**Initial UPEC Action Plan**

**AREAS OF IMPLEMENTATION**
- Organisational culture
- Research careers
- Decision bodies
- Practices

**MOST IMPORTANT MEASURES**
- Monitor and improve career development and opportunities
- Create gender balanced decision bodies
- Collect and analyse data on staff
- Disseminate good practices

**EXPECTED RESULTS/VISIONS/GOALS**
- Introducing specific measures
- Increasing gender awareness
- Presenting gender-disaggregated data in the Social Audit « Bilan social »

**Challenges**

**DIFFICULTIES**
- Large multidisciplinary university
- 31 research labs
- 33000 students
- 1050 non-academics
- 1600 academics
  (Women academics : 47%)

**SOLUTIONS**
- Pilot projects in 4 out 12 faculties:
  - School for Teaching and Education
  - Sciences and Technology
  - Literature, Languages and Humanities
  - Social Sciences and Sport

**Results**

- Target population extended
- Social Audit disaggregated
- A Parity and Governance chapter in the Social Audit
- A Gender Studies and a Gender equality correspondents network implemented
- Courses and research on gender equality issues developed
- Recent books and research on gender equality promoted
- Focus group and interviews on academics career development achieved
- Data collection and analysis on academics and non-academics
- Good practices disseminated

**Success Factors**

**STRONG SUPPORT FROM**
- The Gender equality officer
- The HR Department
- The Gender Studies network and the Gender Equality correspondents network

**LEGAL REQUIREMENTS**
- Gender balanced recruitment committees and gender balanced decision-making boards required by the 2012 and 2013 laws

**Good Practice Examples**

**INTERDISCIPLINARY MASTER DAY**
- Opportunity for students in master programmes to present their research on gender studies and share and discuss results

**GENDER AT NOON**
- A public conference-debate about recent books in gender studies published by UPEC academics. Held every 2-3 months

* Both good practices have had impact reunited good and are easily replicable in any institution

**Legacy of GenderTIME and Reflection**

**LEGACY**
- Involvement of the librarians network and the master students
- Two gender equality networks
- A gender equality website
- Database of staff, years 2009 to 2015
- Better visibility of gender as research topic

**REFLECTION ON THE IMPLEMENTATION PROCESS**
- Importance of staff and financial resources
- Importance of support of gender equality networks
- Involving other population within the institution to create a dynamic effect

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