

GENDER ACTION PLAN 2021- 2024

Did you know that, globally...

Women represent just 13% of agricultural land holders.

On average, less than 1 in 3 senior and middle management positions are held by women.

In the past half-century, only 56 countries out of 146 (corresponding to only 38%) have had a female head of government or state for at least one year.

In the meantime, at the University of Bern...

More than half of all students are women, BUT as we move up the ladder, there is a growing gap.

About 40% of all lecturers and only about 25% of all professors are women.

At the WTI,

In 2019/2020 academic year, 13 out of 17 master students were women. In 2019, 4 scholarships were awarded (2 males and 2 females), and in 2018 all 3 scholarships were awarded to female scholars. In December 2019, 4 female and 4 male students got an internship, and in 2020, 6 female students, and 2 male students. Participation in our Summer and Winter Academy in 2019 boasts 31 out of 55 women, and in 2020 60 out of 104 were women. In 2019/2020 academic year, 16 out of 28 PhD students were women.

At professoral level, however, only one out of five is a woman. This information mirrors the gap as the academic ladder is climbed. At the same time, the increased engagement of our Institute in providing support to career development ensured that a significant number of qualified female senior researchers are now employed in other institutes for academic positions.

For real gender equality, we must first *know the gap*. Based on reliable data, we can identify the root causes, whether they be political, legal, social, cultural and/or economic. Then, we must come up with a plan to address these causes. For the plan to work, it must be actionable, feasible and relevant. We call this plan the “Gender Action Plan”. GAP for short. We must *Know the GAP* in order to act.

Here at the WTI, we are working to achieve and maintain long-term gender equality. The gender committee is striving to deliver on the University of Bern’s “Strategy 2021-2024”. But, we recall that this vision is *not* only academic or unique to Bern. In fact, in 2015, all Member States of the United Nations adopted Sustainable Development Goal 5: Gender Equality to emphasise the urgency of global partnership on this issue.

Research has shown us repeatedly that if women are guaranteed equality, then the outcome is progress. Development in all its aspects and dimensions depends on empowering women. The WTI stands for gender equality! We identified seven actions to “fill” our GAP. Each of these actions aims to understand **WHY** we conduct specific activities, **HOW** do we leverage existing measures in place, and in **WHAT** way do we intend to implement specific measures at the Institute. To this end, for each action, we highlight the complementarity between different institutions (specifically respective the faculties, the University of Bern and the Canton of Bern) and the WTI. Also, we identify which WTI-specific tools we will implement in the next four years and the new measures we aim to adopt to become more effective.

THE GENDER ACTION PLAN

ACTIONS	COMMITMENTS
We will take immediate action on ...	With these immediate actions, we commit to ...
<p>1. Institutional equal opportunity and quality assurance</p>	<p>Achieving an overall effective diversity practice by making gender equality an integral part of our internal regulations</p>

<p>2. Equal opportunities during hiring process</p>	<p>Embedding gender equality as a key criterion for our hiring and selection practices</p>
<p>3. Female specific career development</p>	<p>Fostering the focus on pursuing a career path by providing active and institutionalised support for female staff</p>
<p>4. Compatibility of family, academic work and career</p>	<p>Setting a family-friendly and flexible working structure with specific reference to available support mechanisms</p>
<p>5. Horizontal segregation</p>	<p>Working towards gender balance within the same levels of occupation in our institute</p>
<p>6. Discrimination</p>	<p>Entrenching an inclusive and supportive work culture</p>
<p>7. Information and communication</p>	<p>Providing ongoing dialogue on gender equality through transparency, visibility and reflection</p>

ACTION 1: INSTITUTIONAL EQUAL OPPORTUNITY AND QUALITY ASSURANCE

We commit to achieving an overall effective diversity practice by making gender equality an integral part of our internal regulations

WHY?

Institutionalisation is a key step towards embedding our dedication to enabling an inclusive and diverse workplace. Through a permanent, regulated and innovative committee that works on equality, we can turn our goals into actions.

