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EQUAL-IST

Gender Equality in Information Sciences and Technology

Promotion of Gender Equality at EURAXESS and EQUAL-IST

February 28th, 2019

About the EQUAL-IST Project

- EQUAL-IST - “Gender Equality Plans for Information Sciences and Technology Research Institutions”
- Project Funded by the European Commission within the Horizon 2020 Framework Programme
- Duration: 2016-06-01 - 2019-05-31
- Goal: To introduce structural changes at the participating Six European ICT/IST Research Institutions to enhance gender equality, diversity, and work-family balance by designing and implementing the tailored Gender Equality Plans (GEPs)

Source: https://equal-ist.eu

About the EURAXESS Initiative and Network

EURAXESS - Researchers in Motion

- Pan-European initiative backed by the European Union and its Member States
- Supports mobility of researchers to Europe and within Europe
- Supports career development of researchers
- Goal: Enhance scientific collaboration between Europe and the world

Source: https://euraxess.ec.europa.eu

Webinar Objectives

- To gain insights into the promotion and support of gender equality within the EURAXESS TOP III and EURAXESS TOP IV projects.

- To gain insights into selected activities implemented within the EQUAL-IST project aimed at promoting and supporting gender equality.

Webinar Agenda (1/2)

11:00 - 11:05	**Welcome & Introduction** **The EQUAL-IST project and the EURAXESS initiative and network** ***Dr. Elena Gorbacheva**, University of Muenster, Department of Information Systems (Germany)*
11:05 - 11:20	**Promotion of Gender Equality at EURAXESS: Presentation of the outcomes of the TOP III project** ***Prof. Brigitte Ernst**, Université de Liège (Belgium), Centre de mobilité EURAXESS*
11:20 - 11:25	Q&A
11:25 - 11:40	**EURAXESS TOP IV Project and its Support of Gender Equality** ***Prof. Dimitris Sanopoulos**, National Coordinator of the Greek EURAXESS Service Network, NCP MSCA Greece, Centre for Research and Technology Hellas*
11:40 - 11:45	Q&A

Webinar Agenda (2/2)

11:45 - 11:50 **Endorsement of the Charter & Code Principles: The EQUAL-IST Way**
***Dr. Elena Gorbacheva**, University of Muenster, Department of Information Systems (Germany)*

11:50 - 12:20 **Implementation of the Charter & Code Principles Supporting Gender Equality: Experiences of Introducing Structural Changes from Six European Research Institutions**
***Portugal:** University of Minho (UMINHO), School of engineering*
***Italy:** University of Modena and Reggio Emilia (UNIMORE), Department of Engineering*
***Lithuania:** Kaunas University of Technology (KTU), Faculty of Informatics*
***Ukraine:** Simon Kuznets Kharkiv National University of Economic (KhNUE), Information Systems Department*
***Finland:** University of Turku (UTU), Information Systems Science (ISS) Unit at the Department of Management and Entrepreneurship*
***Germany:** University of Muenster, Department of Information Systems (WWU), Department of Information Systems*

12:20 - 12:35 Q&A

12:35 - 12:40 **Concluding Remarks & Closing**
***Dr. Elena Gorbacheva**, University of Muenster, Department of Information Systems (Germany)*

Charter & Code

- *"The European Charter for Researchers is a set of general principles and requirements which **specifies the roles, responsibilities, and entitlements** of researchers, as well as of employers, and/or funders of researchers."*

- *"The Code of Conduct for the Recruitment of Researchers consists of a set of general principles and requirements that should be followed by employers and/or funders **when appointing or recruiting researchers**."*

Sources:
https://euraxess.ec.europa.eu/jobs/charter
Charter: https://euraxess.ec.europa.eu/jobs/charter/european-charter
Code: https://euraxess.ec.europa.eu/jobs/charter/code

Charter & Code Principles that Support Gender Equality, Diversity, and Work-Family Balance

- **Non-discrimination**: “Employers 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.”
- **Working conditions**: “Employers […] 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, teleworking and sabbatical leave, as well as to the necessary financial and administrative provisions governing such arrangements.”
- **Gender balance**: “Employers 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.”
- **Recruitment**: “Employers should […] facilitate access for disadvantaged groups or for researchers returning to a research career, including teachers (of any level) returning to a research career […].”
- **Selection**: “Selection committees should bring together diverse expertise and competences and should have an adequate gender balance […].”
- **Variations in the chronological order of CVs**: “Career breaks or variations in the chronological order of CVs should not be penalised […].”

