

**Academic Career Paths in Europe,
University of York, Centre for Women's Studies
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Speakers:

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Prof Pilar Carrasquer, Sociology, Universitat Autònoma de Barcelona, Spain

Prof Laurence Tain, Sociology, Lyon II, France

Dr Karen Throsby, Sociology/Gender Studies, University of Leeds, UK

Gabriele Griffin: Thank you very much for coming. It is a great pleasure to welcome our international panel starting with the most local, Karen Throsby, who is at the University of Leeds in Gender Studies, and who will speak last; followed by Harriet Silius who is in Finland's Åbo Akademi University, also known as TURKU depending whether you use Swedish or Finnish. Pilar Carrasquer who is from the Universitat Autònoma de Barcelona in Spain, and Laurence Tain who is at Lyon II in France and who is also Coordinator of the project of which we having a meeting today. Some of you have encountered her before, those of you who have been to Lyon and some of you are here. This afternoon before we go and have drinks and relax, we are going to have about 45 mins talking about academic careers across Europe. The idea behind this is to partly alert you to the fact that academic conventions on how to get jobs are very different in different countries. This also means that you need to know how it works in your own country and it might be quite different from what you have imagined or maybe you haven't even thought about it, so the idea is to stimulate your thinking about making a career and partly to show you how different career paths are in different countries in Europe. As you are living in the age of globalization you need to show an understanding of these things and you need to show that you understand how these things work, you always automatically look better because you're looking better informed, so it's important to be informed. I want you to ask

questions of any of us about how it works. Karen is going to speak at the end about what happens in the UK. Harriet will start by talking about how it works in Finland. Pilar will talk about Spain obviously and Laurence about France. The prototypes that emerge there are not dissimilar from other countries around... so it will give a pretty good idea how that happens. Thank you. OK, so without further ado can I ask Harriet to talk about Finland.

Harriet Silius: I'm talking about people who have degrees in Gender Studies or whatever you call the discipline. For the first question: How do you find ads about jobs? One could say that there is no central place to find them and if you go to the careers office of different universities, they won't even understand the question of gender jobs, what that is. So you really need to figure out yourself where might they want somebody who is an expert in gender, who has the knowledge of equality issues and so on. For example there are jobs at universities and there are jobs at international organizations that have their branches in Finland. And many professional organizations have newsletters, either in their disciplines i.e. Sociology has them, their newsletter, local newsletters, regional newsletters and Historians have their own newsletters and so on. There are also some specifically for gender, for example the 'atgender' newsletter [<http://atgender.eu/newsletter>], which you get quite frequently, at least once a month, or more often and you can get them every week but that's not normally the case. And you have jobs in different European countries but not all in Finland, in other countries there are jobs, and they are mainly jobs in universities or research.

Gabriele Griffin: Can I just make an important point? In many European countries you have something called gender experts who work across the university. These are not people who have PhDs but have Masters and who in time might get PhDs, they are often located in equality offices, now we no longer have this kind of thing in Britain... but in Germany and in the Scandinavian countries it is quite normal, also in the Netherlands... so there are jobs which you can get with an MA and they often want people who have good command of English because they are dealing with a lot of international people, international students and so on, so it's not necessarily something that is nationally specific but if you finish an MA that is one opening that you can find.

Harriet Silius: There is a Nordic information site, which is, I think, very very good because you can find there both academic jobs and non-academic jobs, and you see the ESA [esa@europeansociology.org] and gender jobs [<http://www.genderjob.org/>] so I think it's easy to remember for gender jobs. And there is a European one at the European Institute for Gender Equality [EIGE <http://eige.europa.eu>].

What kinds of jobs are available? Gabriele already mentioned that. You have of course different kinds of university jobs because in Finland as well as in other Nordic countries, Iceland, Denmark, Norway, Sweden you have Gender Studies, Women's Studies, Feminist Studies in every university so although those countries are small it means 50 hundred universities, I have no idea how many there are exactly. And there you will usual find... university teachers, assistant professors, associate professors and full professors. In most cases you need to either know or learn the local language but if you don't know it beforehand you need to at least speak and write fluently in English – and I think that's perhaps is not a problem for you – and then there are of course all other universities positions... for the example equality officers, human resource people and a lot of project people either research, developing education or developing something else. And sometimes in those other university position, the non-res ones, sometimes the language requirements are stricter if you have to deal with the general public but if it is for example a res project or to develop international relations, they might be less strict. And for non-university positions there are of course different kinds of jobs in organizations, mainly NGOs. And often these jobs are not permanent and often require a language like some kind of knowledge of the local language and usual they are not advertised internationally.

