

## No. 2. CONDUCT A PERIODIC GENDER AUDIT OF UNIVERSITY POLICY AND PRACTICE REGARDING STAFFING & EMPLOYMENT.



# GENOVATE

Transforming Organisational Culture for Gender Equality in Research and Innovation

1/9 OF GENOVATE'S GENDER EQUALITY ACTIONS FOR UNIVERSITY COLLEGE CORK, IRELAND

### RATIONALE IN FOUR REASONS

First, research shows that systems within academe, based on performative indicators such as linear career paths and uninterrupted research activity, are more closely aligned with 'male' career paths. Second, institutional practices and norms within academe may operate in a 'care-less' context and thus disregard the disproportionate effects of caring responsibilities on female staff. Third, the work, authority and status of men and women may be valued differently within academic institutions. Fourth, horizontal and vertical divisions of labour may be characteristic of academic institutions. The vertical division of labour illustrates that women are poorly represented in senior academic and research positions, despite their parity with men to doctoral level and in the initial stages of academic careers. The horizontal division of labour shows there are significant gender patterns according to academic discipline and workload distribution.

### CONTENT OF ACTION

1. Conduct an **initial gender audit** of University policies and procedures regarding staffing & employment under the guidance and supervision of an appointed gender equality advisor/an equality officer.

This initial audit and subsequent periodic audits should be comprehensive, critical and constructive. They should:

- investigate all policies and procedures from a gender equality perspective;
- identify good practice in promoting gender equality;
- uncover gender inequalities in policies and procedures; and
- develop actions to redress them with designated implementers and periodic monitoring mechanisms (*see, for example, Actions 3 and 4*).

2. Establish a timeline for **subsequent periodic gender audits**.

### WHAT YOU CAN DO...

**LEARN** more about effecting change for gender equality via The **GENOVATE HUB**.

**SHARE** this (and other briefing notes) with your colleagues.

**INFLUENCE:** raise the actions in decision-making and mobilise support for their implementation.

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