



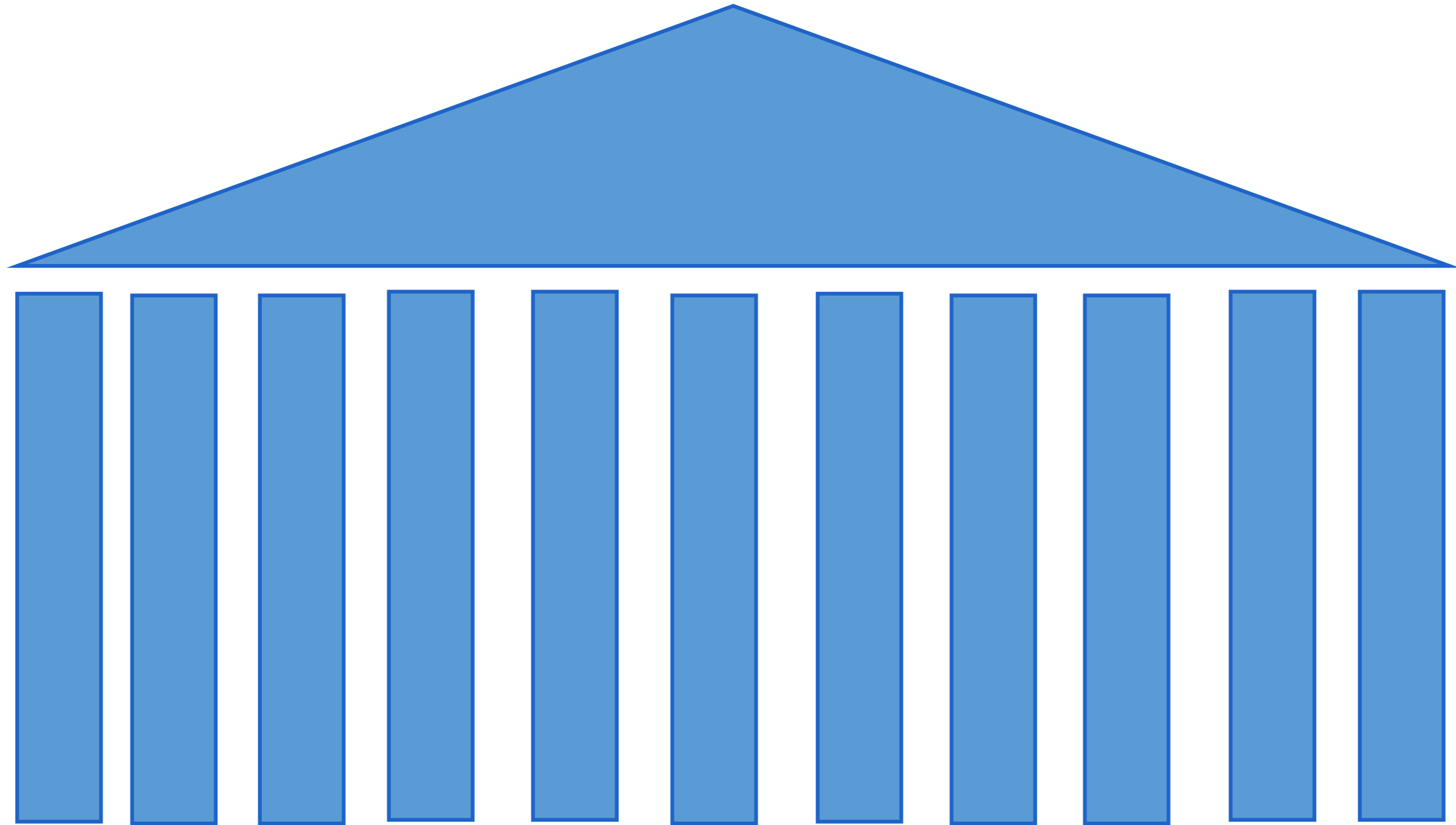
**GHENT
UNIVERSITY**

DIVERSITY AND GENDER POLICY UNIT

