DANGEROUS DEMOGRAPHICS: THE UK AND INTERNATIONAL PERSPECTIVE

April 2014

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WHAT WE WILL COVER:

-The UK experience

-Barriers to success

-What can be done?

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THE UK EXPERIENCE

17% of VCs and

20.5% of senior

managers are women

(Jarboe, 2013, ECU, 2013)

44.5% of all academics are women…

…BUT

79.5% in professorial roles are male

(ECU, 2013)

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APPLICATIONS AND SUCCESS RATES

Women found to be 2.5 times more likely to be unsuccessful in applications for senior roles

(Manfredi et al, 2014)

20-30% of long lists collated by Executive Search Firms are female

An even smaller proportion go on to make the short list

(Manfredi et al, 2014)

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BARRIERS TO SUCCESS

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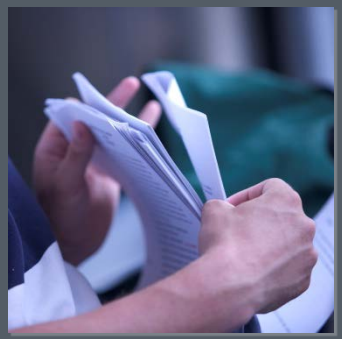

RECRUITMENT AND SELECTION

Executive Search Firms (ESFs): a tokenistic approach?

Poor advice?

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GENDERED VIEWS OF LEADERSHIP

“Some people couldn’t see me in the role”
(Manfredi et al, 2014)

The ‘cloning’ effect

“… and all of a sudden your standard of English is being questioned”
(Manfredi et al, 2014)

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CHILDCARE RESPONSIBILITIES

‘Significant other responsibilities’ outside work:

61% of female respondents

21% of male respondents

(Manfredi et al, 2014)

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WHAT CAN BE DONE?

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SUPPORTING CHILDCARE RESPONSIBILITIES

Flexible working opportunities

Taking account of personal circumstance in academic promotions

Work-life balance discussions in leadership programmes

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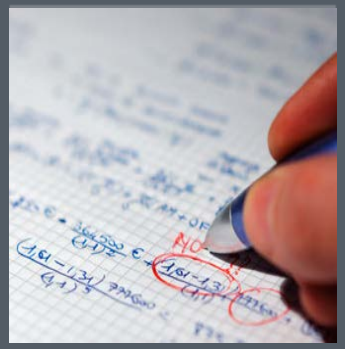
CHANGES IN RECRUITMENT AND SELECTION

ESF Code of Practice

Positive action in tie-break situations



Aspirational target setting

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Putting equality on the agenda for leadership development programmes

GENDERED VIEWS OF LEADERSHIP: WAYS FORWARD

Mandatory equality training for members of governing boards

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QUESTIONS?

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