

## **Gender Differences in the Academic Profession in Latin America and Europe: Influence of the role “caring for others”**

Etty Estévez Nenninger, Edgar Oswaldo González Bello (Universidad de Sonora)

This paper seeks to analyze how much the disadvantageous social conditions of female academics who have dedicated part of their time caring for other people influence gender differences in countries of Latin America and Europe. This objective and the analyzes are proposed from a gender perspective supported by an anthropological theory (Lagarde, 2015). This perspective has as a point of reference, on the one hand, the background, in which the division of labor by gender Lynch (2010) suggested that academia is built as a "worry-free zone" that assumes that academics have no other commitments than their profession; however, the moral imperative for women to care for children, the sick and the elderly means negative equity in the workplace. Academic women are caught between two greedy institutions - the extended family and the university (Morley, 2013). On the other hand, anthropological gender theory implies prioritizing the context in which the phenomena being analyzed are presented. Gender is a "symbolic construction" that assigns attributes to people based on their sex (man/woman), that is, characteristics socially attributed to their bodies, psyche and eroticism, and which translates into inequalities between men and women in the economic, social, legal, political and cultural spheres (Felix et al., 2012; Lagarde, 2015).

Theoretical reflection and research with a gender perspective recognize the weight that the social role assigned to women continues to have in terms of "caring for others" (children, the elderly, etc.), in addition to the "double journey" that implies domestic work and the operation of the private world, especially in Latin American countries, all of which implies disadvantageous conditions compared to the opposite sex. In countries with different contexts such as the US, England, Spain and New Zealand, this trend of overload of domestic work has also been found in women who work as teachers or scientists (Baker, 2010; Rangel et al., 2017; Docka-Filipek & Stone, 2021; Rosewell, 2021; Gallardo, 2021).

From quantitative and descriptive methods, this paper considers as an independent variables: Devotion of time to caring for people, as well as the interruption of employment to take care of children or the elderly, to analyze their influence on the gender differences observed in the time dedicated to academic activities, scientific publishing and satisfaction with work conditions. As cases for analysis and in order to compare contrasting socioeconomic contexts in terms of their respective social support systems for the care of people in need, the three Latin American countries (Argentina, Chile and México) and three European countries (Portugal, Finland and Germany) participating in APIKS were selected.