Application process. You need to submit everything that is mentioned in the call and that's quite strict. And for teacher-researcher positions that the standard you need is a CV and a publication list. Publications are not needed for other kinds of jobs and usually your call or the ad for the position you usually have 30 days to apply for this jobs but it's good if you know in advance that there will be this position so that you can prepare yourself for more than 30 days but it's usually 30 days. You apply electronically so you fill everything online and you don't put anything on paper. This means also that to submit

on the last day might be a risk because if it's a very popular position and everybody will try to submit two hours before the deadline and you don't get through. So it's good to at least try to apply at least two days before the deadline but of course it might be the same story. Usually there are some kind of recruitment committees, which means there are, in general, at least three people who preview the applications and usually in those committees you have at least one male and at least one woman, the third might be man or woman of third or fourth gender. And this committee is very important because they make pre-selection is there are hundreds of applications or even if there are fewer. And also decide at whom to look more specifically. Non-academic university positions usually take around one month to fill. So if your deadline for the application was 31st October you will probably hear something around November-December. And then you can also ask, could be an idea to ask around December how things are going. It is very normal that people who don't get selected don't get any information at all. That's quite common, which is, I think, a very bad practice. And of course you can ask before the position is closed, did you received my application by email (you ask by email) and people are suppose to answer these emails in two days not in a week. Professorships take a very very long time. Usually it's normal that they take one year – that's the norm – but there are examples of when this process has take a lot longer than one year, at my university, I think, the recorded it six years. Which is also something that it's not a very good practice. In terms of professorships it depends on how many different bodies there are and that's one reason for why it is so long.

How do you prepare? You have to learn a foreign language and for example if you know an Asian language – that's an advantage. You have to publish, if you want the university teaching position and even if you are at the very beginning of your career you have to have a teaching experience and probably also some publishing expertise. You have to work hard, you have to take pedagogical education, you have to be part of a professional network because that's how people see that you committed, you have to go to conferences, and you have to adapt your CV to the format of the university or organization wants because if you do it they see it that you are serious about your application. It's also good to learn something about your institution that you are interested in, and because if you are lucky you might be lucky to get an interview you

might being be asked how could you contribute to this department and if you know nothing about the department then it's very complicated to answer. And then finally ask people who know more, take contact details from me if you are interested to work in Finland for some reason. Thank you.

Gabriele Griffin: Are there any immediate questions?

Audience: Can you offer me a job? [Laughter]

Harriet Silius: I wish I could offer you one. [Laughter]

Gabriele Griffin: We are going to go onto the next presentation by Laurence Tain.

Laurence Tain: Thanks for the invitation and for coming. I will talk about 'How to Make an Academic Career in Europe: The Example of the Field of Gender and Equality in France.' First of all, in my talk I will explain what types of academic jobs are available in France. In France we have, like in Finland and in Spain, teachers at universities. We have two levels of teachers. In the first level, the highest, we have professors. The second, lower level, we have maître de conference [lecturer in the UK, Gabriele Griffin explains]. Just to give you an idea, in France women account for 22% of professors and 42% amongst maître de conference, I mean lecturers. This is for teachers at university. Then you also have researchers and in France there is a national centre of research which name is CNRS (Centre National de Recherche Scientifique) and that organization you can be director [DR] or can be in charge of research [CR]. And it's the same thing as at universities. I mean at the higher level, you have only 25% of women and in the lower level you have 37%.

Gabriele Griffin: Note that academia is organized differently to how it is organize done the UK and in other countries. You have research being done separately from university teaching in France. That's not the case in Britain.

Laurence Tain: In France when you teach at a university, you also must be a researcher. It means that that half of your job is teaching and half of your job is research. We are lucky and some people are only researchers. And of course not an academic career but you have also the possibility of private and public research organizations/institutions, many of them in France.

Then we have central model of jobs in our specialism [gender] with three levels. We can say that in an academic career there are no gender specific jobs, they don't exist in France, there is no gender expertise. I can say the thing that Mitterrand created three chairs of teachers at universities in Gender, Sociology, History and Literature, and the first one it was for Nicky Lefevre who is an English woman. But you can have, you can get some positions as professors or maître de conference which specialize in gender. For example, in Sociology you can specialize in gender and internationalization. In History you have contemporary history with a specialism in gender.