HOW?

The University of Bern established its permanent office for gender equality (“*Abteilung für die Gleichstellung von Frauen und Männern*“) in 1990. It is leading the way in implementing the

University's Gender Action Plan 2017-2020 within the framework of the fifth Federal Equal Opportunities Programme ("Bundesprogramm Chancengleichheit") by Swiss universities. It drives forward the promotion of gender equality according to the University's "Strategy 2021-2014".

The Law Faculty ("Rechtswissenschaftliche Fakultät") and the Faculty of Business, Economics and Social Sciences ("Wirtschafts- und Sozialwissenschaftliche Fakultät") of the University of Bern also have their respective gender committees. Our institute works closely with these faculties.

WHAT?

In light of the University of Bern's strategy, in 2018 we established a permanent gender committee at our institute ("Kommission für Gleichstellung und Nachwuchsförderung"). Our committee's motto is titled "Know the GAP!". The head of our committee is called the "gender coordinator". The gender coordinator is appointed by the Managing Director of our institute. S/he, alongside the gender officers s/he appoints, make up the committee. These positions, as well as the permanent committee on gender itself, are reflected in our institute's internal regulations.

Through this institution, the WTI created equal opportunities and sustain quality assurance in our institute. Equal opportunity means the right to be treated without discrimination. Quality assurance is a process oriented mechanism aiming at continuously supporting the career plans of researchers. The Know the GAP! Team will continue its work in the years to come. Quality assurance is assessed based on research, teaching and learning activities. These activities are subject to gender coordination, which takes into account each activity's gender balance.

ACTION 2: EQUAL OPPORTUNITIES DURING HIRING PROCESS

We commit to removing artificial barriers to success by embedding gender balance in our hiring and selection practices

WHY?

We must free the career advancement pipeline from artificial barriers if we want more women leadership. An important step towards this goal is continuously scrutinising our hiring and selection practices in order to do our fair share in breaking the glass ceiling.

HOW?

At the University of Bern, a selection committee is formed in order to decide on the hiring of professors. This selection committee must have at least one gender officer, who is knowledgeable about the gender selection criteria of the University of Bern. This gender officer informs the office for gender equality of the University of Bern regarding the compatibility of the hiring process.

Furthermore, in order to enhance flexibility, employment models such as ‘job sharing’ are adopted throughout the University of Bern.

WHAT?

Our board of directors ensures that the hiring process of doctoral and post-doctoral staff is in line with the guidelines of the respective faculties and with gender equality as a key criterion for selection. Our Director of Studies ensures that our advanced master’s programmes in Trade and Investment Law (“TRAIL+”) and International Law and Economics (“MILE”) follow a gender sensitive approach.

New measure envisaged: All our academic job calls will include the following sentence: “The WTI is committed to Diversity, Equity and Inclusiveness in Science and we seek to hire faculty with diverse backgrounds. Applications by women are strongly encouraged. The University of Bern is an equal opportunity and family-friendly employer and supports flexible hiring solutions, including job-sharing”.

ACTION 3: FEMALE SPECIFIC CAREER DEVELOPMENT

We commit to fostering the focus on pursuing a career path by providing active and institutionalised support for female staff

WHY?

Women are as qualified as men to lead institutions; however, statistics show that we have far less women leaders in top level academic positions. Institutionally, we must tune in to what motivates women and actively support their career advancement.

HOW?

As an instrument of specific promotion of early career researchers, mentoring motivates female academics to plan, and resolutely pursue, their academic career. There is a mentoring programme offered by the office for gender equality of the University of Bern (“*Abteilung für die Gleichstellung von Frauen und Männern*”).

WHAT?

Since 2019 the GAP team is in charge of implementing coaching and training activities for the female researchers. The GAP team aims to continue to carry these out annually until 2024 in line with the participants' needs.

