

How can the Euraxess network contribute to gender equality ?

Brigitte Ernst

Research and Development Department– University of Liège
Euraxess Services and HRS4R
Brigitte.Ernst@uliege.be

Euraxess missions increased over time
Regarding gender equality, 3 issues are relevant for the
Euraxess staff :

- For Mobility, International and Welcome Services:** tools could help staff to reflect on how services can be delivered in a gender-sensitive way and to develop family-friendly competences.

- For Career development centres:** references for trainings related to Gender equality and Diversity, for staff and researchers (leadership skills, mentoring, flexible career trajectories)

- For HRS4R (Euraxess Rights-Human Resources Strategy for Researchers):** tools could help institutions to integrate Gender equality and Diversity in their action plans.

Gender and Diversity Management Guide- Presentation of 56 tools about Gender & Diversity in Research relevant for Euraxess

This guide was developed in the framework of the TOP 3 project. It includes a **glossary** of basic terms related to gender in research (see page 9), the **overview** of the tools (see page 14) , and contains **3 sections** : actions focused on the researcher (career development) actions focused on the institution (HRS4R) actions focused on the social and cultural environment (services and general references).

Gender and Diversity Management Guide- Presentation of 56 tools about Gender & Diversity in Research relevant for Euraxess

Reference : <http://hdl.handle.net/2268/228045>

Equal-IST webinar , 28 February 2019

Actions focused on the institutions

Gender is addressed in 3 C&C principles:
on gender balance, non-discrimination and working
conditions



Principle of non-discrimination:

Employers and/or funders of researchers will not discriminate against researchers in any way on the basis of gender, age, ethnic, national or social origin, religion or belief, sexual orientation, language, disability, political opinion, social or economic condition.

Principle on working environment:

Employers and/or funders should ensure that the working conditions for researchers, including for disabled researchers, provide where appropriate the flexibility deemed essential for successful research performance in accordance with existing national legislation and with national or sectoral collective-bargaining agreements. They should aim to provide working conditions which allow both women and men researchers to combine family and work, children and career. Particular attention should be paid, inter alia, to flexible working hours, part-time working, tele-working and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.

Principle on gender Balance:

Employers and/or funders should aim for a representative gender balance at all levels of staff, including at supervisory and managerial level. This should be achieved on the basis of an equal opportunity policy at recruitment and at the subsequent career stages without, however, taking precedence over quality and competence criteria. To ensure equal treatment, selection and evaluation committees should have an adequate gender balance.



Each 1-page fiche contains : Title+ Short description+ Relevance for Euraxess+ Weblink

General information

Fiche 24: She figures

Fiche 25: Gender equality index per country

In total there are 38 useful tools to design and implement a Gender action plan in the framework of the HRS4R : Gender audit , Gender awareness, Balance in decision –making structures , Recruitment promotion, working conditions,...

! Assessment (this remains a challenge , not many tools available)



Actions focused on the Euraxess Services to mobile researchers

How to deliver gender-sensitive services and develop family friendly competences?

9 tools listed , staff invited to start with self reflection

- What is the image of a typical researcher we assist? What is their gender and family status? How does this perception impact the services we provide?
- Do women and men use EURAXESS services differently? Do EURAXESS statistics provide sufficient data to explore this?
- Are there **gender-specific barriers to mobility**? How does the parenthood affect mobility? What impact does it have on the careers of female researchers?
- Do **parents** need different information than single researchers?
- Does the EURAXESS Network take the caring responsibilities into account when planning the timing of events?
- Do both men and women explore **careers opportunities** outside academia the same way?
- Does your institution offer flexible and family-friendly working conditions and arrangements, both for men and women? Do we promote them to researchers we assist?
- Is the content of the EURAXESS Portal thought in a gender-sensitive manner?



EURAXESS
SERVICES

Example of a fiche, how it is designed

Example: fiche n° 52 about change management

Title+ Short description+ Relevance for Euraxess+ Weblink

Title -The FESTA online handbook on resistance to gender equality in academia

Description -The online handbook aims to present a deeper understanding of resistance to structural change to gender equality in academic institutions and the ways of dealing with it. It is concerned with forms, directions, and aspects of resistance coming from men and women as well as the organizations, and the ways resistance operates. It includes all resistance incidents encountered by the partner institutions during the course of the project, supported by a summary of what has worked well and what barriers have been experienced along the process of change towards gender equality in these institutions. There is a list of recommendations for dealing with a variety of possible resistance incidents along the process of change.

