



advancing gender
equality in science,
engineering and technology



GenCo EU Gender Equality Toolbox

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www.theukrc.org

www.gender-competence.eu

GenCo – Improving Gender Equality Competence

- 7 EU partners: Austria, Czech Rep, Lithuania, Germany, Greece, UK
- Target audience: Industry + HEI (HR staff etc)
- Outputs:
 - Web platform www.gender-competence.eu
 - Survey of target audience to identify case study topics, May 2011
 - State of the Art Report , August 2011
 - GECO film by TUDO, Sept 2011
 - Slides that summarise the Report for each country , Sept 2011
 - Up to 75 case studies describing concrete example and change processes, Nov 2011
 - Pilot Seminar with target audience to look at the case studies and Report, 7th Dec 2011
 - National Network meetings with target audience, to deepen understanding, April 2012
 - Toolbox (Report, Case Studies, Film) on Web Platform, Sept 2012
 - Regular dissemination throughout (Newsletter)



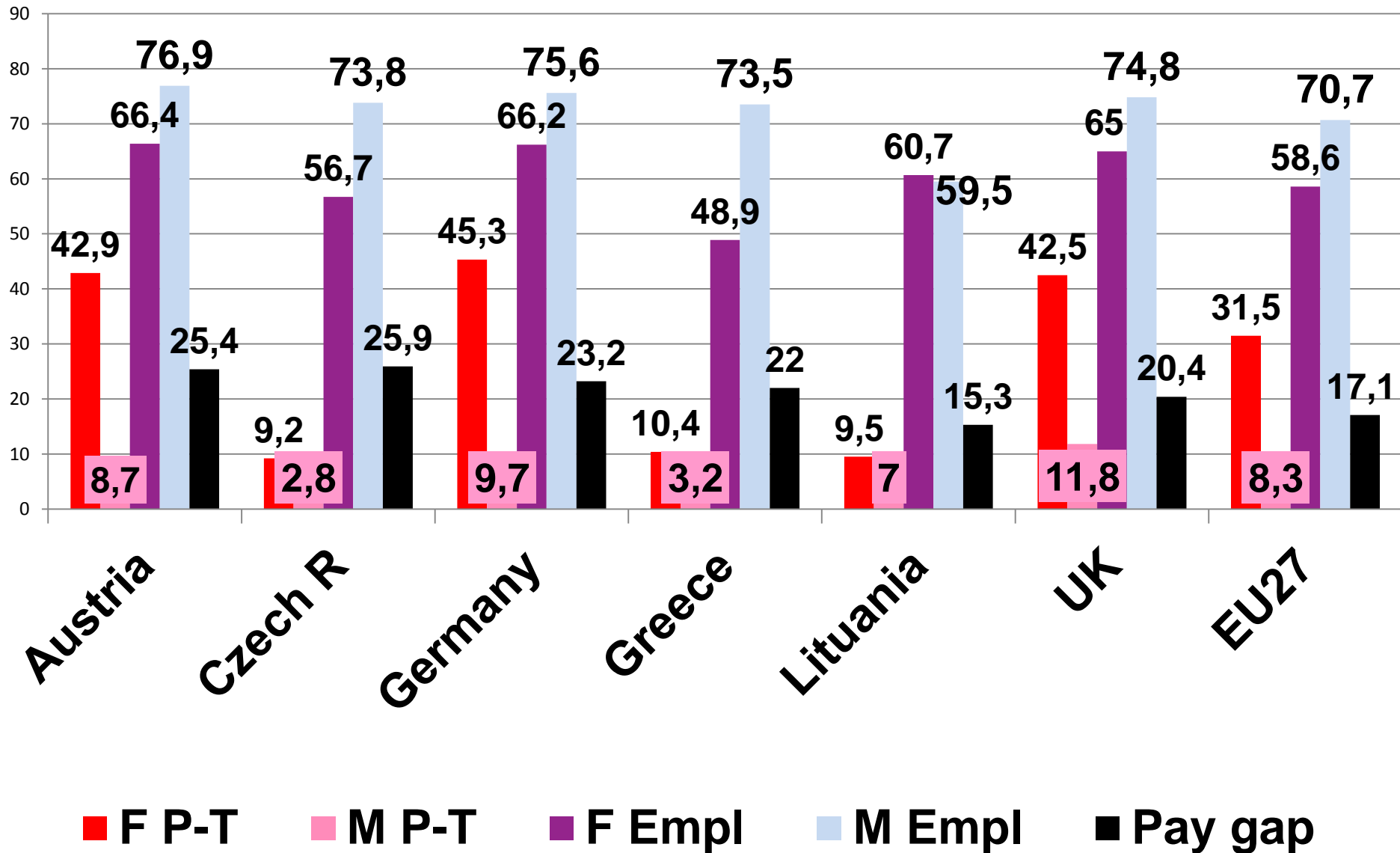
tu technische universität dortmund



Österreichische Gesellschaft für Umwelt und Technik

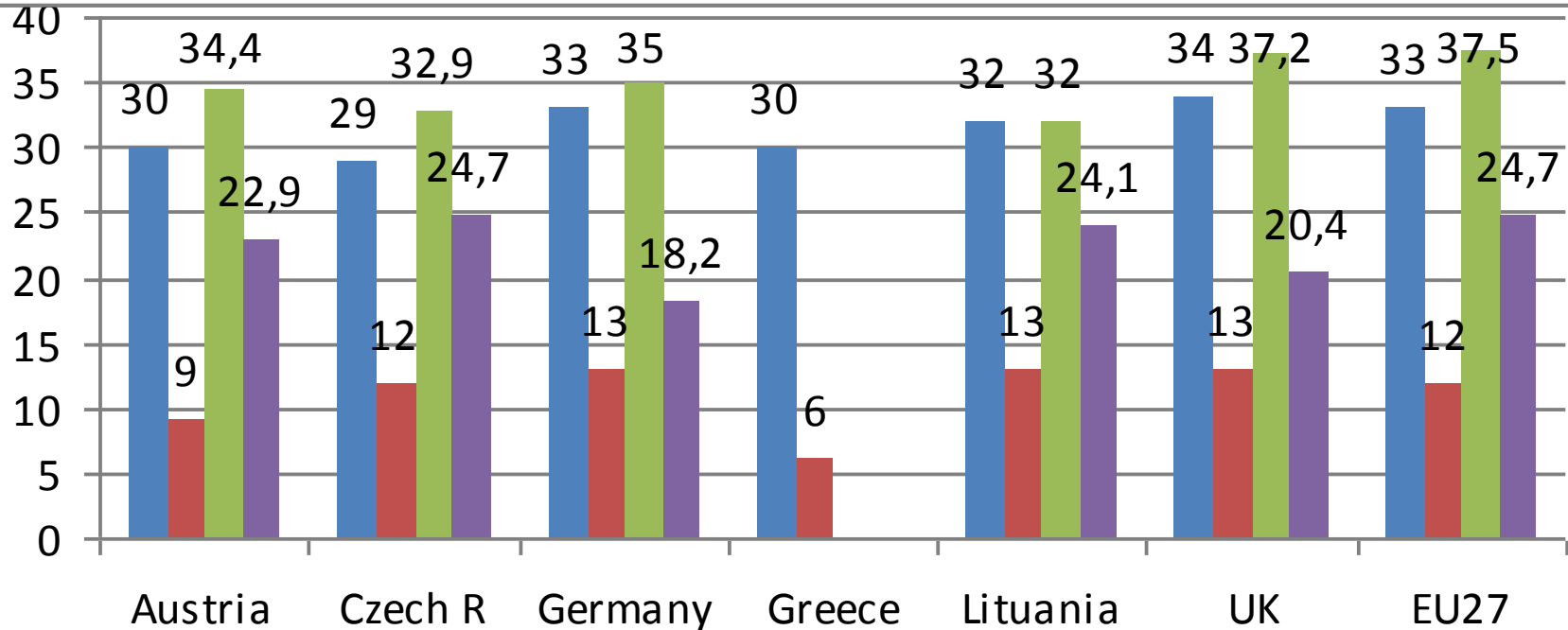


State of the Art Report - 1) Workforce Profile



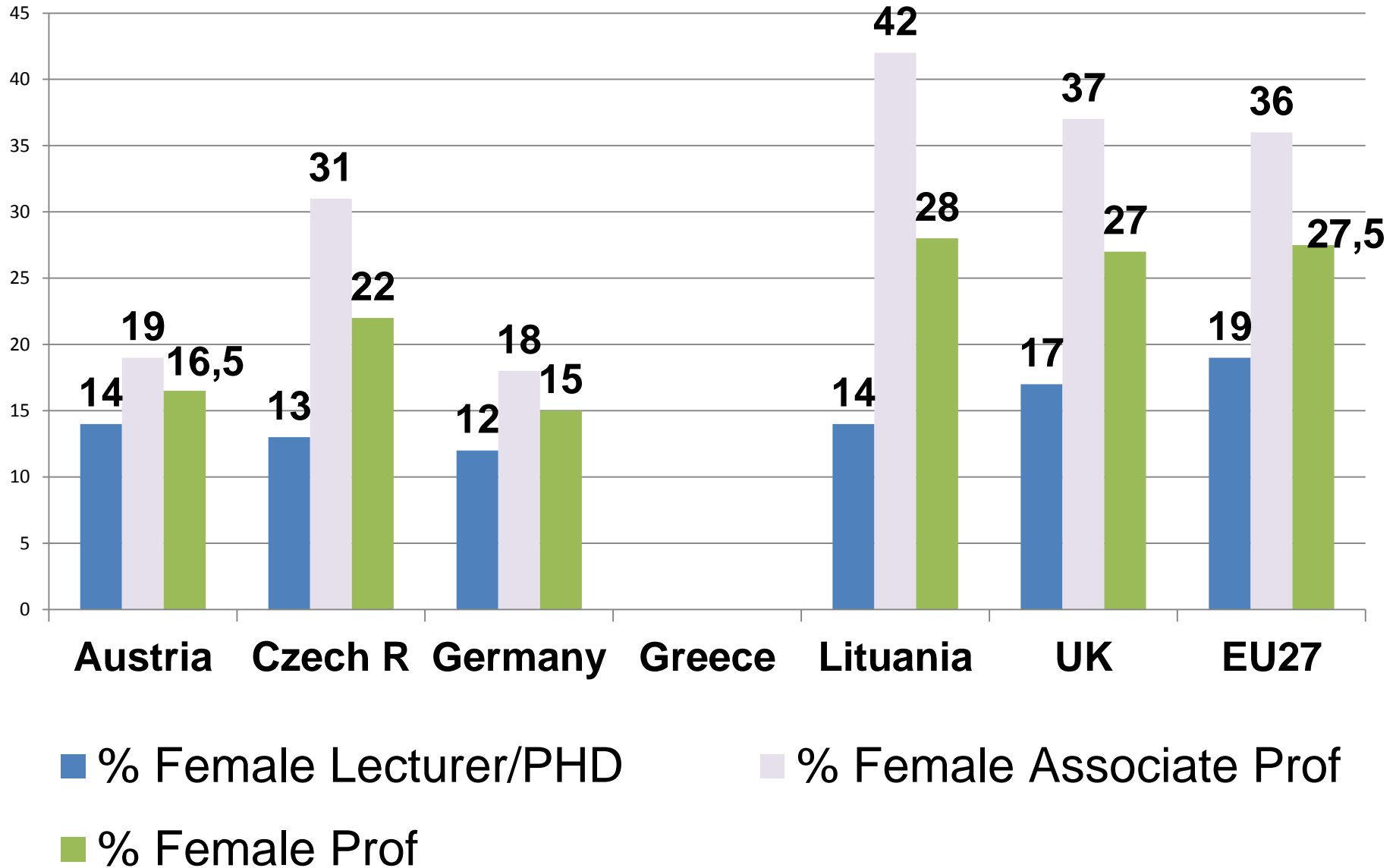
State of the Art Report

2a) Segregation



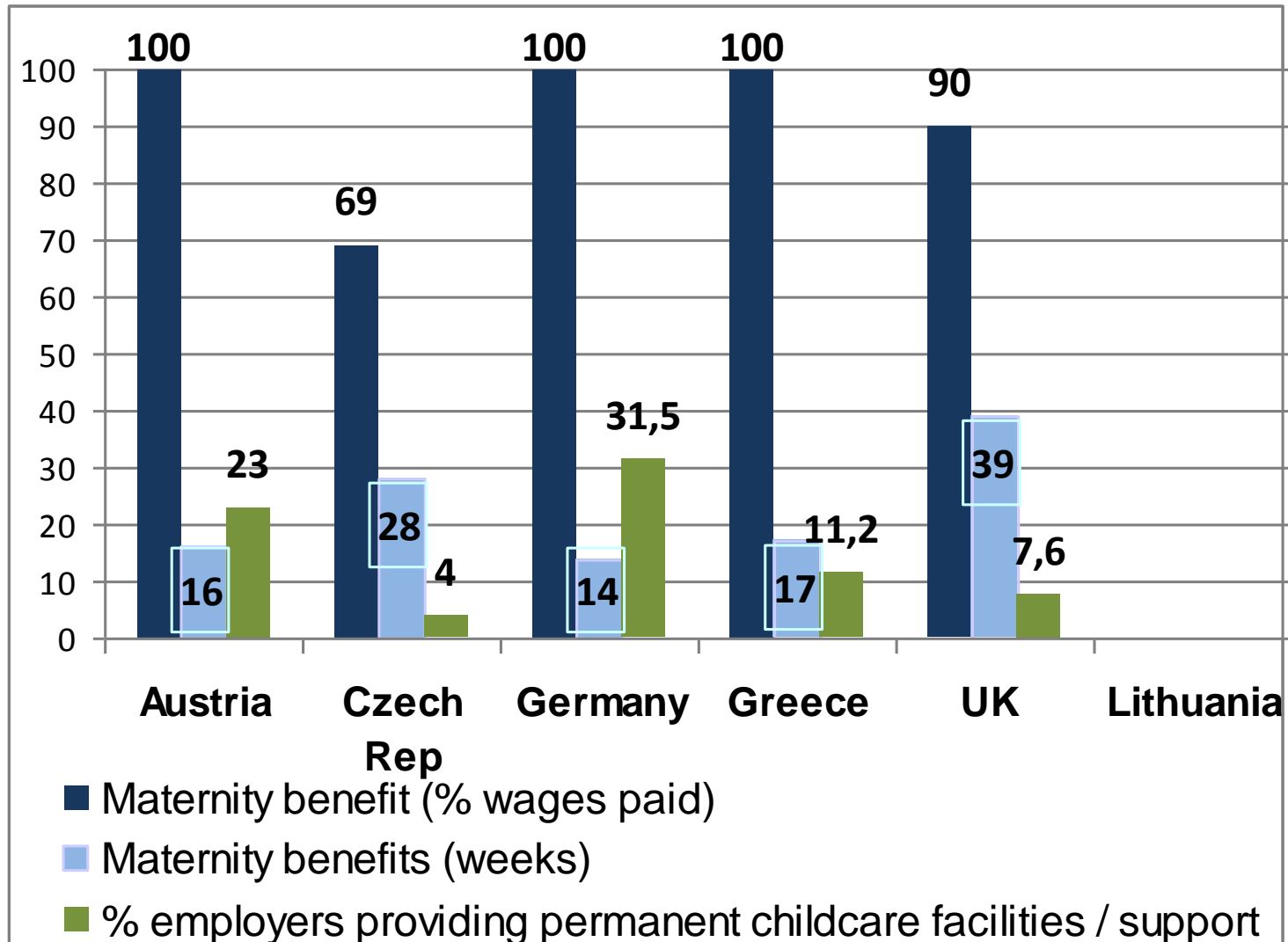
- % Female leaders of business (senior management, small + large businesses)
- % Female Board members of 50 largest listed companies
- Career Stereotyping 1 (% Female Science, Maths, IT under-graduates)
- Career Stereotyping 2 (% Female Eng, Manf, Const under-graduates)

State of the Art Report – 2b) Segregation



State of the Art Report

3) Family Friendly Practices



Hot topics