The master students, doctorate students, post-doctorates and assistant professors of our institute are supported through formulating career plans, which encourages participation and involvement.

Assuring quality is key – instead of being concerned with the mere number of events and activities, we strive for diverse and inclusive efforts undertaken by all members of our institute.

New measure envisaged: To complement the mentoring programme supported by the office for gender equality, we are organizing *ad-hoc* activities that aim to support the development of academic careers. In particular, we plan to organize a *training workshop on research funding & grant writing* (PhD, SNSF, Marie Curie).

ACTION 4: COMPATIBILITY OF FAMILY, ACADEMIC WORK AND CAREER

We commit to setting a family-friendly and flexible working structure with specific reference to available support mechanisms

WHY?

Having a family should never deter anyone from pursuing a career. If an atmosphere which nurtures family life is created, the staggering number of responsibilities that come with family and work can be better balanced.

HOW?

The University of Bern is committed to setting a family-friendly infrastructure for all. Below, we reproduce some useful information for you:

Breastfeeding

- vonRoll building: room A015
- Unitobler: room D411, Muesmattstr.45 (fridge included), for a key contact the dean's office of the faculty of humanities, for questions equality@histdek.unibe.ch
- GIUB (Hallerstr.12): room 306, contact: isabella.geissbuehler@giub.unibe.ch
- In the buildings Unitobler, UniS, Uni Hauptgebäude, Uni H6, ExWi, Bùhlplatzareal (Freiestr.3) und Uni Engehalde in the respective medical rooms. Please contact the Office for Gender Equality before initial use.
- Insel area: IFIK, MEM

Changing Tables

- In all toilets for the mobility impaired
- UniS: In the entrance hall cube (WC-D)
- Unitobler: room D411 or WC on the first basement floor
- H6: medical room on the first basement floor
- ExWi: medical room on the ground floor

Parent/Child Rooms

- Leeway when you are not sure who is going to look after your child, as a meeting place when bringing the child with you, for breastfeeding or as a relaxation room for students and employees of the Bern University of Teacher Education and the University of Bern as well as for visitors.
- vonRoll: room B002

Play Boxes

- In cooperation with SUB KiStE - children, study, parenthood the student body of the University of Bern, play boxes have been installed. They are filled with toys for children of all ages and invite play time.
- Mobile play box in SUB-house in Lerchenweg 32 (inner courtyard Uni Tobler): available during opening hours.
- Mobile play box in parent/child room on Mittelstrasse (room-111).
- Permanently installed play box in the lobby at the UniS.

Highchairs (for children) in the Cafeterias

- In the following student cafeterias, highchairs for children are available: Mensa Gesellschaftsstrasse, Mensa & Cafeteria vonRoll, UNIESS Bistro Bar Lounge and Mensa Unitobler.

Flexible working time models

- For more information, you can contact the Human Resources Office of the University of Bern.
Address: Hochschulstrasse 6, 3012 Bern, Switzerland
Phone: +41 31 631 82 23
E-Mail-Address: info@pers.unibe.ch

Childcare

- The foundation KIHOB offers childcare for members of institutions of higher education in Bern. It promotes and ensures additional family care and support for children of members of the University of Bern and the Bern University of Teacher Education and other people from areas associated with the university. More information is available at their official webpage: <https://www.kihob.ch>

WHAT?

Following the instructions received by the Equality Office, the GAP team agreed with KIHOB to organize childcare service (on-demand) during forthcoming events/conferences at the WTI for incoming visitors and staff. These measures were implemented during the Gender Lecture Series and we plan to continue them.

New measures envisaged: To ensure that all WTI meetings are scheduled during working time and not too late in the afternoon.

ACTION 5: HORIZONTAL SEGREGATION

We commit to ensuring gender balance within the same levels of occupation in our institute

WHY?

Clustering women and men into specific job types rests on deep-rooted gender stereotyping and undervaluing of roles and occupations.

HOW?

