

The Max Weber Programme and the ‘Academic Careers Observatory’: balancing and monitoring gender

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PRAGES workshop ‘Practicing Gender Equality at the EUI: The Crouch Report Seven Years Later’, 28 October 2009, EUI



The Max Weber Programme (MWP)

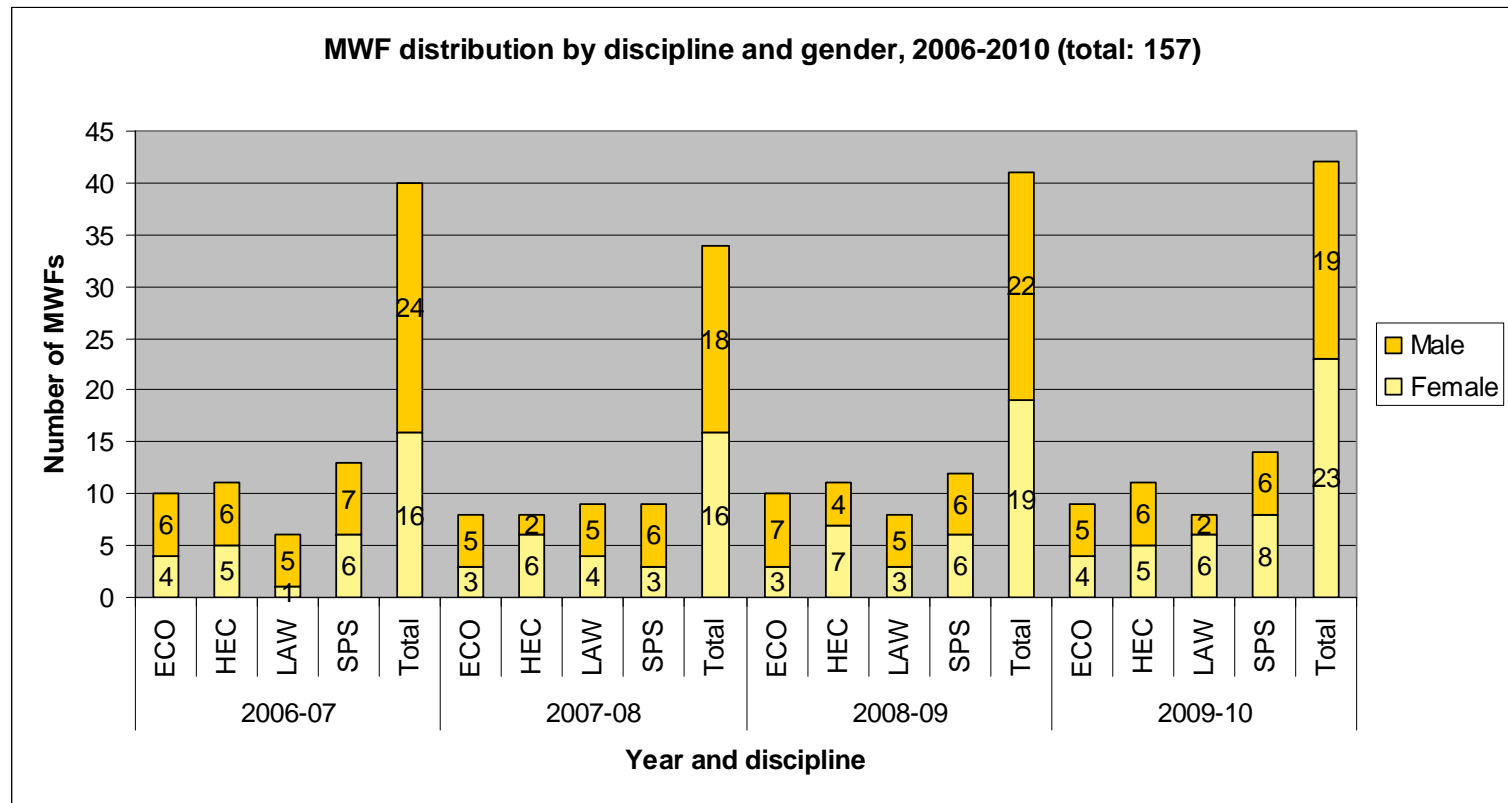
- It is **the largest postdoctoral programme** in the social sciences and humanities in the world
- It is a unique **multidisciplinary** programme
- It provides **training** in teaching and academic practice at large
- It supports **academic careers** by monitoring them and helping Max Weber Fellows (MWF) on the academic job market



From applicants to fellows: balancing gender

- 2713 applicants and 157 fellows over four years of the MWP
- Female applicants are 1139 (42%)
- Female fellows are 74 (47%)
- This year (2009-2010), female fellows have outnumbered male fellows (23 v.19)

Crossing gender with discipline




Source: Marimon, R., Tilmans, K., Grigolo, M. (2009) 'Max Weber Programme Self-Evaluation Report 2006-2009', September 2009, p.40



Promoting the sharing of experiences between female fellows

- A panel in the [2009 Fellows Conference](#) was devoted to ‘Academic experience’, which focused heavily on female fellows’ experiences in the job market and academic positions



The MWP Academic Careers Observatory (ACO)

- Web-based resource for researchers at an early stage of their careers
- Academic careers by:
 - country (and EU)
 - discipline
 - issue (comparative files)
- Information includes:
 - academic positions and career steps
 - accessibility of national systems
 - research funding opportunities
 - salaries
 - gender...

Monitoring gender

- Gender issues are included in country files, most often among 'Barriers to career advancement' (see [the UK](#))
- [Gender comparison page](#): gender gap, number of women in academia...and a link to the PRAGES page!
- We invite women to - and raise gender issues in - ACO academic events. For example, [women in Economics](#)



For more information, please visit:

- MWP website

www.eui.eu/ProgrammesandFellowships/MaxWeberProgramme/Index.aspx

- ACO website

www.eui.eu/ProgrammesandFellowships/AcademicCareersObservatory/Index.aspx

- MWP 3 year self evaluation report

www.eui.eu/Documents/MWP/MWP3yearSelfEvaluationReport.pdf



Thank you!