GENOVATE
Transforming Organisational Culture for
Gender Equality in Research and Innovation

No. 3. Integrate gender equality monitoring into university recruitment, selection & promotion procedures.

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

RATIONALE IN FIVE REASONS

First, women continue to face structural barriers at every stage of academic hiring processes from candidate profiling to assessments to the interview process and outcome within Ireland and across the EU. Second, there continues to be a gendered division of labour within academe, both horizontally and vertically, according to research and policy reports. Third, 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. Fourth, research shows that unconscious bias plays a role in considering male and female applicants for academic appointments and promotions and implicit gender biases contribute to gendered evaluations of the work of men and women and thus uneven career progression for men and women. Fifth, interventions in academia to address gender inequalities are moving towards addressing institutional structures and cultures including challenging gender stereotypes and gender bias in recruitment and promotion processes.

CONTENT OF ACTION

A. Monitoring RECRUITMENT

(i) Issue a gender equality monitoring form with all applications (disclosure to be voluntary and anonymous and not revealed to selection committees; limited personnel should have access to the data);

(ii) Record the application and success rates, by gender, at each stage of the recruitment process;

(iii) Gather and record gender-disaggregated data for every category of staff recruited and at every level, grade and employee status for all academic and research staff.

B. Monitoring PROMOTION and PROGRESSION

(i) Record the application and success rates, by gender, for each stage of all internal and external Promotion and Progression Processes;

(ii) Use a data collection format similar to recruitment processes for Promotion and Progression Processes.

(iii) Collect gender-disaggregated data for each stage of promotion and progression processes (including candidates deemed to have met the Benchmark criteria but not promoted).

C. REPORT & ACT

(i) Collate the data collected on a regular basis e.g. annually.

(ii) Report gender disaggregated data on recruitment and promotion processes to strategic bodies within UCC on an annual basis;

(iii) Develop actions to address gender inequalities and monitor their implementation. (*See* Action 1).

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.

CONTACT Dr. C. Linehan Lead Technical Expert, for more information.

The GENOVATE HUB & Tools

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