Glass ceiling and leaky pipeline in France

Indira Chatterji
Université d’Orléans (France)
and
Jawaharlal Nehru University
French academic system
French academic system

High school
French academic system
High school

Professor Senior researcher
French academic system

High school

BSc @ University  Preparatory school

Professor  Senior researcher
French academic system

High school

BSc @ University  Preparatory school

MSc @ University

Professor  Senior researcher
French academic system

- High school
  - BSc @ University
  - MSc @ University
- Preparatory school
  - MSc @ ENS or X

Professor
Senior researcher
French academic system

High school

BSc @ University

Preparatory school

MSc @ University

MSc @ ENS or X

Professor

Senior researcher
French academic system

High school

BSc @ University

Preparatory school

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Professor

Senior researcher
French academic system

High school
- BSc @ University
- MSc @ University
- PhD @ University (3 years grant)

Preparatory school
- MSc @ ENS or X

Teaching
- Professor

Industry
- Senior researcher
French academic system

High school

BSc @ University

Preparatory school

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Professor

Senior researcher
French academic system

High school

BSc @ University

MSc @ University

PhD @ University (3 years grant)

Preparatory school

MSc @ ENS or X

Lecturer MCF

Professor

Junior researcher

Senior researcher
French academic system

High school

BSc @ University

Preparatory school

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Teaching

Lecturer MCF

Professor

Industry

Junior researcher

Senior researcher
French academic system

High school

BSc @ University

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Lecturer MCF

Junior researcher

Professor

Senior researcher
French academic system

High school

BSc @ University

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Postdoc

Lecturer MCF

Junior researcher

Professor

Senior researcher
French academic system

High school

BSc @ University

Preparatory school

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Postdoc

Lecturer MCF

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French academic system

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French academic system

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MSc @ University

Preparatory school

MSc @ ENS or X

PhD @ University (3 years grant)

Postdoc

Lecturer MCF

Junior researcher

Professor

Senior researcher
French academic system

High school

- BSc @ University
- MSc @ University
- PhD @ University (3 years grant)

Preparatory school

- MSc @ ENS or X

Postdoc

- Lecturer MCF
- Junior researcher

Professor

- Senior researcher
French academic system

High school

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MSc @ University MSc @ ENS or X

PhD @ University (3 years grant)

Postdoc

Lecturer MCF Junior researcher

Professor Senior researcher
French academic system

High school

BSc @ University

MSc @ University

PhD @ University (3 years grant)

Preparatory school

MSc @ ENS or X

Postdoc

Lecturer MCF

Professor

Junior researcher

Senior researcher

Abroad

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French academic system

High school

BSc @ University

MSc @ University

PhD @ University (3 years grant)

Postdoc

Lecturer MCF

Professor

MSc @ ENS or X

MSc @ ENS or X

Junior researcher

Senior researcher
And where are the women?
French academic system

High school

BSc @ University

Preparatory school

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Postdoc

Lecturer MCF

Junior researcher

12% Professor

Senior researcher 19%
French academic system

High school

BSc @ University

MSc @ University

PhD @ University (3 years grant)

Preparatory school

MSc @ ENS or X

Postdoc

25% Lecturer MCF

12% Professor

Junior researcher 19%

Senior researcher 19%

Professor
French academic system

High school

BSc @ University

Preparatory school

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Postdoc

25% Lecturer MCF

Junior researcher 19%

Glass ceiling

12% Professor

Senior researcher 19%
French academic system

High school

BSc @ University

Preparatory school

MSc @ University

MSc @ ENS or X

PhD @ University (3 years grant)

Postdoc

25% Lecturer MCF

Junior researcher 19%

Glass ceiling mostly men

12% Professor

Senior researcher 19%
French academic system

High school

BSc @ University  Preparatory school

MSc @ University  MSc @ ENS or X

PhD @ University (3 years grant)  15% *

Postdoc

25% Lecturer MCF  Junior researcher  19%

Glass ceiling  mostly men

12% Professor  Senior researcher  19%
French academic system

High school

- BSc @ University
- MSc @ University

Preparatory school

- MSc @ ENS or X
- PhD @ University (3 years grant)

Postdoc

- Lecturer MCF
- Junior researcher

15% *
- Many male foreign PhDs

Glass ceiling

mostly men

- Professor
- Senior researcher

12%

19%

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French academic system

High school

BSc @ University

Preparatory school

MSc @ University

50% *

MSc @ ENS or X 12%

PhD @ University (3 years grant) 15% *

Many male foreign PhDs

Postdoc

25% Lecturer MCF

Junior researcher 19%

Glass ceiling mostly men

12% Professor

Senior researcher 19%
French academic system

High school

BSc @ University

MSc @ University (50% *)

MSc @ ENS or X (12%)

PhD @ University (3 years grant) (15% *)

Teaching

Postdoc

Lecturer MCF (25%)

Junior researcher (19%)

Glass ceiling (mostly men)

Professor (12%)

Senior researcher (19%)

Many male foreign PhDs.
French academic system

High school

30-50% * BSc @ University

Preparatory school 30% *

50% * MSc @ University

MSc @ ENS or X 12%

PhD @ University (3 years grant) 15% *

Teaching

25% Lecturer MCF

Postdoc

Junior researcher 19%

Glass ceiling mostly men 12%

Professor

Senior researcher 19%
French academic system

High school

30-50% * BSc @ University  
50% * MSc @ University

Preparatory school 30% *

MSc @ ENS or X 12%

PhD @ University (3 years grant) 15% *

Teaching  
25% Lecturer MCF

Glass ceiling  mostly men 12% Professor

Postdoc  
Junior researcher 19%

Senior researcher 19%

* estimated numbers, could not find precise sources

Many male foreign PhDs
References

Thank you for your attention!