

Gender action plan

KU LEUVEN

Individuals are free to develop their personal abilities and explore options without the limitations imposed by strict gender roles

Towards
a **cultural shift** through
integrated gender policy
to overcome
underrepresentation
of women in boards and
in higher grades in
academia

Utilise **effective research time** to calculate the annual average number of publications. Effective research time takes periods of inactivity, for example mother leave, into account

KU Leuven sets out **target figures** for men and women in boards and committees, for the evaluation and selection committees and for recruitment in academic positions

Trained **gender vanguards** in every faculty: full professors instruct colleagues in the appointment and selection committee on gender friendly approaches.

A structurally embedded range of career **counselling, mentoring and training** on gender themes, including training for the gender vanguards

A **gender desk** in the career centre: information and contact point; career counselling and coaching; development of expertise regarding gender and personnel; gender policy input

Monitoring provides an objective basis for policy development; **monitoring** on gender themes will be extended

KU Leuven will stimulate the use of **search committees** to actively trace excellent candidates from under-represented groups for academic positions

Reinforce **gender research** by setting up an interdisciplinary gender research group, embedded in existing structures

KU Leuven wants to establish a **solidarity fund** to compensate research groups for extra costs regarding (prolonged) labour inactivity, as is the case for parent leave

Measures to support **work – life balance**: childcare up to 3 years old, family friendly meeting hours, telework,...

Any difference in behaviour, aspirations and needs of women and men should be taken into consideration and be valued

