



Parenting versus academic productivity: a study on university teaching mothers

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Abstract

This article proposes a reflection on the apparent opposition between parenting and the productivity of women in the academy, considering that mothers have their academic production crossed by this reality of parental care that affects a relative decrease in academic productivity. By looking specifically at the academic production of female teachers at Federal Institutions of Higher Education in the Northeast region, during the period of the COVID-19 pandemic, we have verified a relevant decrease in their production, and we infer that this decrease is directly related to the context of parental care and the overload of domestic work that characterizes this group. This is research anchored in the perspective of intersectionality that seeks to question the misogynist model of the Brazilian University that naturalizes the adverse working conditions of women, disregarding the machismo that crosses social practices in different instances of our society, defining different social places at different times women.

Keywords: University. Women. Parenting. Academic Productivity.

Parentalidade versus produtividade acadêmica: estudo sobre mães docentes de universidades

Resumo

O presente artigo propõe uma reflexão sobre a aparente oposição entre a parentalidade e a produtividade das mulheres na academia, considerando que mães têm a sua produção acadêmica atravessada por essa realidade de cuidados parentais que incidem em uma relativa diminuição da produtividade acadêmica. Ao nos debruçarmos especificamente sobre a produção acadêmica de mulheres mães professoras de Instituições Federais de Ensino Superior do Nordeste, durante o período da pandemia da COVID-19, aferimos uma relevante diminuição de sua produção, e inferimos que essa diminuição se relaciona



diretamente com o contexto dos cuidados parentais e da sobrecarga de trabalho doméstico que caracteriza esse grupo. Trata-se de uma pesquisa ancorada na perspectiva da interseccionalidade que busca questionar o modelo misógino da Universidade brasileira que naturaliza as condições adversas de trabalho das mulheres, desconsiderando o machismo que atravessa as práticas sociais em diferentes instâncias de nossa sociedade, definindo lugares sociais distintos às mulheres.

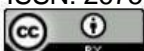
Palavras-chave: Universidade. Mulheres. Parentalidade. Produtividade Acadêmica.

1 Introduction

This production is the result of the research "Teaching work and parental work during the COVID-19 pandemic: repercussions of the pandemic in the work context of mother teachers", developed in the scope of the Undergraduate Research Initiation Program - PIBIC. The Project is articulated with the research line Gender, Intersectionalities and Parentalities in Education - GIPE, of the Interdisciplinary Group of Studies and Research in Education, Language and Social Practices - GIEPELPS from the Federal University of Campina Grande - UFCG.

The emancipation of women through the feminist struggles that took place throughout the 20th century meant the access of some women to different social spaces, but it was not able to guarantee the effectiveness of gender equity. When we analyze this historical process from the intersectionality point of view, we realize that different factors cross women's experiences in the field of work, their class and race belonging, and the issue of reproduction determine possibilities of access and permanence in the world of work. The Brazilian University is not a different place, science as a field for women presents itself as a tortuous terrain, and the COVID-19 pandemic has intensified the inequalities between men and women in science.

With the intention of better understanding these impacts of the pandemic of COVID-19 with regard to the academic productivity of mother professors working in federal institutions of Higher Education in the Brazilian Northeast, we analyzed their lattes in the years before the pandemic, and in the years 2020 and 2021.





Looking at productivity is necessary because productivity is a key element in the definition of teaching careers, in the granting of research funding, in the selection of graduate programs, etc ... Therefore, studies indicate the lower productivity of women, due specifically to issues related to gender and the social place determined by it. It is important to say that we are not interested in producing or measuring universal indicators, but rather expand and join the studies, such as Rodrigues and Guimarães (2016), which indicate the disparity between the productivity of men and women, these disparities are amplified when we deal with mothers, the academic career of these women is crossed by motherhood and the tasks that are socially imposed by it.

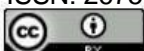
It is in this context that our interest here is to understand how the health emergency of COVID-19 and its unfoldings, produced a scenario of greater difficulties and even restrictions for academic women that expressed themselves in the production of these women.

