

WP3

Mapping the national and local context

Macro-sociological analysis:

- **Feminized higher education**, but access to doctorate still remains predominantly male;
- **a horizontal segmentation** between 'male' tracks of studies (sciences and technology) and 'female' tracks (human and social sciences). Labour market is strongly feminized, but horizontal segmentation (between sectors and trades) and vertical (employment and responsibility levels) are present, although they are decreasing.
- **An unexplained 10% gender pay gap** remains and a **part time character of female work**.
- **Familial policies** supporting work/family conciliation are numerous and pursue two logics: a logic of **decommodification** (working hours reduction, interruption, leave for familial reasons, etc.) and **defamilialization** measures (early childhood care and education, and service-vouchers).
- **Scientific and academic careers** are anchored in this societal configuration.
- **Many women pursue graduate and postgraduate studies** but enter a **leaky pipeline**, from their doctorate to the highest positions of the statutory hierarchy of university space.
- **The problem of articulating work and family** within a gender regime maintaining a sexual division of productive work and reproductive work is one of the apparent causes of this downfall.
- **A horizontal segmentation** is present too, certain scientific disciplines such as the sciences and technology remain male bastions.

Actions:

- An awareness is created in several focus groups, using and disseminating the results from this WP, as well as other dissemination for colleagues and authorities that this kind of ongoing situating of UCL and science/research sectors within labour market and policy trends is an important feature or ongoing process/evaluation of development to be made within an institutional gender policy action plan.
- Two gender committees (internal and external) have been initiated and planned to be sustained over a longer period of time with the aim of exchanging national and institutional data, planning common action plans and putting gender on the political table.

WP5

Making management and decision-making processes gender sensitive

Meso-sociological analysis:

- **Circular or multi-governing organisation:** the different governing organs have a cross-referencing and cross-intervening power in terms of decision-making in general management; such as defining tasks and functions, setting research or teaching programs. Direction is omnipresent in all governing organs, has a lot of power in the different negotiation processes that take place in the different councils for all university concerns.
- **Negotiation, debating, deliberation** are recurrent notions or concepts that appear in nearly all descriptions, codes and regulations of university governance at all levels, especially in the governing organs and councils.
- **There is a definitely male dominated governance** on all university concerns, except perhaps for the protection and prevention at work commissions and for the council of enterprise that is concerned with employee as well as employer interests. Otherwise, the percentage of women in the governing bodies does not exceed **20% for the general decision-making and 10% for the institute level of governance**.
- **Closed envelope funding system**, universities' bid for funding by government through increasing student numbers, faculties have different allocation, whereby STEM three times more than SSH per student rate. **Professional Bureaucracy**, with administration catering strongly to central governance and less to teaching and research units, **self-governance** and self-management, auto-managers, **competition**.

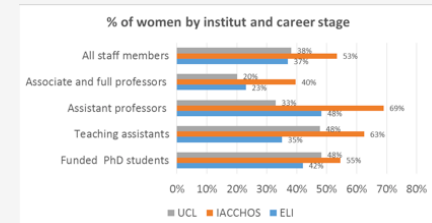
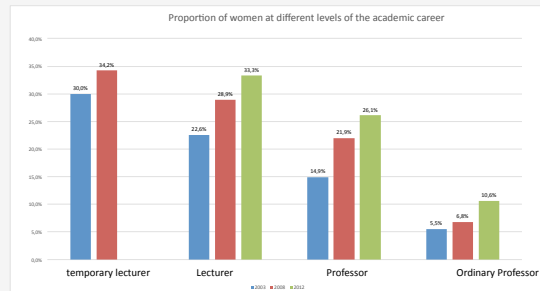
Actions:

- We hope to build on gender budgeting plans: the idea is to sensitize colleagues on all levels (not only authorities) on this topic by introducing this as a theme in focus groups with the attention towards directors of centres in budgeting strategies, and also to collaborate with the gender appointee in devising in future a joint gender strategic plan.



WP4

Structural organizational analysis



Organizational culture and everyday working life

There is on the whole a **major difference between the way males speak about future perspectives and advice to young researchers and female interviewees in both SSH and STEM:**

- **Male researchers/academics** speak about boosting your CV, about being strategic, taking opportunities as they arise, about knocking on doors, about making use of your relationships, about going abroad as much as possible, about being passionate about your work, making your work and yourself known, being persistent and not giving up.
- As opposed to this, **women** are much more critical about the criteria of scientific work. They speak also more about **stress, anxiety due to precariousness and due to personal sacrifices**. They are however, not altogether critical about the institution, as much as also being self-critical: the **flexibility of scientific work** itself presents a constraint in terms of being able to switch off. They recommend that supervisors be more careful when engaging docs and postdocs, and when engaging them supporting sufficiently.
- **Maternity is a major issue** broached by women in both institutes and in all groups (postdoc and newly tenured); the criteria of recruitment and progression not being in favour for mothers, such as mobility and productivity. The precariousness and job uncertainty contributing to stalling building a family and settling down. The **rhythm of scientific work and career difficult to reconcile**. The need of the **right support configurations**, both on the level of the partner, with a stable career in case a permanent position has not been gained, or where there is, a support from the family and from the professional environment (colleagues, supervisors/promoters, networks, institution).

