

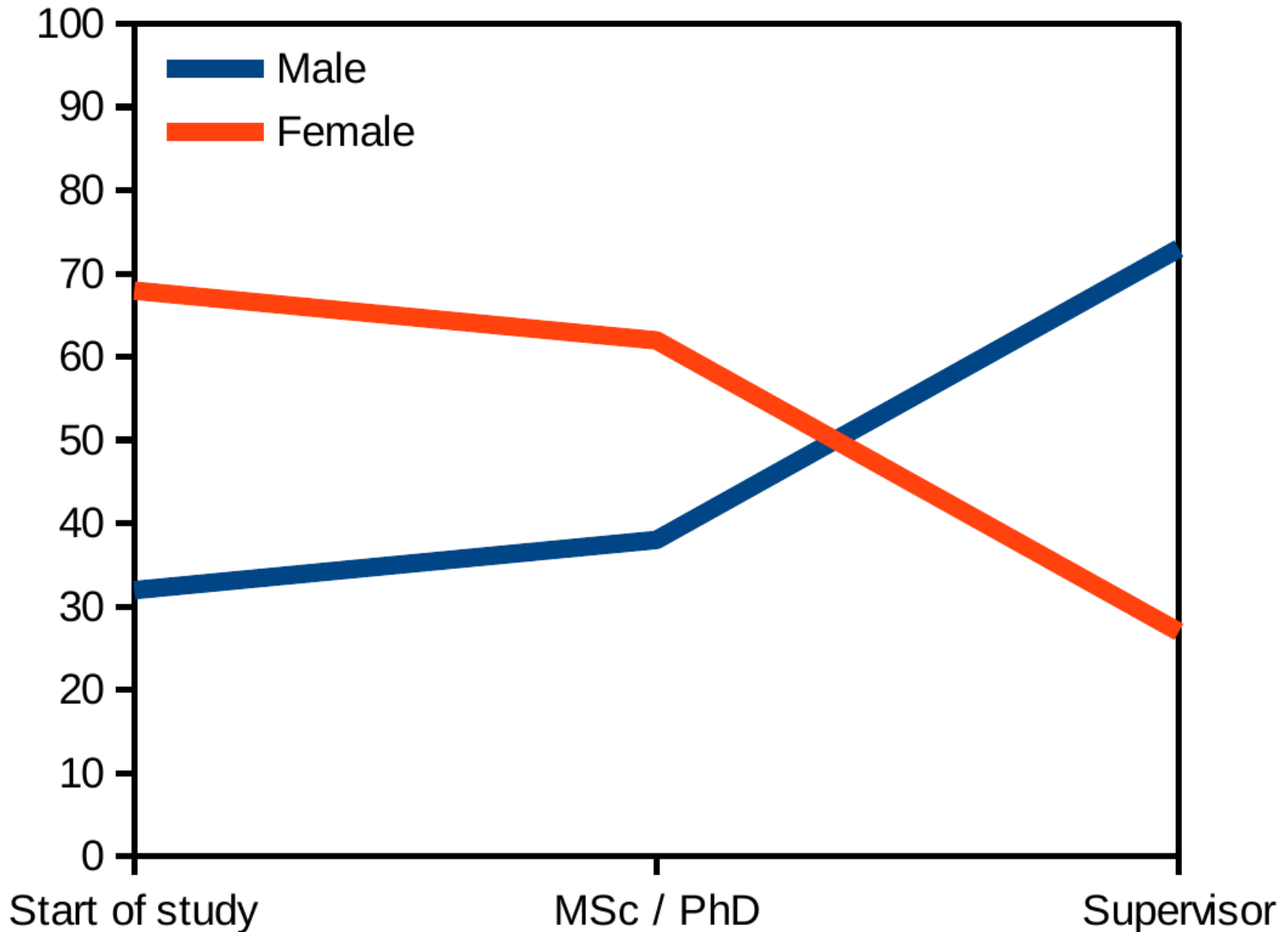
# The Gender Gap from a Male Viewpoint

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