Audience: Is it easier to apply for a job if you come from a gender perspective, i.e. you have a PhD in Gender Studies. Or is it easier if you have a PhD in History? Which candidate has better chances of getting a job?

Laurence Tain: The point is that in France there are no Gender Studies, so you are from History, you are from Sociology and sometimes you specialize in gender. But you can't have a degree in Gender Studies.

Harriet Silius: So if you have a Gender Studies degree, can you apply for a job in Sociology in France?

Laurence Tain: Well, it's yes, I think so. I do think so, yes. It's a good question.

Pilar Carrasquer: It is very difficult in Spain.

Laurence Tain: I think now it can be possible. Now French students, I think that because for example, the students who get the EGALES Master's [The European Master

in Equality and Gender Studies] in France, they can apply for a thesis in Sociology, Literature [for a Master's degree in Sociology or Literature], etc.

And so the third level, the equality officer. And the position exists in France but in France equality officers at universities are normally teachers. It's very unusual that equality officers are not academics. But there are many jobs in France as in other countries with no Gender Studies specific degrees but this expertise is necessary for teaching gender, and to teach gender, you need to have some gender processes knowledge.

How the application process works in France. First of all, to get an academic job you must have a PhD and CV, then there is a national commission and a specific selection process, you present your dossier with everything, your PhD, with your CV, and the commission decides if you can apply for a position as a teacher. But first of all there is a national commission that decides if it is possible for you to apply or not based on your resume. Then you can look at the website, it's 'galaxie' [www.galaxie.gouv.fr], it's a governmental website. After that you find on this website what academic jobs are available and where. And you apply, and you have your dossier and then a job interview. These steps are necessary to apply or to be successful: first you need to have in-depth knowledge of the subject, and other skills – I think you must have all these skills for all jobs – like communication skills, person skills, publications. I think that when you apply for that kind of a job you must know how to play-down the importance of gender and emphasise gender equality. I mean that you must create links with recognized people, you must make people feel good about gender equality and show that you are not only committed to Gender Studies but also about other fields of study. Thank you.

Gabriele Griffin: Basically what Laurence was saying, I think, is that you need to cultivate a thick skin.

Audience: Do you need to have French in order to work in France, do you need to be fluent in French?

Laurence Tain: Yes.

Gabriele Griffin: Pilar who is from Barcelona Autònoma, one of the big universities, situated in Spain.

Pilar Carrasquer: Good afternoon. The situation in Spain, in Catalonia, is unique because there are many differences between career paths in the different regions of Spain. An academic career path in Catalonia is very similar to the French model and is also similar to the English model of academic career.

In general career in academia in Spain is transitioning from a very decentralized model without any national accreditation to a very centralized model at national or regional level and then with open completion at each university. The position of women in Spanish academia is the European standard; only 20% of senior academic positions are filled by women, like in France.

Gabriele Griffin: You realize how atypical this room is which is full of women professors. We do not represent academia.

Pilar Carrasquer: And now there are no jobs in Spain in academia. Since 2008 there has been no new recruitment, except for one assistant teacher/lecturer but 10 senior professor or lecturers retired. This is important because this is very difficult for young researchers in Spain, especially for women researchers because now there are more women in research positions. At this moment there are two ways/routes to start an academic career in Spain. First, the more traditional model, the 'functionaries model' via the ANECA (Spanish accreditation agency), you can apply at this agency after completing your PhD. Second, the new model, the 'contractual/labour model', you apply via the ANECA or specific regional agencies AQU.

Gabriele Griffin: One really difference here is that in the UK you apply to a university but in France and Spain you apply first to a national agency to be registered as a suitable academic candidate for a university and that is done by examining your CV and thesis. So there are countries where there's a national agency that more or less gives you a quality

stamp. And then you have it like it is in Britain, the same is in Australia and in the Anglophone countries where on the whole you apply directly to a university.

Harriet Silius: And the same in Scandinavia.

