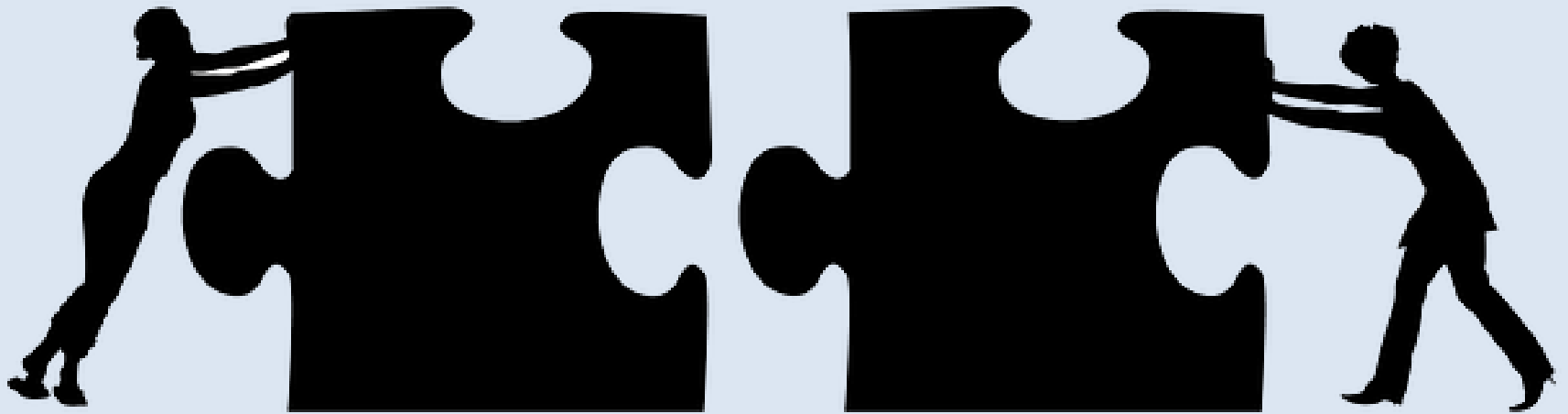# Getting our own house in order – using IR to tackle female progression
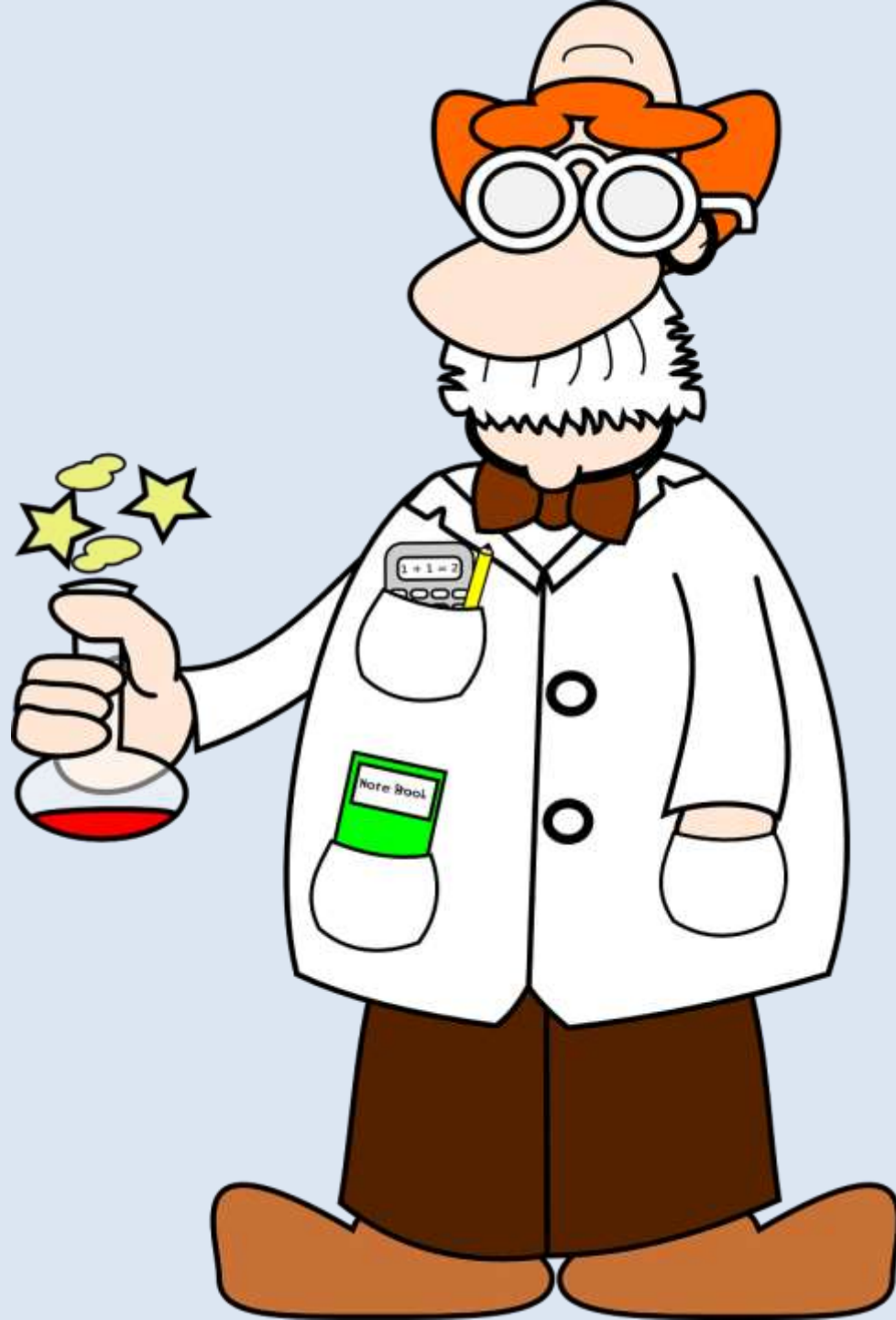
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Bimrose et al, 2014

- Themes emerged from qualitative interviews with older women showing that women's careers are influenced by:
  - multiple transitions   (gaps caused by births, deaths, redundancy, divorce, caring etc)
  - how these are responded to – enhanced resilience, adaptability and tenacity
  - intrapersonal influences – personal values and interests
  - work influences – factors such as macho culture, how comfortable they are at work
  - financial influences – the extent to which choices are constrained by finances
  - and social influences – these dominated, with socially gendered roles like homemaker and carer constraining many career choices.

