Department of Information Technology
Gender Equity Group

FESTA
Nina Almgren
FESTA – Female Empowerment in Science and Technology Academia

- EU-project, seven countries
- More female researchers in higher academic levels
- Work environment measures
- Junior researchers
Six different activities at UU

- Gender equality indicators - statistics
- Informal decision making and communication processes
- Perceptions of excellence in the work environment
- Meeting cultures
- PhD supervision
- Analysis of resistance
Raising Organizational Awareness

• Pointing to a problem? Working with organizational culture and the micro-politics in the daily working environment of researchers

• Objectives: To raise awareness organizationally
  - Through collecting and presenting facts and
  - By doing practical gender equality work using the gender equality indicators.

• Participating partners: SDU, UU, FBK and RWTH
Point of departure for indicators

• To complete a well-functioning self-evaluation and mapping tool to facilitate the gender equality work.

• Target group, primarily persons responsible for and working with gender equality at departments, faculties etc.

• To serve as information to all employees and students at the university.
The ten indicators which existed before FESTA:

• Employees: leadership positions, positions, form of employment, parental leave and sick leave.

• Doctoral candidates: degree of (research) activity, financing and third-cycle (licentiate/doctoral) degrees.

• Students: registered students and first- and second-cycle degrees.
The choice of indicators based on

• the fact that they represent factors that are available in the statistics and that can be measured for the entire university.

• Uppsala University’s gender equality efforts

• detailed knowledge of the university's organization from a gender perspective.
The selection of “indicators” in FESTA

• Include age intervals in UU’s existing indicators on leadership positions, positions, form of employment, parental leave and sick leave.
• Salaries per position and age.
• Success rates of applications from women and men to postdoctoral research fellow, senior lecturer and professor positions for the time period 2008-2011
• The gendered composition of investigative and decision-making bodies
• Job satisfaction and motivation?
Five steps in our work with the indicators

1) Information on gender equality indicators.
2) Presentation of key findings. You decide which indicators you are going to work with.
3) Discuss and define the problems (also the results of other FESTA tasks). Why do the indicator values look the way they do? What are norms and conditions like for women and men in the organization? Are they different, and if so, how and why?
4) Finding solutions and formulating action plans.
5) Feed-back and follow-up of implementation.
Indication of gender (in)equality

• Indicators give an INDICATION of the current gender equality situation (and trends over time) and provide support for priorities in the gender equality work

• Follow-up is needed in terms of qualitative analysis before conclusions can be drawn and proposals for action formulated.
Leadership positions (2012)

- 0% to 100% percentages shown for different leadership positions.
- Men and Women categories indicated in the chart.
Positions IT (2012)

- Doctoral candidate: 80% Men, 20% Women
- Researcher: 80% Men, 20% Women
- Senior lecturer: 80% Men, 20% Women
- Professor: 80% Men, 20% Women

These activities and FESTA have received funding from the European Union, Seventh Framework Programme (FP7/2007-2013) under grant agreement n° 287526
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Form of employment IT (2012)

Other research staff
Other teaching staff
Doctoral candidate
Senior lecturer
Professor
Sick leave IT (2012)

Other research staff
Other teaching staff
Doctoral candidate
Senior lecturer
Professor
Parental leave IT (2012)

Other research staff
Other teaching staff
Doctoral candidate
Senior lecturer
Professor

<table>
<thead>
<tr>
<th>Delgrupp</th>
<th>FLÅr Kvinnor</th>
<th>ArbÅr Kvinnor</th>
<th>FLÅr Man</th>
<th>ArbÅr Man</th>
<th>% FLÅr Kvinnor</th>
<th>% FLÅr Man</th>
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<th>Vikt</th>
<th>Omräknat Indikator-värde Vikt</th>
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<td>Förälderspenning</td>
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<td></td>
<td>148,8</td>
<td>2,7</td>
<td>1,5</td>
<td>6,19</td>
<td>0,37</td>
<td>2,32</td>
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<tr>
<td>Ledighet ur lön</td>
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<td>2,71</td>
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<td>7,78</td>
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<td>4,53</td>
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<td>Tillgång försom</td>
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<td>33,3</td>
<td>0,24</td>
<td></td>
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<td>0,2</td>
<td>7,24</td>
<td>0,04</td>
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<td>148,8</td>
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<td>7,24</td>
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Investigative and decision-making bodies (Sept. 2012)

- Steering group, 12 people, including 4 women, 8 men
- Department board, chair person + 16 members (incl 1 vacant student repr), in total 17 people including 13 men, 3 women, (1 vacant)
- Work environment group, 5 people, including 4 men, 1 woman
- Gender equity group, 10 people, including 5 women, 5 men
- Director of studies group; 7 people, 1 women 6 men (incl 1 off duty ht 12)
- Student counselor group, 4 people, 3 women, 1 men
- Crisis management group, 6 people, 2 women, 3 men + 1 vacant
# Salary (1 mars 2014)

<table>
<thead>
<tr>
<th>Position</th>
<th>Gender balance</th>
<th>Average salary</th>
<th>Salary dispersion</th>
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<tbody>
<tr>
<td></td>
<td>Number</td>
<td>Number</td>
<td>Min salary</td>
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<tr>
<td></td>
<td>Percent</td>
<td>Percent</td>
<td>Max salary</td>
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<tr>
<td></td>
<td>F  M</td>
<td>F  M</td>
<td>Min salary</td>
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<td>Adjunkt, adjungerad/Forskarassistent/Lektor, biträdande/Universitetslektor, bef adjunkt/Universitetsadjunkt/Universitetslektor</td>
<td>10 43 19 81</td>
<td>45080 43289 43627</td>
<td>104 40200 54000</td>
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<td>Professor, adjungerad/Professor bef univlektor/Professor, gäst/Professor, anst UU</td>
<td>3 23 12 88</td>
<td>62833 64592 64389</td>
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<td>Samtliga</td>
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“Fixing the numbers of women” and “fixing the institutions”

- Action plans based directly on the indicators to improve the indicator values
- Gender equity plan for the department for 2014
- Actions aimed at changing gendered perceptions of excellence and informal decision-making processes
Reports on gender equality indicators etc.

• Louise Kennerberg, Uppsala universitets Jämställdhetsindikatorer (only in Swedish)

• FESTA Toolkit WP3.2

• Excellence and gender in the working environment