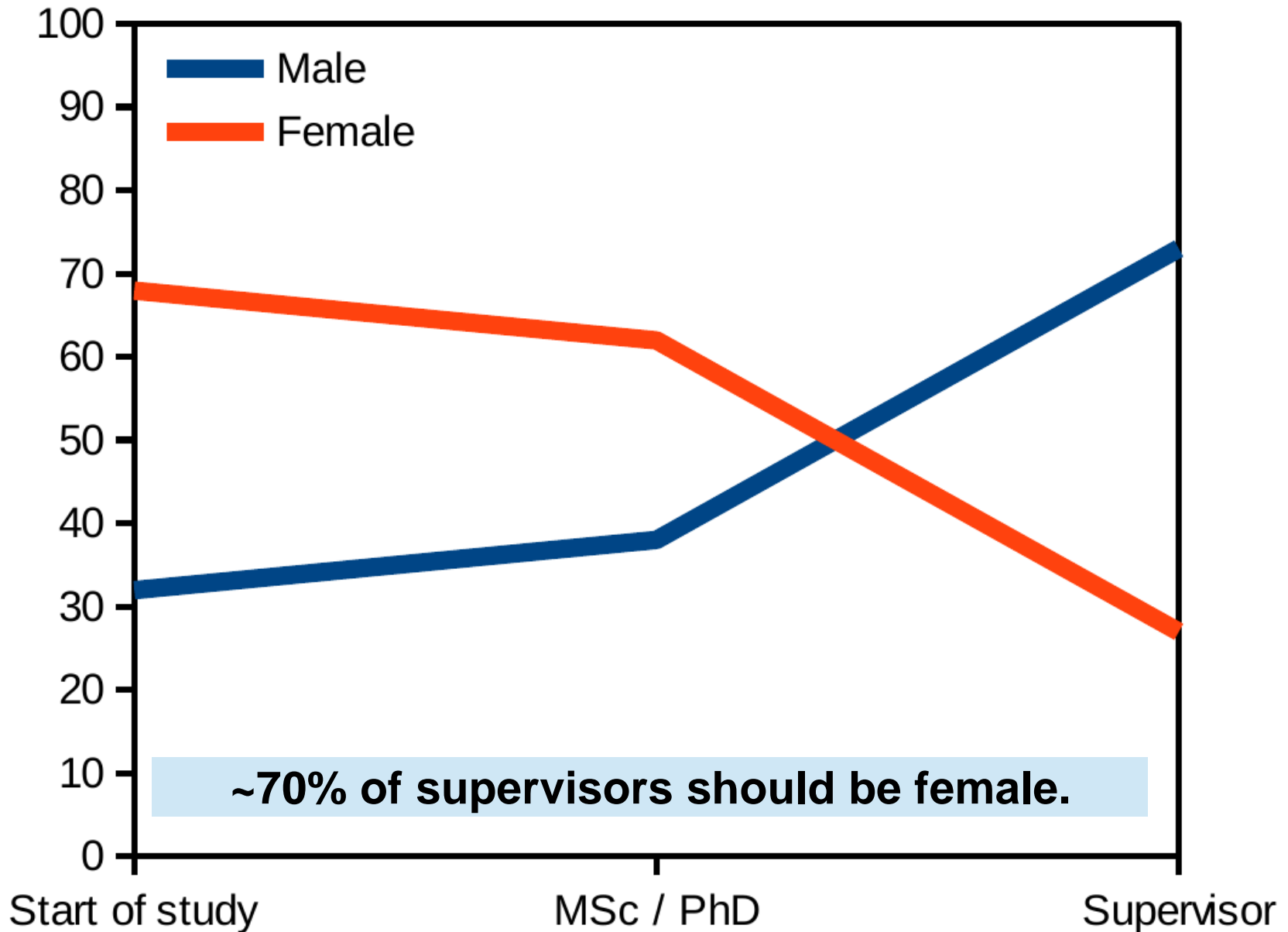
# Molecular Biology gener distribution

(own census from mbg.au.dk)



