

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

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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.

Narratives Of Nostalgic Gender

Joseph Straus



Narratives Of Nostalgic Gender:

Narratives of Nostalgia, Gender and Nationalism Suzanne Kehde, Jean Pickering, 1996-12-20 Using texts ranging from the writings of Schlegel to the speeches of the fiftieth anniversary commemoration of D Day these essays explore the ways in which nostalgia brokers the relations between the master narratives of gender and the master narratives of nationalism Although such narratives seem to present nation as an unchanging essence these essays all deal with texts that on analysis show nationalism in an evolving response to developments both political and cultural that destabilize the idea of nation Narratives of Nostalgia, Gender, and Nationalism Jean Pickering, Suzanne Kehde, 1996 Most Americans think of Betsy Ross as she was depicted in Charles Weisberger's popular painting The Birth of Our Nation's Flag a motherly figure sewing at the hearth In fact as Jo Ann Menezes's analysis in Nostalgia Gender and Nationalism points out Ross was a widowed businesswoman who ran an upholstery shop out of her house In Weisberger's painting all signs of economic industry are erased and Ross's house is transformed into a home rather than the site of cottage industry Ross is constructed as the perfect heroic mother worthy of sacred creation thus our flag was born Ross's transformation into an icon neatly illustrates the conjunction of soaring nationalism and the establishment of woman as a fixed domestic presence and serves as an excellent example of the master narratives revealed in Nostalgia Gender and Nationalism The essays in this provocative anthology explore the connections between nation and gender and the ways in which nostalgia functions to bind these two presumably unrelated constructions together Collectively they suggest that women pay a special fee on behalf of the nation even though it is traditionally represented as an honorarium given to them and that in fact the nation state takes as a foundational principle the subordination of women Media Narratives in Popular Music Chris Anderton, Martin James, 2021-12-16 The historical significance of music makers music scenes and music genres has long been mediated through academic and popular press publications such as magazines films and television documentaries Media Narratives in Popular Music examines these various publications and questions how and why they are constructed It considers the typically linear narratives that are based on simplifications exaggerations and omissions and the histories they construct an approach that leads to totalizing official histories that reduce otherwise messy narratives to one dimensional interpretations of a heroic and celebratory nature This book questions the basis on which these mediated histories are constructed highlights other hidden histories that have otherwise been neglected and explores a range of topics including consumerism the production pressure behind documentaries punk fanzines Rolling Stones covers and more **Unsettling Nostalgia in Spain and Chile** Lisa DiGiovanni, 2019-11-08 Unsettling Nostalgia in Spain and Chile Longing for Resistance in Literature and Film reframes nostalgia to analyze how writers and filmmakers have responded to 20th century dictatorial violence and loss in Spain and Chile By reaching beyond reductive definitions that limit nostalgia to a conservative desire to defend traditional power hierarchies Lisa DiGiovanni captures the complexity of a critically conscious type of longing and form of transmission

that she terms unsettling nostalgia Using literature and film DiGiovanni illustrates how unsettling nostalgia imbues representations of pre dictatorial mobilization during the Second Spanish Republic 1931 1939 and the Chilean Popular Unity 1970 1973 as well as depictions of clandestine resistance to the Franco dictatorship 1939 1975 and the Pinochet regime 1973 1989 Positive memories of efforts to upend power hierarchies coexist with retrospective critiques that fissure romanticized views of revolutionary struggle Unsettling nostalgic works engender deeper understandings of the complexities of political movements and how stories of resistance are meaningful today By calling attention to the parallels between nostalgic modes that resist multiple injustices based on gender class and sexuality this book traces an evocative continuity between Spain and Chile that goes beyond the initial work that links forms of militaristic authoritarianism Scholars of Latin American studies film studies literary studies history women s and gender studies memory studies and rhetoric will find this book particularly useful

