

Gender in university policies

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Subject of debate

1. Sharing experience on family friendliness

1. Is it the job of the university to organise childcare facilities : internal services or externalisation ? what age of child (< 3 years / 3-6/ 6-12) ? Day-nursery, post school day-care and child supervision at home - Children but also help for dependent persons and family assistance (aging parents, disabled children, etc.): which policies ?
2. What kind of action we can do to encourage men to share parenting and other care responsibilities equally with women and management this realities (paternity leave and parental leave, etc.)?
3. How to manage international mobility requirements in career and parental project ?
4. Gender and diversity: Must be gender policies integrated in diversity policies?

In my research ...

- Worklife balance (70%) and maternity (69%) are seen as the explanation of underrepresentation of women in scientific and academic career
- 45% requirements of stays abroad
- Stereotypes and prejudices (60%)

why women are underrepresented in academic and scientific career ?

... stays abroad requirements for application

	1= Ne sais pas		strongly disagree.		, disagree,		agree		strong agree,		Total
	76	11%	125	18%	188	27%	243	35%	55	8%	687
Remove requirements of stays abroad for application											
	1= Ne sais pas		totally unfavourable		rather unfavourable		Rather favourable		Totally favourable		Total
SCIENTIFIC	47	15%	85	28%	70	23%	63	21%	41	13%	306
ACADEMIC	9	7%	54	44%	35	28%	11	9%	15	12%	124

... Thesis of Denooz about how academic women had managed this requirements

Actions plan

- Most people suggest the participation of university in the cost of childcare (78%)
 - ⊙ Pre-school and nursery
 - ⊙ sick children
 - ⊙ after-school activities
 - ⊙ Baby sitting
 - ⊙ Etc.