

# The Role of Gender Factor in Career Advancement of Academics

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**Abstract**—This study is aimed to determine academics' negative and positive perceptions of gender factor in career advancement, to identify the problems encountered and to propose solutions to these problems. Basically the situations related to the effect of gender factor in career advancement of female and male academics working at the universities in Konya, Turkey are investigated. Critical success factors, barriers to career advancement have been identified from the standpoint of female and male academics. Moreover, the satisfaction levels and female and male academics' perceptions of gender-based discrimination about the working life have been assessed. This study is based on an empirical analysis on a survey which was conducted among 34 females, 52 males, total 86 academics of 2 public and 2 foundation universities chosen by purposive sampling method. The results show that the academics in Konya have conceptions that male academics are trusted, empowered, and given responsibility/task/assignment more and male academics get higher salary than female academics at the same level. Hence, the academics in Konya have the perception of gender-based discrimination.

**Index Terms**—Academics, career advancement, gender-based discrimination.

## I. INTRODUCTION

Gender inequality is one of the much-discussed social problems in history. Sex is a term used to classify the individual's physiological and biological properties. Sexism occurs at different levels from individual discrimination to institutionalized discrimination. However, the common feature found in all forms of sexism is inequality and unjust discrimination [1]. What is meant by gender is the meaning and expectations which are imposed by society to being female or being male [2]. Gender roles imposed by society of women and men often prevent women's self-realization and also affects social relations negatively.

In Turkey, as in Western countries, legal arrangements are carried out in the public domain to prevent gender based discrimination in worklife. As the fact that the realization of law as not being effective in academic are, academic studies on this subject have increased over time.

As well as the role of gender in society, there are also professions which are matched with genders by society [3]. Female's and male's way to take shape in the career advancement process are different. Because the responsibilities imposed on societies to gender are able to affects women's career development negatively. Gender bias

is an obstacle to career development. No matter the profession, whereas women doing important studies towards career development in worklife, they have additional roles such as housewife, wife, mother, and daughter.

Women's career development is important both to be a good role model for children and educate beneficial individuals for society. Women should care her children and work at the same time. However, with all these things she has to carry away both happiness at home and success at worklife. So it is difficult to expect women's career advancement to be faster than men's [4].

Academic is a profession that forces career advancement and has sharp hierarchical steps because of its nature. Each academic has to study constantly and regularly in order to perform successful studies and advance to the next academic level. In a profession that requires studies with such care and attention, advancement of women is not easy as men's, because of responsibilities which can affect career advancement. This can be seen from the women ratio of academics in Turkey. According to the higher education statistics, there are 149,376 academics in total in Turkey. In that number, the ratios of female academics according to titles are as follows; 15.1% are research assistants, 8.9% are assistant professors, 3.3% are assoc. professor and 4.2% are professors. On the other hand, the ratios of male academics according to titles are as follows; 15.1% are research assistants, 13.5% are assistant professors, 6.2% are assoc. professor and 10.2% are professors [5]. As can be seen from the statistics the title ratios of female academics are lower than male academics.

## II. METHODOLOGY

### A. Research Goal

In this study it is aimed to determine academics' negative and positive perceptions of gender factor in career advancement in 2 public and 2 foundation universities in Konya. Problems encountered during the process of making an academic career of academics in worklife will be determined. The research questions listed below are developed in this regards:

- 1) Is there difference between female and male academics' number of scientific studies in last year?
- 2) Have female and male academics different distribution of academics studying time at home and workplace?
- 3) Is there difference between female and male academics' perception of critical success factors?
- 4) Is there difference between female and male academics' perception of barriers in career advancement?

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