

Initial UPEC Action Plan

AREAS OF IMPLEMENTATION

- * Organisational culture
- * Research careers
- * Decision bodies
- * Practices

MOST IMPORTANT MEASURES

- * Monitor and improve career development and opportunities
- * Create gender balanced decision bodies
- * Collect and analyse data on staff
- * Disseminate good practices

EXPECTED RESULTS/VISIONS/GOALS

- * Introducing specific measures
- * Increasing gender awareness
- * Presenting gender-disaggregated data in the Social Audit « Bilan social »



Challenges

DIFFICULTIES

- * Large multidisciplinary university
- * 31 research labs
- * 33000 students
- * 1050 non-academics
- * 1600 academics (Women academics : 47%)

SOLUTIONS

Pilot projects in 4 out 12 faculties:

- * School for Teaching and Education
- * Sciences and Technology
- * Literature, Languages and Humanities
- * Social Sciences and Sport

Success Factors

STRONG SUPPORT FROM

- * The Gender equality officer
- * The HR Department
- * The Gender Studies network and the Gender Equality correspondents network

LEGAL REQUIREMENTS

- * Gender balanced recruitment committees and gender balanced decision-making boards required by the 2012 and 2013 laws

Results

- * Target population extended
- * Social Audit disaggregated
- * A Parity and Governance chapter in the Social Audit
- * A Gender Studies and a Gender equality correspondents networks implemented
- * Courses and research on gender equality issues developed
- * Recent books and research on gender equality promoted
- * Focus group and interviews on academics career development achieved
- * Data collection and analysis on academics and non-academics
- * Good practices disseminated



Good Practice Examples

INTERDISCIPLINARY MASTER DAY

- * Opportunity for students in master programmes to present their research on gender studies and share and discuss results

GENDER AT NOON

- * A public conference-debate about recent books in gender studies published by UPEC academics. Held every 2-3 months

Both good practices have had impact reputed good and are easily replicable in any institution

Legacy of GenderTIME and Reflection

LEGACY

- * Involvement of the librarians network and the master students
- * Two gender equality networks
- * A gender equality website
- * Database of staff, years 2009 to 2015
- * Better visibility of gender as research topic

REFLECTION ON THE IMPLEMENTATION PROCESS

- * Importance of staff and financial resources
- * Importance of support of gender equality networks
- * Involving other population within the institution to create a dynamic effect