- **All Regions** - work-family reconciliation including paternity v maternity leave and childcare facilities; gender pay gap
- **Austria & Germany** – considering quotas for women in industry and research (Germany) or large companies (Austria)
- **Czech Republic** - discrimination at work; occupational gender segregation
- **Greece** – glass ceiling
- **Lithuania** – introduction of mandatory equality plans; high unemployment overall (mainly discussed as male unemployment)
- **UK** – voluntary gender pay audits and voluntary reporting of their findings; flexible working solutions for everyone; the new Equality Act 2010

UK Equality Act 2010

- Public sector equality duty extended to ‘protected characteristics’. Sex, transgender, race, disability, age, religion & belief, sexual orientation, marriage & civil partnerships, pregnancy & maternity
- NOT socio-economic disadvantage
- A higher standard of duty? Government says focus on outcomes not process
- S155 – pay ‘due regard’ to **advance** equality of opportunity, eliminate discrimination, harassment and victimisation, and foster good relations between different groups. discrimination, harassment and victimisation, and foster good relations between different groups.
- S159 - ‘positive action’ now includes discrimination in **favour** of under-represented groups in recruitment & selection
- Definitions of discrimination & burden of proof harmonised
- Clarified: "Associative discrimination" and "perceptive discrimination"
- Different types of regulation (“specific duties”) depending on type of organisation and whether Wales, Scotland or England
- Clarified: equal-pay claimant can compare their work to someone doing a different job, as long as it is work of equal value
- Micro-businesses & start-ups exempt for three years from 1 April 2011
- Voluntary gender pay audits