To break free from inequalities, and all the adverse ramifications attached to them, we need to ensure gender balance horizontally, that is, within the same levels of occupation.

WHAT?

Since 2019, the WTI participate in the Future Days Initiative implemented by the University and the GAP team plans to continue our active involvement in the next years.

New measures envisaged: The WTI is proud to announce the establishment of the *Patricia Murillo Montesdeoca Scholarship* which will allow a female student or young female professional to pursue a one-year advanced master programme at the WTI in Bern.

ACTION 6: DISCRIMINATION

We commit to entrenching an inclusive and supportive work culture

WHY?

Discrimination based on gender takes many forms, including unequal pay, pregnancy discrimination, sexual misconduct, sexual harassment, and other subtle discriminations such as promotion and/or termination based on unfair gender bias. We need clear strategies so that no one ever is treated less because of their gender.

HOW?

An ombudsperson (also referred to as an equal rights commissioner) is a neutral party who hears, investigates and addresses complaints of maladministration and violation of rights. The University of Bern nominates a professor as an ombudsperson, who has several key responsibilities. First, ombudsperson creates awareness about discrimination through trainings. Second, ombudsperson

can act as a mediator in cases of alleged gender discrimination. In cases of complaint, the gender coordinator of the gender committee and the ombudsperson are your first persons to contact. To increase transparency, the statistics of complaints, referrals, resolutions, and unresolved issues are kept.

An important effect of discrimination is the gender pay gap, that is, the average difference between the remuneration for men and women across all strata of employment. In order to combat this problem, salary level assessments are carried out throughout the University of Bern. The assessment takes place every two years, and includes percentage of employment, highest academic qualification, gender, family status, care commitment status, career plan objectives, and level of satisfaction with work-life balance.

WHAT?

Within our institute, the Board of Directors and the GAP team adopt specific awareness measures to assure equality by actively encouraging our female researchers to act (e.g. call for papers to include a statement that we take gender seriously) and by ensuring that each conference we organize or attend reflects gender balance among panellists.

New measure envisaged: The GAP team encourages all senior staff not to participate on all men panels (manels) and to be careful when we organize conferences/book proposals/workshops that a gender balance is ensured.

ACTION 7: INFORMATION AND COMMUNICATION

We commit to providing ongoing dialogue on gender equality through transparency, visibility and reflection

WHY?

Creating opportunities for dialogue and incorporating awareness on gender both in formal and informal organisational communication, from oral speeches to written reports, can help ensure safe input and feedback. Sharing best practices can help all the people become more adaptable and collaborative to inclusivity and diversity.

HOW?

To increase visibility, our institute has dedicated a separate tab on equality in its official webpage, which is available at: <https://www.wti.org/institute/equality/>.

Our gender coordinator liaises with the webmaster and communications officer of our institute to keep the webpage up-to-date and user-friendly.

WHAT?

The GAP team created a **Gender Lecture Series** to discuss the role of gender in different fields of research, teaching and/or in practice. We plan to continue this very positive measure in the years to come.

New measure envisaged: Starting in 2021, we plan to organize news story on a female alumni or PhD and administrative staff to be shared on our webpage to make our gender dimension more visible. With our news stories we also commit to raising disability awareness.

CONTACT LIST

1) If you have a question or a problem, advice or a recommendation, you can contact our gender committee directly:

Our institute's address is:

World Trade Institute, Hallerstrasse 6, 3012 Bern, Switzerland

The Gender Committee of the World Trade Institute is led by the gender coordinator, Prof. Elisa Fornalé. You can directly contact her by email (elisa.fornale@wti.org).

You can also get in touch with the rest of the members of the Gender Committee, whose details are below:

Sophia Claire Thompson (sophia.thompson@wti.org).

Aylin Yildiz (aylin.yildiz@wti.org).

2) In case you are a member of the University of Bern, or you would like to contact the University of Bern's office for gender equality directly, their contact details are below:

info@afg.unibe.ch; www.gleichstellung.unibe.ch.