

# GENDER AND EMPLOYEMENT

## SCIENCES PO STUDENTS FACING THE JOB MARKET

### SUMMARY

Even before starting their careers, female students at Sciences Po are already one step behind. One step behind because, compared to men, they lack confidence, they don't have the same ambitions or the same salary expectations, and they are less likely to mobilize their network, all the while struggling to build it up. All of these factors contribute, in the long term, to inequalities encountered in employment.

But Sciences Po students are also ahead of their time. They're ahead of their time, because they're building their career plans in harmony with their social values, they attach greater importance to self-fulfilment, and they're heading for professions that may be less remunerative, but that are more in tune with the challenges of tomorrow.

The aim of this research project was to understand the career projections of Sciences Po students according to their gender, and to apprehend the inequalities they face at a time when their careers are still in the planning stages. This unique study, which sheds light on the inequalities encountered within a school that

trains the future leaders of tomorrow, is a wake-up call for the professional education of students.

Sciences Po, always at the forefront of societal advances, must seize this opportunity to rethink student training paths and, in so doing, take action to ensure lasting gender equality.

According to our results, male and female students are not heading for the same careers:

**1/ Because female students at Sciences Po have poorer mental health.** During their studies, twice as many women as men suffer from **anxiety** (63% of female students vs. 32% of male students) and **fatigue** (64% vs. 39%). Nearly one in two female students **lacks self-confidence** (45% vs. 20%), and a third lack fluency (33% vs. 16%). When so many emotional and psychological obstacles inhibit their development, female students can't serenely project themselves into the future and engage in the recruitment process.

**2/ Because female students do not plan to occupy the same professions and functions.** Male students at Sciences Po are moving away from **high-impact professions**, where female students are in a majority, towards **places of power and economic domination**. Similarly, far more men than women wish to prepare for a competitive exam, but also to compete for the highest positions in the civil service, their female counterparts preferring less "prestigious" exams.

Parity is therefore far from being achieved, and it seems impossible to catch up if, from the start, women are deprived of the most prestigious careers, and men of the most social ones.

**3/ Because students' expectations of their first job differ, female students prefer company values to prestige.** Indeed, 65% of female students consider the **company's commitments** to be important, versus 35% of male students. Conversely, the **employer's prestige** is essential for 60% of male students, versus 44% of female students. These expectations ultimately lead to different, structuring career paths.

**4/ Because female students have much lower salary expectations than their male counterparts..** Only 26% of female students want to earn more than **40,000 euros gross per year** when they graduate, compared to 41% of male students. Furthermore, female students are more reluctant **to negotiate their salaries**: only 30% of them are prepared to negotiate, compared with 43% of male students, and even more worryingly, 50% of female students are still reluctant to negotiate, compared with 35% of male students.

**5/ Because female students find it harder to build their network.** 66% of female students are **not actively developing their network** compared to 54% of male students. Among the latter, 58% explain this by their **lack of knowledge** of how to succeed (versus 38% of students), and 57% are paralyzed by the **anxiety** that such work might provoke.