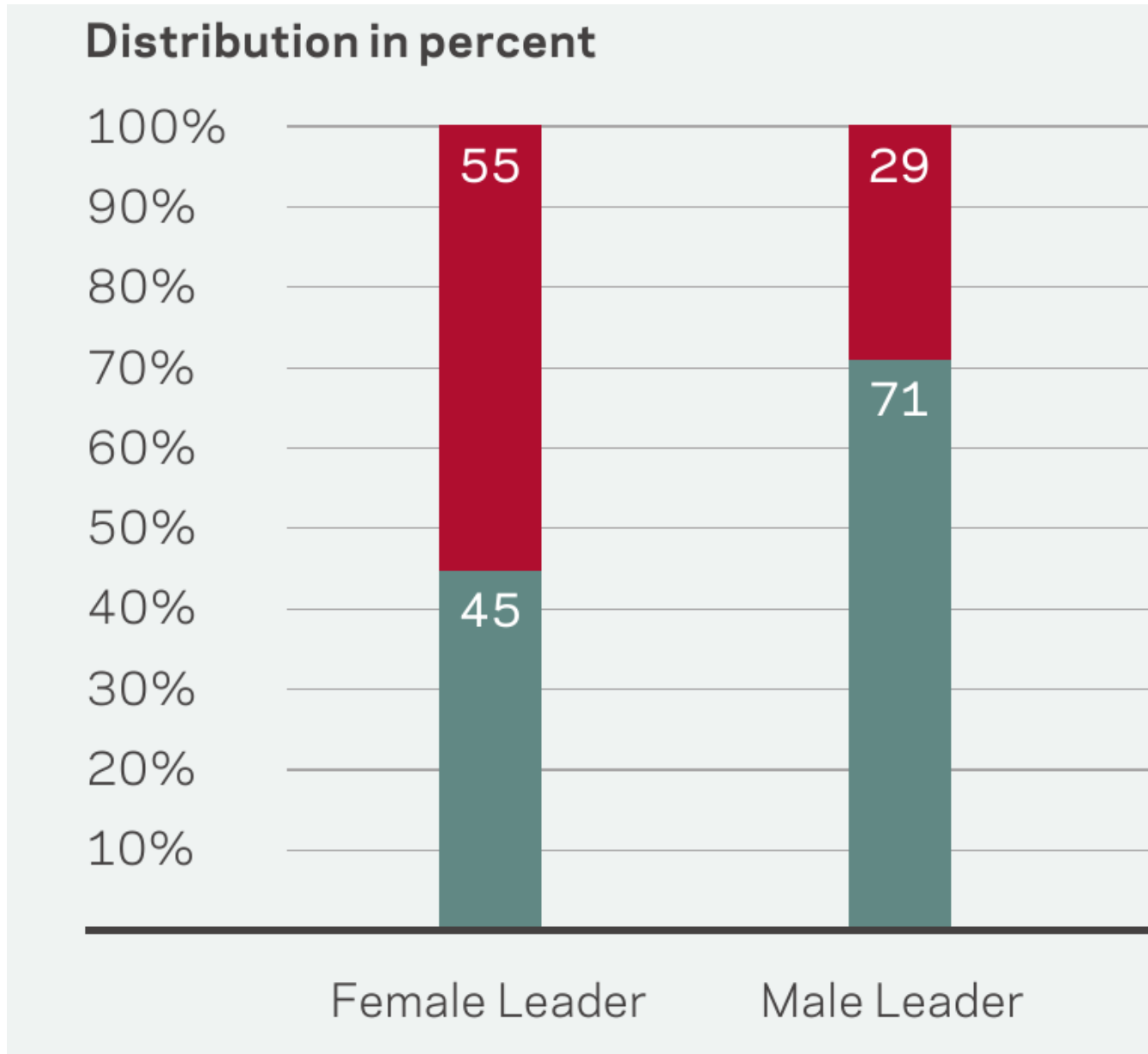
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# Female leaders hire females



## Two aspects

- Overall women hire more women than men do:
  - On average more young female group leaders will be hit harder by women taking long maternity leaves (as my friend did).

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- Small research groups will/should(?) tend to avoid hiring women without kids.



## What can we do?

- Get kids early.
  - 'Social Freezing' is becoming a thing in the computer industry (Apple, Facebook employee perk).

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- Get kids early.
  - 'Social Freezing' is becoming a thing in the computer industry (Apple, Facebook employee perk).
- Use the Centers to keep the brains of women in the game:
  - Split group leader position?
  - Specialist position (permanent academic position after postdoc)?