

# 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.

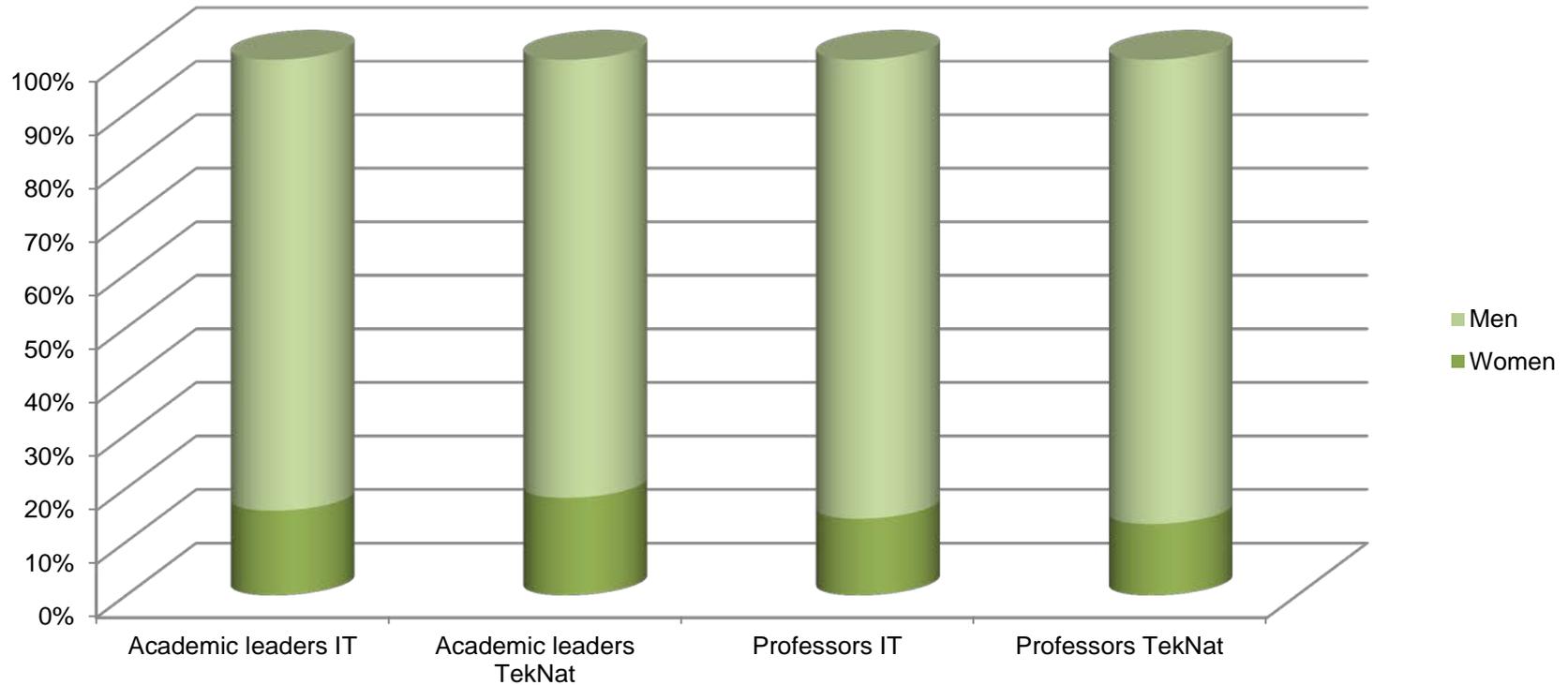


# Indication of gender (in)equality

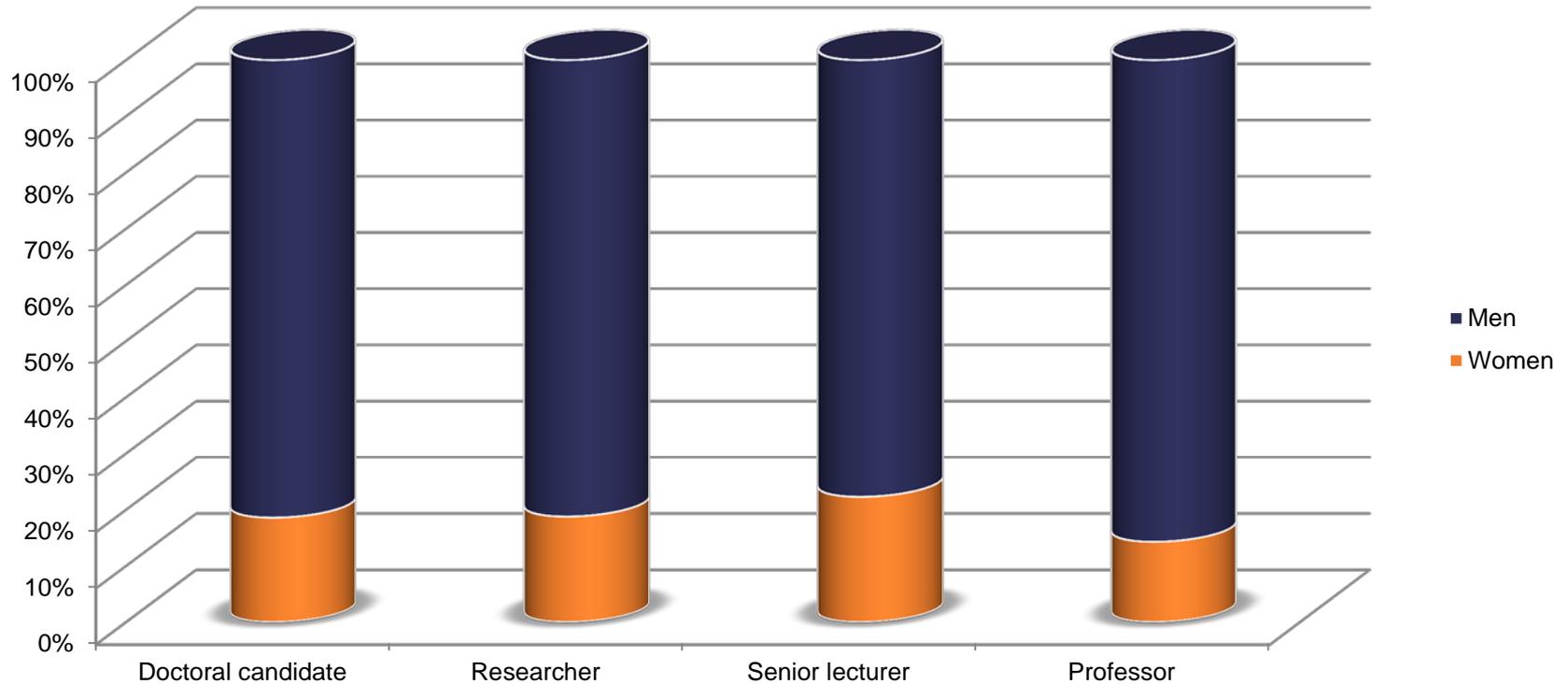
- Indicators give an INDICATION of the current gender equality situation (and trends over time) and provide support for priorities in the gender equality work
- Follow-up is needed in terms of qualitative analysis before conclusions can be drawn and proposals for action formulated.



