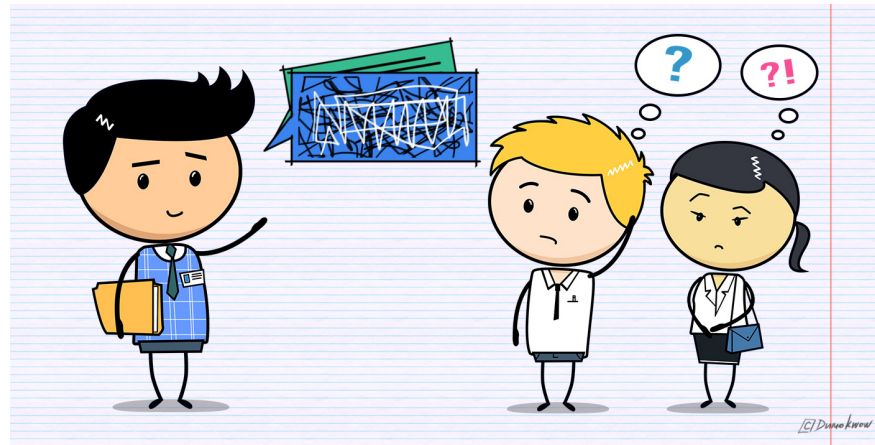


Assignment: merit or burden? (Uppdrag, en merit eller en börda?)



An investigation into how tasks are allocated at IMBIM

Matthew Webster

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IMBIM = Dept. Medical Biochemistry Microbiology, Biomedical Centre (BMC)

DIVERSITY

For Women and Minorities to Get Ahead, Managers Must Assign Work Fairly

by [Joan C. Williams](#) and [Marina Multhaup](#)

March 05, 2018



Curie

Vem står för hushållsarbetet i akademien?



Det "akademiska hushållsarbetet" stjälar tid från forskningen och ger inga meriter. Det handlar om osynliggjorda arbetsuppgifter som främst utförs av kvinnor.

All assignments are not equal:

- “glamour work” = meritorious assignments
 - Lead to recognition, promotion, carrier development
- “office housework” = non-meritorious assignments
 - Invisible administrative work or housekeeping tasks

Academic housekeeping



Figur 1. Tre kategorier av service och deras varierande grader av prestige och ersättning.

Academic housekeeping

Intern service/akademiskt hushållsarbete – typer av sysslor		
Kollegiala		Affektiva/personliga
Uppdrag	Lojalitet /plikt	Akademiskt omsorgsarbete
<i>Exempel:</i> delta i jämställdhetskommittéer, samverkansuppdrag, leda seminarieverksamheten.	<i>Exempel:</i> festkommittéer, ”rycka in” i olika sammanhang, utföra undervisning när någon kollega blivit sjuk eller missköter sig, sitta med på seminarier, vara den som tar anteckningar på möten.	<i>Exempel:</i> trösta och peppa doktorander, hjälpa till att lösa relationsproblem mellan kollegor, lösa problem så att det blir bra för alla, även när de egentligen åligger någon annan, vara ”biträdande mamma” (se nedan).

Figur 2. Tre typer av akademiskt hushållsarbete/intern service.

Project description:

1) Survey of all tasks performed at IMBIM

- Web-based survey conducted by equal opps. group

2) Insights into reasons for current division of tasks

- Interviews conducted by Centre for Gender Studies (Anneli Häyrén, Renita Sörensdotter)

Survey:

- Catalogue of all tasks/assignments
- Why do you perform a particular task?
 - a) Task assigned by boss/supervisor
 - b) Task assigned by colleague
 - c) Decided self/volunteered
 - d) Task is in job description
- Did you get paid extra?
- Do you consider the task meritorious?

- Could be answered anonymously if desired
- Could volunteer for interview if desired

Tasks

Academic service

Administrative tasks

Committee service

External teaching/service

Service tasks

Teaching/supervision

University-level committees

Tasks

Academic service

Administrative tasks

Committee service

External teaching/service

Service tasks

Teaching/supervision

University-level committees

Ad-hoc peer review (grant)

Ad-hoc peer review (manuscript)

External grant review panel

Journal editorship

National/international conference coordinator

Other peer review

Other review panel

PhD examination committee (betygsnämnd)

PhD opponent

Research project review panel

Tasks

Academic service

Administrative tasks

Committee service

External teaching/service

Service tasks

Teaching/supervision

University-level committees

Coordinator for: celebrations & gifts for birthdays etc.

Coordinator for: departmental meeting

Coordinator for: research group symposium

Coordinator for: seminars

Coordinator for: social events/parties

Coordinator for: staff meetings

Organising journal club

Organising other academic activity for research group

Organising seminars

Tasks

Academic service

Administrative tasks

Committee service

External teaching/service

Service tasks

Teaching/supervision

University-level committees

Advisory committee, chair

Advisory committee, member

Equal opportunities committee, chair

Equal opportunities committee, member

IMBIM board member, ordinary

IMBIM board member, substitute (suppleant)

Other committee, chair

Other committee, member

Recruitment committee, chair

Recruitment committee, member

Tasks

Academic service

Administrative tasks

Committee service

External teaching/service

Service tasks

Teaching/supervision

University-level committees

Dealing with external inquiries

External teaching: Graduate/masters

External teaching: High school/equivalent

External teaching: Undergraduate

Other outreach

Popular lectures/seminars

Tasks

Academic service

Administrative tasks

Committee service

External teaching/service

Service tasks

Teaching/supervision

University-level committees

Advising new employees on routines

Fire agent (Brandombud)

Information/communication responsibility

IT-responsibility

Kitchen duty (unscheduled)

Lab duty/cleaning (unscheduled)

Ordering/managing: lab supplies

Ordering/managing: office supplies

Ordering lunch / coffee at meetings

Proof-reading (manuscripts etc.)

Responsibility for homepage

Work safety agent (Skyddsombud)

Tasks

Academic service

Administrative tasks

Committee service

External teaching/service

Service tasks

Teaching/supervision

University-level committees

Co-supervisor masters student

Co-supervisor PhD student

Designing/responsible for course

Director of studies: graduate level

Director of studies: undergraduate level

Examiner (examinator), PhD student

Main supervisor masters student

Main supervisor PhD student

Student supervision (undocumented)

Teaching administration

Teaching: Undergraduate/graduate level

Tasks

Academic service

Administrative tasks

Committee service

External teaching/service

Service tasks

Teaching/supervision

University-level committees

Advisory committee, chair

Advisory committee, member

Basic education program committee, chair

Basic education program committee, member

Equal opportunities committee, chair

Equal opportunities committee, member

Evaluation committee for internal grants, chair

Evaluation committee for internal grants,
member

Faculty board member, ordinary

Faculty board member, substitute (suppleant)

