



GENDER EQUALITY PLAN

(version 2021-10-6)

On 2019/07/03, the University of Liège approved institutional policies and strategies for equality, gender and diversity (https://www.uliege.be/cms/c_13354126/fr/egalite-des-chances-et-genre-politique-a-l-uliege). They are strongly embedded in ULiege strategy and the HRS4R Action Plan. The list of GEP actions, timelines, targets and indicators are included in the HRS4R Action Plan (<http://www.recherche.uliege.be/hrs4r>)

In order to be able to respond to external expectations, this document represents the formalization of institutional provisions and can thus be considered/used as the official Gender Equity Plan (GEP) of the University of Liege.

1. PUBLICATION

The official GEP document, duly approved by the institutional authorities, is published on ULiège's webpages:

https://www.uliege.be/cms/c_11572857/en/egalite-des-chances-et-genre (English version)

https://www.uliege.be/cms/c_11572857/fr/egalite-des-chances-et-genre (French version).

2. DEDICATED RESOURCES

The University of Liege has dedicated the following resources and expertise to the implementation of their gender and equality initiatives and policies to ensure coherence and sustainability:

- The **Vice-Rector for Education and Well-being** is in charge of overseeing equality, gender and diversity policies. She ensures the harmonisation, clarification and fairness of management practices within the institution. She develops the institutional policy of equal opportunity at work in partnership with the relevant services. She is President of the HRS4R Steering Committee and also supervises their "Gender and Diversity" sub-group (see below).
https://www.uliege.be/cms/c_10837966/en/vice-rector-for-education-and-well-being

- The **Gender and Diversity Working group** of the HRS4R Steering Committee is in charge of implementing Actions. This group involves individual researchers, groups of researchers and staff members interested in reflecting and managing actions (FERULiège, Feminist & Gender Lab, Professors in HR management and Gender studies, Reference persons from internal and external working groups or faculties).
- ULiege has **permanent representatives in the Wallonia-Brussels Federation working groups**: a “Gender Contact Person” (PCG - <https://www.ares-ac.be/fr/a-propos/instances/commissions-permanentes/femmes-et-sciences/les-personnes-de-contact-genre-pcg-des-universites-et-du-frs-fnrs>), and 3 representatives on the “Femmes et Sciences” Committee (<https://www.femmes-sciences.be/>)
- The **ULiege RADIUS institutional unit** is dedicated to the collection and analysis of strategic data of institutional interest. They are responsible for monitoring gender-related data published on the university's official website.

3. DATA COLLECTION AND MONITORING

ULiege publishes annual key figures related to gender-related information. Data are collected and analysed on an ongoing basis. They are used to produce official reports, which are available on the university's website: https://www.uliege.be/cms/c_11196147/fr/les-femmes-et-les-hommes-a-l-uliege

4. TRAINING AND AWARENESS

The University of Liège organises trainings, information sessions and events related to gender, equality and diversity:

- Inter-university Master's degree in gender studies. This program trains experts in gender, gender equality and sexuality in all sectors and thus contributes to the fight against discrimination.
<https://www.programmes.uliege.be/archives/20182019/cocoon/formations/bref/H3GENRO1.html>
- Trainings and information sessions:
 - o Trainings facilitated by the HR and Research Departments (https://my.arh.uliege.be/cms/c_10994001/fr/myarh-les-formations-pourquoi-pour-qui-comment and https://www.recherche.uliege.be/cms/c_9022734/en/training)
 - o Dedicated session «Evaluate and Recruit without Being Influenced by Gender » https://www.uliege.be/cms/c_12962376/en/evaluate-and-recruit-without-being-influenced-by-gender
- #Respect campaign with posters, communication and awareness videos
- Annual forums on Gender (International Women’s Day, March 8th and on the “Elimination of violence against women, Nov. 25th)
- Publication of a guide giving better visibility to women, by integrating linguistic forms that respect female identity. This guide also includes recommendations to avoid stereotypes (https://www.uliege.be/cms/c_11628953/en/genre-et-egalite-outils-et-guides)

5. RECOMMENDATIONS

ULiege has evolved a lot on gender, equality and diversity issues during the last few years and is committed to going further. The following recommendations will draft actions for the next 3 years (2021-2024). The actions will be part of the HRS4R strategy and action plan and will be implemented under the supervision of the Vice-Rector mentioned above (<http://www.uliege.be/HRS4R>)

5.1. WORK-LIFE BALANCE AND ORGANISATIONAL CULTURE

In 2019, ULiège refined their institutional policy to improve the wellbeing of both their students and researchers. Various actions were taken to further this initiative. ULiege will greatly benefit from the flexibility and remote work styles developed during the COVID period.

Further efforts should be made on

- The normalization and recognition of remote work (after covid period)
- Support for family friendliness, especially for international researchers

5.2. GENDER BALANCE IN LEADERSHIP AND DECISION-MAKING

The board has designated that the composition of boards should be comprised of at least 30% female members: board of directors, research councils, etc. This is not easy to implement when persons are elected, even if balance is required on voting lists. Efforts should be continued in order to achieve this rate on all boards, committees, juries, etc.

Since 2017, ULiege has developed induction and professional seminars for researchers, with a strong focus on leadership and management skills. About 15 researchers attend per session. Extra seminars were developed, in response to researchers needs, specifically on recruitment and supervision.

Efforts should be made to host dedicated sessions and meetings for women: female leadership, assertive writing of proposals and incentive for inclusion.

5.3. GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

Board initiatives on recruitment and career progression led to more transparent procedures and actions for professors. This should be generalised for all types of academic positions (permanent and non-permanent). Special trainings should be offered for female researchers: application and interview preparation, presentation of their works, etc.

EU projects and support, especially MSCA programmes, enabled ULiege to better codify OTM-R (Open Transparent and Merit-based Recruitment) procedures for post-docs, including gender and diversity issues. This led to a better understanding of how to proceed for advertising positions and evaluating applications. These procedures are not visible enough nor widely known and should be extended to all positions. Information provided during advertisement and appointment phases should be more explicit, with pertinent information given on career development.

5.4. INTEGRATION OF THE GENDER DIMENSION INTO RESEARCH AND TEACHING CONTENT

Gender dimensions in research and teaching are well developed at ULiege. We developed a Master on gender with other universities and allocated doctoral grants and research funds to projects. “Gender studies” was added as a keyword for research in ULiège OA institutional repository (UNDP Sustainable Development Goal #5).

We should improve visibility and efficiency by:

- making mandatory the gender balance in conference scientific committees when meetings are supported by the institution
- developing training offers on gender, diversity and equality for students and researchers

5.5. MEASURES AGAINST GENDER_BASED VIOLENCE INCLUDING SEXUAL HARASSMENT

ULiège developed resources for students and researchers on all kinds of harassment. Special attention is paid towards sexual harassment in education (including PhD students). Professionals are available for complaints, mediation and psychological support. This should be extended and prevention actions planned for researchers, especially surrounding the question of “consent”.