Sources:
Short version of the article:
https://euraxess.ec.europa.eu/euraxess/news/gender-equality-plans-ict-ist-research-institutions-alignment-cc-principles
Extended version of the article: https://equal-ist.eu/euraxess/

Structural Change Activities that Follow the Charter & Code Principles Supporting Gender Equality: Examples from Six European Research Institutions

- Portugal: University of Minho (UMINHO)
  - School of engineering
- Italy: University of Modena and Reggio Emilia (UNIMORE)
  - Department of Engineering
- Lithuania: Kaunas University of Technology (KTU)
  - Faculty of Informatics
- Ukraine: Simon Kuznets Kharkiv National University of Economic (KhNUE)
  - Information Systems Department
- Finland: University of Turku (UTU)
  - Information Systems Science (ISS) Unit at the Department of Management and Entrepreneurship
- Germany: University of Muenster, Department of Information Systems (WWU)
  - Department of Information Systems

Structural Change Activities that Follow the Charter & Code Principles Supporting Gender Equality: Example from UMINHO

- Recruitment and evaluation policies in Portugal for HEIs:
  - Missing legislation;
  - Very few HEIs have GEPs;
  - The National Committee for Citizenship and Gender Equality only now is focusing the HEIs since Portugal faces many challenges regarding descrimination at work and domestic violence.

- UMINHO situation:
  - Ad–hoc decisions about recruitment and evaluation committees;
  - Merit considerations do not address gender specific constraints like work-life balance, professional choices in terms of where effort is focused, work discrimination and so on;
  - Lack of internal discussion on the challenges of gender equality at the University.

- Our victories due to the EQUAL-IST ?? Implemented actions:
  - Increased awareness about inequalities in the career progression of men and women;
  - Increased empowerment of women that now start to discuss how to better use what is in their power to improve their CVs, namely saying NO more often;
  - Establishment of the protocol National Committee for Citizenship and Gender Equality as a way to encourage changes in internal recruitment and evaluation policies.

Structural Change Activities that Follow the Charter & Code Principles Supporting Gender Equality: Example from UNIMORE

- **Goal**: Improve flexible working opportunities for University staff members

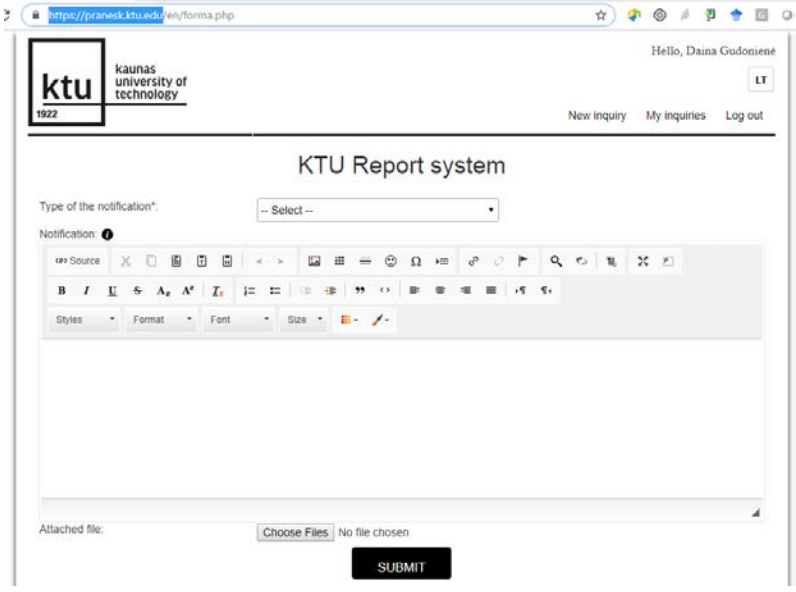
- **Activity** implemented within the EQUAL-IST project - at the university level:
  - A **dedicated working group** on Work-life Balance and Well-being created within an existing committee (Committee for Unified Guarantees)
  - Increased **visibility** of information about flexible working (e.g., tele-working and smart-working) → published on official Web site
  - **Annual training event** on work-life balance related topics for university staff members

