

Kyndel, D., Lindberg, L. & Riis, U. (2003) *Jämställdhet inom universitet och högskolor. En bibliografi med kommentarer* [Gender Equality in Swedish Higher Education. A Bibliography with Comments]. Stockholm: Högskoleverkets rapportserie 2003:22 R

Our second bibliography on equality in higher education covered the period 1995–2002 and mainly Swedish literature. We found 158 books, articles or reports occupied with the question of equality in *recruiting* to higher academic positions—this forms Part I of the bibliography. In addition to this, we listed and categorised 519 items dealing with equality questions other than recruitment, for example literature on gender and undergraduate students or on sexual harassment in higher education. We were taken by surprise over this abundance of literature, and decided to list the 519 items in a Part II of the bibliography.

The 158 publications were read and commented. (Such a bibliography diverges from a literature review where results seen are compared and conclusions are valued.)

The 158 titles could be placed into one of three categories. We found that weighty scientific achievements, (category 1) formed a quite small part of the texts studied. The lack of large empirical works and the absence of independent theoretical ambitions were somewhat unexpected. The majority of the pieces was made up of unpublished reports, reports or texts with a narrow scope and/or volume, we named it 'grey literature' (category 2). In category 3, we placed official texts of varying kinds and debate articles.

In category 1, *Weighty scientific texts with clear empirical and/or theoretical ambitions* constituted some 15 percent of Part I. Most pieces are more or less voluminous reports, and the scanty number of articles in scientific journals was striking. Category 2, *Grey literature and debate articles*, contained some 60 percent of the 158 pieces scrutinised. These texts are usually short, they often have a strong local leaning, and for most parts, they have not undergone peer review. Often, a vice-chancellor or a dean to feed or spur a local debate initiates them. A typical report starts with some gender statistics on vertical 'gender proportions', nationally and locally, and most authors argue along the line 'the higher, the fewer'. A typical report then presents the outcome of interviews with a small number of female academics and discuss possible 'breaking points' in their careers. The text is normally rounded up by calling for increased gender consciousness.

In category 3, *Official texts*, we placed political documents, ordinances and local university plans on gender equality. Reports from the Swedish Higher Education Authority also fall in this category, which encompasses some 40 pieces, most of them generated, directly or indirectly, from the Swedish political process on gender equality in the years 1995–2002.

In working on the bibliography, we noted the absence of comprehensive statistics regarding 'the narrowing pyramid' of women in higher education, from their presence in education (undergraduate and postgraduate) to their presence among academic staff. Had such statistics existed, it would have allowed for a more holistic frame for reanalyses and reinterpretations of the existing, rather large number of small studies. Examples from Denmark and Norway indicate this. Furthermore, we noted a troublesome methodological problem in a majority of the empirical studies; a lack of systematic comparisons between the (varying) *conditions* for women and men, between the (varying) *outcomes* on the academic careers of women and men, and the *interaction* between conditions and outcomes.