



Gendering the Academy
and Research: combating
Career Instability and Asymmetries

Unil
UNIL | Université de Lausanne
Bureau de l'égalité



Swiss National Centre of Competence in Research

GARCIA Project Swiss National Conference | University of Lausanne | November 24-25, 2016

EARLY ACADEMIC CAREERS IN TIMES OF UNCERTAINTY CHALLENGES FOR GENDER EQUALITY POLICIES AND PRACTICES



Concerned with fighting against gender stereotypes and promoting an egalitarian gender culture in seven different European universities, the GARCIA project (Gendering the academy and research: Combating career instability and asymmetries) will end in January 2017. This event is the Swiss national conference of the project.

The main results of the GARCIA project will be presented, along with papers from various Swiss higher education and research institutions (swissuniversities, Swiss National Science Foundation, etc.) and other invited speakers.

Sessions will address the socio-historical aspects of academic careers, in relation to the alternative opportunities available on the Swiss labour market, and the effects of gender equality policies in the Swiss context.

8 PRESENTATIONS

By Swiss and international experts of gender inequality issues in the academia

1 KEYNOTE TALK

By Klea FANIKO, Utrecht University, the Netherlands, and University of Geneva

3 WORKSHOPS

- > Promoting an "equality culture" in academic institutions
- > Follow the money, find the power issues
- > Go abroad, become excellent?

PLENTY OF OCCASIONS FOR SOCIALISING

Exchange best practices in an informal setting

PROGRAMME AND REGISTRATION

<https://www.lives-nccr.ch/gender2016>



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Plateforme interfacultaire
en Etudes Genre - PlaGe

FNSNF
SWISS NATIONAL SCIENCE FOUNDATION

THURSDAY, NOVEMBER 24, 2016

13:30 - 14:00

Géopolis
Room 2129

WELCOME ADDRESS

Deborah Philippe, Vice-rector "Careers & Society", University of Lausanne (UNIL)
Jean-Philippe Leresche, Dean of the Faculty of Social and Political Sciences, UNIL

INTRODUCTION

Nicky Le Feuvre, GARCIA Project, NCCR LIVES, UNIL
Stefanie Brander, Gender Equality Officer, UNIL
Sabine Kradolfer, NCCR LIVES Gender Equality Officer & GARCIA Project

14:00 - 17:00

Géopolis
Room 2129

BEFORE AND AFTER THE PHD: GENDERED ASPECTS OF UNDERTAKING AN ACADEMIC CAREER... OR NOT

Chair : Nicky Le Feuvre

The feminisation of Swiss academic elites in historical perspective

Felix Bühlmann & André Mach, UNIL

Starting a PhD: When academic and non-academic labour markets compete

Matthias Studer, University of Geneva

15:30 - 15:45

COFFEE BREAK

15:45 - 17:00

The effects of precariousness on the career aspirations of male and female postdocs in Switzerland

Pierre Bataille, Nicky Le Feuvre, Sabine Kradolfer, GARCIA Project

Precariousness and gender in early academic careers: Lessons from the Italian case

Rossella Bozzon, Annalisa Murgia, Paola Villa, GARCIA Project, Trento University, Italy

Discussion & questions

17:15 - 19:00

PLENARY SESSION

Chair: Nicky Le Feuvre

WELCOME ADDRESS

François Bussy, Vice-Rector in charge of research and international relations

KEYNOTE CONFERENCE

Plus de femmes dans des postes académiques à responsabilité, est-ce un avantage pour la relève féminine?

Klea Faniko, Utrecht University, the Netherlands, and University of Geneva (speaker)

Naomi Ellemers, Belle Derks, Utrecht University (co-authors)

Discussion & questions

PROJECTION OF A VIDEO CLIP

designed to sensitise UNIL recruitment board members to gender bias issues

Carine Carvalho, Equal Opportunity Office, UNIL

19:00

Géopolis
Second floor

COCKTAIL

FRIDAY, NOVEMBER 25, 2016

09:00 - 12:30

Anthropole
Room 2013

ACTING FOR GENDER EQUALITY IN EARLY ACADEMIC CAREERS: INCENTIVES, INITIATIVES, IMPLICATIONS

Chair: Doris Wastl-Walter & Gabriela Obexer-Ruff, swissuniversities

09:15 - 10:40

Implementing gender equality programmes in the Swiss context: Sharing personal and institutional experiences