Pilar Carrasquer: The general application process for the two paths is pretty much the same. You start when you are still doing your PhD. At this level you apply to the director of the process and/or PhD high level of the laboratory or research team where you do the research. You can apply for research grants and you have three years to complete the process. After this the mobility for a postdoctoral post is required. You don't stay at the same university you did your PhD at. That is important. Then after you get your PhD and did a postdoctoral position (the mobility), you can finally apply for a lecturers' position. You get a contract for four years and after that you need a new accreditation, a regional or state level to access a senior lecturer or a professorship.

The criteria of the different agencies are different. The ANECA is a national agency. The AQU is a Catalonian agency. They differ in their expectations regarding teaching experience, research experience, CV, publications. The contractual model at the Catalan agency is research oriented, similar to the English model. But the past it expected the same proportion of research-teaching experience and management-professional experience. Now the most important aspect is your research profile even for the early career academic. This is very important. Languages are important. In my generation and in my field the most important was French, now it's English and another, if possible, language of the European Union.

This is the progression of women in academic careers in Spain. There are more women in the total faculty staff but not in the higher careers. There is hope. Yes. A small generational change. I think, it is very important that one of the elements, which explains this change, is the mobility, networking, relations and knowledge of the other reality. But in Spain there is segregation of academic fields by gender. Like in France, in Spain really there aren't women at senior level – just as it is in England or other countries. The main academic fields are Sociology, Humanities, Technology are the principal fields to access at a university. It is important to note that there are more women researchers in Spain,

they are more present in INGOs than in the public sector. It is more possible to have a job in there than in the private sector. But the proportion of women and men in an academic career is shown here [points to the slide]. Since 2008 the equality commission in Spain said that it is necessary to develop policies on gender equality on the professional level, in professional fields, including in academia.

Gabriele Griffin: These are monitoring units really that look at how many women are there, are the process right, they are like equality units of some kind.

Pilar Carrasquer: Another important point is a research CV. Research CV consist of very important publications in very important reviews [journals]. In Spain this is difficult because there aren't many journals at high and international level, and these journals are more or less gender blind. If you work in gender issues, it's difficult to advance. Finally, in this sense a matter of recognition for us is more important, the recognition of Women's or Gender Studies, or Sociology or History. Thank you.

Gabriele Griffin: Any questions about this? You can see there are big differences between the countries that have Women's/Gender Studies as a discipline and the ones that don't. The final speech is by Karen who is going talk about the UK situation.

Karen Throsby: I will talk briefly about where to find jobs, what kind of jobs we might look at in really basic terms. If you are looking for jobs there are a number of key sites everyone goes to, every university will advertise on. There's jobs.ac.uk where everything is, and you can put key words which are relevant to you. It's a very efficient system right up to when jobs come up. *The Times Higher Education Supplement*, this is a regular publication that will have them online. *The Guardian* will have them once a week as well, and then there's another paths word of mouth, particularly if you are looking for jobs as teaching assistant, to take some classes for someone, or doing some lecturers those jobs can often come up by word of mouth. My first job was, I was doing my PhD when somebody from the Essex university called my supervisor at the LSE [London School of Economics], where I was studying, and asked I need someone now, to come and take this

gender class. And I said I'll do it and I got the job. And it was kind of casual, teaching assistant job. Some of these jobs come up from that way. But you will also hear about jobs coming up. [Explanation to the audience: 'word of mouth' is just talking to people] But you will also hear that jobs are going to come up, that there is going to be a lectureship at such and such a place, or that a professorship is coming up. And then you can do your research about the place, finding out about the place, speaking to some people.

There are different kinds of jobs. You have to think about what sort of jobs you want. So in the UK you apply to the university, there is no central organization or regulation, beyond finishing PhD which is, obviously, a nationally recognized qualification. You apply to a university. So if you are in the university or you know someone you might think of a teaching assistant job, which is teaching classes, seminars, under the guide of somebody else, normally who is convening it, who is running it. You might be able to get a temporary lectureship, which would be most of the task for the full lectureship, so that would be some teaching, some administration, perhaps some or a little bit of research time. That's when someone perhaps has gone on a maternity leave, for a year or someone who got a research grant and they go off to do research for a year so they are just replaced in teaching. These are good first jobs as they give you full scope of experience of a lectureship, of all of the parts of that. You might find yourself going for a research post. So someone gets a research grant, they might hire a research assistant – that's obviously temporary work but that's a good way of keep money coming in and staying within the academic community, meeting people, get some publications out. And then there are standard lectureship, the permanent post which is a combination of teaching, research and administration. They vary but it's, where I work it's 40 % teaching 40% research and 20% admin as a rough guide. It doesn't feel like that during term time but that's how it is.

