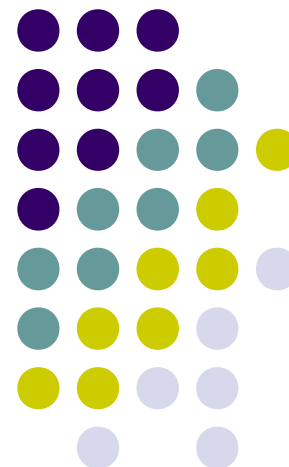


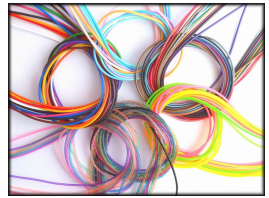
Gender balance at Belgian universities: on what we know or should know

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Source – Rapport genre 2014 et 2016 réalisé pour la Fédération Wallonie-Bruxelles
-www.sophia.be



Context



- The Government of the Wallonia-Brussels Federation has undertaken measures to encourage equality between men and women in scientific careers.
- Interuniversity network of gender contact persons
- Analysis of existing statistics in each university (common framework) 2014/2016
- Approach for complementary data collection within the Ulg (questionnaire survey / qualitative approach)
- Trackes of action linked with the new mandate created at Ulg (advisor to the Rector in Gender and Diversity)

Méthodology



- Analysis of existing statistics, notably with Radius and partnership with administration
- In 2014:
 - a survey of all academic and scientific staff (687 answers): representation of inequalities, causes of gender unbalance, degree of support to best practises.
 - Two qualitative and exploratory surveys:
 - Academic women who have spent at least 3 months abroad (Master's thesis)
 - Doctorate students who have a maternity/paternity leave during doctorate: «mum's doctorant»
- Listing of dissertation, courses, researches linked with gender issues

Analysis framework



- Feminist research (more egalitarian society project)
- Sex differentiated analysis (comparison W/M) but also gender-differentiated analysis (social representations / gender stereotypes / vision of social roles attributed to both sexes)
- Analysis of three-dimensional model of the causes of gender unbalance at academic careers:
 - Individual factors (behaviors, representations, values of men and women)
 - Organizational factors (university and faculty rules, systems, rules and procedures)
 - Societal factors (infrastructure, gender roles, public policies, etc.)

Students data of 2016 (Ulg)



- Girls are in the majority in all branches of education (57% students and diplomas of 1st and scd cycle):
 - 60 % in human and social sciences
 - 64 % in Health sector
 - 36% in technic and sciences sector
 - 82 % in psychology and education / 19% in engineers and applied sciences / 4,9 %- 6% in informatic
- They have higher success rates than boys
 - 39% W / 34 % M
- A few gender courses (social sciences / Hec / Medecine/ Droit, Philo et lettres, Psycho) / master genre in progress