Actions:

- We are cooperating with the Gender Appointee in order to build on the Strategic Plan of UCL in its current version, in which are outlined a number of proposals how to integrate a gender dimension in decision-making and structures, and we hope to act as a complementary action. There has been a proposition of definitions of gender in different fields of research with the joint approval of the Interdisciplinary Group of Research on Gender.
- Focus Groups and seminars have been initiated and the results from the Garcia project are being disseminated on Early stage researchers' experiences and organizational culture. / - We also organised two focus groups destined to mothers and fathers, who are early career researchers.

WP6

Leaky Pipeline: Giving voice to target people

Postdoc: "passport" period problematic, because it presents an **ambivalent rapport to work and the profession due to precariousness, pressures and tensions:** Male and female interviewees in all groups describe and make sense of in terms of a career: demonstrate and justify a consistency and productivity of their intellectual development over time. In this process there are multiple barriers and hurdles to cross before being able to build a sufficiently "important" CV to be even considered for a permanent position: rarely question as being important career strategies, such as being mobile, publishing, building the CV, having career advice from mentors, collaborating to build research projects and moving towards advancing into a permanent position.

On the whole, a picture emerges of a **period of professional struggle, and tensions with family building.**
- **Parenthood tipping scale towards ambivalence:** while female and male childless postdocs are engaged and optimistic about their work level, intensity and male and female postdocs with children are more ambivalent about work and family.

Newly tenured: females have more ambivalence in the question about compatibility of children with career, **more feelings of guilt** for time away from children, **health reasons, overwork and infringement upon or sacrifice of family, mobility** and leaving the country due to career choices.

- **Omnipresence and "blurry" or double edged flexibility:** extends work towards multiple pillars in what is a very "blurry" through flexible time/space profession (research, teaching, institutional engagement, community service).
- a **constant bid for funding that is lacking**, a constant justification of research, which shifts the focus away from actual research and academic work.

- **Paradox about the nature of the "sticky floor" itself that is the teaching task.** Teaching has become undervalued and devalued in university.

Actions:

- ◆ **Mentoring Activities:** Approval on the human resource management level of a setting up of mentoring programme, based on the mentoring toolkit developed by masters undertaken in the framework of Garcia, see also WP6 6.4 Mentoring Toolkit.
- ◆ **Development of a Gendered Pipeline Typology for an institutional analysis and action plans:** see D 6.3 Toward a Gendered Pipeline Typology: A comparative Analysis across six European Countries".

WP7

Mapping of formal criteria/actual practices in recruitment procedures:

Analysis: A deconstruction of two-fold excellence criteria

- An overarching tension that confronts criteria and demands of young candidates in recruitment processes of D- and C-level posts that are more general and what can be called **de-localized, international or competition-based criteria** and more **local, institutional, integration-based and nomination-based requirements**.
- Although these two steps of the recruitment process do not involve overt gender bias, they do however contribute to a **double barrier for women** in terms of **access to networks, the necessity to be hyper-productive, mobile and professionally unstable** in life stages that are dedicated also to **family building, settling down and professional stabilization**. A host of "right" configurations, such as **access to local and internal networks (boys clubs exist), access to gatekeepers (more difficult for women)**, possibility to travel and be **mobile, local integration and knowledge to organizational codes** (often accessed and transferred by mentors, which are less available for women) are necessary for both stages of the recruitment process, and beyond, as the first three probationary years **require omnipresence** and all of aforementioned criteria in order to become permanent member.

Actions aimed to raise awareness for committee members:

- We organised 2 working groups as a first attempt to raise awareness about gender practices in recruitment procedures. In both cases, we achieved to produce fruitful discussions about gender inequalities and to transmit valuable insights from the Garcia project that were accepted by the participants: but , they tend to minimise the prevalence of this problem in their institute. / In both institute the discussion of the leaky pipeline phenomenon lead to the question of the possibility, for young researcher (and certainly for women), to achieve a good personal/working life balance: recommendation that personal situations (e.g. having children during the realisation of the PhD, etc.) should be part of evaluation, and that potential excellent candidates (men or women) could "disappear" from university for this reason.

- Actions aimed to raise awareness for early career researchers:** We achieved to collaborate with the rector's counsellor to gender in organizing a first presentation of the UCLouvain Gender Action Plan at the institute level. These two trainings session in ELI and IACCHOS were a first attempt to communicate about gender in the UCLouvain and, to this regard, despite a low participation of participants: this action is a challenge.
- We also took part in a postdoctoral study day organised by the IACCHOS institute on scientific and academic career paths.