Navigating the Labyrinth: An Exploration of Multidimensional Bias in the Recognition of Women-Led Knowledge Production

Abstract

Scientific discoveries are predicated upon the collaborative endeavors of individual scientists and the diverse scientific communities they foster. However, the composition of these communities is often marked by pervasive inequalities in workforce representation and recognition, particularly along gender lines. Despite the increasing presence of female scholars in recent decades, their contributions to knowledge production frequently receive less acknowledgment compared to their male counterparts. Women have consistently been found less likely to receive authorship credit for their intellectual efforts, and this discrimination is exacerbated when they assume leadership roles in knowledge production.

This study argues that women face greater difficulty in attaining recognition for leading knowledge production due to the multidimensional bias ingrained in the intellectual inquiry process. Gender stereotypes manifest in various aspects, collectively shaping the obstacles women encounter in seeking recognition for their leading research projects in the form of publication. The study analyzed bibliometric data from top-tier journals across all disciplines spanning two decades. Utilizing computational methods, it modeled the relationship between women-led publications and the multidimensional gender bias. The empirical findings reveal that gender stereotypes at individual, disciplinary, and institutional levels impede the recognition of women-led knowledge products in terms of publication. This study contributes to understanding the nuances and complexities that hinder equitable recognition of women's contributions to academia and knowledge production.