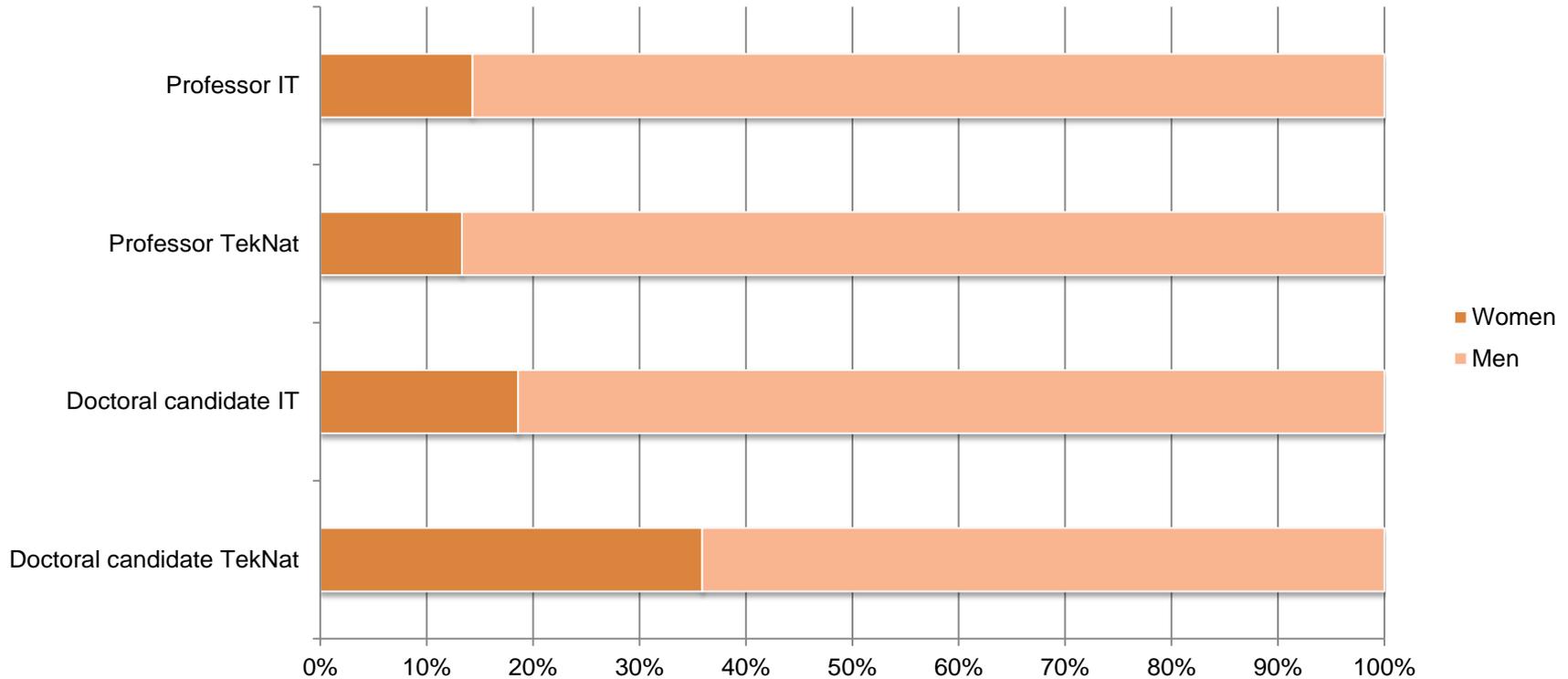
# Leadership positions (2012)



# Positions IT (2012)

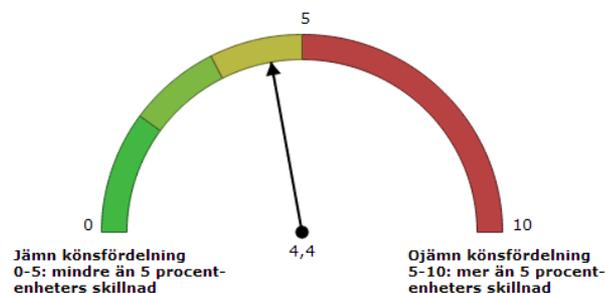


# Positions (2012)



# Form of employment IT (2012)

- Other research staff
- Other teaching staff
- Doctoral candidate
- Senior lecturer
- Professor



Den här indikatorn visar könsfördelningen i fråga om universitetets anställningsförhållanden. Förhållandena delas in i sex grupper utifrån om man är visstids- eller tillsvidareanställd och om man är anställd på deltid eller heltid (se tabell).

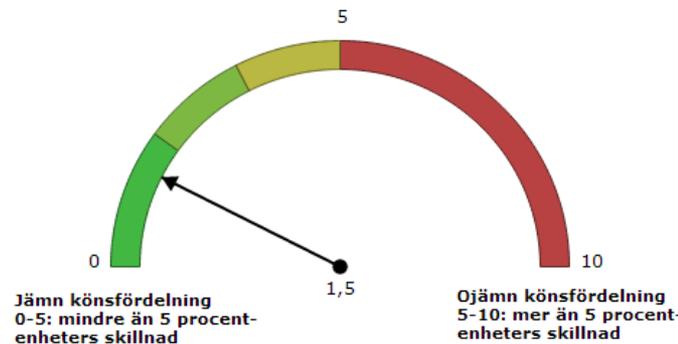
Mätaren visar den relativa skillnaden i andelen bland kvinnorna respektive bland männen som tillhör en viss grupp. Ju högre värde desto mer ojämn könsfördelning. Tabellen visar det statistiska underlaget för de sex grupperna. En röd prick indikerar en ojämn fördelning. Om mätaren visar rött eller om det finns en eller flera röda prickar i tabellen bör detta undersökas närmare.