KUF committee, chair

KUF committee, member

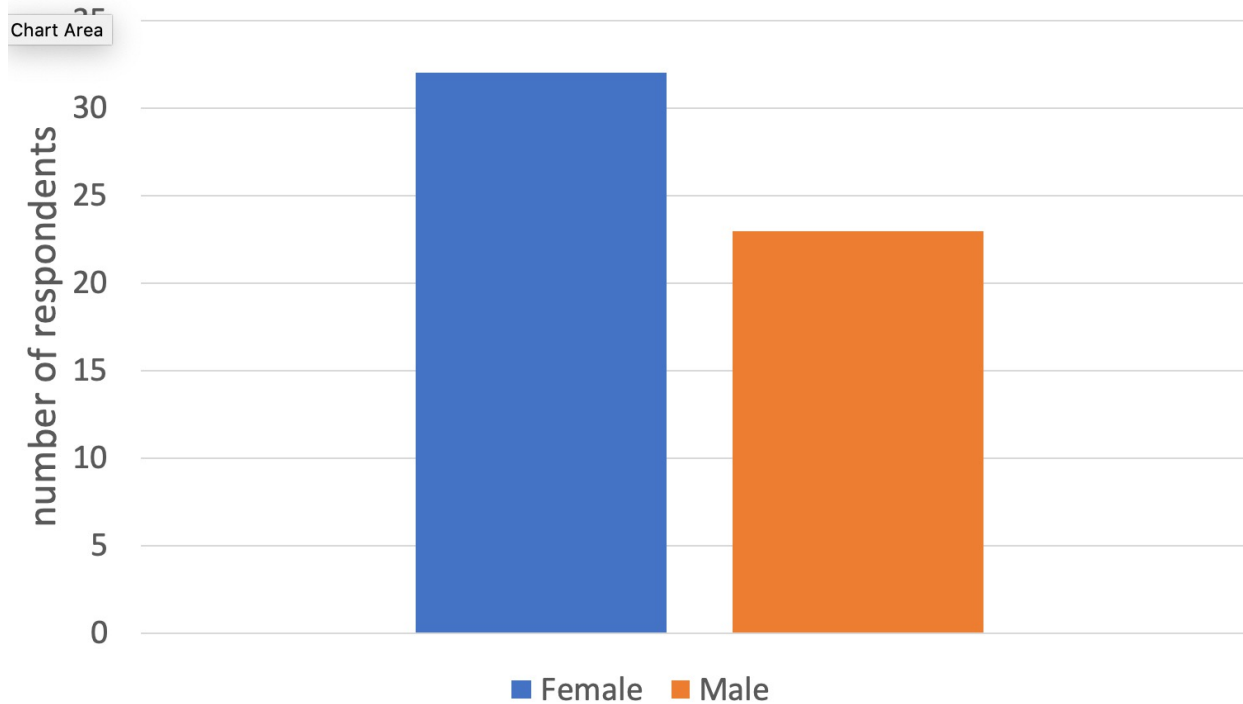
Other committee, chair

Other committee, member

Recruitment committee, chair

Recruitment committee, member

Total responses



55 responses:

32 Female (58%)

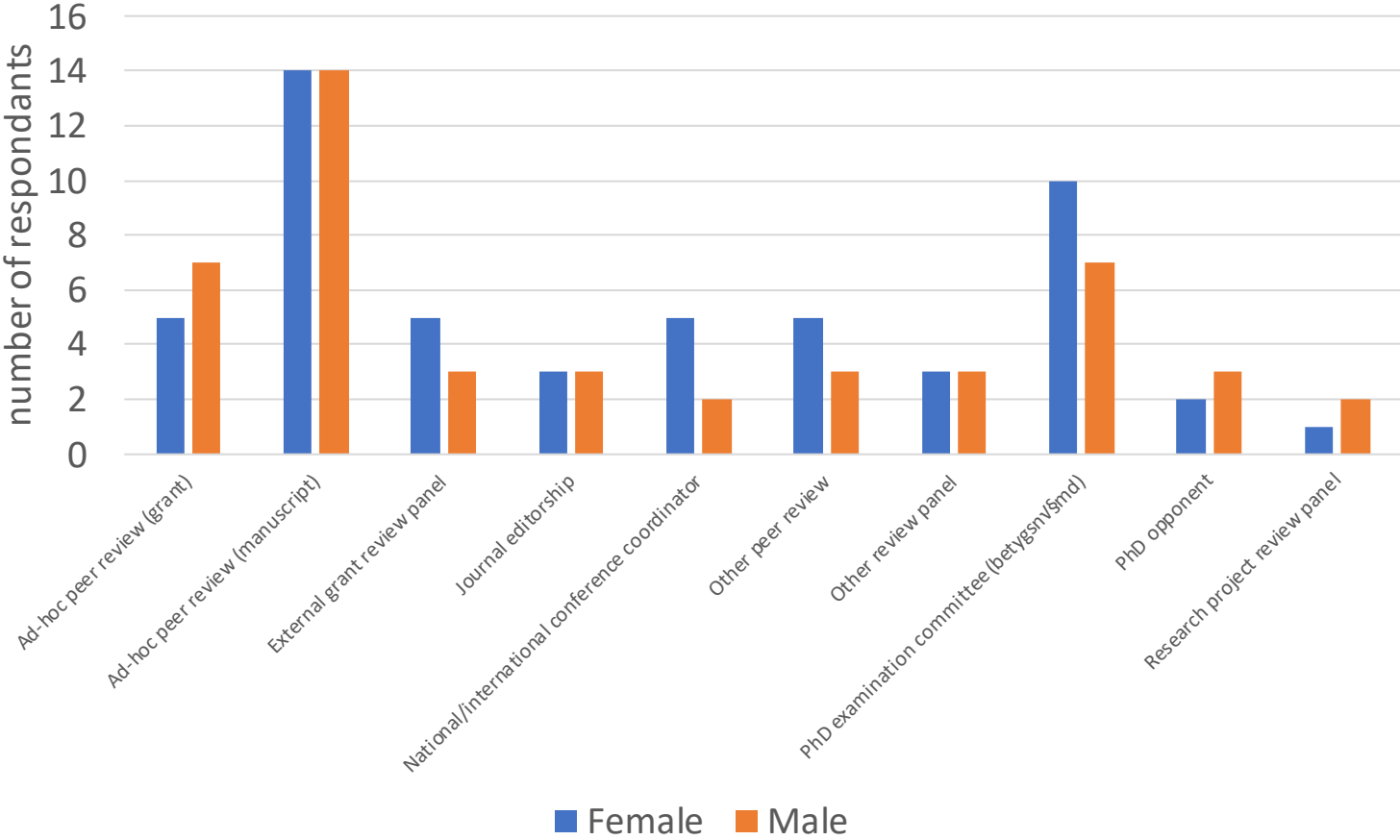
23 Male (42%)

170 total på IMBIM:

