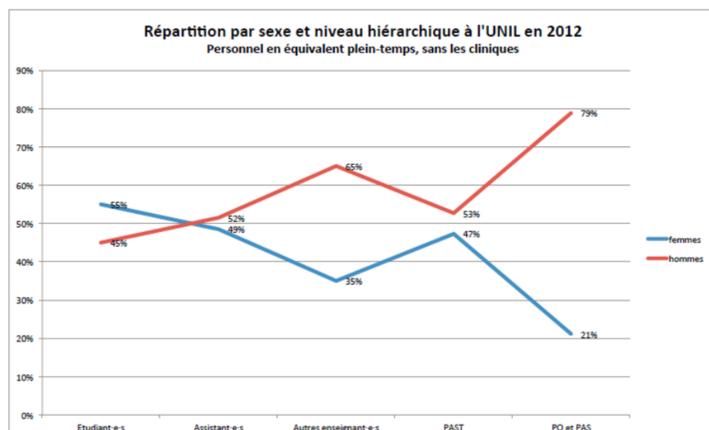
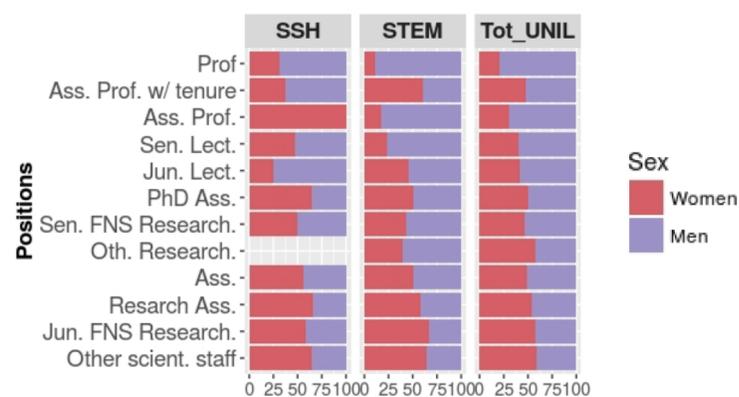


University of Lausanne

The University of Lausanne (UNIL) is a public teaching and research university, located in the French speaking part of Switzerland. It is composed of seven faculties where approximately 12,400 students and 2,300 academics study and work. The GARCIA project started during the 2013-2016 Gender Equality Action Plan (Vision 50/50) that the UNIL had contractually agreed to implement, with Federal funding. The GARCIA action plan had to target one STEM and one SHS department. We decided to work on the section of basic sciences (SBS) of the Faculty of biology and medicine (FBM) and the Faculty of social and political sciences (SSP).



Share of men and women students, PhD students, other teaching positions, assistant professors, and associate / full professors, FTE, 2012.



STEM, SSH and UNIL staff and sex composition in % (2013)

Mapping national and local contexts

Swiss women have relatively high economic activity rates. However, they also tend to work part-time (with a large proportion of female part-timers at less than 50%) and/or to take extended breaks from the labour market when their children are young. These particular female activity patterns are explained by a combination of fiscal policies that are unfavourable to dual-earner households, the lack of affordable childcare, both for pre-school children and for extra-curricular activities for older children (most junior schools do not provide a canteen service at lunch-time, for example), long working hours for full-timers and a low male unemployment rate.

-> The normative Swiss female employment pattern does not conform to the figure of the "totally devoted" academic.

Gender sensitive management

At the UNIL, gender-sensitive data on research funding and salaries are difficult to access. In collaboration with the UNIL Equal Opportunity Office, the GARCIA team helped to develop a gender monitoring tool-kit and indicators for the whole UNIL.

-> The GARCIA gender budgeting tool-kit will be disseminated to academic decision-makers and stakeholders during the National Conference (a workshop is dedicated to this topic).

-> Interest in adopting a gender-sensitive approach to financial and staff management will be encouraged at faculty and central level.

Integrating gender into research and teaching

Due to the extensive gender teaching and research resources at the UNIL, we decided not to foster collaboration with identified "gender specialists" and rather to identify target groups who could be encouraged to develop a gender perspective in their research and/or teaching activities.

-> In our SHS department, we organised two workshops aimed at PhDs and post-docs on how to integrate gender into research topics and methods:

- "Integrating gender into qualitative and quantitative research methods" organised on November 2nd 2015, and
- "Quantitative methods under a gender lens" organised on April 25th 2016.

-> In our STEM department, we disseminated the "Integrating gender-sensitive approach into research and teaching" GARCIA toolkit

At the institutional level, we collaborated with a number of bodies involved in promoting gender in research and teaching:

- > The *Commission Pro-Femmes* in the STEM department (monthly meetings);
- > The Gender Studies Research Centre in SHS department (monthly seminars)
- > The Interfaculty Gender Studies Platform (PlaGe).

Combating the leaky pipeline

In order to document the leaky pipeline phenomenon at the UNIL, we carried out an empirical study of PhD holders who had left the two target departments, after having worked there as postdoctoral research fellows between 2010 and 2014. We adopted a mixed methods approach, including:

- secondary analysis of statistical data
- an original web-survey of post-docs
- a series of semi-structured interviews in STEM & SHS

One of the main findings from our research was to identify the lack of reliable data on postdocs, at the local, but also at national level, where their number is estimated at 8000.

-> This led to close collaboration with the early-career stage Committee at the UNIL

This research enabled us to map the profiles of "academic leavers" in each of our departments, paying special attention to gendered differences.

-> On the basis of our results, we transferred knowledge to stakeholders and decision-makers, notably by taking part in a number of mentoring programs, at the UNIL and at the federal level

Raising gender awareness

In order to gauge the degree of "gender awareness" amongst young researchers and decision-makers at the UNIL, we carried out a study of the formal criteria and actual practices for hiring postdocs. This enabled us to establish that hiring criteria and procedures are not well defined at the postdoc level, whereas there are a number of formal rules and recommendations for recruitment to professorships.

This led to the development of awareness training about the potential for gender bias in the construction of excellence:

1) Awareness training aimed at recruitment committee members

-> A workshop entitled "Gender and management: The case of academic organizations" (led by Prof. Anna Wahl) specially designed for senior academics and team leaders:

-> The production of a "gender bias awareness" video clip, in collaboration with the UNIL Equality Office and Communication services

2) Awareness training aimed at candidates

-> Participation in a round table debate on job descriptions and recruitment procedures for PhDs and postdocs, in collaboration with student representative organizations

-> The development of an on-line toolkit to raise awareness of gendered biases in hiring procedures, in collaboration with the UNIL Equality Office.