

RIG – Gender equality report at UBI

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ANALYTICAL MEASURES, MONITORING AND EVALUATION

Description and Background

2010/11: Gender organizational diagnosis as part of the GEP

Since 2012, Gender Equality Reports have been prepared on an annual basis to monitor the progress towards gender equality in the university

Publicly accessible and build on the initial assessment

Objectives: presenting the annual status of gender equality in the organization and sustain activities and measures proposed by the gender equality commission

Contents:

gender balance in terms of disciplines taught, training and other teaching activities,

decision-making and leadership positions,

gender pay gap,

use of measures to reconcile professional and personal life (like flexible working hours),

gender analysis of the utilization of leaves, number of students disaggregated by sex and faculty

Positive aspects

- Analysis allows comparisons and making recommendations to improve the institutionalisation process of promoting gender equality in UBI
- Easy to disseminate – available online on the UBI and UBIGual site - and to be understood among the university community (including students)
- Good reception from the university bodies and community

Obstacles and solutions found

- Since 2013 lack of financial support/ human resources to carry out the annual reports (end of the UBIgual funding)
- Intention to go deep in the analysis (qualitative data) is blocked by the lack of resources
- Solution found: voluntary work (Gender equality commission and students)

Current situation

Launched this month the RIG 2016

Voluntary work is consolidating in the development of a gender group at UBI.

It has advantages – involvement of students and researchers but also disadvantages (frailty and lack of institutionalization)