It is expected to be useful to change agents because resistance is an inevitable part of the change process. Anyone who would like to create change in an environment needs to reduce the barriers as well as recognize the strategies to do this.

The handbook also serves as a “gender-awareness raising tool” by illustrating some of the “grey areas” in the culture and the daily life of academic institutions.

Example: fiche n° 52 about change management

Title+ Short description+ Relevance for Euraxess+ Weblink

Relevance -This handbook is addressed to change agents and researchers engaged in gender equality projects both in academic and non-academic institutions. It also targets anyone engaged in a change process in any subject area since the handbook also covers some of the general types of resistance which are not directly related to gender issues. It is not possible to read the tool from page 1 to the end, it is more structured to be used on a case by case basis : when a Euraxess staff will be confronted with a resistance, then he/she can use this tool to identify the resistance , its causes and ways to go about it (strategies, arguments, examples) .

It is useful because it is dealing with resistance to change , but being specifically focussed on research and researchers, and more specifically on gender in research

Link- <http://www.festa-europa.eu/sites/festa-europa.eu/files/FESTA%20D7.1%20Handbook%20on%20Resistance%20to%20Gender%20equality%20in%20Academia.pdf>



Actions focused on the researcher (career development)

11 tools listed

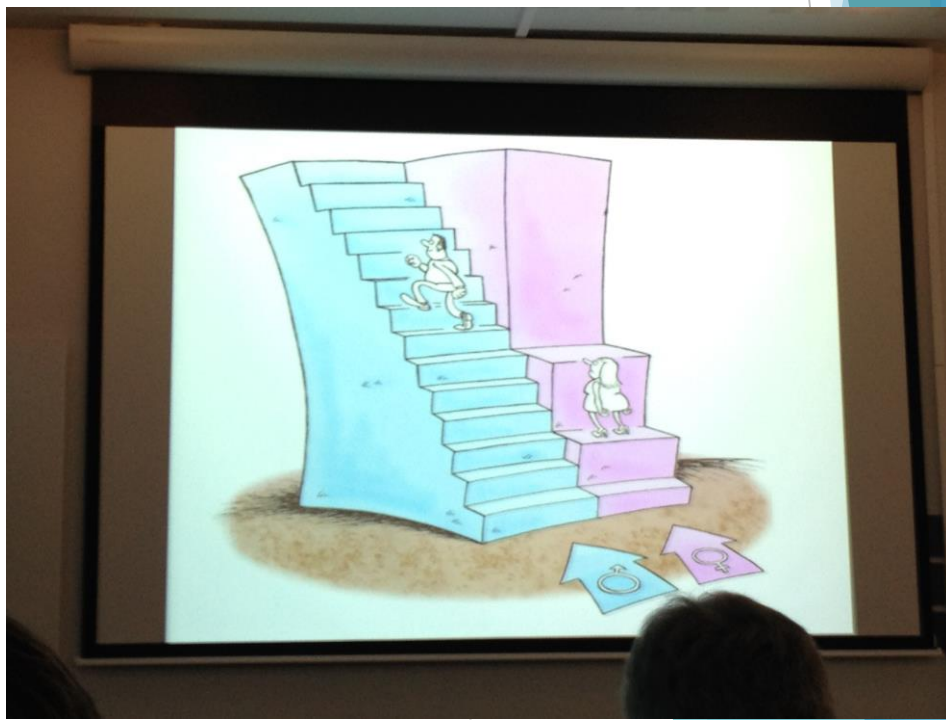
Gender bias : fiches 4- 5-6

Mentoring: fiche 7

How to deliver gender-sensitive trainings?

See fiches 9 (how to include gender in research) , fiche 10
(9 modules to help female junior scientists in career
planning), fiche 11 (leadership)

Actions focused on the researcher (career development)



Thank you 😊

Brigitte Ernst

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