

Discrimination, Preferences and Career Aspirations. A Gendered Lens on Higher Education Employees' Career Paths

Giorgiana Florina GÂSCĂ¹

Abstract:

Only recently the literature started to analyze motivation through a gendered perspective, recognizing that men and women have different needs in an organization. However, as many forms of discrimination nowadays are indirect, which can translate in the discriminatory action being unintentional and unconscious, the question of preferences being influenced by how employees are treated arises.

Therefore, the current paper identifies differences in women's and men's career aspirations in the higher education sector, generated by indirect discrimination. The paper combines two studies done on public university employees in Romania, with a mix of quantitative and qualitative methodologies. The first one, consisting of an online questionnaire, measures the perceived level of discrimination and the current situation in the departments, while the second, based on interviews, identifies differences between men's and women's views on their jobs.

Points for practitioners:

To reduce the vertical gender segregation still present in most European countries' universities, it is necessary to first understand what shapes one's desire to advance on the career ladder. By understanding the differences between men's and women's expectations, new gender-sensitive policies can be developed.

Keywords: gender discrimination, vertical gender segregation, higher education, gendered preferences

¹ PhD. Candidate, Department of Public Administration and Management, Faculty of Political, Administrative and Communication Sciences, Babeş-Bolyai University, Cluj-Napoca, Romania. E-mail: giorgiana.gasca@ubbcluj.ro.