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Persistent gender inequalities in academic research and innovation work

The article examines the persistence of gender inequalities in the changing institution of the university. Our data consist of career interviews (2018–2020) with 30 women who work or have worked in research and innovation in Health Technology at universities in Finland. We analyse gendered practices of university institutions to map out how gender inequalities are produced at four career stages: doctoral student, post-doctoral researcher, senior researcher, and professor. We scrutinise the persistence of gender inequality by relating our analyses to studies on women's research careers in the early 1980s and at the turn of the 21st century in Finland. The analysis finds persistent practices that produce gender inequalities at all career stages, including the reconciliation of motherhood and research work, old-boys' networks, and systems of favouritism. In order to promote gender equality, today's universities must pay special attention to these persistent forms of gender inequality and work systematically to counteract them.