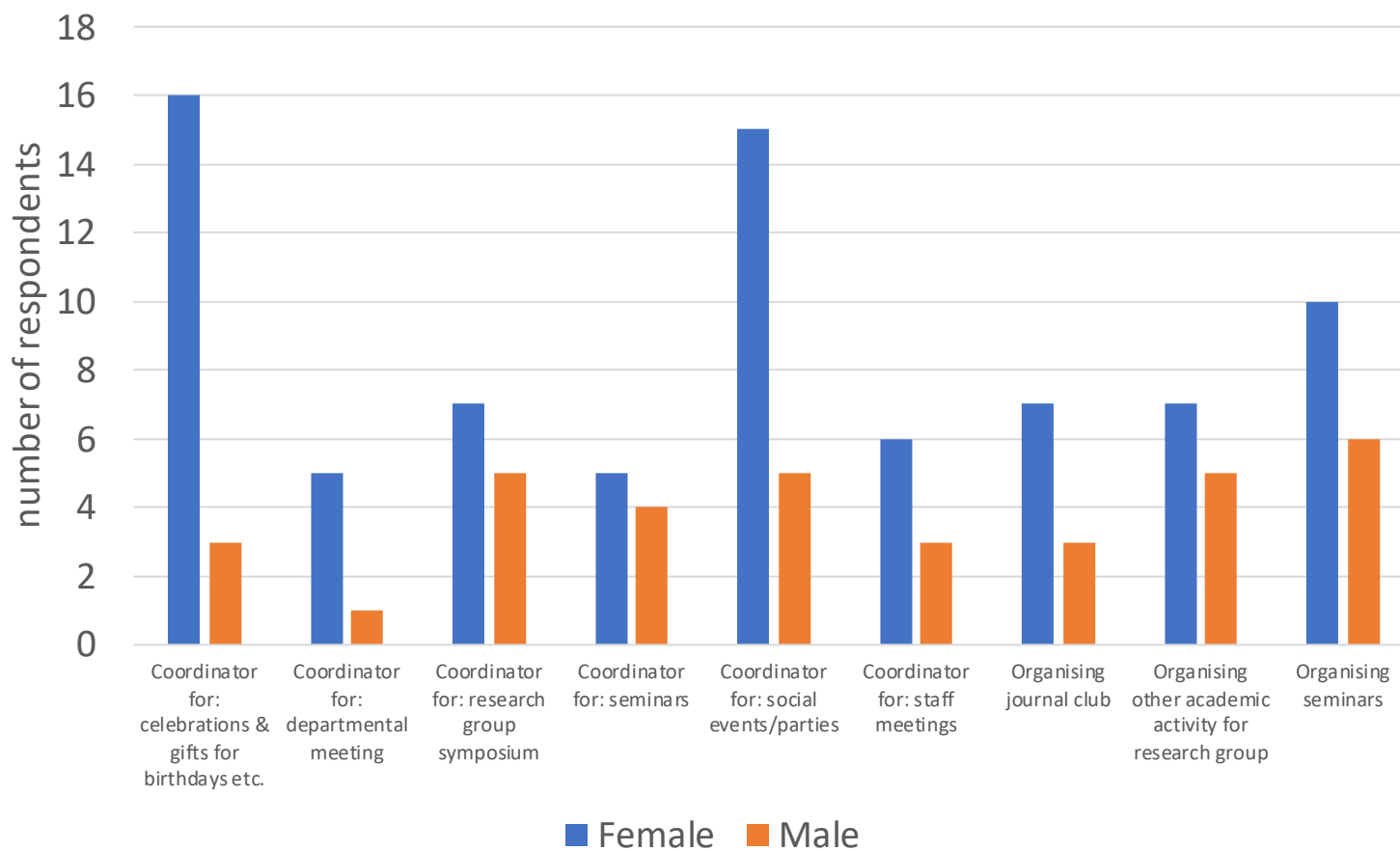
87 Female (51%)