The writing of this article is organized in three sections beyond this introduction, where we briefly introduce the work. There is a second part, where we methodologically detail the research path taken and the third stratum of the text is composed of results and discussions, where the data raised by the research are described and analyzed. We conclude this paper with the understanding that, even though it is necessary to present our final considerations, the theme in question demands the continuity of research efforts, with the objective of overcoming the reality portrayed by the findings.

2 Methodology

We detail here our research process because it is important to help other researchers interested in working with women, the investigation of social contexts that involve women requires less stigmatizing approaches, magnifying glasses to understand realities that have historically been in the realm of private life.

The research has the number of four women, mothers and higher education teachers, this selection meets the needs of the original research, and for this reason, in





the text on screen, we adopted the same identification of the participants, thus preserving the confidentiality and anonymity of the researchers, in order to comply with Resolution 510/16, of the National Health Council. Thus, the volunteer researchers will be identified as follows: Teacher 1, Teacher 2, Teacher 3, Teacher 4.

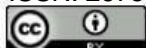
This analysis, it must be said, has some limitations, as all methodologies have possibilities and limitations. Here, specifically, the data analyzed are available on the Lattes platform (cnpq.org.br), where the academic activities of Brazilian researchers are registered, and these activities, our data, are informed by the researchers themselves, that is, by our volunteers, participants in the research. Thus, it is necessary to pay attention to the possibility of their being outdated, and for this reason, for the better understanding of the reader, we inform the date of updating of the analyzed resumes.

The lattes resumes are of public and free access, in our research its study perfected the following path: Access to the lattes platform (cnpq.org.br); Use of the full names of the participating researchers as descriptors; Identification of the production data of the participants during the period of 05 years, from 2017 to 2021; Preparation of a table with detailed indication of academic activities with the indication of the amount performed in each year; And finally, the preparation of graphics, using the Excel program from Microsoft word.

3 Results and Discussion

In this topic we present the personal and academic trajectories of the research participants and the results of the analysis of their lattes, drawing a comparison between the academic production of the researchers (volunteers) in the period before the pandemic of COVID-19 and their production during the pandemic.

Professor 1 holds a Master's degree in Social History and a PhD in Economic History, both from the University of São Paulo. She developed post-doctoral research in the Graduate Program in History at UFBA. She is currently an adjunct professor of History of Colonial Brazil in the Department of History at UFBA. Since August 2021, the researcher/volunteer has been in technical cooperation with the Federal University of

