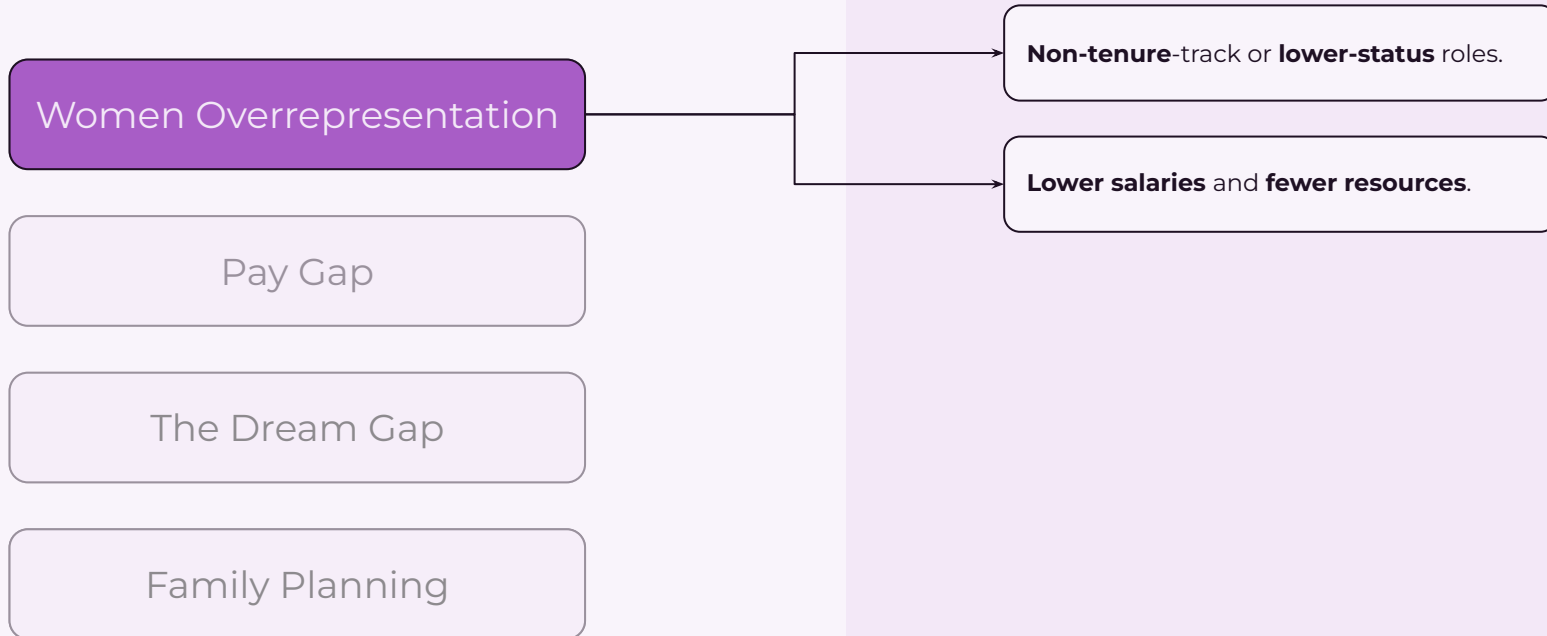


The leaky pipeline in academia

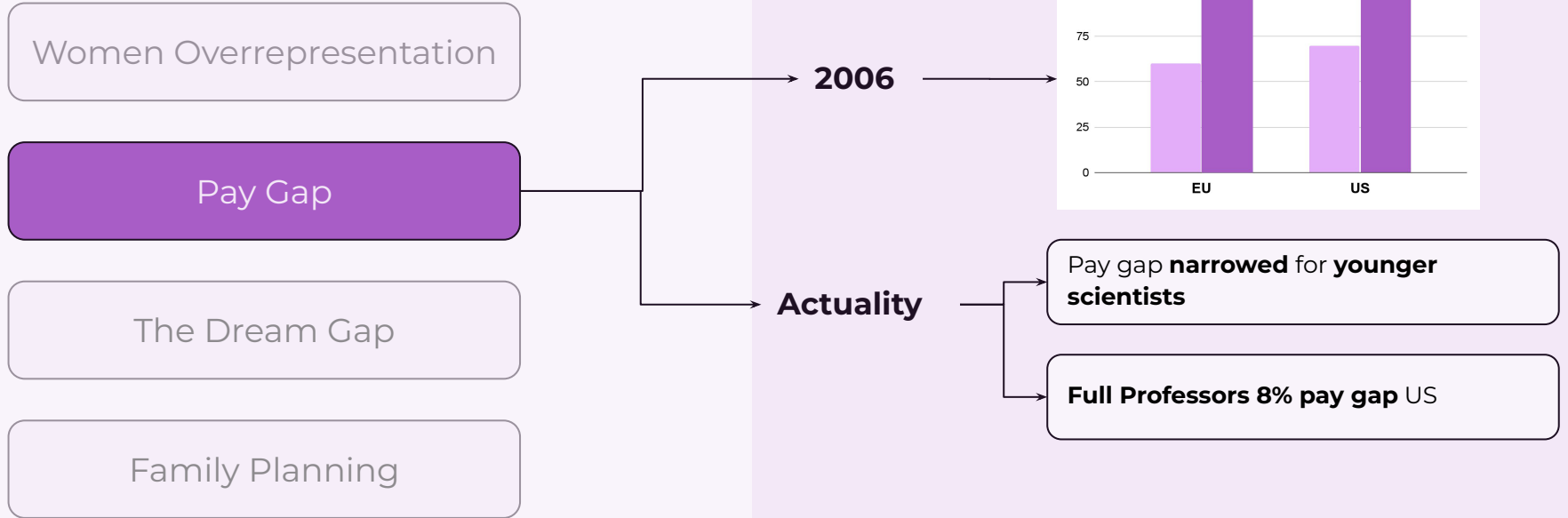
The leaky pipeline effect at Spanish universities (2021-2022)



