Citation


URL

https://oro.open.ac.uk/36329/

License

None Specified

Policy

This document has been downloaded from Open Research Online, The Open University's repository of research publications. This version is being made available in accordance with Open Research Online policies available from Open Research Online (ORO) Policies

Versions

If this document is identified as the Author Accepted Manuscript it is the version after peer review but before type setting, copy editing or publisher branding
Changing discourses in women and science policy: responding to austerity in Gender and SET

Clem Herman (OU), Pat Morton (SHU), Jane Butcher (UKRC)
Why women in science?

• What do we mean by science? Natural sciences, SET, STEM, all academic research?

• Science and technology as gendered (Cockburn, Wajcman, Harding, Haraway etc)

• Biological determinism

• Equal opportunities (linked to second wave feminism)

• Skills shortages and wasted talent
30 years of UK policy

• Eighties / Nineties
  – Finniston Report / WISE
  – Women in science academia (Athena)
  – Promoting SET for Women Unit in Office of Science and Technology
  – Europe

• 2000 on
  – SET for Success and SETFair - the growth of 'STEM' and set up of UK Resource Centre for Women in SET (UKRC)
Enduring metaphors

Leaky pipeline

Career ladders
Measuring impact

• “Plethora of initiatives” (Bebbington 2002, Greenfield 2003, Phipps 2008)
• What does success look like?
• Individual – women returners, role models and success stories
• Institutional – CAT, SET Fair, Athena
• Societal – number crunching (eg SHE Figures)
Responses to austerity

- Cumulative impact of cuts for women
- Turn from gender to diversity in policy/industry
- Tension between gender/equality experts and STEM professionals
- Elitism and narrowing of agenda to research scientists

http://fawcettsociety.org.uk/
Futures

• Professional bodies – Royal Society & Royal Academy of Engineering
• Scottish government funding
• HE - Athena SWAN and research funding councils
• EU - [re]turn to ‘fixing the science’
• Will it be déjà vu – or is there a new vision?