

# ACHIEVING GENDER EQUALITY

## A COMPARATIVE STUDY BETWEEN THE UNIVERSITY OF PORTO AND THE UNIVERSITY OF LUND

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### INTRODUCTION

Gender equality remains a critical issue in higher education, where disparities in representation, opportunity, and treatment persist across institutions worldwide. This investigation, titled "**Achieving Gender Equality: A Comparative Study between the University of Porto and the University of Lund**," is based on the analysis and collection of qualitative and quantitative data, which took place during my ERASMUS+ internship at Lund University.

### OBJECTIVES

By examining both the University of Porto and the University of Lund, this study seeks to:

- analyze the gender distribution of teachers and researchers in university careers;
- compare salary differences between men and women in similar positions and in different academic hierarchies;
- explore the perceptions and experiences of individuals, in order to understand the differences in discourse, regarding organizational culture, career progression opportunities, gender equality policies in the academic context and situations of sexism, gender stereotypes and/or harassment;
- identify challenges and make practical and effective recommendations to promote a more inclusive academic environment.

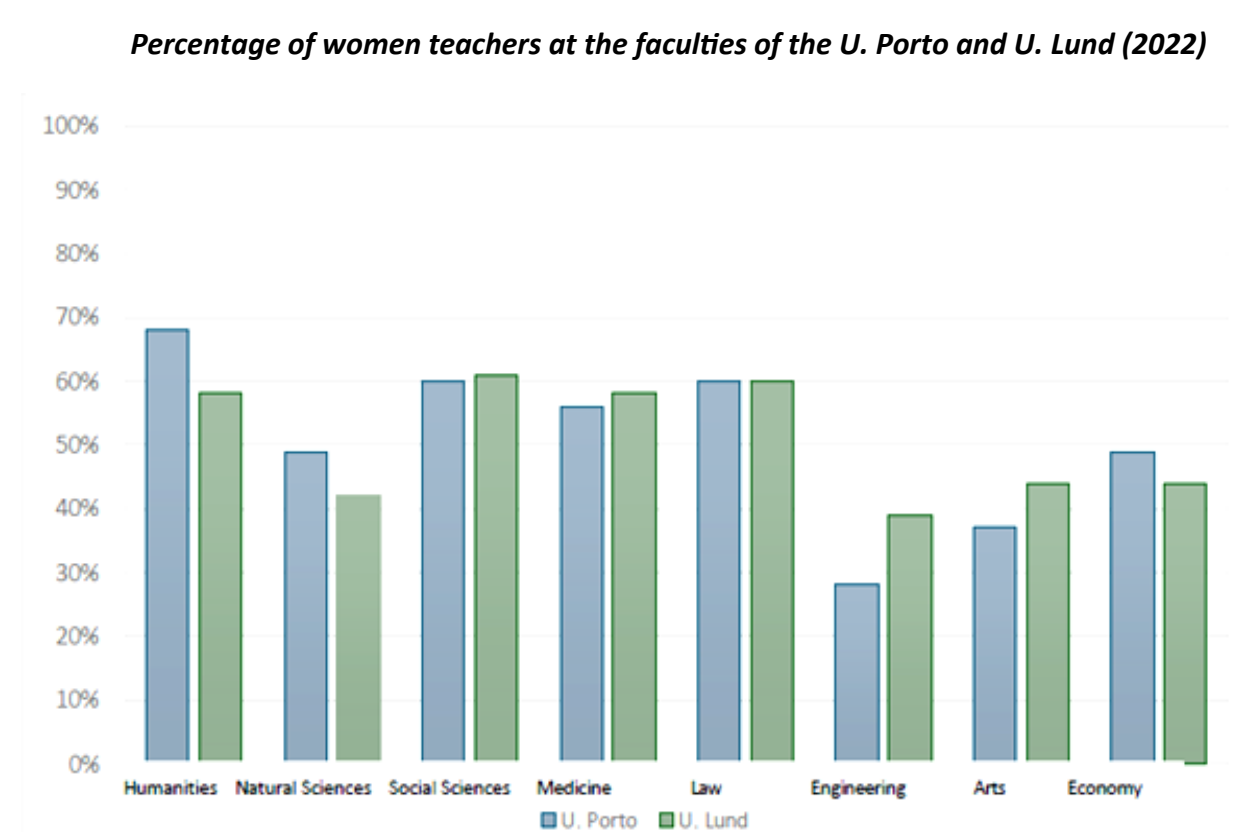
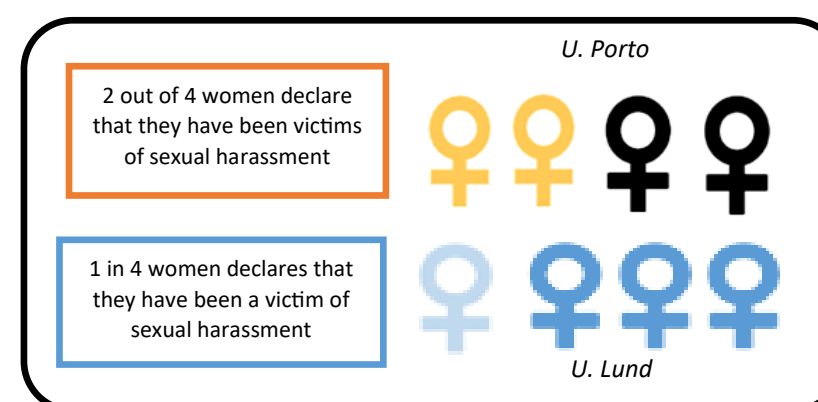
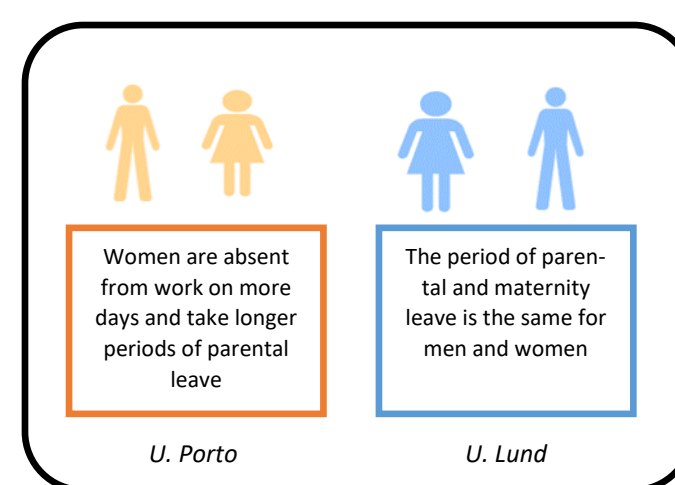
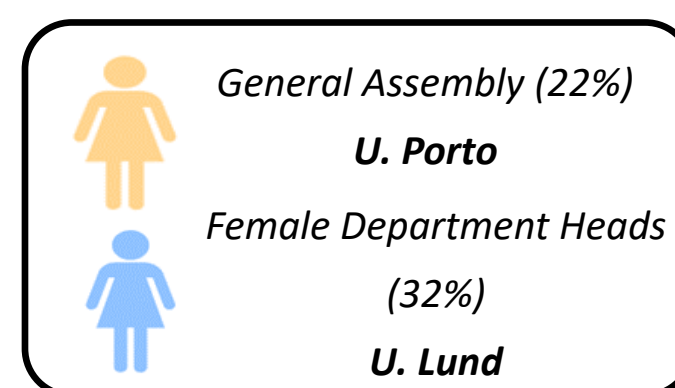
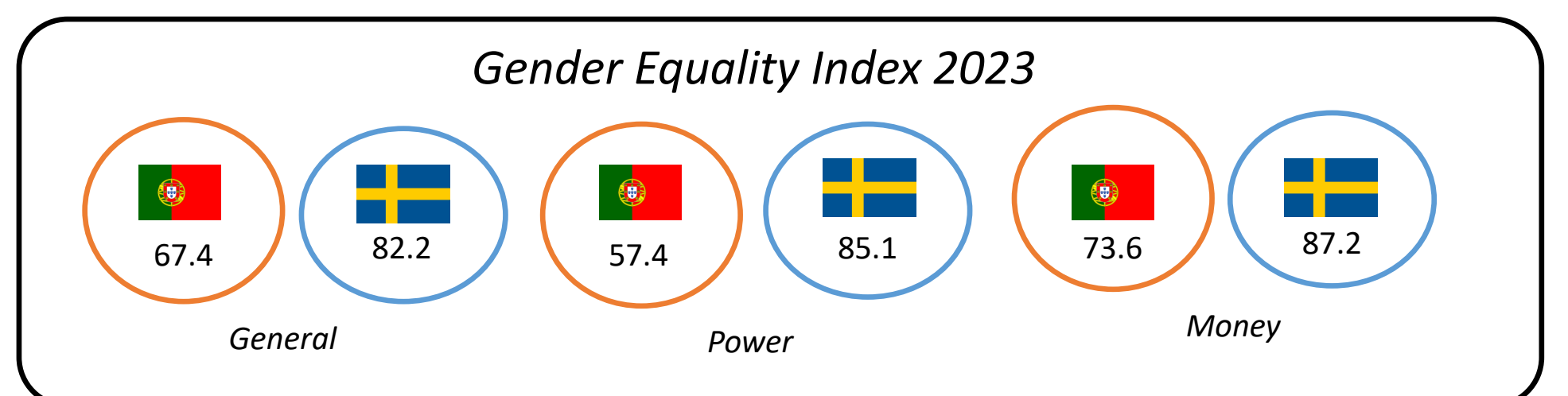
### METHODOLOGY