Nostalgic Postmodernism Christian Gutleben, 2021-10-18 Why do so many contemporary British novels revert to the Victorian tradition in order to find a new source of inspiration What does it mean from an ideological point of view to build a modern form of art by resurrecting and recycling an art of the past From a formal point of view what are the aesthetic priorities established by these postmodernist novels Those are the main questions tackled by this study intended for anybody interested in the aesthetic and ideological evolution of very recent fiction What this analysis ultimately proposes is a reevaluation and a redefinition of postmodernism such as it is illustrated by the British novels which paradoxically both praise and mock honour and debunk imitate and subvert their Victorian models Unashamedly opportunistic and deliberately exploiting the spirit of the time this late form of postmodernism cannibalizes and reshapes not only Victorianism but all the other previous aesthetic movements including early postmodernism

Literature, Nationalism, and Memory in Early Modern England and Wales Philip Schwyzer, 2004-10-21 The Tudor era has long been associated with the rise of nationalism in England yet nationalist writing in this period often involved the denigration and outright denial of Englishness Philip Schwyzer argues that the ancient insular and imperial nation imagined in the works of writers such as Shakespeare and Spenser was not England but Britain Disclaiming their Anglo Saxon ancestry the English sought their origins in a nostalgic vision of British antiquity Focusing on texts including *The Faerie Queene* English and Welsh antiquarian works *The Mirror for Magistrates* Henry V and *King Lear* Schwyzer charts the genesis development and disintegration of British nationalism in the sixteenth and early seventeenth centuries An important contribution to the expanding scholarship on early modern Britishness this study gives detailed attention to Welsh texts and traditions arguing that Welsh sources crucially influenced the development of English literature and identity

Travel Narrative and the Ends of Modernity Stacy Burton, 2014 Combining theoretical arguments with close reading this text traces how twentieth century writers have reinvented travel narrative for new purposes

Cultural Narratives of Old Age in the Lives, Work, and Reception of Old Musicians Joseph Straus, 2024-08-23 Operating largely within the world of European American classical music this book discusses the creative

work of old musicians composers performers listeners and scholars and how those forms of music making are received and understood Like everything else about old age music making is usually understood as a decline from a former height a deficiency with respect to a youthful standard Against this ageist mythology this book argues that composing oldly performing oldly and listening oldly are distinctive and valuable ways of making music a difference not a deficit to be celebrated not ignored or condemned Instead of the usual biomedical or gerontological understanding of old age with its focus on bodily cognitive and sensory decline this book follows Age Studies in seeing old age through a cultural lens as something created and understood in culture This book seeks to identify the ways that old musicians composers performers listeners and scholars accept resist adapt and transform the cultural scripts for the performance of old age Musicking oldly making music in old age often represents an attempt to rewrite ageist cultural scripts and to find ways of flourishing musically in a largely hostile landscape

Narratives of Nostalgia and Repair in American Comics and Literature Aanchal Vij, 2025-08-21 Through a study of both novels and comic books of 20th and 21st century this book claims that it is not possible to create any narrative of exceptionalism without also manufacturing a sense of nostalgia for a past that may or may not have existed Acts of personal or historical repair are central to such nostalgia and symptomatic of a desire to both escape and confront difficult pasts The myth of American exceptionalism is one such narrative of nostalgia that in its conception of damage and acts of repair disables histories Through works by Michael Chabon Art Spiegelman Philip Roth Alan Moore and Ta Nehisi Coates this book reframes the idea of heroism and locates it outside of the hegemonic narrative of American exceptionalism This book puts comics studies and literature in dialogue with disability studies to argue that an able history just like an able body is a myth The figure of the superhero or the trope of heroism is central to the moments of historical repair as well as the identity politics of who repairs the damage The corpus illustrates how American escapism and counterfactual conception of a nation's past can prolong the trauma of beleaguered communities cultures bodies and histories This book reveals how prostheticising one version of history can amputate another there is no narrative of exceptionalism that is also not simultaneously a narrative of disability

Nostalgia and Recollection in Victorian Culture A. Colley, 1998-10-07 This book is about a group of Victorian British writers and artists Darwin Stevenson Gaskell Ruskin Pater Brown and Turner whose work emerges from recollection and whose texts embody the experience of nostalgia The study concentrates on the longing for a past that traverses the span of these writers and artists own lifetime It examines their particular experience of the nostalgic moment and provides an occasion to re-examine the idea of nostalgia and to reflect on the act of recollection

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