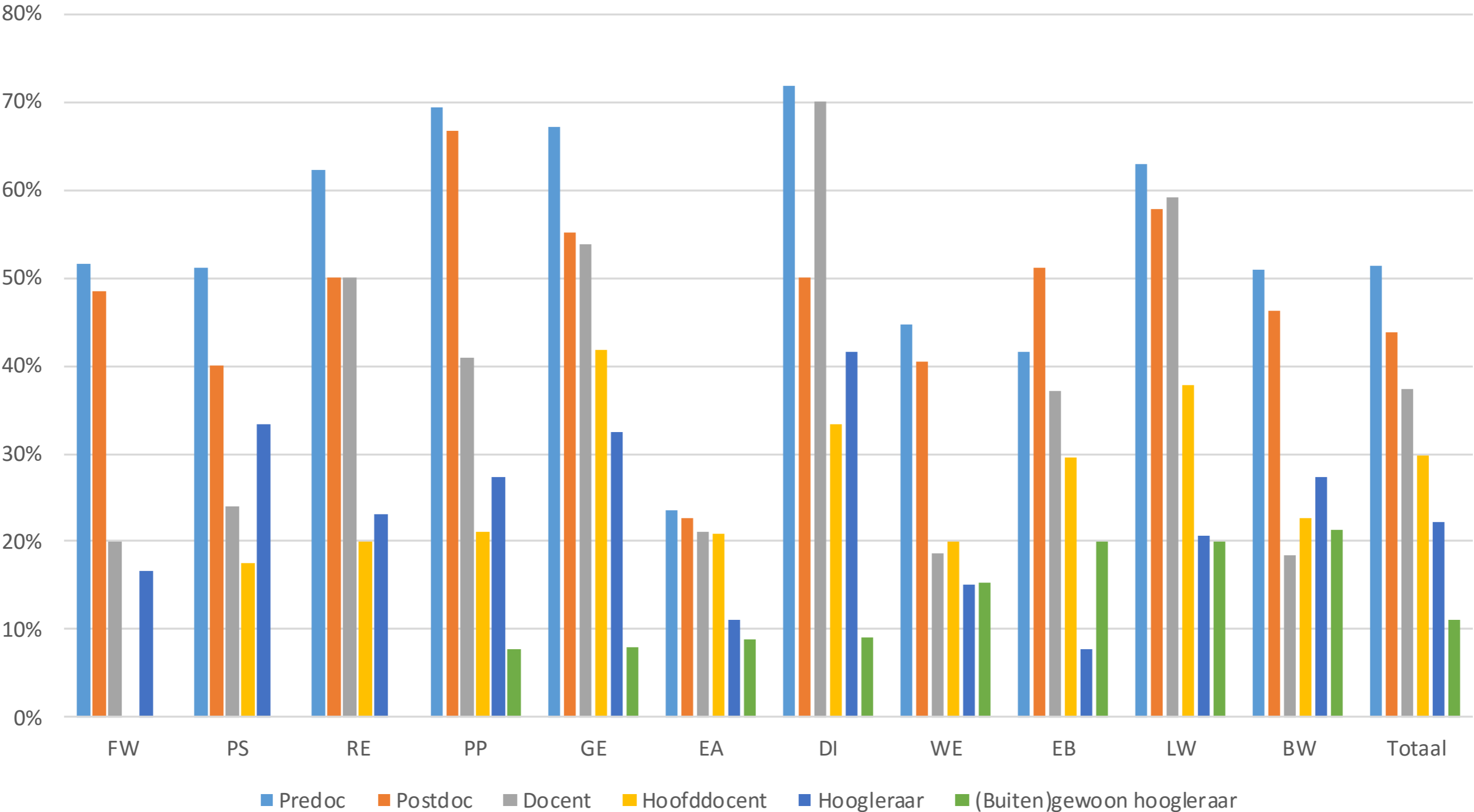
HEFORSHE@UGENT

A highway to a more gender equal university?