Stefanie Brander, Gender Equality Officer, UNIL

Maya Widmer, Swiss National Science Foundation

Evaluating the federal gender equality programmes in Switzerland: Preliminary findings

Philipp Dubach, Bureau BASS, Basel

10:40 - 11:00

COFFEE BREAK

11:00 - 12:30

Gender action plans can make elephants dance! Findings from Swiss universities

Julia Nentwich, University of St.Gallen

Les carrières des jeunes chercheur·e·s en Suisse, entre trajectoires individuelles et politiques organisationnelles

Farinaz Fassa, María del Río Carral, Pierre Bataille, GARCIA Project

Discussion & questions

Présentation de la pétition "Pour la recherche" : <http://pour-la-recherche.ch>

ACIDUL (Association du corps intermédiaire et des doctorant·e·s de l'UNIL)

12:30 - 14:00

LUNCH BREAK

14:00 - 16:00

Anthropole

PARALLEL WORKSHOPS

See over for details

Room 2024

INTRODUCTION

Nicky Le Feuvre

Room 2024

1. Impulser une "culture égalité" dans les institutions académiques: stratégies, outils et effets mesurables

(en français)

Room 3148

2. "Follow the money, find the power issues": The principles and practices of gender budgeting

(in English)

Room 3017

3. L'excellence académique dans la mobilité: un élément-clé dans les débuts de carrières académiques ?

(en français)

16:00 - 16:45

Anthropole

Room 2024

CLOSING SESSION

Chair: Stefanie Brander

Feedback from the workshops, conclusions & recommandations

Isabel Valarino, Pierre Bataille, Maria del Rio Carral

Closing address

Nicky Le Feuvre

WORKSHOPS

1. **Impulser une "culture égalité" dans les institutions académiques: stratégies, outils et effets mesurables**

Chair: Yves Emery, IDHEAP, UNIL

Rapporteuse: Isabel Valarino, GARCIA Project

Sensibiliser aux biais de genre dans le recrutement académique: récit d'un projet

Carine Carvalho, Bureau de l'égalité, UNIL

L'outil pro-égalité.ch: évaluer les besoins de l'organisation en matière d'égalité

Mariella Treffletti, IDHEAP, UNIL

Les mots de l'égalité: inciter à l'utilisation du langage épique et féminisé dans la communication universitaire

Pascal Gyga, Université de Fribourg

GARCIA Gender Action Toolkit: Apports de la comparaison internationale

Sabine Kradolfer, GARCIA Project

2. **"Follow the money, find the power issues": The principles and practices of gender budgeting**

Chair: Brigitte Mantilleri, Gender Equality Officer, University of Geneva

Rapporteur: Pierre Bataille, GARCIA Project

Gender budgeting in academia: The GARCIA toolkit

Finnborg S. Steinþórsdóttir, GARCIA Project, University of Iceland

Measuring gender pay gap in academic careers at the University of Geneva

Vahan Garibian, University of Geneva

Research funding by scientific domains: No male bias at the SNSF?

Maya Widmer, Swiss National Science Foundation

3. **L'excellence académique dans la mobilité: un élément-clé dans les débuts de carrières académiques ?**

Chair: Yvonne Riaño, Université de Neuchâtel

Rapporteuse: Maria del Rio Carral, GARCIA Project

L'internationalisation des carrières académiques: une perspective européenne

Gaële Goastellec, GARCIA Project, UNIL

Motivations et réticences à solliciter des fonds européens en début de carrière académique

Anne-Emmanuelle de Crousaz, Euresearch Lausanne UNIL-EPFL

Articuler vie professionnelle et vie privée dans le cadre de la mobilité internationale : résoudre la quadrature du cercle ?

Marie Sautier, GARCIA Project, Lausanne

Please consult the reports, working papers and toolkits on the GARCIA Project website:

<http://www.garciaproject.eu>

The conference is free of charge but places are limited. Please register before November 15:

<https://www.lives-nccr.ch/gender2016>

Map of the UNIL campus:

<https://www.unil.ch/acces/home/menuinst/unil---dorigny.html>