

# SUMMARIES

- *Marieke van den Brink, Yvonne Benschop en Willy Jansen*  
**Transparency in academic recruitment and selection**

Gender research has called for more transparency and accountability in academic recruitment and selection procedures, in order to overcome the gender bias leading to an underrepresentation of women among full professors. This call has largely been integrated into policies of universities, and transparency and accountability have been advocated as key instruments to promote gender equality. However, the problematic implementation of these policies, their unintended side effects, and the micropolitics and gender practices that may distort such policies, have not been sufficiently addressed.

This article clarifies the ways in which the notions of transparency and accountability are put into practice in academic recruitment and selection, and how this has enhanced – or hindered – gender equality. The methods employed consist of a qualitative content analysis of seven recruitment and selection protocols, interviews with 64 committee members, and an analysis of 971 appointment reports of full professors. Our analysis shows that recruitment and selection practices are characterized by bounded transparency and limited accountability at best. It also explains that the protocols which should ensure transparency and accountability remain ‘paper tigresses’, because of the micropolitics and gender practices inherent in academic recruitment and selection.

- *Maike van Damme*  
**How women fight their own battles**  
Social class and income of British separated women

In this article, I explore to what extent heterogeneity in income changes due to separation is related to the social class of the ex-partner. Using the British Household Panel Survey (1991-2006), I find that there is an ‘underclass’ of separated women who are less likely to receive alimony and more likely to be dependent upon welfare benefits than women with an ex-partner from higher social classes. Although women from the lowest social classes experience only a small income drop after separation, they remain at the bottom of the income distribution. However, women who were having a partner of the white-collar class experience a much larger income fall. Of these women, the ones who had an ex-partner from the service class recover rather soon, while the ones who were living with someone of the routine non-manual do not return to their pre-separation income levels. A possible explanation of these findings may be the extent of women’s economic independence during the union.

- *Hanno van Eldik*  
**Part-time work and gender in Europe; still diverging trends?**

In this article, recent trends in part-time employment and their gender patterns are studied from a comparative European perspective. Two main questions are addressed: 1) How do trends in part-time work and its gender and age composition

compare across Europe? 2) How do these trends relate to existing country typologies and to changes within such types? The findings illustrate a double movement over the past decades: a steep decline of 'female' part-time work in Nordic countries and a substantial increase in South- and West-European countries. Part-time work thus appears to continue to function as a vehicle for enhancing labour market participation. The analyses are based on recent macro-level data from the OECD labour market database.

---

► *Pascale Peters, Inge Bleijenbergh, Berber Pas en Ine Gremmen*

### **The part-time trap**

Stereotyped images of ambition and part-time work amongst Dutch women workers and supervisors

This article contributes the women's labour market participation literature by investigating how people perceive the relationship between ambition and working hours. Using a Social Role Theoretical perspective, we aimed to reveal how motherhood ideology and images of part-time work and ambition play a role in this, and how stereotyped beliefs affect part-timers' career opportunities.

Focus group analyses showed that, when defining personal ambition, all the participating women part-timers and supervisors working in Dutch health care sector and financial sector organizations used a broad definition, comprising terms such as passion, personal development, and flexible work attitudes. This was not restricted to full-time work or particular jobs. Strikingly, however, particularly supervisors, but also women workers, associated an ambitious person with 'vertical ambition,' i.e., younger, full-time workers, aiming for upward mobility, being permanent accessible and highly visible. Moreover, our analyses revealed

them often denying women part-time workers' ambitions, and, simultaneously, legitimizing part-timers' disadvantaged labour market positions. However, some managers also recognized part-timers' ambitions, and stimulated them to take up challenging tasks.

The paper, therefore, concludes with a plea for increasing awareness about stereotyped images regarding ambition and part-time work to stimulate women's labour market inclusion and to optimize the use of women's human capital.

---

► *Bibi Straaman*

### **This is no text about Teresa**

Psychoanalytical methodes for feminist epistemology

In this contribution, a diffractive reading of Teresa of Avila and Sigmund Freud is presented. In reading Teresa through Freud and vice versa, the article proposes a (re-)discovery of both oeuvres, and of the Freudian roots in many post structuralist methodes, such as Foucauldian genealogy, Derridian and Butlerian emphasis on the iterability of language, and in general the development of narrative theory in ethnography, gender-, post colonial- and cultural studies.

Working along these lines, the actual debate on agency is also situated as the logical result of the deconstruction of the rationalist subject of Enlightenment that psychoanalysis started already in the nineteenth century. The article advocates a feminist epistemology that is aware of this genealogy and of its task: to undermine patriarchal dualist gender norms and to rethink the basic opposition between mind and body in order to found a new onto-epistemology.