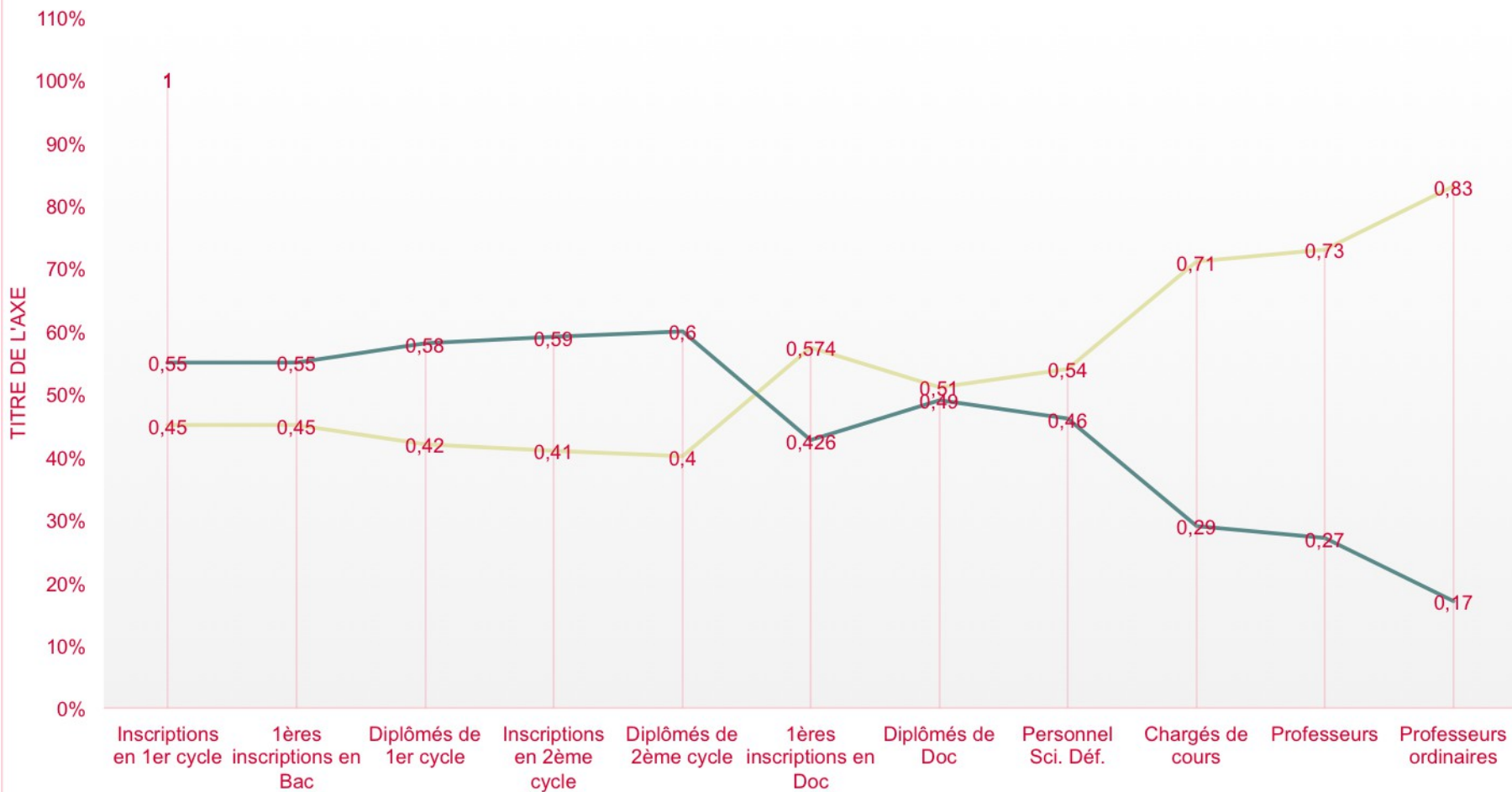
Personnel data Ulg 2016



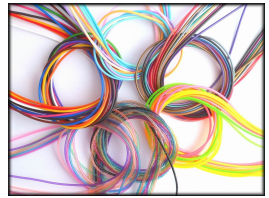
- Women represent 62 % of administrative employees.
- Women represent 42% of doctoral students (36 % science and technic/ 48 % social and human science / 54 % health)
- Women represent 47% of scientists (all status combined)/
 - Temporary scientists (48%) / Definitive scientists (44%)
- 31 % confirmed researchers FNRS / 49% post-doctorants / 57% of doctorates students FNRS
- 25 % of academics career (included permanent scientists):
 - 17% PO (full professor)
 - 47% Professor High School
 - 27% professor
 - 29% lecturer (chargé de cours)
 - 24% statutaires / 34% contractuels
- Increase in women's share in promotions (29% en 2015)



Parts des hommes et des femmes tout au long du parcours à l'université en 15-16



Governance



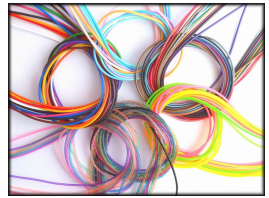
- 0/5 rector or vice-rector
- 6/9 director of administration
- 1/7 conseillers / 2/9 expert (rectorat)
- 27% in research council
- 22 % honoris causa

Some new data



- 24 % of students refugees or asylum seekers (N= 157)
- 66% students in mobility IN / 58% mobility out (deficit out to Afrika)
- PED (development countries): 37 % Women
- Post master study (15 months after end of diploma):
 - 18% Women (unemployment) / 13 % Men
- 13 % of CEO of Spinoffs (2/82) / 13% as director of one research center (2014)
- 24,5% of experts in press review (Ulg)
- Gender in development policies of Ulg:
 - 6 women/ 34 experts
 - Only one project linked with gender (Burundi)
- Last but not least (time to obtain promotions)
 - Lecturer to professor (4 years for women, 3 for men)
 - **Professor to PO (full professor) (4 years for women, 2 for men)**

Actions plans



- Network Euraxess and HR strategy
- FERUIg
- Tracks for action:
 - Behavior / stereotypes / prejudices
 - Ex: séminaire “manager au féminin” (24 Femmes)
 - Organisational structure and practises
 - HR strategy
 - Feminine Model
 - Societal structure
 - Parental leaves
 - Educational and vocational guidance

Difficulties



- Lack of organizational support: idea that if « Equality of rights », difference is result of personal choice.
- No support for quotas or changing some rules:
 - sabbatic stay during 6 months continuous
 - deletion spouse name in BDD: many negative reactions including women (publication/ Orbi/ etc.)
 - publications and maternity/ paternity leave
 - feminization of titles
- Every positive actions is seen as discriminatory.
- Taboo subjects:
 - Maternity and paternity leave during doctoral process
 - Stereotypes and prejudices in Poster fests students
- Lack of support to find funds for feminist and gender researches.

Thank you for your attention

