



LEARNING AND DISSEMINATION SEMINAR

Promoting gender equality in research and higher education institutions

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TRIGGER at VSCHT

- 4 faculties with highly divergent gender ratios in student and academic populations
- GEP implemented primarily at 2 faculties with higher proportion of women (higher awareness of gender issues)
- Types of actions
 - Institution focused (documents, processes and procedures)
 - Individual focused (trainings, workshops, seminars)
 - Empowerment, capacity building, awareness raising, increasing visibility and role models (first women, follow-up men)
- Areas of action
 - Gender balance in research careers (WLB only recognized issue)
 - Gender balance in decision making (most difficult)
 - Gender dimension in curricula, PhD thesis and research

Survey

- Part of the initial diagnostic phase in 2014
- Institutional analysis comprised of :
 - Statistical analysis
 - Survey of life and working conditions, mobility, WLB of academic and administrative staff, evaluation systems, pay gap, leadership
 - Focus groups and individual interviews
 - Institutional document analysis
 - Media analysis
- Performed by an external gender expert institution

Resistances

- Prohibition to publish results and research reports, censorship
 - Reports never published and discussed in the wider academic community, presented only to the Academic Senate
- Scepticism about social science methodology and ethics
 - Qualitative part, especially results of focus group analysis, rejected as not objective and representative
 - Questionnaire survey
 - Objection that people self-select to participate
 - Lack of trust – leadership will get access to individualized raw data
- These objections veil, in our understanding, unwillingness to engage with unfavourable results
- Effect of ministerial audits – impossibility to admit negativity

Solutions for phase 2

- Phase 2 in 2016 currently under way
- Statistical analysis
- Survey of life and working conditions of academic and administrative staff
 - Survey revised and shortened
- Document analysis
- Qualitative parts of the institutional survey not carried forward
- Continued distrust of the survey methodology (bursar: leadership to choose who should participate!)
- Lessons learnt from anonymity issues
 - A stronger and more explicit statement on who has access to raw data and how the analysis will be performed, where data is archived etc.
 - A potential problem for the future – who will do the survey

Looking forward

- Survey to be implemented as a regular management tool at VSCHT Prague
- Category “sex” incorporated in the internal monitoring system
- Survey to be administered and statistics monitored by management
- Issues to be addressed:
 - Employee trust when administered internally by management as a steering instrument
 - Expertise to carry out the analysis
 - Currently lack of in-house social science expertise
 - Length of the questionnaire
 - Focus on gender versus focus on gender and diversity issues (disability, ageism etc.)