

# Parenthood and science – motherhood penalty, fatherhood bonus and other obstacles to compatibility

Persisting inequalities in academia are intensified when women academics become mothers. In addition to existing barriers, mothers face the maternal wall and a motherhood penalty. For fathers, in contrast, there is still a fatherhood bonus because they are supposed to financially support a family. These traditional gender norms are detrimental to everyone. Furthermore, the pandemic has exacerbated structural inequalities and increased the incompatibility of family and work.



Graphic Recording  
by Lorna Schütte

What solutions and support can be offered to parents in science? How can universities or research networks counteract the increased dropout of mothers? In this interactive online talk, Sarah Czerney and Lena Eckert will analyse the status quo of so-called compatibility and discussed the questions raised. Additionally, they will present examples of good practice.

**Date:** **Monday, 14 October, 2024**  
**12.00 pm – 1.30 pm**

**Place:** **online meeting, Zoom**

**Registration:** [https://uni-kiel.zoom.us/meeting/register/u50sceqtqjlsGtB8gJ4X8sPRBLMfbalTMg\\_Y#/registration](https://uni-kiel.zoom.us/meeting/register/u50sceqtqjlsGtB8gJ4X8sPRBLMfbalTMg_Y#/registration)

**Keynote speakers:** **Dr. Sarah Czerney** and **Dr. Lena Eckert** are female scientists, mothers and co-founders of the German network *motherhood and science* that is building a platform for exchange and mutual support for everyone defining as mother (to be). They also offer outreach activities like workshops and talks for everyone interested in parenthood and academia.



**This talk is open to all members of the participating research networks.**