Getting jobs in the UK it's not the same situation as in Spain, it's in a serious but it is quite a difficult job market. Be persistent, develop a thick skin and don't take it personally would be my first piece of advice. It's not personal you have to get used to not getting things. I always think about it like throwing a wet paper towel at a wall, at some point one of them will stick, you just have to keep going and learn from each one. Get

some feedback if you can. Be strategic in building your CV. If you are a PhD student, you will be told constantly: you must publish, you must organize conference, you must submit your PhD on time, you must teach, you must do all these things. Think about your CV. If you have given a paper at a conference, don't give the same paper again somewhere else, write it up as a journal article, do something else with it. If you've got lots of teaching in one area, think about your publication record. So be strategic, make sure that you can tick as many boxes as possible rather than intensely focusing on one aspect. So think about that, think about where the gaps are. If you are a PhD student, the most important thing is get your PhD because you can't get a lectureship without it so don't postpone that and try to finish that on time. Because if it looks near enough, get close to it, when you look at the CV, that looks very positive. Obviously many people have many reasons why that is not possible and those are also understood and taken into account as a general rule.

Target appropriate jobs, if you don't have a job I appreciate that there is a great deal there of anxiety because you need a job. So I am not demeaning that but you must target appropriate jobs, jobs are very competitive and if you are not even close to job specification you won't make the short list, so it's a waste of your time. Target appropriate job, think carefully around that, just scattergun applications don't really. It's too competitive but also be creative. It is kind of the opposite advice, don't just think about your specialist area where you PhD is and that's the only thing you can do research and teaching on, think about your transferable skills. In terms of what other aspects of literature have you looked at in the process of your studies, what could you do quite easily, what could you move onto easily? There aren't many gender centres or specialist units left in the UK any more that only do gender or that are separate but there are gender research centres, like Leeds that are within Sociology departments. There are a lot of gender specializations within Sociology departments and History and so on, so you have to think about how to position yourself in terms of departments as well as gender. How would you fit into a department? So I was trained at the Gender Institute at the LSE [London School of Economics], which is a very unusually free standing gender unit. Like many people I moved into Sociology as a means of solidifying my employment and my career development whilst still maintain very strong loyalty to gender politically and also

in terms of the work that I do. So you have to be a little bit creative about how you market yourself.

The process itself, you'll see the ad, the ad will have a job specification attached to it and that will have two lists; one will be a list of essential requirements and the other will be the list of desirable qualities, if you like. The essential requirements – that depends on the jobs obviously – it would usually be to have a PhD or submitted, will have, by the time the post starts, it might have publications required, it may ask you for funding, depending on how senior the post is, you might need some teaching experience – that's very common, if it's a teaching post, that all they will be interested in. What's your teaching experience but not just teaching but have you written assessments, have you marked? Get used to not just saying I've got teaching experience but I've lectured, I've done undergraduate, MA students, marked essays, I've supervised dissertations. Think about the different skills you've developed. You will be asked to fill in a form and that, it usually will be basic info about your career, your publications, and you will be asked to write a cover letter – which is where you show how you meet the job's specification. The thing about the cover letter is: don't make it too long. If you are on the shortlisting panel, and I've done many of these, and you've got 150 applications to read and you open up a 15-page cover letter a small part of you inside dies. You don't want a person reading to feel that unhappy. Two pages is absolute maximum, it's quite enough you just have to show that you answer the specifications and give evidence. So don't just make claims. 'I have very good communication skills as demonstrated by having done interviews on a very sensitive topic for my PhD.' So you show evidence and these are scored, marked; do they have that criteria. You also have a CV, same with the CV. Don't put everything you ever did and what badges you've got at scouts and put the good stuff at the front. Put the important stuff on the front. Qualifications and work history, key publications on the front. First thing they are going to see. They've seen the key things; they know you've met the criteria.

