

## UEMF Action Plan Gender Equality (EFH)

### Axis1: Communication and awareness



Objective 1: Learning to use non-sexist, non-discriminatory, non-stereotyped communication tools

Action1: develop multilingual communication tools (posters, videos, web documents, ...)

Indicators: Number of actions

Number of persons who have seen these response documents received and processed

Manager: Directorate Communication+ EFH Committee

Calendar: 2022

Action2: identify student clubs active in EFH

Indicators and results: Number of events organized by students - number of awards received-papers produced-

Manager: Directorate for Student Affairs + EFH Committee

Calendar: 2022

Action 3: Communicate about the professions and academic fields without gender stereotypes

Annual indicators: number of high schools visited-% of high school girls met

Manager: Directorate Communication+ EFH Committee

Calendar: 2022-23-24

Objective 2: sensitization

Action 4: carrying out events: conferences, seminars, surveys, testimonials,

Indicators: number of activities, survey evaluation results, number of people affected,

Manager: EFH Committee

Calendar: 2022-23-24

## Axis2: Training and research



Objective 1: Encourage inhouse training and development of EFH training modules within institutions

Action1: Launch internal EFH training courses on, inter alia, consortium documents

Indicators: Number of trainings conducted per year-Number of trainees-Number of evaluations conducted

Manager: Vice-President of Academic Affairs+ EFH Committee

Calendar: 2022-23-24

Action2: Launch a call for teachers to develop EFH modules including a common module (to be distributed to the whole community)

Indicators: Number of teachers who responded, number of documents received (pdf, mooc, ppt, videos, ...), number of modules developed, number of institutions (and courses) that programmed the common course, result of survey of learners.

Manager: Vice-President of Academic Affairs+ EFH Committee

Calendar: 2022 (common module) -23-24

Objective 2: Encourage EFH research

Action: Identify EFH research work and events

Indicators: Per year: Number of research teachers active in EFH, number of communications, number of publications, number of events organized,

Result: An EFH research group is established

Manager: Vice-President Research Innovation+ EFH Committee

Calendar: 2022-23-24

Axis3: Prevent all forms of violence and harassment.



Objective: Inform, raise awareness and train stakeholders on issues of violence and harassment

Action1: Launch communication and training campaigns (conferences, posters, meetings, Internet or intranet site, social networks, etc.)

Indicators/year: number of disciplinary procedures developed, number of events organized, number of people sensitized, number of people trained, charter produced and disseminated,

Manager: Human Resources Directorate (HRD)+ EFH Committee

Calendar: 2022-23-24

Action2: Implement listening, counseling and psychological support for victims

Indicators: number of devices available, number of listeners, number of persons accompanied,

Manager: HRD + HRF Committee

Calendar: 2022-23-24

Axis4: Develop women’s leadership and promote equality in leadership and participation in governance.



Objective: Ensure equitable representation of women and men in all structures

Action1: ensure nondiscriminatory recruitment and career development processes

Indicators:

- annual statistics on the applications and recruitment of female students and staff
- annual statistics on women's participation in training, committee work
- representation of women in governance structures
- encrypt F/H promotions
- figure out % of research projects conducted by women
- % of women serving in and out of the country

Manager: HRD + HRF Committee

Calendar: 2022-23-24

Action2: Tracking and Correcting Variances: salaries, female application rates:

Indicators: # of cases detected and reported, # of improvements achieved

Manager: HRD + HRF Committee

Calendar: 2022-23-24

Axis 5: Work-life, personal and parental articulation



Objective: Promoting the organization of working time and conditions

Action: Develop and implement a time charter to better reconcile work and personal and parental life

Indicators: Number of HRD requests, absenteeism rate (women, men), time management survey,

Manager: HRD + EFH Committee

Calendar: 2022-23-24

Axis6: EFH Governance



Objective: Effective implementation of the EFH Action Plan

Action1: Identify an EFH committee at the university level and strengthen its human resources capacity

Annual indicators: Number of members of the EFH Committee, number of meetings, documents produced and disseminated, number of actions taken

Managers: Presidency+ heads of institutions

Calendar: 2022-23-24

Action 2: Present annually the balance sheet of the action plan in the Coordination Board

Annual indicators: % of objectives achieved, % of actions achieved, results recorded, number of surveys carried out, overall satisfaction rate, staff satisfaction rate, student satisfaction rate

Manager: EFH Committee

Calendar: 2022-23-24