

Gender Narratives in Academia: How Gender is Constructed Through Gender Policies in Italian Universities

Giulia Arena

University of Genoa, Italy

giulia_arena@outlook.it

Abstract: This proposal aims to explore gender equality measures in the academic context, which is undergoing changes such as the recent introduction of the Gender Equality Plan requirement and the broadening of equality, diversity and inclusion topics, both in research and in the actions practically proposed. Assuming that gender is continuously made and 'unmade' through gender policies (Acker, 1990), the key question is what kind of gender narrative is proposed by these measures, often attributed to the framework of gender mainstreaming (O'Hagan and Klatzer, 2018). This paper aims to discuss and problematise this assumption from a theoretical and critical perspective, with the use of the methodology known as Critical Frame Analysis that originates in the field of public policy (Bacchi and Eveline, 2010). The use of Critical Frame Analysis applied to the main policy documents on gender measures and objectives at the Italian national level leads to a theoretical proposal on the reclassification of academic gender frameworks.

Keywords: Gender equality in academia, Equality, Diversity and Inclusion, Gender mainstreaming, Gender policies, Gender equality plans.

1. Introduction

1.1 Aims

That there is a gender issue in academia, especially in teaching and researching careers, has long been known: in Italy, female full professors are only 11%, compared to 25% male full professors (SheFigures, 2021). The ratio is slightly higher than the European average, placing Italian universities in the midst of a problem that affects all European countries, with hardly any exceptions.

The different interpretations of this problem have led to various attempts to solve it (e.g. with the European Commission's "fixing the woman" to "fixing the institution" strategies), which then resulted in a European corpus that translates so-called "gender mainstreaming" into practice through a series of more or less binding rules (Lombardo, Meier and Verloo, 2012). In this paper, the focus will mainly be on gender policies expressed through the adoption of documents such as gender budgets, gender equality plans and so on.

Assuming that gender is continuously done and "undone" also through policy documents (Acker, 1990), the main question is what kind of narrative is proposed by these measures, which, as stated before, are often traced back to the framework of gender mainstreaming (O'Hagan and Klatzer, 2018).

This paper aims to discuss and problematise this assumption from a theoretical and critical perspective, making use of the methodology known as Critical Frame Analysis that comes from the study of public policy (Bacchi and Eveline, 2010), applied to the evolving Italian legislation and practices about gender equality in the academic context. What do these specific measures tell us about the vision of gender equality? How do they portray the woman targeted by those measures, what are her problems, her obstacles? This type of questions, starting from the emblematic question "What's the problem?" by Bacchi and Eveline (see methodological section below), made it possible to analyse some of the main documents for gender equality in the context of Italian universities.

1.2 Background

Indeed, the analysis of the literature (O'Connor et al., 2015) has made it possible to reconstruct the main explanations given to the issue of the so-called *leaking pipeline*, a complex and multifactorial phenomenon in which individual, relational, organisational, systemic, institutional and cultural factors are intertwined.

Most scholars agree in identifying three main levels (Contarello et al., 2008) into which these factors can be divided: the micro level, which involves individual factors such as individual people's preferences, gender-appropriate behaviours and economic theories on the benefit-cost ratio in the gendered division of labour; the meso level, which encompasses relational factors such as gender micro-policies and homosociality, along with organisational factors such as the rules on recruitment and male gatekeeping; and finally the macro level in which there are systemic, institutional and cultural factors such as national legislation, beliefs about gender roles and so on.

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