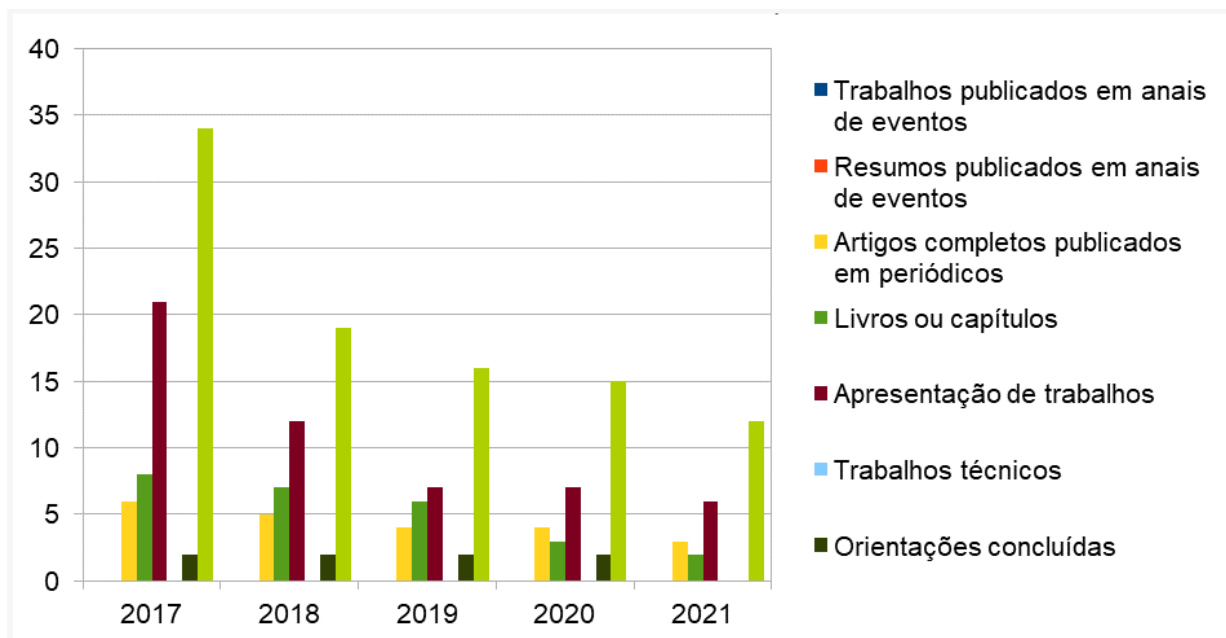


Ouro Preto, working in the Department of History and in the Graduate Program in History. The resume under analysis was updated on May 15, 2022.

Professor 01 is the mother of 03 children and grandmother of a 7-year-old child, in her narrative she tells us that her entire academic trajectory is built at the time she exercises her motherhood alone, since she was a mother at the age of 20, this fact is important for us to realize that even being "adapted" to an adverse context, the pandemic did not spare her from its consequences interfering significantly in the academic production of Professor 1.

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Chart 1: Production Indicators - Faculty 1



Source: Prepared from data collected on the Lattes Platform, 2022.

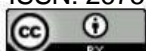
During the pandemic, Teacher 1 lived alone with her 8-year-old son, living with her son, she reports that it was a peaceful coexistence, and that the moments of tension were produced by social isolation, especially of her son, who had ceased his sports and social activities and the establishment of remote education, and by the care of the house "it was very tiring" (TEACHER 1, 2022).



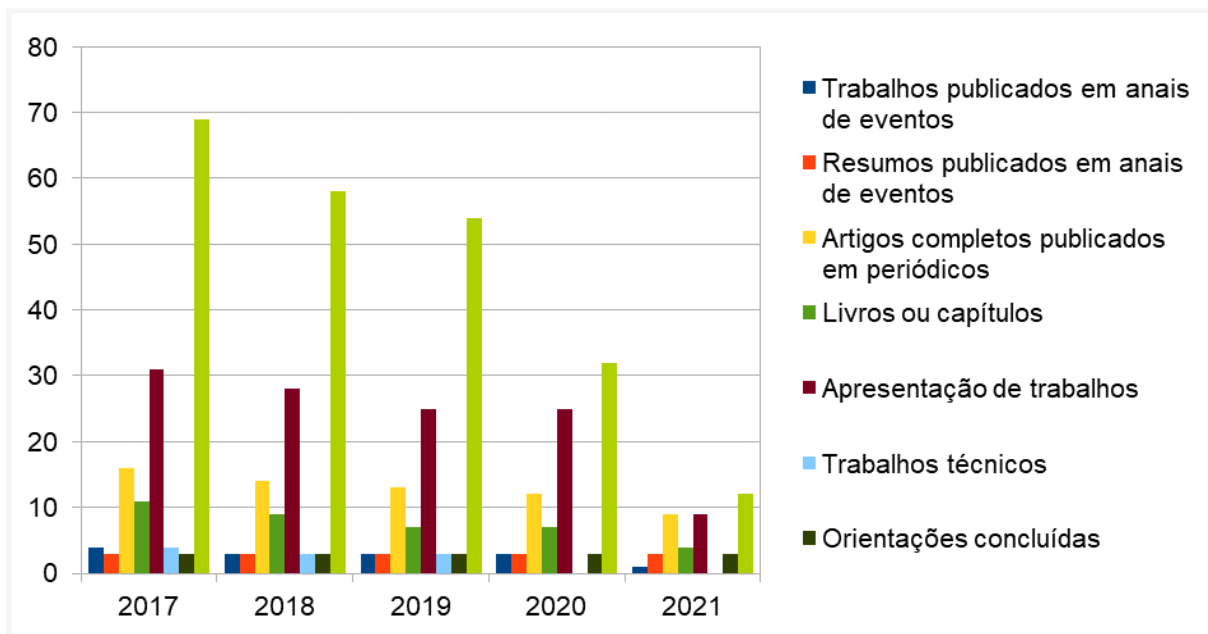
When we detailed the findings, we noticed an important decrease in overall numbers and also in the "types" of activities performed. We found that in 2017, among the different types of publication, Professor 1 informed us from her lattes that she had a total of 71 publications, while in 2021, the researcher published only 13 papers among full articles published in periodicals, books or book chapters, presentation of papers, and others. Thus, the overall numbers and also the types/modalities of academic activity in which the researcher was involved have decreased. It is important to look closely at the graph because it indicates the establishment of an "extra height" in an already existing "wall" that restricts the participation of women in the University.