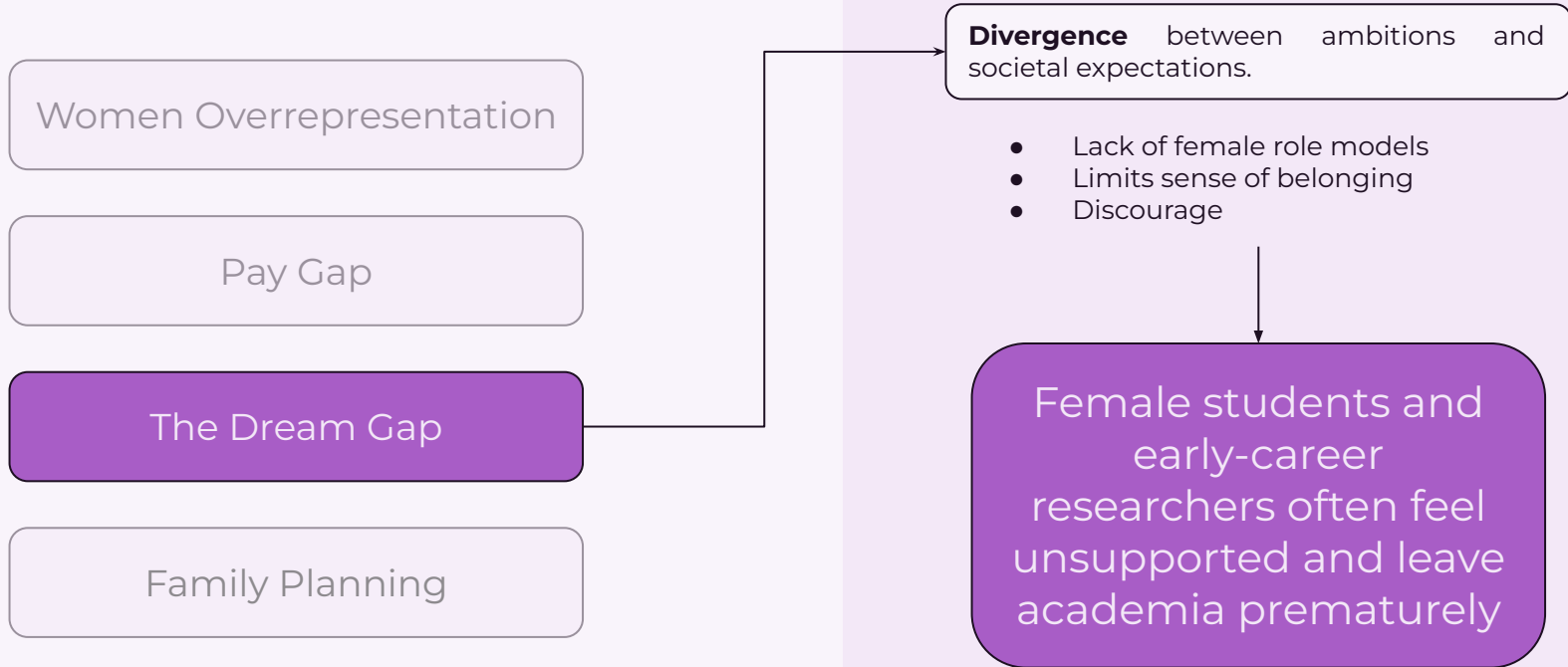
Causes of dropout



Causes of dropout



Causes of dropout



Causes of dropout


Women Overrepresentation

Pay Gap

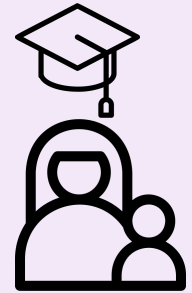
The Dream Gap

Family Planning

 **Career interruptions**

 **Reduced work hours**

 **Reduced productivity**



→ Often **fewer children** than desired

→ Hinder **promotion** and **tenure**

→ **2x** as likely to **leave research careers**

How should the future look like



Thank you for your attention!

Acknowledgments: This presentation was done using **Google Slides**
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