

## “Women in Academia in Greece: Recent trends and social aspects”

Dr Laura Alipranti-Maratou, National Centre for Social Research, EKKE, [alipran3@otenet.gr](mailto:alipran3@otenet.gr)

From late 90ties as it has been pointed out in several studies and European reports, female presence in the scientific-academic field is characterised by a series of contradictory facts and tendencies: on the one hand, incremental tendency of female participation in the tertiary education, gradual choice of “masculine” and “technologically advanced” educational-occupational fields, while on the other hand, stable but restricted female presence in academic-scientific career, that is poor representation in higher positions or grades of the academic hierarchy and extremely low participation in decision-making centres

The collection and analysis of relevant statistics regarding women’s position in the academic-scientific career constitute an important instrument to incorporate the dimension of gender equality because, on the one hand, they show inequalities and discriminations between men and women scientists and, on the other hand, they allow us to obtain an estimate about female presence in scientific sector. But of course is not enough.

The term ***glass ceiling*** has become a popular way of referring to the scarcity of women at the top levels of organizations, in general, as well as in the academic sector, in research institutes etc. The phrase suggests that invisible factors keep women far from their rising to the top.

A ***ceiling*** is something that keeps people down, despite their competence. There are certainly **visible problems for women in workplace. But there are invisible barriers** and they will not go away on their own. So, we need to make the invisible visible, to show what retards women’s progress in order that fair and accurate evaluations of men and women will become possible.

Findings from studies realized in Greece confirmed the slow steps and the little progress which have been achieved regarding the female presence in the scientific field –in both research and tertiary education– as well as in the organs responsible for the research’s organization and administration of the Universities and

highlight the social aspects and the obstacles that maintain the existing inequalities.