Professor 2 has a doctorate and a master's degree in Education, a bachelor's degree in Law, and a degree in Pedagogy. She currently works as an adjunct professor at the Universidade Federal do Sul da Bahia. She is the single mother of a 4-year-old child and told us that her maternity occurred concomitantly with her approval in a public contest for the position of adjunct professor. During the pandemic she lost her only support network, the daycare center. Thus, carrying out her professional and daily activities became more difficult, mainly due to the lack of separation between work and care.

Thus, if Professor 2 was already experiencing difficulties in her activities even before the pandemic of COVID-19, these problems worsened even more in this period, including in relation to academic production. The last update of her resume was on May 10, 2022, which shows maternity leave from April to October, totaling 180 days.



Graph 2: Production Indicators - Faculty 2



Source: Prepared from data collected on the Lattes Platform, 2022.

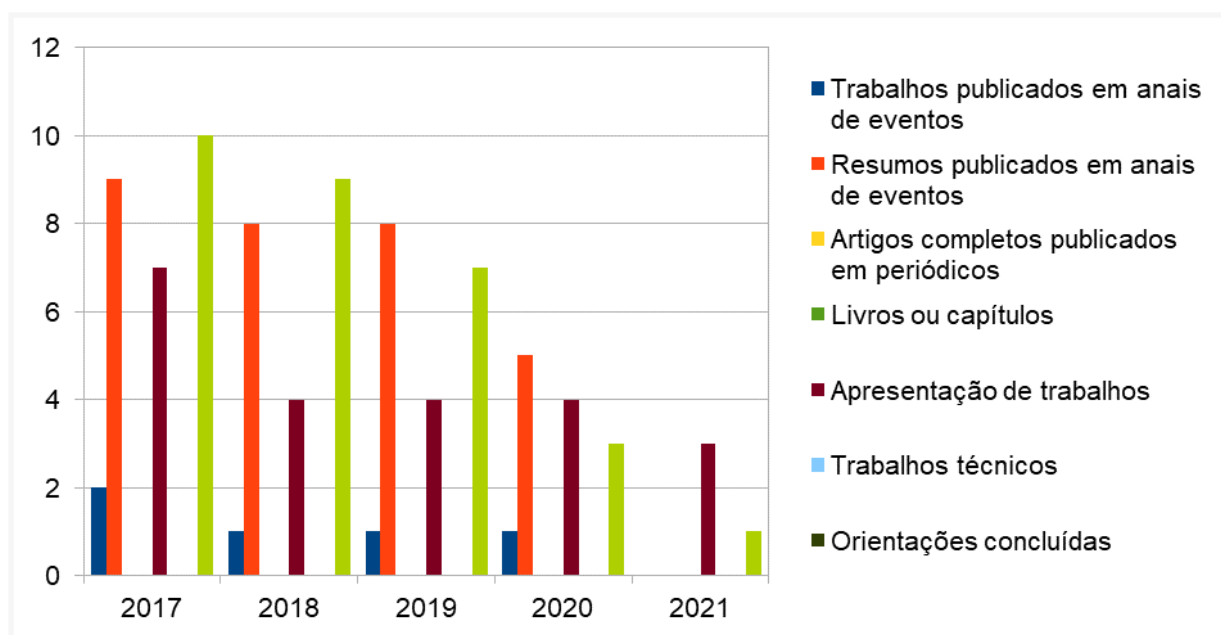
When we analyze the lattes of Professor 2, we notice that her activities in 2018, the year referring to her maternity leave, had a decrease compared to the previous year. However, her academic productivity evidently decreased in the years 2020 and 2021. This is important for us to realize that Professor 2 was very affected during the pandemic, even in relation to the year in which she was on maternity leave, a factor that in itself already impacts the academic career of women. Certainly, motherhood, the pandemic, the lack of a support network, and the reconciliation of multiple roles contributed to a sharp reduction in the participation of women in science.