Delgrupp	HTEKV Kvinnor	HTEKV Tot Kvinnor	HTEKV Män	HTEKV Tot Män	% HTEKV Kvinnor	% HTEKV Män	Indikator- värde	Omräknat Indikator- värde	Vikt	Omräknat Indikator- värde*Vikt
Tillsvidare 100%	9,27	32,26	51,88	147,39	28,7	35,2	0,10 ●	5,27 ●	0,34	1,79
Tillsvidare <50%	0,00	32,26	0,30	147,39	0,0	0,2	1,00 ●	10,00 ●	0,00	0,02
Tillsvidare >=50%	0,00	32,26	0,33	147,39	0,0	0,2	1,00 ●	10,00 ●	0,00	0,02
Visstid 100%	21,96	32,26	92,79	147,39	68,1	63,0	0,04	3,90	0,64	2,49
Visstid <50%	0,33	32,26	1,19	147,39	1,0	0,8	0,12 ●	5,38 ●	0,01	0,05
Visstid >=50%	0,70	32,26	0,90	147,39	2,2	0,6	0,56 ●	7,69 ●	0,01	0,07
Total	32,26		147,39						1,00	4,44

Excel

# Sick leave IT (2012)

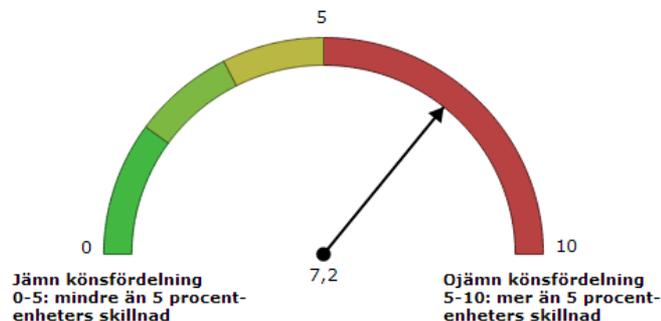
- Other research staff
- Other teaching staff
- Doctoral candidate
- Senior lecturer
- Professor



Delgrupp	SjukÅr Kvinnor	ArbÅr Kvinnor	SjukÅr Män	ArbÅr Män	% SjukÅr Kvinnor	% SjukÅr Män	Indikator -värde	Omräknat Indikator- värde	Vikt	Omräknat Indikator- värde*Vikt
Korttidssjukfr...	0,01	33,26	0,27	148,85	0,0	0,2	0,73 ●	8,56 ●	0,16	1,37
Långtidssjukfr...	0,27	33,26	1,20	148,85	0,8	0,8	0,00	0,16	0,84	0,13
Total	0,28		1,46						1,00	5,17

# Parental leave IT (2012)

- Other research staff
- Other teaching staff
- Doctoral candidate
- Senior lecturer
- Professor



Delgrupp	FLÅr Kvinnor	ArbÅr Kvinnor	FLÅr Män	ArbÅr Män	% FLÅr Kvinnor	% FLÅr Män	Indikator -värde	Omräknat Indikator- värde	Vikt	Omräknat Indikator- värde*Vikt
Föräldrapenning	0,90	33,3	2,29	148,8	2,7	1,5	0,28 ●	6,19 ●	0,37	2,32
Ledighet utan lön	2,26	33,3	2,71	148,8	6,8	1,8	0,58 ●	7,78 ●	0,58	4,53
Tillfällig föräldra...	0,03	33,3	0,34	148,8	0,1	0,2	0,48 ●	7,24 ●	0,04	0,31
Total	3,19		5,34						1,00	7,16

# 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)

Position	Gender balance				Average salary				Salary dispersion			
	Number		Percent					Women's salary in percent of men's salary	F		M	
	F	M	F	M	F	M	F+M		Min salary	Max salary	Min salary	Max salary
Adjunkt, adjungerad/Forskarassistent/Lektor, biträdande/Universitetslektor, bef adjunkt/Universitetsadjunkt/Universitetslektor	10	43	19	81	45080	43289	43627	104	40200	54000	33500	53500
Professor, adjungerad/Professor bef univlektor/Professor, gäst/Professor, anst UU	3	23	12	88	62833	64592	64389	97	59300	64700	51100	77500
Assistent med doktoranduppgifter/Doktorand	21	95	18	82	25586	25681	25664	100	23800	28200	23800	28200
Forskare/Postdoktor	5	25	17	83	33960	36696	36240	93	33500	34800	33000	44000
Samtliga	39	186										

# “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