83 Male (49%)

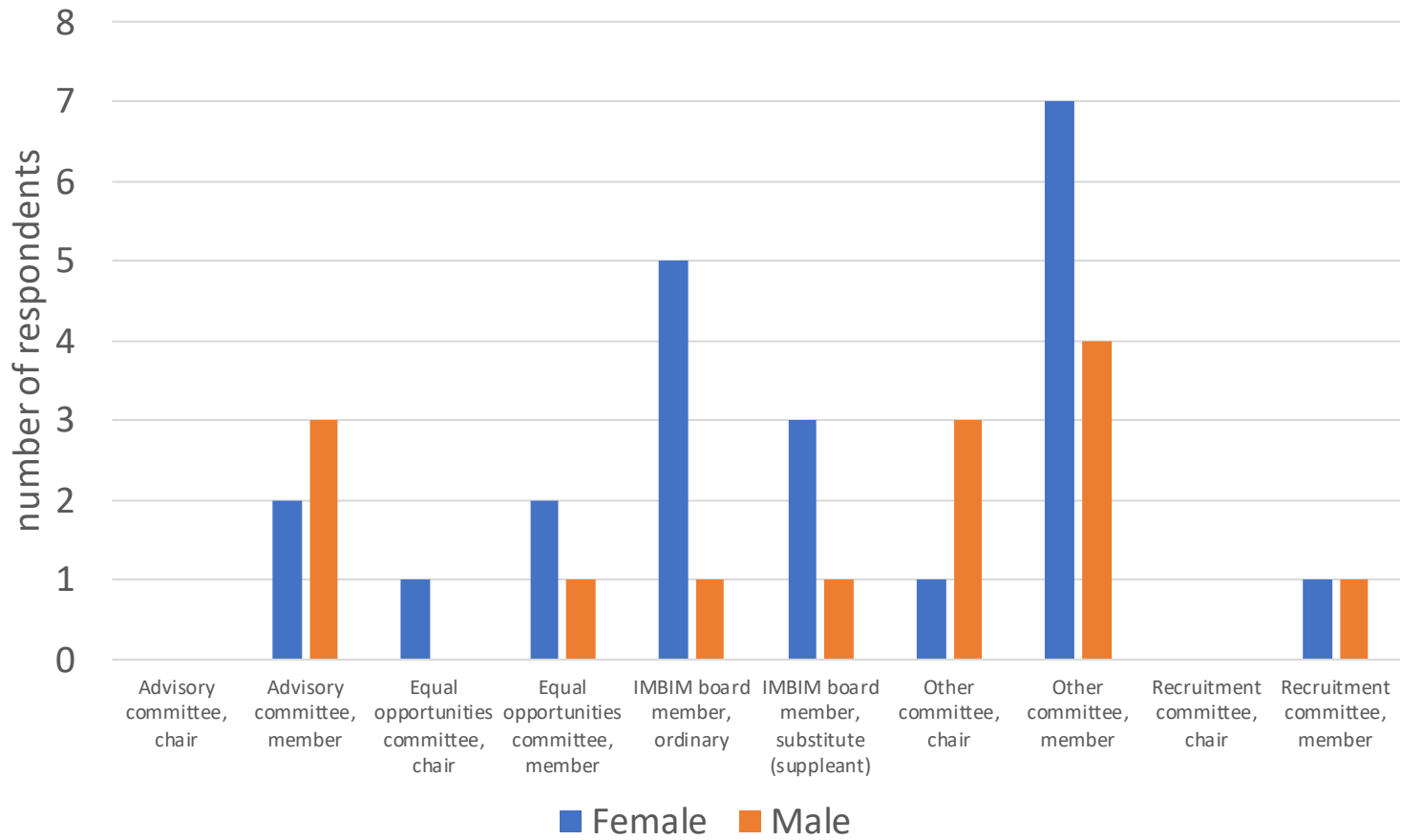
Academic service

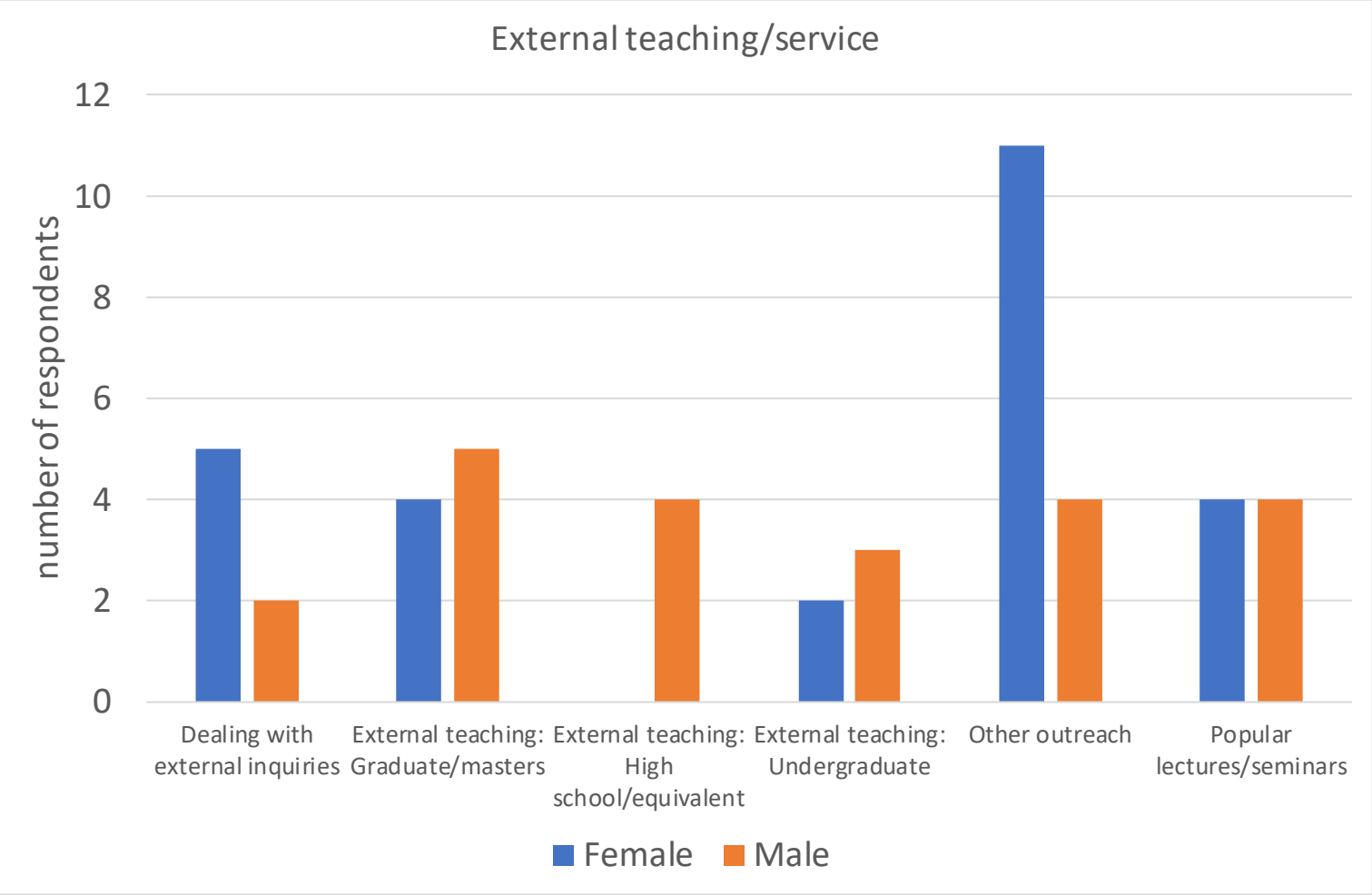


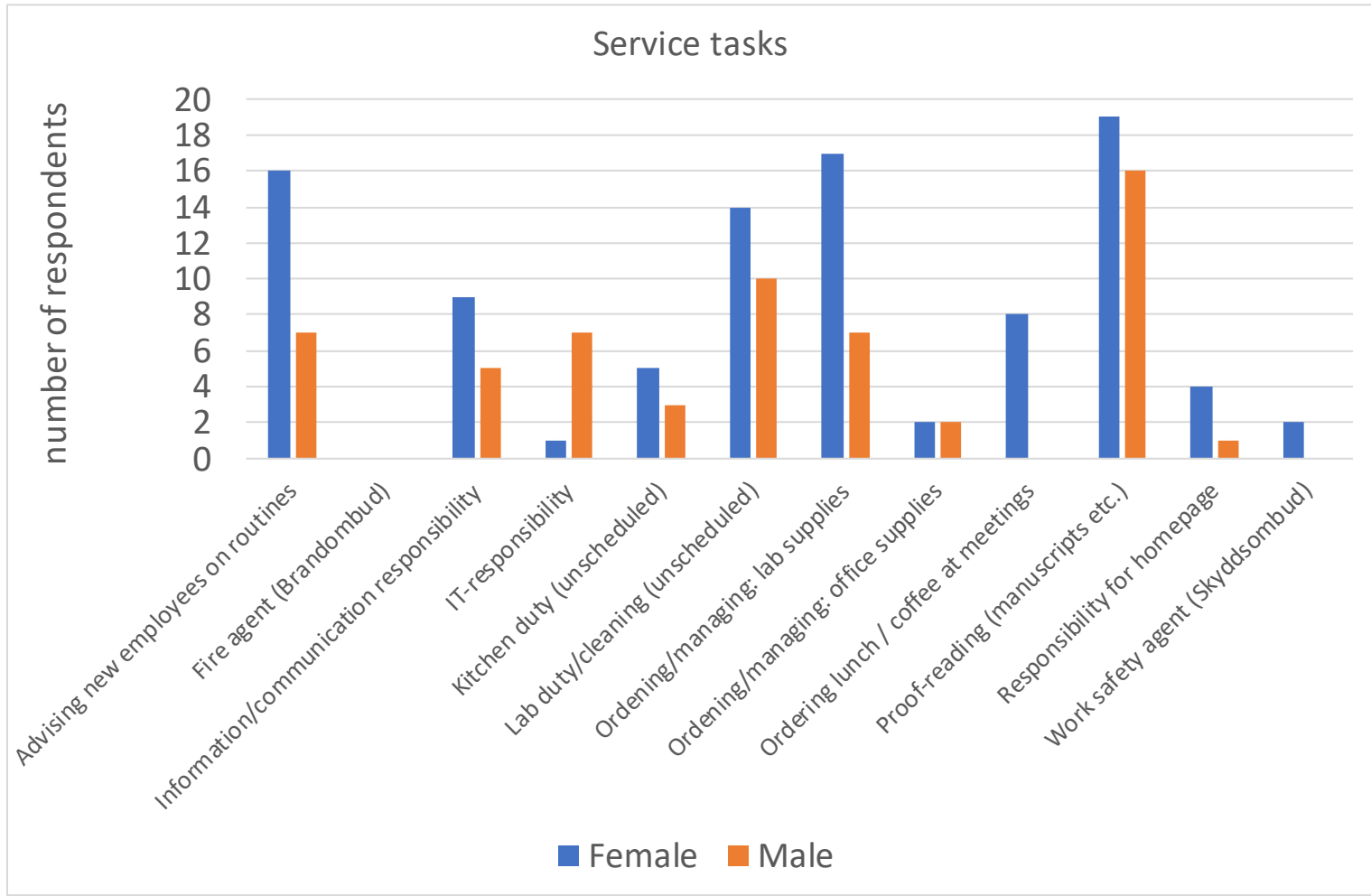
Administrative tasks