Professor 3 has a Master's degree in Public Policy Evaluation and a Specialist in Digital Marketing. She has a degree in Social Communication with a major in Journalism. She is a technical-administrative employee of the UFC and a member of the Parent in

Science movement. She is married and the mother of a 4-year-old child, and in her narratives she recalls that the pandemic period was "very painful". Her daughter was only one year old when she started her master's degree, which was also crossed by the COVID-19 pandemic. Faculty member 3 shared the difficulties in reconciling work work, research, motherhood, isolation, grief and anguish. The last update of her lattes resume was on May 24, 2022.

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Graph 3: Production Indicators - Faculty 3



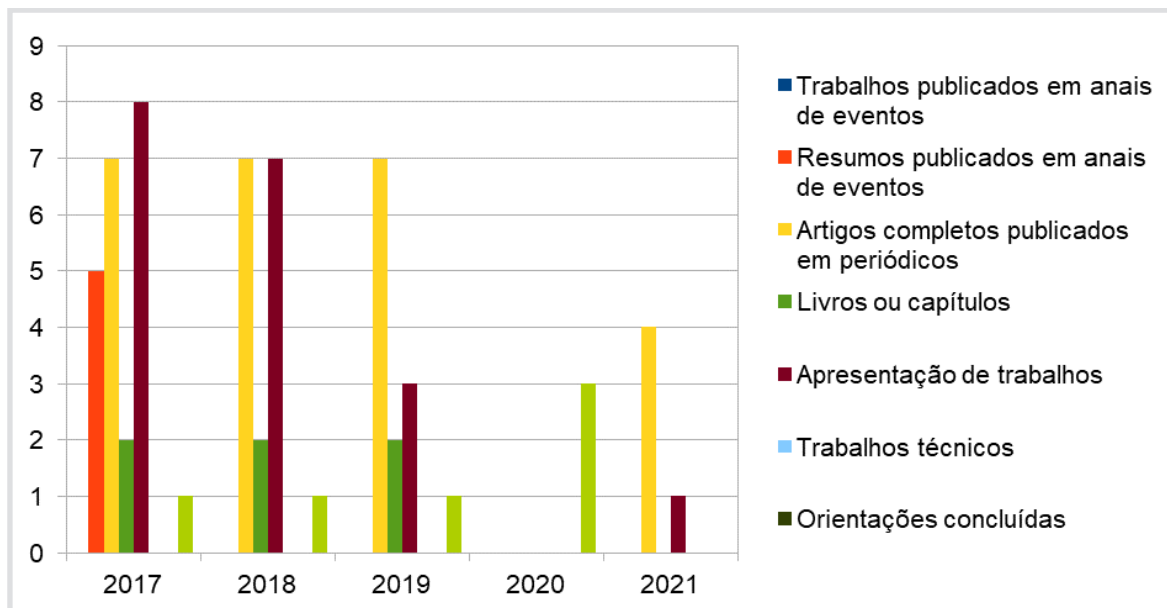
Source: Prepared from data collected on the Lattes Platform, 2022.

According to the indicators, we can infer a decrease in academic productivity of Teacher 3 over the years. In this sense, the research participant became pregnant in 2017, the first time cut analyzed in this chart. Thus, we noticed that Professor 3 had a considerable rate of academic productions, if compared to the others, and with the birth of her daughter, it was noticeable a decrease in the types and quantities of works. However, it is during the years 2020 and 2021, that the drastic decrease in the numbers of productions becomes even more remarkable, because it is in this period that Professor

3 starts her Master's degree conciliated to motherhood and the crossing of the COVID-19 pandemic.