- **Sustainability**: dedicated working group on Work-life Balance and Well-being will stay in place after the end of the project

Structural Change Activities that Follow the Charter & Code Principles Supporting Gender Equality: Example from KTU

- Activity implemented within the EQUAL-IST project:
  - At the university level: Establishment of Committee of Gender Equality at Kaunas University of Technology.

- Goal: To ensure and monitor the Gender Equality in the Kaunas University of Technology.



https://pranesk.ktu.edu

The main idea of the Committee of Gender Equality is to strenghten and ensure the Equal rights in the environment of KTU by involving represenatives from various Departments.

Structural Change Activities that Follow the Charter & Code Principles Supporting Gender Equality: Example from KhNUE

- Activity implemented within the EQUAL-IST project:
  - Implement provisions for ensuring priority when drawing up the schedule of classes for academic staff having young children, children with disabilities, large families, for pregnant women.
- Level of intervention: University level
- Aria of intervention: HR & Management practices
- Target audience: Academic staff
- Challenge: “Work-life balance” problem and lack of facilities for the balance support
- Goal: Improve work-life balance of staff and students

Structural Change Activities that Follow the Charter & Code Principles Supporting Gender Equality: Example from UTU

Development discussions in ISS

General characteristics of the activity : Career development discussions and gender equality

- The discussions carried out usually by the ISS subject head every year in February
- Goals to measure the performance of the employee, as well as his/her attitude towards the job, contentment with the salary, the requirements and the load rate of the job, vision for the future, face-to-face confidential negotiation →results in general level only
- **Refinements made to the activity during the Equal-IST project**
- To take up more actively the career possibilities with young faculty members
- Negotiations with ISS subject head to add two more questions in the discussion

→What is your opinion and how do you feel – have you been equally treated in your position?

→Did you experience any sexual or gender-equal related harassment at your work?

- The subject head gets an overall picture of the gender equality in ISS

Structural Change Activities that Follow the Charter & Code Principles Supporting Gender Equality: Example from WWU

- Raising awareness of gender equality aspects among members of appointment committees for tenured positions.

- Goals:
  - (i) to ensure fair and transparent appointment procedure;
  - (ii) to sensitise members of appointment committees about the importance of ensuring equal treatment of all candidates and avoiding any form of bias and discrimination.

- Main idea:
  - Each time a new appointment committee for tenured positions at the faculty is formed, the faculty Equal Opportunities Officer sends to the members of these appointment committees emails informing about unconscious bias and existing regulations related to gender equality in recruitment.

- Continuous activity implemented at the faculty level since 2017 each time a new appointment committee is formed.
  - Completed in 5 appointment committees in 2017-2018.

Sustainability of the Initiated Activities

- Development at each Research Institution of a Project Sustainability Plan.
  - Activities to be implemented after the end of the EQUAL-IST project.
  - Implementation timeline, people responsible, other resources required, evaluation mechanisms etc.
- Approval of the Project Sustainability Plan by decision-makers and its implementation after the end of the EQUAL-IST project.

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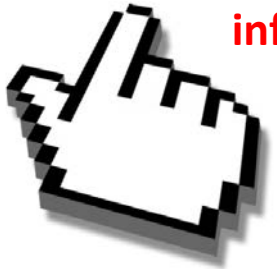

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