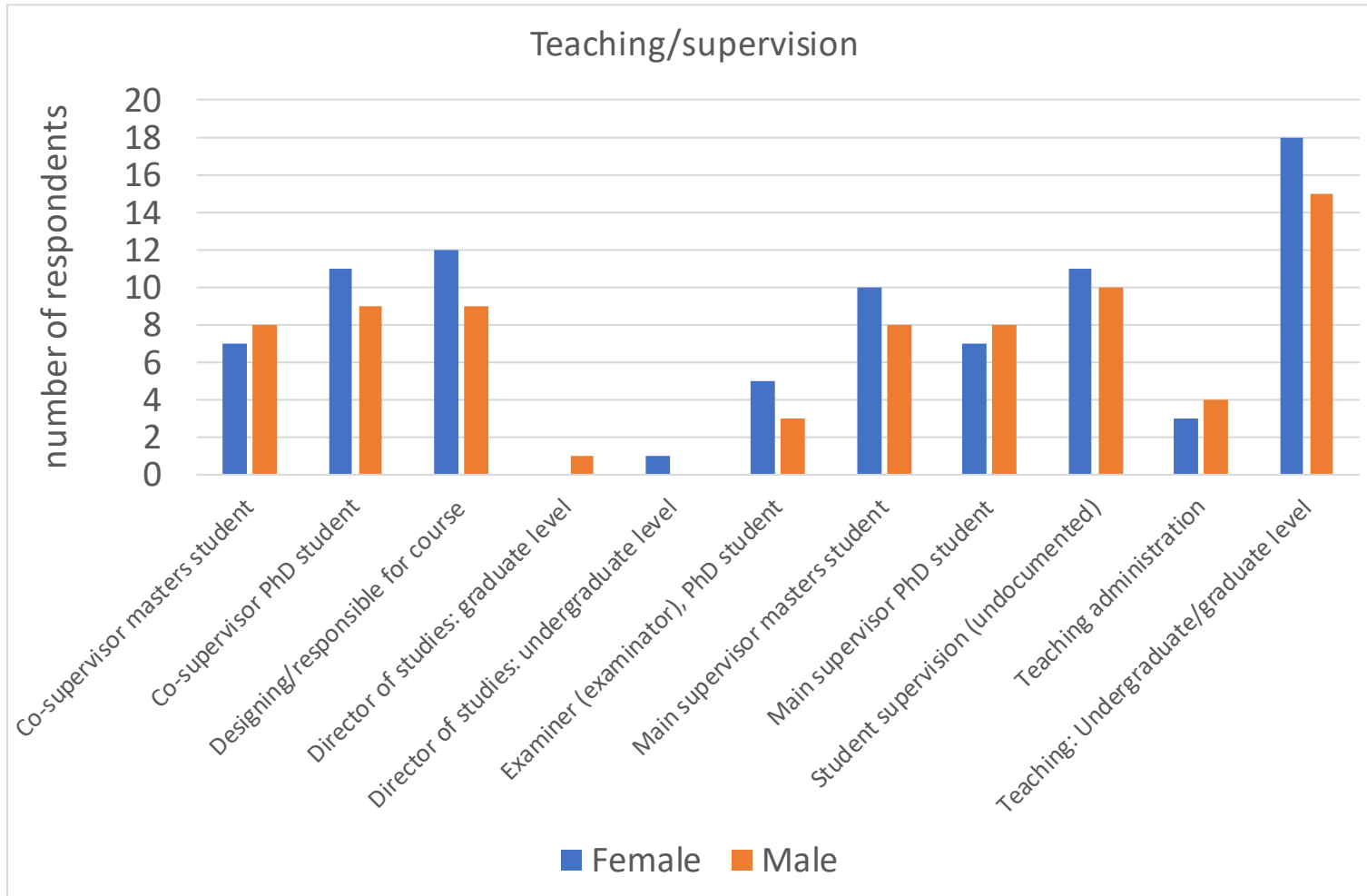


Committee service

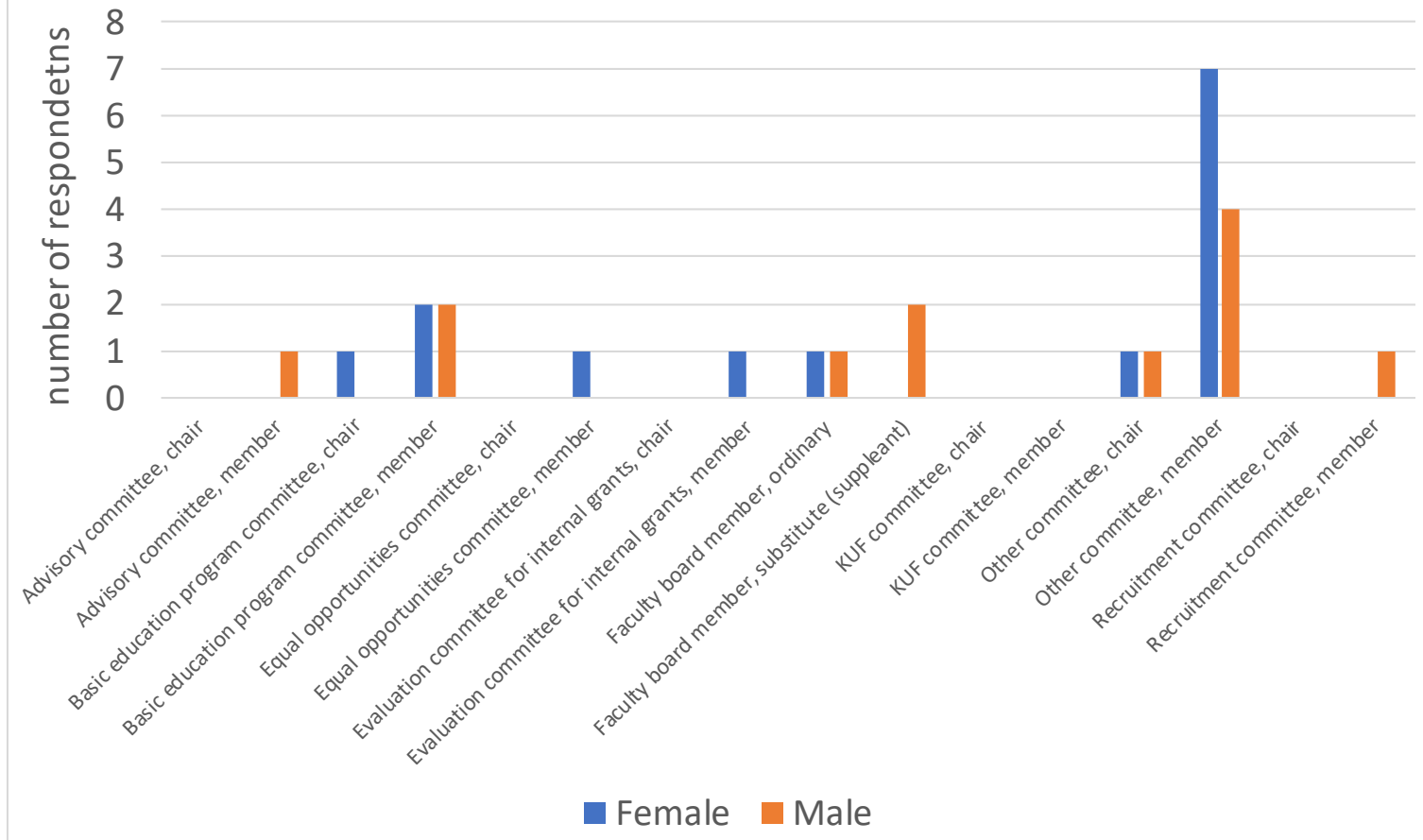


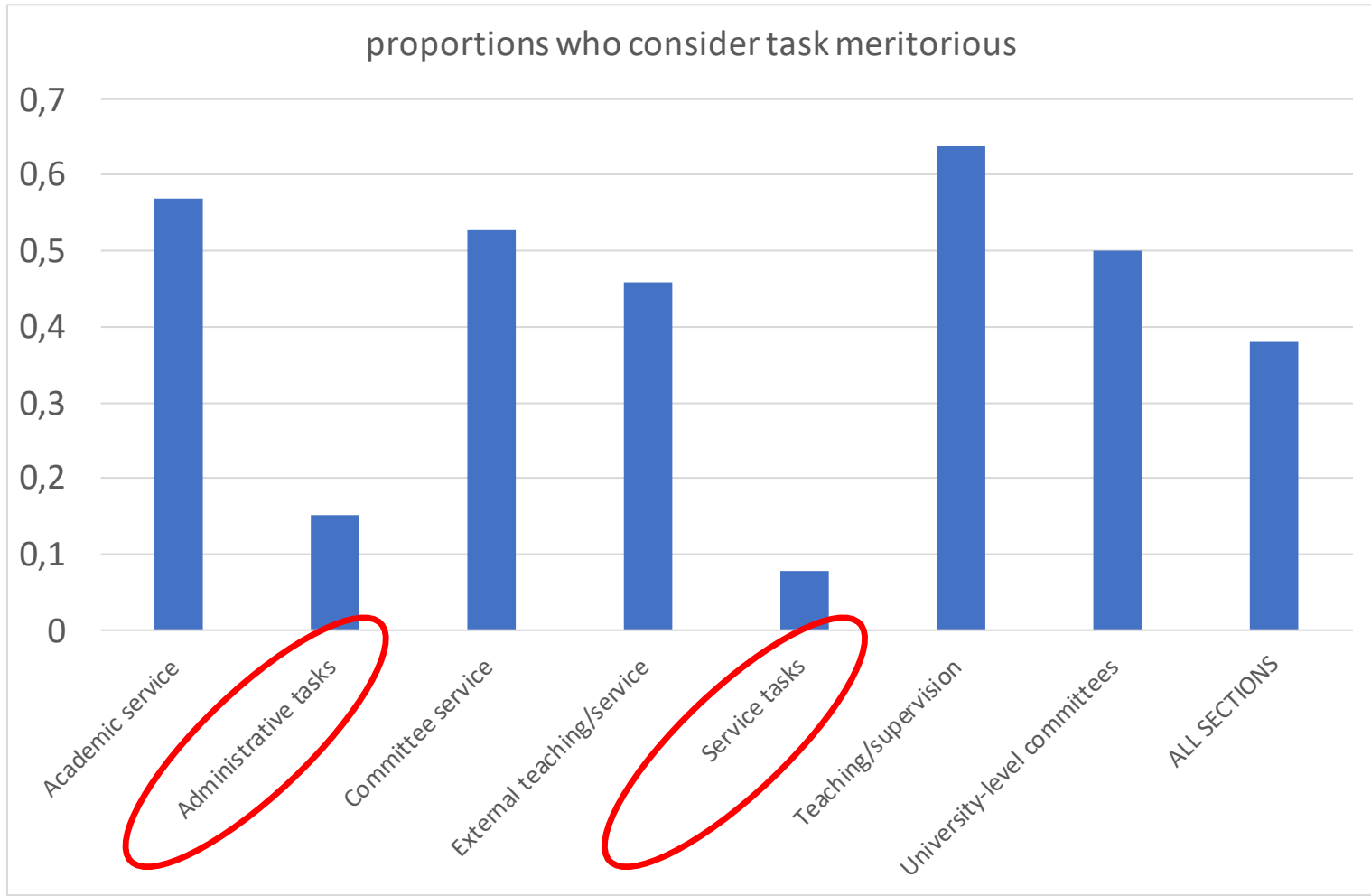


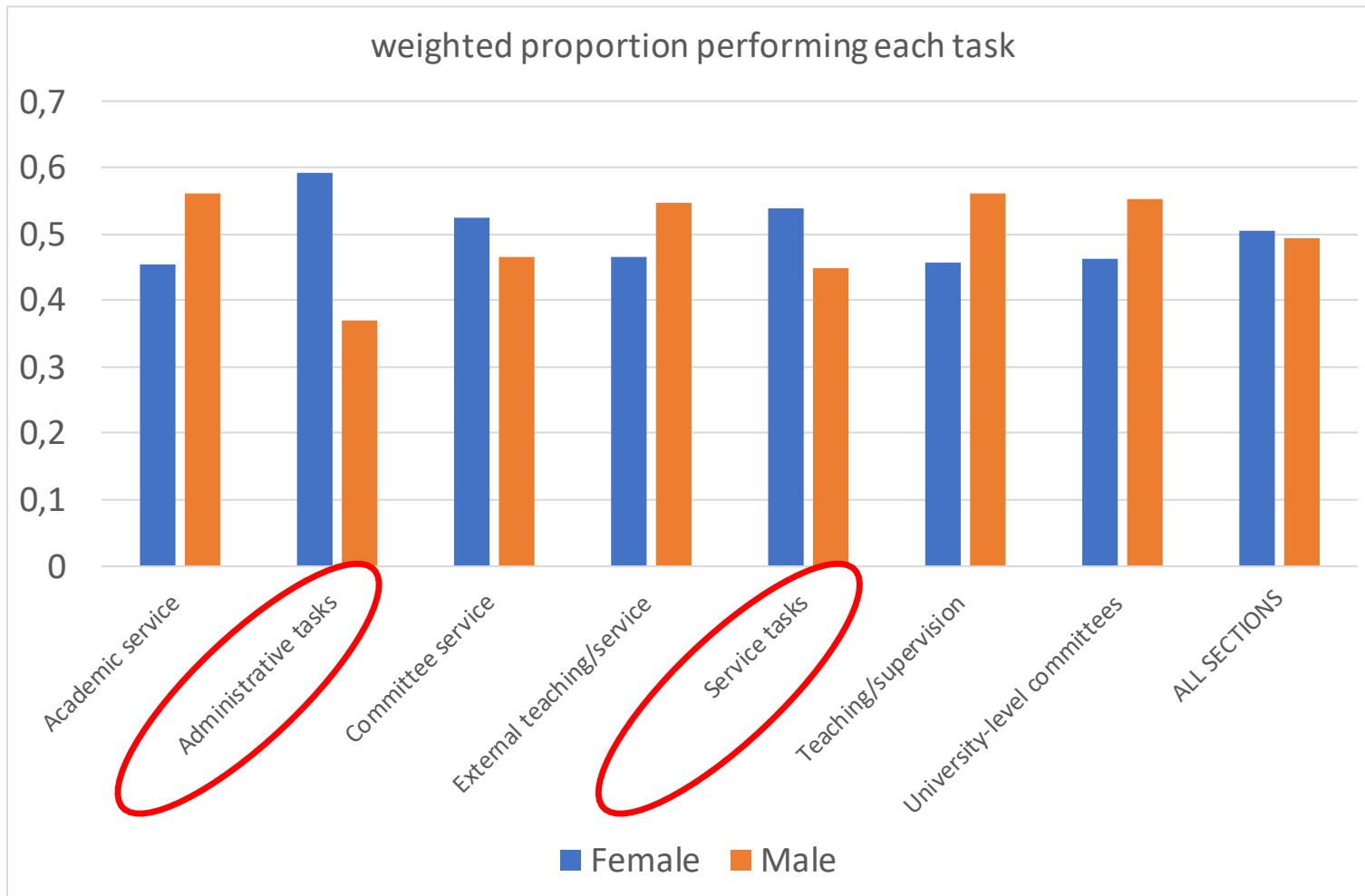