Professor 4 has a degree in biotechnology, a master's degree in translational medicine and a doctorate in progress in the same area of knowledge. She is a public servant at the Federal University of Ceará - UFC, and teaches at a higher education institution in the private network. The volunteer participant is an ambassador for Parent in Science. She is married and the mother of a 9-year-old girl. She tells us that during the pandemic, she had to go to her mother's house and hire employees for domestic activities and care of her daughter. Thus, when we look at the indexes of academic production (contained in the lattes, last updated on June 13, 2022) of Professor 4, we can see a considerable decrease in the quantity and diversity in the numbers of academic work done in the time frame of 2017 to 2021.

Graph 4: Production Indicators - Faculty 4



Source: Prepared from data collected on the Lattes Platform, 2022.

Although Professor 4 has outsourced part of her duties, the overload of duties has significantly influenced the academic production of this woman, mother, worker, and researcher.

They can come together in a single topic or separately.

In the case of literal quotations longer than three lines, insert 4cm indentation, single spacing, font Arial 10pt. When it is a quotation from a certain author, you can use two ways:

The German philosopher Edmund Husserl (1859-1938), seeking to break with the positivist orientation of his time, proposed a philosophical method of knowledge of reality based on empiricism that would lead the subject to know, from the experience of the concrete realities and matters experienced by the subjects, to the essence of things consciously (FERREIRA, 2015, p. 7).

Or, according to Ferreira (2015, p. 7):

The German philosopher Edmund Husserl (1859-1938), seeking to break with the positivist orientation of his time, proposed a philosophical method of knowing reality based on empiricism that would lead the subject to know, from the experience of realities and concrete matters experienced by the subjects, the essence of things consciously.

In case of literal quotation of unpublished interviews, put in italics:

In the final part of the class, everyone sits in a circle and the educator has a discussion, where she raises questions such as her impression of the experience, whether she preferred to do or receive the massage, and how it felt to care for the other. Many of the younger children do not respond; a good number answer things like 'nice', 'good'. One student answers: 'I felt happy inside'. (Noema 3 - Visit to the workshop Body Expression Awakening Love).

For literal quotations shorter than three lines, place in quotation marks: "[...] the value of life; human dignity; nonviolence; and social solidarity" (FERREIRA, 2019, p. 31). For deletions, use ellipses between square brackets [...].

4 Final considerations

In performing the exercise of analyzing the academic productivity of women in the context of the health emergency of COVID-19, we can observe and measure that this



scenario produced greater difficulties and even restrictions for academic women that were expressed in their productions.

The fact is that the incorporation of women to the labor market, specifically to university teaching, happened ignoring the cultural and historical processes that make up the experiences of these women, and determines rigid social places to them, and therefore this incorporation happens marked by a real opposition between parenthood and the productivity of women in academia.

The overlapping of parental, domestic, and labor (academic) work became clearer during the pandemic. Based on this study, we wish to rethink the characteristics of parental work and also of academic work, it is necessary to formulate the policies and practices that permeate these areas, questioning the models and creating real possibilities for everyone to exercise this work..

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Responsible Publisher: Cristine Brandenburg

Ad-hoc expert: Robson Carlos da Silva

Como citar este artigo (ABNT):

Rev.Pemo, Fortaleza, v.4, e49127, 2022

DOI: <https://doi.org/10.47149/pemo.v4.9127>

<https://revistas.uece.br/index.php/revpemo>

ISSN: 2675-519X



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SOUSA Kássia Mota de.; SILVA, Larissa Lira da.; ROLIM, Kethley Horranna Bezerra. Parentalidade versus produtividade acadêmica: estudo sobre mães docentes de universidades. **Rev. Pemo**, Fortaleza, v. 4, e49127, 2022. Disponível em: <https://doi.org/10.47149/pemo.v4.9127>

Received August 13, 2022.
Accepted on November 6, 2022.
Published on November 6, 2022.