8
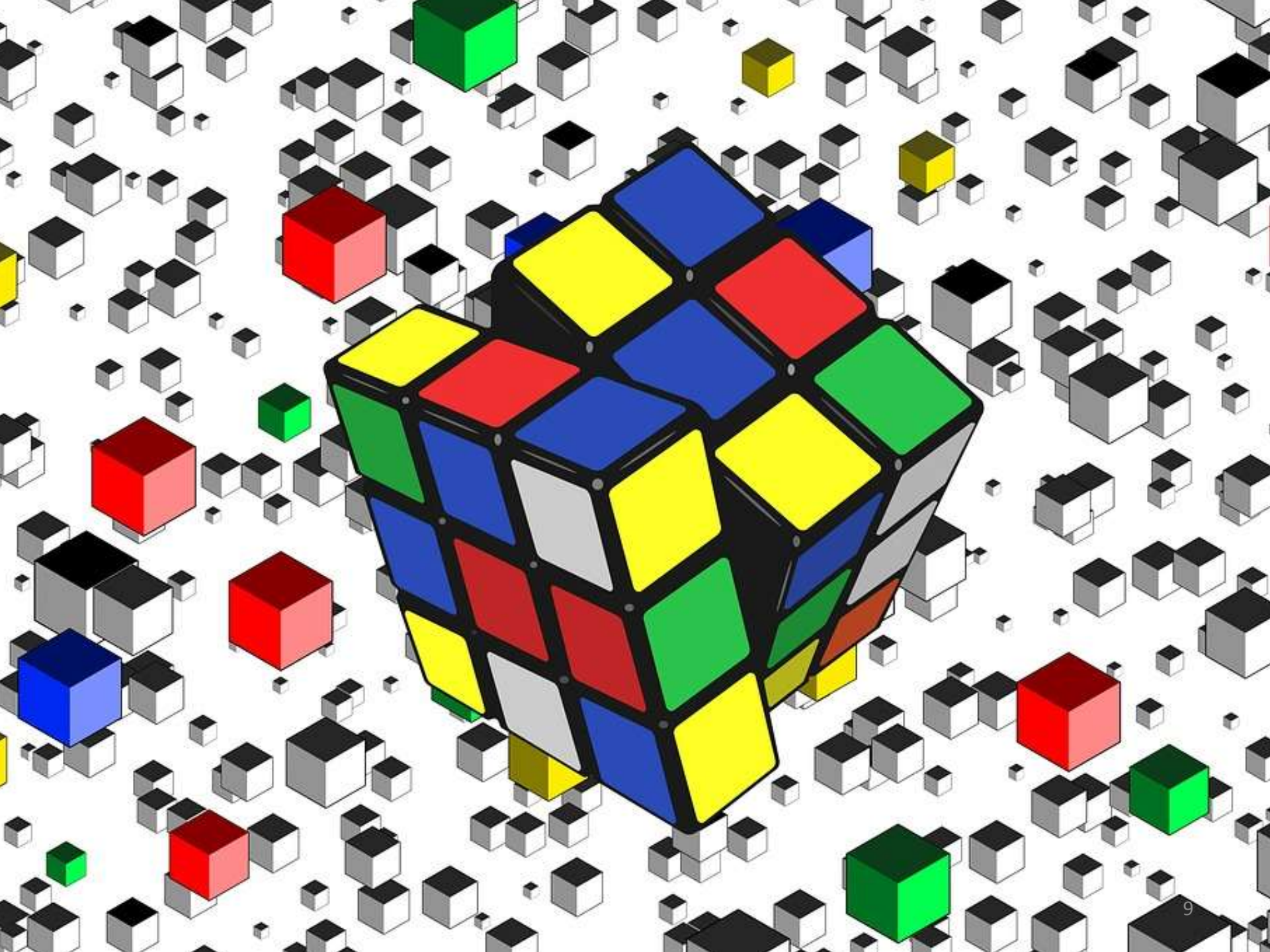
Research questions

1. what we can learn from the career stories of older women that may inform career guidance theory, policy and practice.

2. Identify reasons (and ways to overcome) imbalance of females (particularly in STEMM) at Grade 9.

Age	Frequency
Under 30	1
30-39	3
40-49	9
50-59	7
Over 60	1
Total	21

Grade	Frequency
6	3
7	1
8	10
9	5
10	2
Total	21

Lessons for the university…

- Many of the barriers same (in principle) for men as well as women
- Problems less about policy than consistent implementation (rhetoric/practice mismatch)
- Practical actions –
  - clearly state under-representation & encourage female application
  - (better) line management/DPR training
  - improved access to progression information (transparency)
  - smooth remaining bias for the traditional linear career (a sector wide problem)
  - encourage women to stay engaged with their career
  - investigate appointments as well as progression

How well did the framework work?

- Themes interact, e.g. transitions/work influences; work influences/opportunities for learning

- Themes appear as relevant to this audience as the mature women from which derived

- Appears useful structure to elicit factors internal/external to women

Any Questions?

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