

## 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