Another key point is: follow the instructions. If they tell you two pages or a 1000 words or whatever and you do more, it doesn't make you look better, it makes you look like you can't follow instructions, and nobody wants to employ someone who can't follow instructions. Follow the instructions to the letter and tailor it to the job

specification. You might be applying for many different jobs but you need to make sure that your cover letter, your application addresses that jobs application. And I would say that every time I've done job selections, and read applications there's always one application for the job at the university of Leeds, and someone will have a lovely cover letter and will have 'I am very excited about the prospect of working at the university of Nottingham.' And what they have done, they have done applications for lots of different universities and have forgotten to change it and it's usually funny rather than disastrous – attention to detail. It all counts. Think about the tailoring it, and tailor it to the institution. If you are not sure there's always a contact person, phone that person up ask them about the jobs, ask them if you are suitable, talk to them, they will remember your name, they might think of you for future jobs if you don't get this one. Do your research and do your research about the department; who the people are, what are their research interests, who might you work with, what teaching could you contribute to. Show that you care about who you might work with.

The other thing you need to do need to know about is that with any academic job – what Gabriele [Griffin] talked about earlier – is the REF [Research Excellence Framework]. You will read about, and the next one is in 2020, any working academic who is research-active is expected to be published which is measured. Any job application now where's there a research component to it, you would be expected to know what you might submit to the REF, what your plan is. So that's a very important national context for any job application in this country. So you need to be aware of what might be expected of you. Junior staff might be expected to submit two instead of four so it's a break. So it's not like you have to have all four if you have just finished your PhD. You've got to have a plan for more publications for the REF. You've got to address the REF.

Some would say that, it's a very gender thing; it's not to understate yourself, particularly in interviews and so on. Women tend to be more, less willing to really confidently state their accomplishments, to make claims about themselves. I've sat in job interviews, where far less qualified men with confidence have made all kinds of claims and superbly qualified women, they have understated. OK, this is a very gendered way because women socially get penalized for talking themselves up, this is not a fantasy. So

it's just something to think about, I am not talking about lying about what you have done, or blagging, or boasting it's about clear about what your accomplishments are...

Audience: In Taiwan you have to be humble but it doesn't really work.

Karen Throsby: It's worth practising...

Gabriele Griffin: ...how not to be humble.

Karen Throsby: Think about it as being clear... a job interview is a very difficult scenario, imagine if you are on a panel you want someone to tell you as much as possible to help you to make a good decision, so think about it in those terms that because of your great application and you will be asked to do a job talk, a presentation to the department maybe. Again you will be given instructions, follow them and you will have an interview with the panel. This is your time to be clear, explain your skills, do your research so you can locate within in the department but if you don't get it and these things are very competitive, it doesn't mean that you weren't good enough for the job. In general now the standard is so high that most people coming through could be given the job. It's not personal. I would come back to that just keep going.

Just to finish then I just want to give some top tips not so much for getting a job but for having a job – other stage – not just for working in Gender Studies but in any field in academia actually. I think the first things; it's a really greedy job to do in the sense that there are lot of demands on your time. And it's very hard to set boundaries about what you will and won't do. And the time that you give. And one of the most important things, and this is very gendered, but learn to say no. Be selective, don't just jump at everything. Learn to say and don't work all the time. Because it's really easy to and institutions and departments have, can sometimes slip into gender division of labour, depending on which department you are in. You don't want to find yourself doing all of the emotional labour of the departments, so that's the first thing. The second thing, don't get caught up in other people's emergencies. In my case it is Sociology, there are no big emergencies in Sociology. No one dies and so if something urgent happens, just think about 'do I need to

drop everything and do that?' Or perhaps I can help but not become responsible for it and that's the way of controlling your time. Last thing... there are some things about my job which I don't enjoy. I don't like some aspects of it. I don't like long meetings, I don't like marking exams scripts. But I love talking with students, I love doing research. In the job you want to make time for the things you love to do in the job, the reason you went to in the first place. Read a good book, go to an interesting seminar, meet some interesting people, and tap into the feminist community, and the mentors, who can guide your though the process of having a career as well as a job. Thank you.

Audience: Just a question about the attitude, the responses to candidates who dabble in other subjects whilst they are doing their PhD. So like I have an interest in postcolonial literature, so if I want to publish in that, does it look like I'm not focused or is that welcomed?

Karen Throsby: I think you have to be able to offer a narrative of your academic trajectory if you see what I mean. One would assume that there is some kind of intellectual crossing over between different areas of your research. So if you take my core research interests, for example, into topics of reproductive technology, management of fat bodies and swimming and so there's three really different things, but I have a narrative about technology, gender, bodies. If you can show quite a varied field but just have a story that explains what takes you from place to place.

Audience: Do I need a PhD to teach at university?