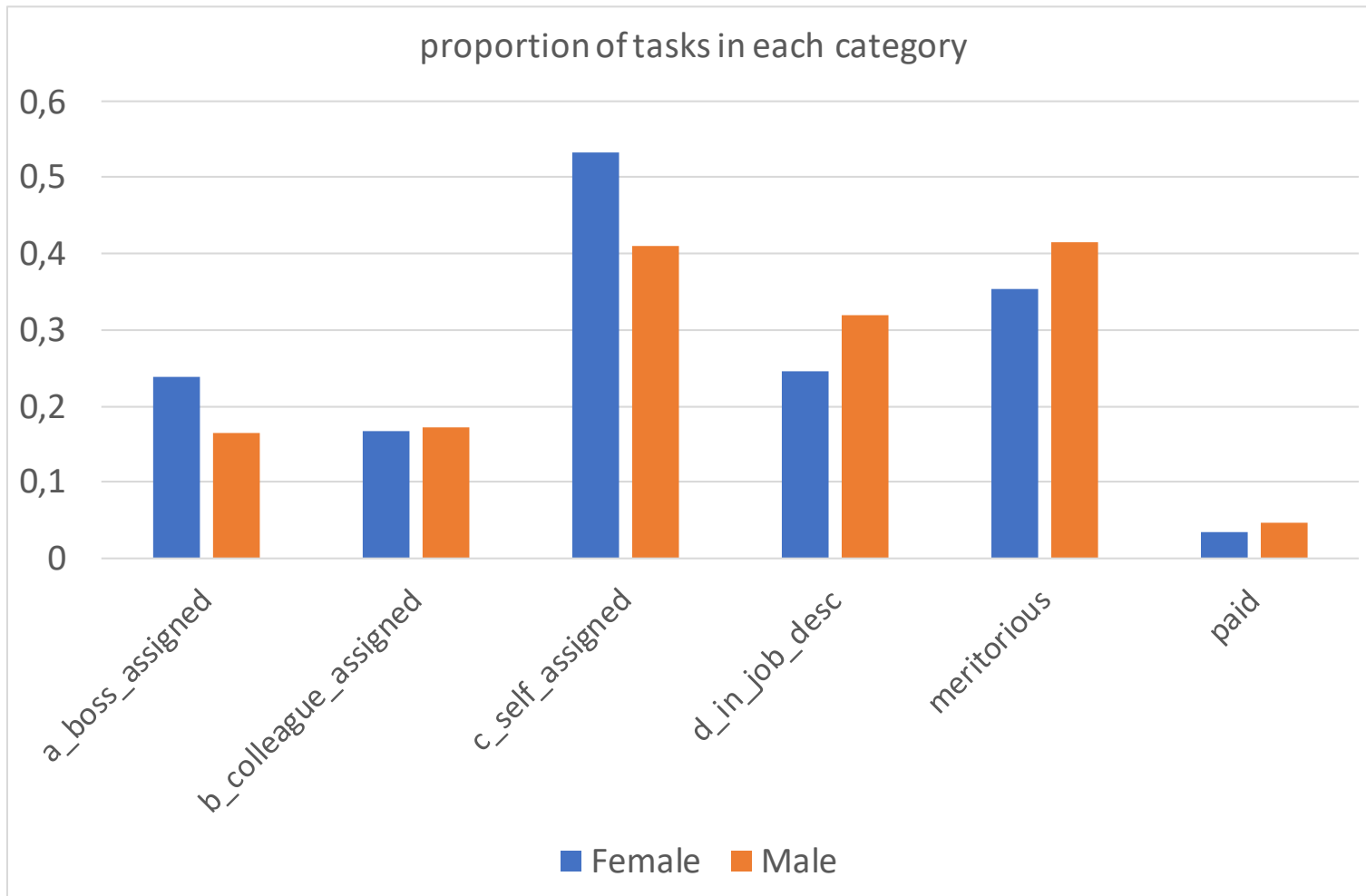


University-level committees

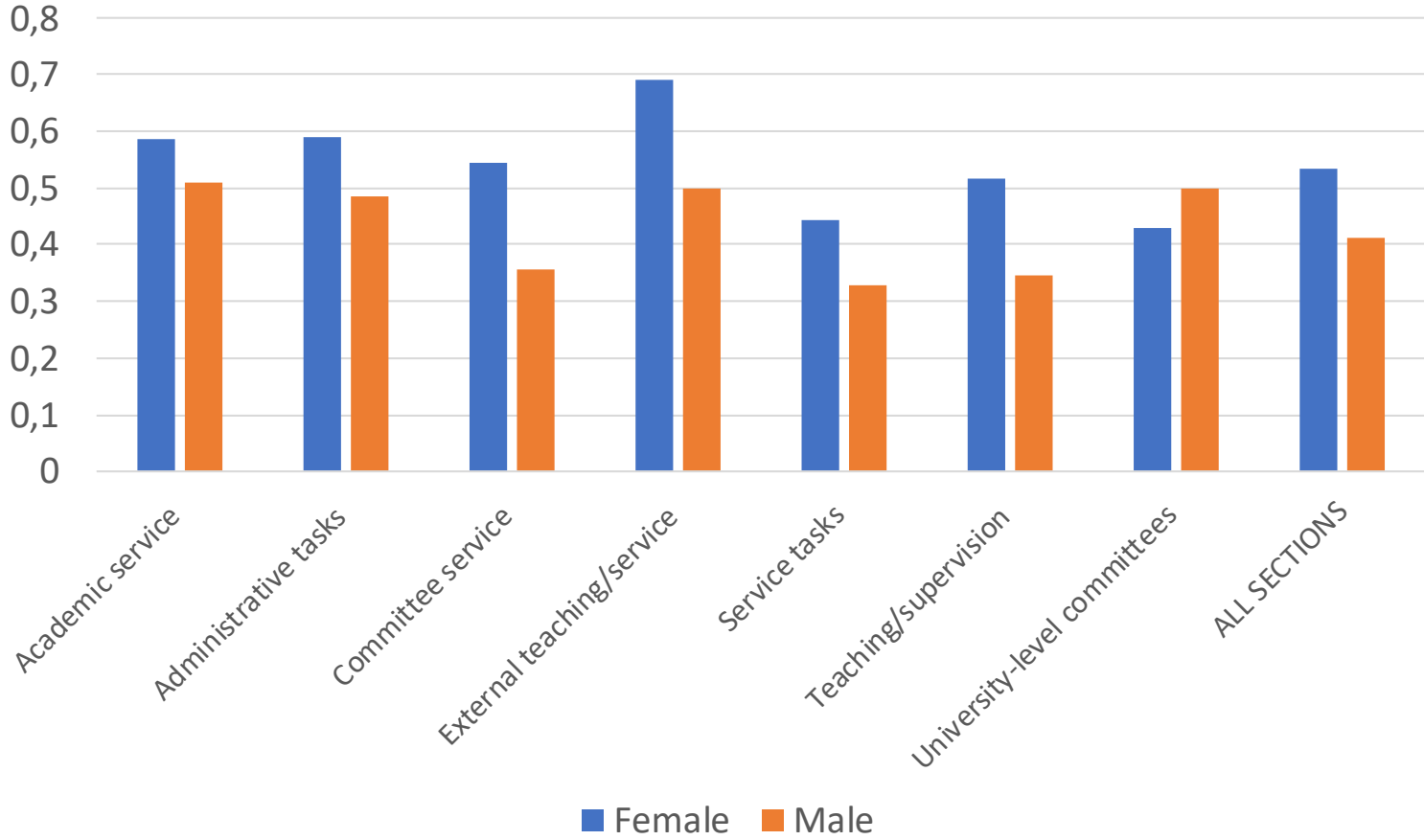




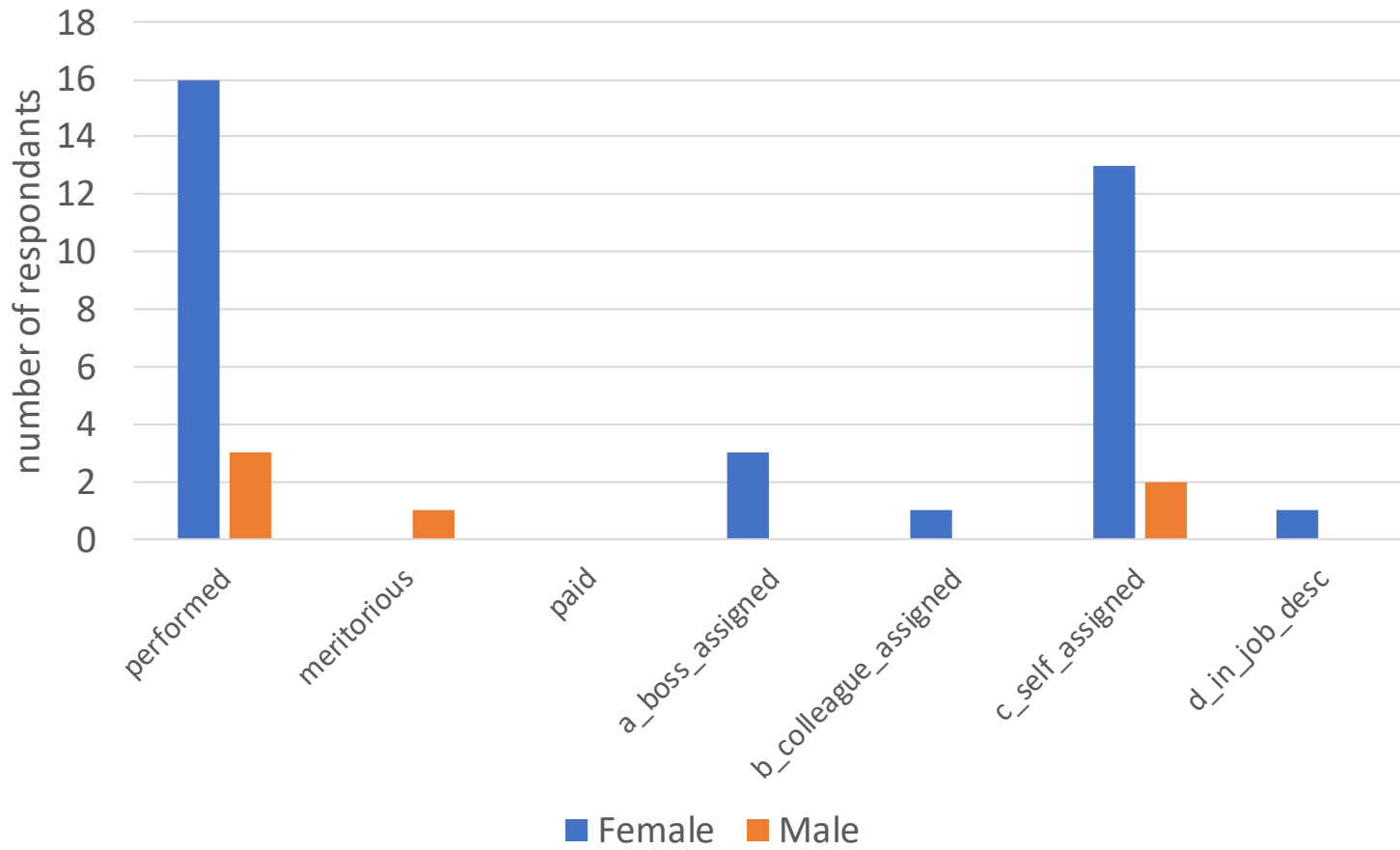




proportions of tasks that are self-assigned



who makes the cakes & why?



Summary of results

Non-meritorious housekeeping work is performed disproportionately by women at IMBIM

These tasks are usually reported as self-assigned

Thanks!

IMBIM:

- Birgitta Tomkinson
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- Jen Meadows
- Anaisa Moreno
- Viktor Ek

Centre for Gender Studies:

- Anneli Häyrén
- Renita Sörensdotter