

Implementing GEPs in institutions with a focus on arts, humanities, medicine, social sciences, business and law (AHMSSBL)



EQUAL4EUROPE
GENDER EQUALITY PLANS



This project has received funding from the European Union's Horizon 2020 Research and innovation Programme under grant agreement No 872499

INSIGHTS FROM DIAGNOSIS: CHALLENGES ARE SIMILAR FOR AHMSSBL

- The **gender gap highest in decision-making** with a common underrepresentation of women leadership in strategic management committees and sometimes a share of zero in several areas at different schools
- Mixed results on **gender pay gap** - from no to large differences
- Low enrolment of female students in most graduate programmes, especially in the MBA and executive education programmes (with an exemption of CU)
- Vertical (hierarchical) segregation present in all schools
- **The most widespread policies:** equal pay policies, parental leaves, family care assistance and childcare cost contributions, access to a health plan, part-time and flexible working hours regulation, objective promotion criteria
- **Lacking policies:** transparent recruitment, minimum presence of women in decision making bodies, integration of the sex/gender dimension in research and teaching

Summary prepared on the basis of E4E Comparative report (ESMT)

IS CULTURE AT AHMSSBL INSTITUTIONS DIFFERENT?

While the working culture at the partner institution was predominately assessed as positive, five key areas of development for gender equality were identified through quantitative and qualitative surveys carried out within the E4Eproject. The five areas of development are:

Masculinity contest culture: Organisations are marked by a competitive organisational culture, which does not cater for the realities of female academics.

Work-life balance: Above average high workloads, putting pressure on women while juggling their double burden.

Lack of transparency in recruitment, selection, and career progression procedures. Besides a lack of transparency in workload allocation, particularly teaching allocation.

Organisational window dressing. Additionally, gender equality measures and programmes create additional workload for women.

Leadership and climate for inclusion: More male faculty perceive their university as gender balanced and perceive that their university is doing enough for gender equality, as compared to women. Some male leaders do not perceive this as an issue to act on.

Explore more: Miedtank T. at all.: Culture and Working Climate for Women Assessment Report



EXAMPLES OF TOOLS AND MEASURES



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OVERCOMING THE RESISTANCES IN THE PROCESS OF GEP IMPLEMENTATION

Measures introduced in GEPs:

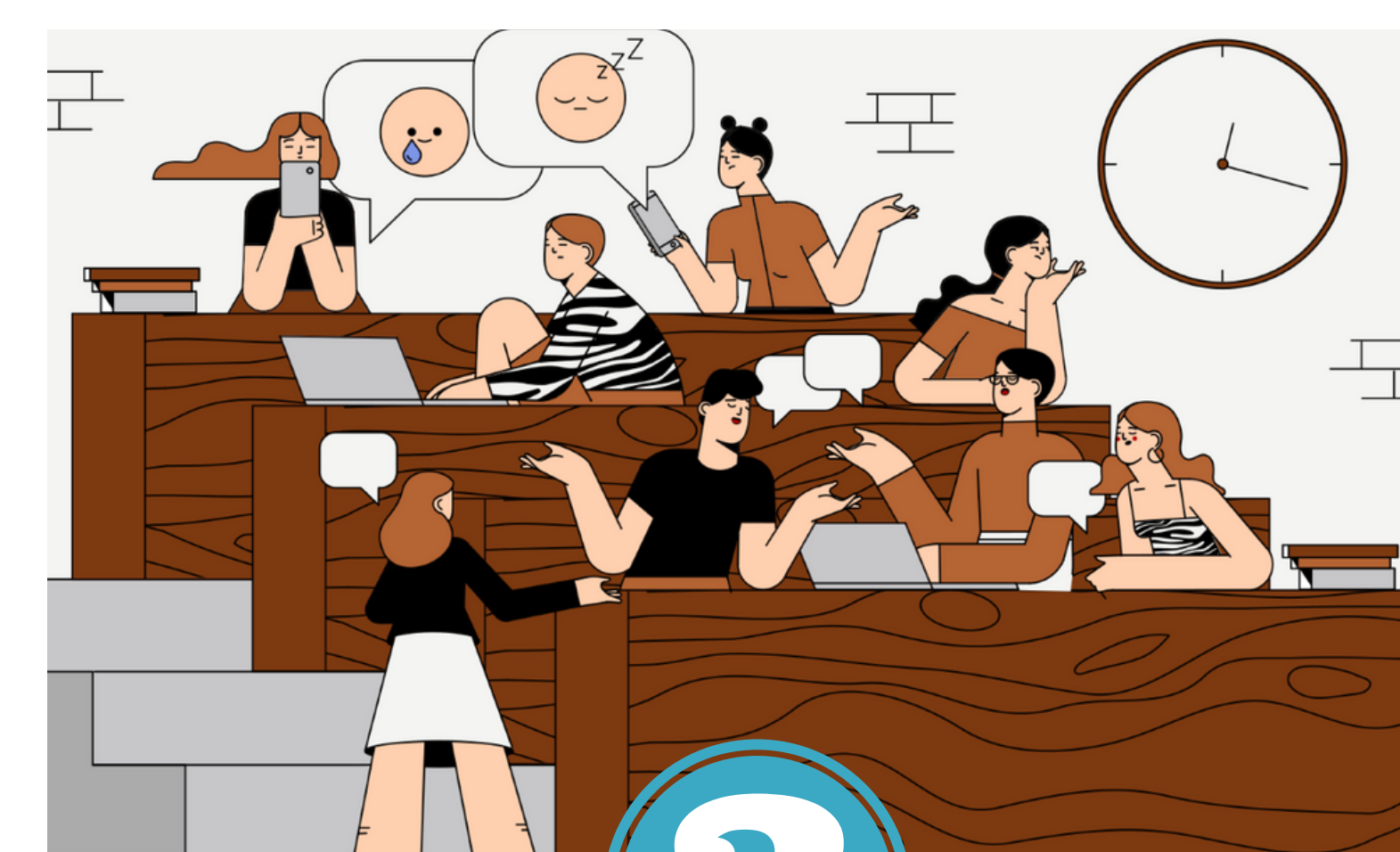
- Engagement sessions with middle and top management
- Focus on internal communication
- Awareness raising workshops and campaigns
- Providing training and support to staff involved in implementation of actions

TIP 1: Space for sharing and mutual learning

- European Network of Gender Equality and Diversity Officers, Advisors and Experts
- LinkedIn community for sharing knowledge and best practices, and developing common initiatives
- Additional activities planned

TIP 2: Toolkit on Engaging stakeholders and tackling resistances

- Effective strategies and approaches for a successful engagement of key stakeholders
- Most common obstacles and resistances relating to the process of setting-up a GEPs
- Hints and suggestions to anticipate and/or overcome them



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SUPPORTING INTEGRATION OF GENDER IN RESEARCH AND TEACHING

Measures introduced in GEPs:

- Developing toolkits and collections of materials
- Increasing visibility of and creating incentives for research on gender
- **Reviewing the content of teaching materials**
- Tracking the research on gender
- Training and coaching on gender sensitive teaching & research

How to foster sensitivity of teaching content (INSEAD):

- Track case studies used by faculty and teaching bodies
- Develop use of teaching case studies that challenge gender stereotypes in academic teaching
- Organise discussion/conferences with students on changes in teaching curricula

TIP: Stay tuned for more. We work on the following tools:

- Toolkit on gender sensitive teaching (comic book format)
- Digital toolkit on integrating gender dimension in research
- Collection of case studies on how to integrate gender in research and teaching

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