CENTRAL ADMINISTRATION AND 11 FACULTIES



% WOMEN PER FACULTY



CONTENT

- **Gender Equality: A Matter of Time?**

Commitment of men in top positions as an essential condition

- **Care and Flexibility**

Sustainability & “excellence” in scientific careers

- **Bias and Consciousness**

Consciously and competently combatting gender bias in decision-making processes

BACKGROUND

- Involvement of men in top positions necessary condition?
- The conclusions of the 2004th annual UN CSW (Commission on the Status of Women) have changed the conversations about the presence and role of men in gender policy.
- The dominant discourse in the international arena will now point up “gender equality” as a positive project for men also.

(Connell, 2005)

BENEFITS?

- Support of men (in toppositions) is seen as an important condition for gender equality, but is not always self-evident.
- Gender-equality offers men (also) more possibilities to be who they want to be, it appeals to the ideals of justice and offers opportunities the women they care about.



Ontwerp: Laura Andriessen

CAN BELGIAN MEN BENEFIT BY GENDER EQUALITY?

Enquête JUMP & Axiom Consulting Partners 2016:

- 75% of Belgian men do see benefits for themselves in creating more equality for women at work.
- 22% is really helping women to promote
- 33% is resisting women's promotion, actively or passively
- 50% of men do not worry about their own career progression because of more gender equality at work, but they think that 74% of their other male colleagues do.
- This survey has shown that men in higher positions and the older men are, more benefits they see for themselves to create more gender equality and help women to move up.
- Having a female leader helps in creating more gender equality.

#HEFORSHE #KICKOFF @UGENT

<https://www.youtube.com/watch?v=xvks6qOoieQ&feature=youtu.be>

<https://www.ugent.be/nl/univgent/waarvoor-staat-ugent/diversiteit-en-gender/gender/herforshe/heforshe-campagne>

COMBINATION WORK/LIFE BALANCE

- No carefree employers
- From OR/OR to AND/AND

THE PERFECT ACADEMIC

- “... Gives total priority to work and has no outside interests and responsibilities” (Bailyn, 2003)
- Reflects a masculine stereotype and a traditional male breadwinner model (Rees, 2011; Van den Brink & Benschop, 2012).
- Science is “a greedy institution that does not tolerate part time work, nor the distractions that children provide” (Benschop & Brouns, 2003).
- “Talking openly about care responsibilities is not self-evident in many scientific contexts” (Herschberg et al., 2014).

THE IDEAL SCIENTIFIC CAREER

- Strong normative, often implicit opinions on ideal scientific careers.

faculteit	Decaan	Diversiteitscoördinator	Beleidscel	extra	Actie + status mei (kleur)	Timing
					Actie	Timing
EA	Van De Walle	Sofie Verbrugge	ja	middelbare scholen	vermeid de wetenschappen	
PS	Reynaert	Lesley Hustinx	ja		genderspits + genderbewustzijnstraining voor de beoordelingscommissie	Genderspits vanaf 2/5/2017 tem eind 2018
RE	Tison	Jinkse verhellen	ja		genderbewustzijnstraining top	september
DI	Gasthuys		ja		screening curriculum + feedback & vorming docenten	screening curriculum
WE	Dejonghe		ja	dienst communicatie		
BW	Van Meirvenne	Ann De Bodt	ja		survey/bevraging over de faculteit	
EC	Van Kenhove	Adelien Decreamer	ja		genderbewustzijnstraining + scenario improving survey	september
PP	De Soete				meer vrouwelijke voorzitters in raden & commissies	
GE	Hoebeke		neen		5 vrouwelijke vakgroepvoorzitters	1/10/2018
FW	Van Boxclaer		ja		genderbewustzijnstraining faculteitsraad	
LW	Boone					



**GHENT
UNIVERSITY**

Dr. Tine Brouckaert

Gender Policy Advisor

E tine.brouckaert@ugent.be
T +32 9 264 98 38

 Beleidscel Diversiteit & Gender
 @BDivGenUGent1

www.ugent.be/nl/univgent/waarvoor-staat-ugent/diversiteit-en-gender