**Careers of women academics in Business Schools: A comparison between the United Kingdom, France and Sweden**

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**Abstract**

Findings from studies on women’s academic careers suggest that despite the significant numerical increase of women academics in Higher Education, they are still underrepresented in many disciplines and at upper hierarchical levels and face more and different challenges compared to their male colleagues.

This study focuses on careers of female academics in Business Schools where research appears to be limited both from national and from comparative international perspective. The primary mission of Business Schools is to provide education to future management professionals and decision-makers who will be influencing national and international economic and political developments over the next decades. Therefore, these institutions can play an important role in enhancing sensitivity in organizations towards diversity and equality through the training programs they provide, as well as through the way they address these issues in the School. Women play increasingly prominent roles in all spheres of life, but if gendering of practices in Business Schools exists but is not addressed, students may fail to see and address it at their workplace. However, the question of how diverse is Business School faculty who is expected to deliver diversity-sensitive education courses and provide examples of successfully implemented gender mix remains understudied.

The research explores whether challenges and barriers for career advancement of female academics described in studies on other disciplines are also present in Business Schools. It compares patterns of career trajectories of women academics in Business Schools in three European countries – the United Kingdom, France and Sweden - taking into account possible influence of their institutional, cultural and normative environments.

**Keywords:** gender, Business Schools, career trajectories, academics

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