Mixed Methodological Strategy

Analysis of statistical indicators

Intensive analysis  
Semi-structured interviews (24)

### RESULTS



Percentage of female teachers by category and higher education institution (2022)

|   | U. Porto | U. Lund |
|---|----------|---------|
| Professora Catedrática (PT)<br>"Professor" (SW)<br>Full Professor (USA)   | 24%      | 28%     |
| Professora Associada (PT)<br>"Lecturer" (SW)<br>Associate Professor (USA) | 29%      | 41%     |

*"I don't earn as much as my male counterparts. If I look at my experience, I don't understand why my wage is lower than my colleagues., even colleagues who started after me and who have not published more than me."*

(Female, Teacher, Lund University School of Economics and Management)

*"I think having a family is worse for women (...) When you work in academia, it affects you especially. You need to publish, you need to show that you are active and good at publishing. They say they will consider, but in reality it is not true. At the end of the day, they will look at how much we have been teaching, and how much have been publishing."*

(Female, Teacher, Lund University Faculty of Engineering )

### CONCLUSION

### REFERENCES



Both institutions have made **progress** in promoting gender equality through the last years. In the case of the **U. Porto**, it can be stated that this higher education institution has, since 2020, been making a continuous commitment to promoting equality, inclusion and recognition of diversity. In the case of **U. Lund**, it is worth highlighting its continuous appreciation and encouragement of institutional policies that promote gender equality over the last few decades. In this sense, it's important that each institution, considering its social, political and economic characteristics, continues to internalize a culture that promotes gender Equality. **The journey towards gender equality is continuous and requires a constant and collaborative effort on the part of the entire academic community.**