Karen Throsby: Realistically, in terms of teaching and research the PhD is pretty much the standard qualification, it's the standard filter. If you like, we want that level of skill, there's that level of skill that position requires and someone that you employ needs to have. And funding for PhD is very competitive and very difficult to get but that the reality of an academic job. Unfortunately.

Audience: It is possible for a Women's Studies graduate to get a job in other countries?

Harriet Silius: Yes.

Gabriele Griffin: Yes. That depends. A lot of European countries at the moment are going through the process of internationalization, including providing Gender Studies. One, they are looking for English speakers, because partly they are trying to put on things in English themselves, partly because they recognize if you open up the pool of people you get talent. There are also other things, for example, Asian Studies in various forms is on the rise because people recognize they are spending more time dealing with people from Thailand, China, Korean and so on but also India, Bangladesh and they are used to. But there are very few western people who have these language skills in reality. So chances are quite good that one can get in East Asian Studies department or something like that even if one isn't from that European country, people in that country who will have the requisite skills are relatively small. If one looks at Europe as a whole, it is the case the north west countries are the world's most open, meaning Germany, Holland, Scandinavia, UK, and so on. They are the ones that are the most open to diverse applications, if you look at Britain now, about a third of academics come from other countries. That is high. But this is becoming more of a trend across Europe but there are also other countries Australia, New Zealand, Canada and so on whereas a similar situation prevails. So outside of Europe there are in fact a number of a quite large number of countries with quite large academic communities, and of course in the US, Australia, New Zealand they do have Gender and Women's Studies, but that you also have Gender and Women's Studies specialisms in traditional domains, so your university will have a department but at the same time it will have people doing gender in discipline, so the chances of you getting a job are higher. You have quite a broad field to work from and we have experiences here in Britain of our own students and Stevi Jackson [Professor of Women's Studies, University of York] had supervised these students. So yeah... it is possible.

Audience: German contacts, do any of you know the situation in Germany?

Gabriele Griffin: The German context is different in that there is no national agency, you apply to a university directly. They have a rule whereby you have to reach a certain level of academic position within 12 years from getting your PhD. If you don't get to be a professor within 12 years you are out of the system. But there is a very similar system... to here. They have a system: teaching assistantships, postdoctoral fellowships and stuff like that and you can apply to those, they are advertised in, sometimes in jobs.ac.uk as well but also you can go on there's also a website (can't think of the name of the website), you put academic jobs Germany and you look. And the situation is similar, they have quite a lot of people from other countries. Similar to the UK but they are not, here a lot of emphasis is placed on where you publish for example, because it has to be a high standing journals it's not the same in Germany. The fact that you publish in English already makes their heart overflow with joy and they are not always discriminating where it is, not as discriminating as here where people look at what type of publication is it. I've got a student, who is a former PhD student of mine, who is currently teaching Humboldt in Berlin. She was of Asian descent from Singapore and she is there now. It is possible and there are like in the other countries different grades of academics but they do have the same thing that you should advance in the same period of time. And if you can't do that you are out of the frame. That's the tough thing. On the other hand, they are recognizing there are not as many professorships around as there should be to absorb the people who are coming so there are negotiations around this, the system isn't quite like that anymore. And it is possible to have senior position at senior lecturer level, or lecturer level for all your life.

Audience: Language wise, the majority of universities do English teaching?

Gabriele Griffin: Most of them teach in German, but a lot of them are happy with you for teach in English and some positively, or quite a few, positively welcome teaching in English because there are international students and they also want to internationalize.

Audience: What about France?

Gabriele Griffin: The language required in France. French.

Laurence Tain: French. French. French. Because you have to teach in French. It's possible, I agree with Gabriele that there is an opening to other languages in France, and also another thing is the opening to Gender Studies but the fact is that in France, students don't speak English at all so it's very difficult. I mean perhaps in some universities you will have some subjects in English but very few so in most universities it is French and fluent.

Gabriele Griffin: There is a very good, free online programme for learning languages called 'eurolingo', you can go there. I recommend strongly. It is well done, organized. Do if you are trying to learn a language, it doesn't cost anything, you can learn any language on there. It is very well structured so you learn a language and I don't have any shares in it. But that's a very good source if you want to start learning a language it goes to high levels, so you can learn quite advanced stuff and it's entirely free. Right, on this happy note lets got to the centre.